



## REQUIRED SUPPLEMENTARY INFORMATION OTHER POSTEMPLOYMENT BENEFIT PLANS

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*Required supplementary information for other postemployment benefit plans provides information on the sources of changes in net OPEB liabilities, information about the components of net OPEB liabilities, employer contributions, and investment returns.*

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The Required Supplementary Information for Other Postemployment Benefit plans includes the following schedules:

Schedule of Changes in the Net OPEB Liability and Related Ratios: Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

Schedule of Employer Contributions: Cost-Sharing, Multiple-Employer, Defined Benefit OPEB Plans

Schedule of Investment Returns: All Defined Benefit OPEB Plans

Notes to Required Supplementary Information: Schedule of Employer Contributions

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**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF CHANGES IN THE NET OPEB LIABILITY AND RELATED RATIOS**  
**COST-SHARING, MULTIPLE-EMPLOYER, DEFINED BENEFIT OPEB PLANS**

Last Four Fiscal Years

*(Dollars in Thousands)*

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
<b>Retiree Health Benefit</b>				
<b>Total OPEB liability</b>				
Service Cost	\$ 1,824,174	\$ 1,539,092	\$ 1,753,384	\$ 2,650,984
Interest	1,203,196	1,192,810	1,261,878	1,332,874
Changes of benefit terms	224,085	(72,358)	-	-
Differences between expected and actual experience	30,157	(156,655)	(80,951)	(2,821,033)
Changes of assumptions	(5,489,969)	1,824,892	(6,141,972)	(10,835,144)
Benefit payments, including refunds of member contributions	<u>(1,084,668)</u>	<u>(1,030,956)</u>	<u>(977,176)</u>	<u>(922,021)</u>
<b>Net change in total OPEB liability</b>	<u>(3,293,025)</u>	<u>3,296,825</u>	<u>(4,184,837)</u>	<u>(10,594,340)</u>
<b>Total OPEB liability - beginning</b>	<u>33,095,183</u>	<u>29,798,358</u>	<u>33,983,195</u>	<u>44,577,535</u>
<b>Total OPEB liability - ending (a)</b>	<u>\$29,802,158</u>	<u>\$33,095,183</u>	<u>\$29,798,358</u>	<u>\$33,983,195</u>
<b>Plan fiduciary net position</b>				
Contributions-employer	\$ 1,162,967	\$ 1,104,902	\$ 1,018,693	\$ 950,813
Contributions-other	475,200	-	-	-
Net investment income	52,286	71,780	72,384	94,132
Benefit payments, including refunds of member contributions	(1,084,668)	(1,030,956)	(977,176)	(922,021)
Administrative expense	(162)	(215)	(298)	(490)
<b>Net change in plan fiduciary net position</b>	<u>605,623</u>	<u>145,511</u>	<u>113,603</u>	<u>122,434</u>
<b>Plan fiduciary net position - beginning</b>	<u>1,455,684</u>	<u>1,310,173</u>	<u>1,196,570</u>	<u>1,074,136</u>
<b>Plan fiduciary net position - ending (b)</b>	<u>\$ 2,061,307</u>	<u>\$ 1,455,684</u>	<u>\$ 1,310,173</u>	<u>\$ 1,196,570</u>
<b>Retiree Health Benefit net OPEB liability - ending (a) - (b)</b>	<u>\$27,740,851</u>	<u>\$31,639,499</u>	<u>\$28,488,185</u>	<u>\$32,786,625</u>
<b>Plan fiduciary net position as a percentage of the total OPEB liability</b>	6.92%	4.40%	4.40%	3.52%
<b>Covered payroll</b>	\$17,974,758	\$17,622,035	\$16,837,901	\$16,365,112
<b>Net OPEB liability as a percentage of covered payroll</b>	154.33%	179.55%	169.19%	200.34%
<b>Disability Income</b>				
<b>Total OPEB liability</b>				
Service Cost	\$ 22,708	\$ 22,567	\$ 25,919	\$ 25,441
Interest	11,424	13,800	14,654	14,111
Changes of benefit terms	-	-	(44,158)	(403)
Differences between expected and actual experience	5,137	4,106	48,787	22,345
Changes of assumptions	2	(4,980)	6,692	-
Benefit payments, including refunds of member contributions	<u>(55,210)</u>	<u>(61,946)</u>	<u>(69,949)</u>	<u>(71,728)</u>
<b>Net change in total OPEB liability</b>	<u>(15,939)</u>	<u>(26,453)</u>	<u>(18,055)</u>	<u>(10,234)</u>
<b>Total OPEB liability - beginning</b>	<u>331,978</u>	<u>358,431</u>	<u>376,486</u>	<u>386,720</u>
<b>Total OPEB liability - ending (a)</b>	<u>\$ 316,039</u>	<u>\$ 331,978</u>	<u>\$ 358,431</u>	<u>\$ 376,486</u>
<b>Plan fiduciary net position</b>				
Contributions-employer	\$ 17,848	\$ 24,468	\$ 23,385	\$ 61,654
Net investment income	28,322	24,725	(1,481)	(122)
Benefit payments, including refunds of member contributions	(55,210)	(61,946)	(69,949)	(71,728)
Administrative expense	(835)	(926)	(777)	(1,050)
Other	<u>(20)</u>	<u>-</u>	<u>23</u>	<u>32</u>
<b>Net change in plan fiduciary net position</b>	<u>(9,895)</u>	<u>(13,679)</u>	<u>(48,799)</u>	<u>(11,214)</u>
<b>Plan fiduciary net position - beginning</b>	<u>375,128</u>	<u>388,807</u>	<u>437,606</u>	<u>448,820</u>
<b>Plan fiduciary net position - ending (b)</b>	<u>\$ 365,233</u>	<u>\$ 375,128</u>	<u>\$ 388,807</u>	<u>\$ 437,606</u>
<b>Disability Income's net OPEB asset - ending (a) - (b)</b>	<u>\$ (49,194)</u>	<u>\$ (43,150)</u>	<u>\$ (30,376)</u>	<u>\$ (61,120)</u>
<b>Plan fiduciary net position as a percentage of the total OPEB liability</b>	115.57%	113.00%	108.47%	116.23%
<b>Covered payroll</b>	\$17,848,000	\$17,477,148	\$16,703,858	\$16,224,737
<b>Net OPEB asset as a percentage of covered payroll</b>	(0.28%)	(0.25%)	(0.18%)	(0.38%)

**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF EMPLOYER CONTRIBUTIONS**  
**COST-SHARING, MULTIPLE-EMPLOYER, DEFINED BENEFIT OPEB PLANS**

Last Ten Fiscal Years

(Dollars in Thousands)

<b>Retiree Health Benefit</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Actuarially determined contribution	\$ 2,823,873	\$ 2,971,069	\$ 2,613,258	\$ 2,728,064	\$ 2,516,706
Contributions in relation to the actuarially determined contribution (1)	1,162,967	1,104,902	1,018,693	950,813	880,847
Contribution deficiency	<u>\$ 1,660,906</u>	<u>\$ 1,866,167</u>	<u>\$ 1,594,565</u>	<u>\$ 1,777,251</u>	<u>\$ 1,635,859</u>
Covered payroll	\$ 17,974,758	\$ 17,622,035	\$ 16,837,901	\$ 16,365,112	\$ 15,729,411
Contributions as a percentage of covered payroll	6.47%	6.27%	6.05%	5.81%	5.60%
<b>Disability Income</b>					
Actuarially determined contribution	\$ 17,848	\$ 22,720	\$ 23,385	\$ 24,337	\$ 63,963
Contributions in relation to the actuarially determined contribution (1)	17,848	24,468	23,385	61,654	63,963
Contribution excess	<u>\$ -</u>	<u>\$ (1,748)</u>	<u>\$ -</u>	<u>\$ (37,317)</u>	<u>\$ -</u>
Covered payroll	\$ 17,848,000	\$ 17,477,148	\$ 16,703,858	\$ 16,224,737	\$ 15,600,732
Contributions as a percentage of covered payroll	0.10%	0.14%	0.14%	0.38%	0.41%

(1) Contributions in relation to the actuarially determined contribution are the same as the contractually required contribution (CRC). The CRC was the same as the actuarially determined contribution except in years where there is a deficiency (excess).

Note: Changes in benefit terms, methods and assumptions are presented in Notes to the Required Supplementary Information (RSI) schedules following the OPEB RSI tables.

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<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>
\$ 2,211,436	\$ 2,226,586	\$ 2,072,951	\$ 2,371,490	\$ 2,926,070
854,383	815,157	813,223	710,027	743,659
<u>\$ 1,357,053</u>	<u>\$ 1,411,429</u>	<u>\$ 1,259,728</u>	<u>\$ 1,661,463</u>	<u>\$ 2,182,411</u>
\$ 15,562,532	\$ 15,095,500	\$ 15,343,830	\$ 14,200,540	\$ 15,176,714
5.49%	5.40%	5.30%	5.00%	4.90%

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\$ 63,267	\$ 65,878	\$ 64,969	\$ 71,244	\$ 69,229
63,267	65,878	64,969	80,537	78,259
<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (9,293)</u>	<u>\$ (9,030)</u>
\$ 15,430,976	\$ 14,972,273	\$ 14,765,682	\$ 15,487,885	\$ 15,049,808
0.41%	0.44%	0.44%	0.52%	0.52%

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**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF INVESTMENT RETURNS**  
**ALL DEFINED BENEFIT OPEB PLANS**Last Four Fiscal Years

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<b>Annual money-weighted rate of return, net of investment expense</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
<b>Retiree Health Benefit</b>	3.80%	5.73%	6.58%	9.31%
<b>Disability Income</b>	8.68%	7.74%	(0.42)%	(0.06%)

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**NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF EMPLOYER CONTRIBUTIONS**

For the Fiscal Year Ended June 30, 2020

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*Changes of benefit terms.* Effective January 1, 2016, benefit terms related to copays, out-of-pocket maximums and deductibles were changed for three of five options of the Retiree Health Benefit Fund (RHBF). Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2017, benefit terms related to copays, coinsurance maximums, out-of-pocket maximums, and deductibles were changed for two of five options of the RHBF. Most of the changes were an increase in the amount from the previous year.

Effective January 1, 2019, benefit terms related to copays, out-of-pocket maximums and deductibles were changed for one of four options of the RHBF. Out of pocket maximums increased while certain specialist copays decreased related to option benefits.

Effective January 1, 2020, benefit terms related to copays, out-of-pocket maximums and deductibles were changed for the 70/30 PPO option of the RHBF. Only the copays were adjusted for 80/20 PPO option of the RHBF.

Additionally, the December 31, 2017 DIPNC actuarial valuation includes a liability for the Sate's potential reimbursement of health insurance premiums paid by employers during the second six months of the short-term disability benefit period.

*Method and assumptions used in calculations of actuarially determined contributions.* An actuarial valuation is performed for each plan each year. The actuarially determined contribution rates in the Schedule of Employer Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning six months preceding the date of the valuation results for the RHBF. The actuarially determined contribution rates in the Schedule of Employer Contributions are calculated by the actuary as a projection of the required employer contribution for the fiscal year beginning 18 months following the date of the valuation results for the Disability Income Plan of North Carolina (DIPNC). See Note 14 for more information on the specific assumptions for each plan. The actuarially determined contributions for those items with covered payroll were determined using the actuarially determined contribution rate from the actuary and covered payroll as adjusted for timing differences and other factors such as differences in employee class. Other actuarially determined contributions are disclosed in the schedule as expressed by the actuary in reports to the plans.

*Changes of assumptions.* In 2015, the North Carolina Retirement Systems' consulting actuaries performed the quinquennial investigation of each retirement system's actual demographic and economic experience (known as the "Experience Review"). The Experience Review provides the basis for selecting the actuarial assumptions and methods used to determine plan liabilities and funding requirements. The most recent experience review examined each plan's experience during the period between January 1, 2010, and December 31, 2014. Based on the findings, the Boards of Trustees of the Teachers' and State Employees' Retirement System and the State Health Plan adopted a number of new actuarial assumptions and methods for the RHBF and the DIPNC. The most notable changes to the assumptions include updates to the mortality tables and the mortality improvement projection scales to reflect reduced rates of mortality and significant increases in mortality improvements. These assumptions were adjusted to reflect the mortality projection scale MP-2015, released by the Society of Actuaries in 2015. In addition, the assumed rates of retirement and rates of termination from active employment were reduced to more closely reflect actual experience.

For the actuarial valuation measured as of June 30, 2020, the discount rate for the RHBF was updated to 2.21%. In the prior year, disability rates were adjusted to the non-grandfathered assumptions used in the Teachers and State Employees' Retirement System actuarial valuation to better align with the anticipated incidence of disability. Medical and prescription drug claims costs were changed based on most recent experience, and medical and prescription drug trend rates were changed to the current schedule. Enrollment assumptions were updated to model expected migrations among RHBF plan options over the next four years. For the DIPNC actuarial valuation as of December 31, 2018, for individuals who may become disabled in the future, the Social Security disability income benefit (which is an offset to the DIPNC benefit) was updated to be based on assumed Social Security calculation parameters in the year of the disability. The assumed costs related to the Patient Protection and Affordable Care Act regarding the Health Insurance Provider Fee for the fully insured plans and Excise Tax were removed when those pieces were repealed December 2019.