

Kent County  
Voluntary  
Employees'  
Beneficiary  
Association



Year Ended  
December 31, 2020

Financial  
Statements

**Rehmann**

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

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## INDEPENDENT AUDITORS' REPORT

June 4, 2021

Members of the Board of Trustees of the  
Kent County Voluntary Employees' Beneficiary Association  
Grand Rapids, Michigan

### Report on the Financial Statements

We have audited the financial statements of the ***Kent County Voluntary Employees' Beneficiary Association*** (the "VEBA", a fiduciary component unit of the County of Kent, Michigan) as of and for the year ended December 31, 2020, and the related notes to the financial statements, which collectively comprise the VEBA's basic financial statements as listed in the table of contents.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Independent Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Kent County Voluntary Employees' Beneficiary Association as of December 31, 2020, and the change in financial position thereof for the year then ended in conformity with accounting principles generally accepted in the United States of America.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedules of OPEB information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated June 4, 2021 on our consideration of the VEBA's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the VEBA's internal control over financial reporting and compliance.

*Rehmann Lobson LLC*

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## **MANAGEMENT'S DISCUSSION AND ANALYSIS**

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Management's Discussion and Analysis

The following is a discussion and analysis of the financial performance and position of the Kent County Voluntary Employees' Beneficiary Association ("VEBA") which accounts for the County of Kent, Michigan's (the "County") single-employer defined benefit other postemployment benefits healthcare plan for the year ended December 31, 2020. This analysis should be read in conjunction with the *Independent Auditors' Report* and with the financial statements, which follow this section.

### **Financial Highlights**

- VEBA assets exceeded liabilities at December 31, 2020 by \$41,296,891 (reported as *net position*).
- The VEBA's funding objective is to meet its long-term benefit obligations through contributions and investment income. At December 31, 2020, the funded ratio was 67.07%.
- Additions to net position for the year ended December 31, 2020, were \$11,947,418 which is comprised of contributions of \$5,429,793, implicit rate subsidy of \$1,479,987, and net investment income of \$5,037,638.
- Deductions from net position increased 10.9% from 2019 to 2020 (from \$3,054,003 to \$3,385,386), and were comprised primarily of healthcare subsidies paid to insurance providers on behalf of plan members and the implicit rate subsidy.

### **The Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position**

This report consists of two financial statements: the *Statement of Fiduciary Net Position* and the *Statement of Changes in Fiduciary Net Position*. These financial statements report information about the VEBA, as a whole, and about its financial condition that should help answer the question: Is the VEBA better off or worse off as a result of this year's activities? These statements include all assets and liabilities using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, all revenues and expenses are taken into account regardless of when cash is received or paid. The *Statement of Fiduciary Net Position* presents all of the VEBA's assets and liabilities with the difference between the two reported as net position. Over time, increases and decreases in net position measure whether the VEBA's financial position is improving or deteriorating. The *Statement of Changes in Fiduciary Net Position* presents how the VEBA's net position changed during the most recent fiscal year. These two financial statements should be reviewed along with the *Schedule of Changes in the County's Net OPEB Liability and Related Ratios*, the *Schedule of the Net OPEB Liability*, the *Schedule of Contributions*, and the *Schedule of Investment Returns* (presented after the footnotes as required supplementary information) to determine whether the VEBA is becoming financially stronger or weaker and to understand changes over time in the funded status of the VEBA.

### **Financial Analysis**

Total assets as of December 31, 2020 and 2019, were \$41,774,808 and \$33,193,834, respectively, and were comprised mainly of investments and receivables. Total assets increased \$8,580,974 or 25.9% from December 31, 2019 to December 31, 2020, primarily due to advance funding based on actuarial calculations and investment returns.



# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Management's Discussion and Analysis

	Net Position	
	December 31,	
	2020	2019
<b>Assets</b>		
Cash	\$ 2,023,378	\$ 404,360
Receivables	389,112	151,874
Investments	39,362,318	32,637,600
<b>Total assets</b>	41,774,808	33,193,834
<b>Liabilities</b>		
Accounts payable	477,917	458,975
<b>Net position</b>	<u>\$ 41,296,891</u>	<u>\$ 32,734,859</u>

### *Additions to Fiduciary Net Position*

The reserves needed to finance postemployment healthcare benefits are accumulated primarily through the collection of employer contributions and earnings on investments. Additions to fiduciary net position for 2020 and 2019 totaled \$11,947,418 and \$9,897,750, respectively.

Total additions to fiduciary net position increased \$2,049,668 from 2019 to 2020, primarily due to strong investment returns in the current year, which are expected to fluctuate from year to year based on current market conditions.

### *Deductions from Fiduciary Net Position*

The primary expenses of the VEBA include the healthcare stipends paid on behalf of members and beneficiaries and costs of administering the Plan. Total deductions for fiscal years 2020 and 2019 were \$3,385,386 and \$3,054,003, respectively.

Benefit payments increased \$127,163 from 2019 to 2020, primarily due to an increase in premium rates during the current fiscal year, while enrollment remained stable.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Management's Discussion and Analysis

	Changes in Net Position	
	Year Ended December 31,	
	2020	2019
<b>Additions</b>		
Contributions	\$ 5,429,793	\$ 3,201,142
Contributions - implicit rate subsidy	1,479,987	1,274,396
Net investment income	5,037,638	5,422,212
<b>Total additions</b>	<u>11,947,418</u>	<u>9,897,750</u>
<b>Deductions</b>		
Benefit payments	1,845,545	1,718,382
Benefit payments - implicit rate subsidy	1,479,987	1,274,396
Administrative expenses	59,854	61,225
<b>Total deductions</b>	<u>3,385,386</u>	<u>3,054,003</u>
<b>Change in net position</b>	8,562,032	6,843,747
Net position, beginning of year	<u>32,734,859</u>	<u>25,891,112</u>
<b>Net position, end of year</b>	<u>\$ 41,296,891</u>	<u>\$ 32,734,859</u>

### *Economic Factors, Investment Returns, and Other Important Matters*

- The stock market is a principal investment forum utilized by the VEBA, therefore the market's volatility will have either a positive or negative impact on net position. The purpose of the VEBA is to provide long-term benefits through long-term investing. The investment policy is set up to achieve this long-term objective. The VEBA carefully monitors investment performance to achieve acceptable investment results.
- The estimated cash contribution rate for 2021 is 1.86% of covered payroll.
- In March 2020, the World Health Organization declared the novel coronavirus outbreak (COVID-19) to be a global pandemic. As of the date of these financial statements, the outbreak has negatively impacted economic markets, business operations and the provision of many governmental services. Management anticipates the pandemic will have a negative impact on the VEBA with respect to financial operations and investment results; however, the extent of the impact is uncertain and cannot be reasonably predicted at this time.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Management's Discussion and Analysis

### *Contacting the VEBA's Financial Management*

This financial report is designed to provide the public, citizens, and other interested parties with a general overview of the VEBA's financial position. If you have questions about this report or need additional financial information, contact Jeff Dood, Fiscal Services Director, County of Kent, 300 Monroe Ave. NW, Grand Rapids, MI 49503-2221.

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## **FINANCIAL STATEMENTS**

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Statement of Fiduciary Net Position

December 31, 2020

### Assets

Cash		\$ 2,023,378
Receivables		389,112
Investments, at fair value:		
Domestic equity mutual funds	\$ 16,152,572	
International equity mutual funds	8,331,998	
Domestic fixed income mutual funds	6,582,969	
International fixed income mutual funds	7,266,088	
Real estate securities	1,028,691	
Total investments		<u>39,362,318</u>
<b>Total assets</b>		<b>41,774,808</b>
<b>Liabilities</b>		
Accounts payable		<u>477,917</u>
<b>Net position restricted for other postemployment benefits</b>		<b><u>\$ 41,296,891</u></b>

The accompanying notes are an integral part of these basic financial statements.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Statement of Changes in Fiduciary Net Position

For the Year Ended December 31, 2020

### Additions

Contributions:		
Employer contributions	\$ 5,429,793	
Employer contributions - implicit rate subsidy	<u>1,479,987</u>	
Total contributions		\$ 6,909,780
Investment earnings:		
Net appreciation in fair value of investments	4,511,399	
Interest and dividends	<u>610,480</u>	
Total investment earnings	5,121,879	
Investment expense	<u>(84,241)</u>	
Net investment earnings		<u>5,037,638</u>
<b>Total additions</b>		<u>11,947,418</u>
Deductions		
Benefit payments		1,845,545
Benefit payments - implicit rate subsidy		1,479,987
Administrative expenses		<u>59,854</u>
<b>Total deductions</b>		<u>3,385,386</u>
<b>Change in net position</b>		8,562,032
Net position, beginning of year		<u>32,734,859</u>
<b>Net position, end of year</b>		<u>\$ 41,296,891</u>

The accompanying notes are an integral part of these basic financial statements.

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## **NOTES TO FINANCIAL STATEMENTS**

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

### 1. PLAN DESCRIPTION

The Kent County Voluntary Employees' Beneficiary Association ("VEBA") is a single-employer defined benefit postemployment healthcare plan (the "Plan") established by the County of Kent, Michigan (the "County") and is administered by a five member board called the Kent County Voluntary Employees' Beneficiary Association Board of Trustees. The Board is comprised of the County Administrator/Controller, the County Treasurer, the Director of the County's Fiscal Services Department and two other County employees appointed by the Chair of the Kent County Board of Commissioners. The VEBA provides health insurance benefits to certain retirees or their beneficiaries, which are advance funded on an actuarial basis. Retirees and their beneficiaries are eligible for postemployment healthcare, dental and vision benefits if they are receiving a pension from the Kent County Employees' Retirement Plan.

The VEBA is funded by a trust agreement established pursuant to Section 501(c)(9) of the Internal Revenue Code which allows for the formation of such a plan. The VEBA is included as a fiduciary component unit of the County because (1) the VEBA is a legally separate entity; (2) the County Board of Commissioners appoints a voting majority of the VEBA Board; and (3) the County makes contributions to the VEBA on behalf of its participants.

VEBA membership consisted of the following at December 31, 2020:

Retirees and beneficiaries currently receiving benefits	720
Active participants	<u>1,586</u>
<b>Total membership</b>	<u><u>2,306</u></u>

#### ***Benefits Provided***

The County provides a fixed monthly dollar subsidy of up to \$400 (\$350 for retirees before December 31, 2018) to be used by retirees toward health insurance premiums in a County-sponsored insurance plan. In addition, the County provides an implicit subsidy due to having one premium based on a blended rate that treats current employees, retirees, eligible beneficiaries and dependents as one homogeneous group. The implicit subsidy is factored into the actuarial computation of the OPEB liability. Effective 2016, the Collective Bargaining groups have begun to place retirees into separate groups for premium rating purposes for employees who were hired on or after January 1, 2016 (January 1, 2015 for Circuit Court Referees, FOP and Teamsters Parks; and July 1, 2016 for TPOAM and KCDSA).

#### ***Contributions***

The contribution requirements of VEBA members and the County are established and may be amended by the County Board of Commissioners, in accordance with County policies, union contracts, and Plan provisions. The VEBA covers the Management Pay Plan, both exempt and non-exempt employees, elected officials, including judges, and ten collective bargaining units. Normal retirement eligibility is summarized as follows:

VEBA members hired through December 31, 2010 are eligible to receive benefits at age 60 with 5 years of service or 25 years of service regardless of age. Military service may be purchased.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

VEBA members hired on or after January 1, 2011, are eligible for benefits at age 62 with 5 years of service or age 60 (age 55 for Captains/Lieutenants) with 25 years of service, for the following groups: MPP, Judges, Elected Officials, Commissioners, UAW, TPOAM, and Prosecuting Attorneys.

VEBA members hired on or after January 1, 2012, are eligible for benefits at age 62 with 5 years of service or age 60 with 25 years of service, for the following groups: Teamsters-Parks, Teamsters-PHN, and Circuit Court Referees.

VEBA members of the KCDSA bargaining unit hired on or after January 1, 2013, are eligible for benefits at age 60 with 5 years of service or age 50 with 25 years of service.

VEBA members of the FOP bargaining unit hired on or after January 1, 2015, are eligible for benefits at age 60 with 5 years of service or age 50 with 25 years of service.

The subsidy is prorated for service less than 25 years. An employee that retires at age 55 or older with 15 or more years of service is eligible for the subsidy under the early retirement option, prorated for service less than 25 years. Employees who retire under a duty disability retirement are immediately eligible.

Retirees are responsible for reimbursing the County for the cost of premiums for the selected level of coverage in excess of the subsidy. The retiree's share of premiums can be deducted automatically from their monthly pension distribution, or paid directly to the County Treasurer. Since retirees must participate in one of the County's health insurance plans in order to receive the benefit, the entire cost of retiree healthcare premiums is accounted for in the County's health insurance internal service fund. Retiree reimbursements are reported as operating revenue in the internal service fund. On a quarterly basis, the total amount of retiree subsidies for the previous period is billed to the VEBA. This portion of premium costs, which includes the County subsidy only, comprises the entire amount of benefit payments in the Statement of Changes in Fiduciary Net Position.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### *Basis of Accounting*

The VEBA's financial statements are prepared using the accrual basis of accounting. Employer contributions are recognized in the period in which the contributions are earned. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

### *Valuation of Investments and Income Recognition*

VEBA investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments for which market quotations are not readily available are valued at their fair values as determined by the custodian under the direction of the Kent County VEBA Board of Trustees, with the assistance of a valuation service.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

### *Administration*

Administrative costs are financed through the VEBA's investment earnings.

### *Receivables*

Receivables represent contributions due to the VEBA from active employees, but not paid until after year-end.

### **Use of Estimates**

The preparation of the financial statements in conformity with generally accepted accounting principles requires management to make significant estimates and assumptions that affect the reported amounts of net position at the date of the financial statements and the actuarial present value of accumulated benefits as of the benefit information date, the changes in net position during the reporting period and, when applicable, the disclosures of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

### **Risk and Uncertainties**

Contributions and the actuarial present value of accumulated benefits are prepared based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Investments are exposed to various risks, such as credit, custodial credit, concentrations, foreign currency fluctuations, and interest rates. Due to uncertainties inherent in the estimations and assumptions process and the level of uncertainty related to changes in these estimates, assumptions and risks in near-term would be material to the financial statements.

## 3. DEPOSITS AND INVESTMENTS

### *Deposits*

*Custodial Credit Risk - Deposits.* Custodial credit risk is the risk that, in the event of a bank failure, the VEBA's deposits might not be returned. The VEBA has a demand money market account with one financial institution. As of year-end, \$1,773,378 of the VEBA's bank balance of \$2,023,378 was exposed to custodial credit risk because it was uninsured and uncollateralized.

### *Investments*

The VEBA is authorized by the Michigan Public Employees Retirement Systems' Investment Act 314 of 1965, as amended, to invest in stocks, government and corporate securities, mortgages, and various other instruments, subject to certain limitations. The VEBA's Board of Trustees is responsible for adopting the investment policies and strategies, and retaining/monitoring the various investment managers, trustees, advisors, actuaries and other fiduciaries utilized by the VEBA.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

The VEBA's investments are held in eight portfolios administered by various investment managers. Following is a summary of the VEBA's investments (at fair value, as determined by quoted market price) as of December 31, 2020:

### Investments at fair value

Domestic equity mutual funds	\$ 16,152,572
International equity mutual funds	8,331,998
Domestic fixed income mutual funds	6,582,969
International fixed income mutual funds	7,266,088
Real estate securities	<u>1,028,691</u>

### Total investments

\$ 39,362,318

*Credit Risk.* Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The VEBA's investment policy requires that bonds have a minimum quality rating of BBB/Baa at the time of purchase. The overall portfolio is expected to maintain an average credit quality of AA- or higher. Money market instruments shall have a minimum quality rating comparable to an A bond rating and commercial paper shall be rated A1/P1 unless held in a diversified short-term commingled fund. The VEBA's investment in mutual funds and real estate securities are not subject to credit risk rating.

*Custodial Credit Risk.* For investments, custodial credit risk is the risk that, in the event of the failure of the counterparty to a transaction, the VEBA will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Open-end mutual funds and real estate securities are not exposed to custodial credit risk because their existence is not evidenced by securities that exist in physical or book form.

*Concentration of Credit Risk.* Concentration of credit risk is the risk of loss attributed to the magnitude of the VEBA's investment in a single issuer. For core fixed income portfolios, the VEBA's Investment Policy provides that, with the exception of the U.S. government and its agencies, no more than 3% of the portfolio shall be invested in the obligations of any one issuer. For domestic equity portfolios, no single company's securities should represent more than 5% at cost or 7% at market value of the individual manager's portfolio. For the VEBA's large cap equity portfolio, no single company's security should represent more than 1% plus the benchmark weight at the time of purchase of the individual manager's portfolio. At December 31, 2020, none of the VEBA's mutual funds were invested in a single issuer exceeding the policy limits.

*Foreign Currency Risk.* Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The VEBA mitigates foreign currency risk by requiring the portfolio to be broadly diversified by number of holdings, by geographic location and across industry sectors. The County monitors its exposure to foreign currency risk through a quarterly performance report. The VEBA's exposure to foreign currency risk as of December 31, 2020 was \$15,598,086. This amount was comprised of international equity mutual funds and international fixed income mutual funds denominated in U.S. dollars.

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

*Interest Rate Risk.* Interest rate risk is the risk that changes in interest rates will adversely affect the fair market value of an investment. The VEBA's policy provides for its fixed income portfolio to have an average duration of no more than 120% of the duration of the stated benchmark (which varies by portfolio). Investments in equity mutual funds and real estate securities are comprised of securities with no stated maturity date. Accordingly, such investments are deemed to have an average duration of zero years. The VEBA's investments in fixed income mutual funds have average durations ranging from 2.72 to 7.75 years.

*Fair Value Measurement.* The VEBA categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; and Level 3 inputs are significant unobservable inputs. Methods for valuing investments are described in the Summary of Significant Accounting Policies.

VEBA investments have the following recurring fair value measurements as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Domestic equity mutual funds	\$ 4,089,114	\$ 12,063,458	\$ -	\$ 16,152,572
International equity mutual funds	8,331,998	-	-	8,331,998
Domestic fixed income mutual funds	6,582,969	-	-	6,582,969
International fixed income mutual funds	4,368,025	2,898,063	-	7,266,088
Real estate securities	-	-	1,028,691	1,028,691
<b>Total investments</b>	<b>\$ 23,372,106</b>	<b>\$ 14,961,521</b>	<b>\$ 1,028,691</b>	<b>\$ 39,362,318</b>

## 4. NET OPEB LIABILITY OF THE COUNTY

*Net OPEB Liability.* The components of the net OPEB liability of the County at December 31, 2020, were as follows:

Total OPEB liability	\$ 61,571,283
Plan fiduciary net position	<u>41,296,891</u>
<b>County's net OPEB liability</b>	<b><u>\$ 20,274,392</u></b>
Plan fiduciary net position as percentage of total OPEB liability	67.07%

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

*Actuarial Assumptions.* The total OPEB liability was determined by an actuarial valuation as of December 31, 2019, rolled forward to December 31, 2020, using the following 2020 actuarial assumptions, applied to all periods included in the measurement:

Actuarial cost method	Entry-age normal
Amortization method	Level percentage of payroll, Closed
Remaining amortization period	21 years
Asset valuation method	Market value of assets
Price inflation	2.5%
Salary increases	3.5% to 10.5%, including inflation
Investment rate of return	6.75%, net of OPEB plan investment expense, including inflation
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2018 valuation pursuant to the January 1, 2013 – December 31, 2017 Experience Study for the Retirement Plan and Trust.
Mortality	The RP-2014 Mortality Tables with 2-dimensional, fully generational improvements projected with the MP-2018 Mortality Improvement Scales. These tables were first used for the December 31, 2018 valuation
Health care trend rates	Non-Medicare trend starting at 8.5% gradually decreasing to an ultimate trend rate of 4.5%. Medicare trend starting at 7.0% gradually decreasing to an ultimate trend rate of 4.5%.
Aging factors	The tables used in developing the retiree premium are based on a recent Society of Actuaries study of health costs.

*Rate of Return.* For the year ended December 31, 2020, the annual money-weighted rate of return on investments, net of investment expense, was 15.20%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

## KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

### Notes to Financial Statements

*Long-term Expected Rate of Return.* Long-term expected rate of return on VEBA plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of VEBA plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the VEBA plan's target asset allocation as of December 31, 2020 (see the discussion of the VEBA plan's investment policy in Note 3) are summarized in the following table:

Asset Class	Target Allocation	Long-term Expected Real Rate of Return	Expected Money-Weighted Rate of Return
Core bonds	15.00%	2.59%	0.39%
Multi-sector fixed income	15.00%	3.42%	0.51%
Liquid absolute return	5.00%	3.25%	0.16%
U.S. large cap equity	30.00%	7.14%	2.14%
U.S. small cap equity	10.00%	8.45%	0.85%
Non U.S. equity	20.00%	8.16%	1.63%
Core real estate	5.00%	6.68%	0.33%
Total	<u>100.00%</u>		6.01%
Inflation			2.50%
Risk adjustment			<u>-1.76%</u>
<b>Investment rate of return</b>			<u><u>6.75%</u></u>

*Discount Rate.* The discount rate used to measure the total OPEB liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that contributions will be made at the current contribution rate and that Plan contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the VEBA plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on VEBA plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.



# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

*Changes in the Net OPEB Liability.* The components of the change in the net OPEB liability are summarized as follows:

	Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
Balances at December 31, 2019	\$ 61,232,861	\$ 32,734,859	\$ 28,498,002
Changes for the year:			
Service cost	1,321,125	-	1,321,125
Interest on total OPEB liability	4,065,569	-	4,065,569
Differences between expected and actual experience	(1,722,740)	-	(1,722,740)
Employer contributions	-	6,909,780	(6,909,780)
Net investment income	-	5,037,638	(5,037,638)
Benefit payments, including refunds of employee contributions	(3,325,532)	(3,325,532)	-
Administrative expense	-	(59,854)	59,854
Net changes	338,422	8,562,032	(8,223,610)
<b>Balances at December 31, 2020</b>	<b>\$ 61,571,283</b>	<b>\$ 41,296,891</b>	<b>\$ 20,274,392</b>

*Sensitivity of the Net OPEB Liability to Changes in the Discount Rate.* The following presents the net OPEB liability of the County, calculated using the discount rate of 6.75%, as well as what the County's net OPEB liability would be if it were calculated using a discount rate that is 1% lower (5.75%) or 1% higher (7.75%) than the current rate:

	1% Decrease (5.75%)	Current Discount Rate (6.75%)	1% Increase (7.75%)
County's net OPEB liability	\$ 26,874,460	\$ 20,274,392	\$ 14,598,731

*Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rate Assumption.* The following presents the net OPEB liability of the County, as well as what the County's net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1% lower (7.50% decreasing to 3.50%) or 1% higher (9.50% increasing to 5.50%) than the current healthcare cost trend rates:

	1% Decrease (7.50% Decreasing to 3.50%)	Healthcare Cost Trend Rates (8.50% to 4.50%)	1% Increase (9.50% Decreasing to 5.50%)
County's net OPEB liability	\$ 17,384,221	\$ 20,274,392	\$ 23,624,911

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Notes to Financial Statements

### 5. RISK MANAGEMENT

The VEBA is exposed to various risks of loss including fiduciary liability and torts. For the fiduciary liability exposure, a commercial fiduciary liability insurance policy is purchased with a \$1,000,000 limit. For the tort exposures, the VEBA participates in the County's insurance program that includes the self-insured loss fund and excess liability insurance as an individual member of the Michigan Municipal Risk Management Authority. The County estimates the program costs, the liability for unpaid claims (including those that are incurred-but-not-reported) and allocates the cost to all appropriate entities and funds. There is no further exposure to the VEBA that would require a liability to be recorded in the financial statements.

### 6. CORONAVIRUS (COVID-19)

In March 2020, the World Health Organization declared the novel coronavirus outbreak (COVID-19) to be a global pandemic. The extent of the ultimate impact of the pandemic on the VEBA's operational and financial performance will depend on various developments, including the duration and spread of the outbreak and its impact on employees, vendors, and financial markets, all of which cannot be reasonably predicted at this time. While management reasonably expects the COVID-19 outbreak to negatively impact the VEBA's financial position, changes in financial position, and, where applicable, the timing and amounts of cash flows, the related financial consequences and duration are highly uncertain.



**REQUIRED SUPPLEMENTARY INFORMATION**

## KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

### Required Supplementary Information

Schedule of Changes in the County's Net OPEB Liability and Related Ratios

	Year Ended December 31,			
	2017	2018	2019	2020
<b>Total OPEB liability</b>				
Service cost	\$ 1,127,286	\$ 1,072,729	\$ 1,359,413	\$ 1,321,125
Interest	3,974,131	4,038,791	3,807,630	4,065,569
Changes in benefit terms	-	1,527,575	-	-
Differences between expected and actual experience	-	(5,733,050)	1,832,578	(1,722,740)
Changes of assumptions	2,759,510	711,496	-	-
Benefit payments, including refunds of employee contributions	(3,145,772)	(3,104,339)	(2,992,778)	(3,325,532)
<b>Net change in total OPEB liability</b>	<u>4,715,155</u>	<u>(1,486,798)</u>	<u>4,006,843</u>	<u>338,422</u>
Total OPEB liability, beginning of year	53,997,661	58,712,816	57,226,018	61,232,861
<b>Total OPEB liability, end of year</b>	<u>58,712,816</u>	<u>57,226,018</u>	<u>61,232,861</u>	<u>61,571,283</u>
<b>Plan fiduciary net position</b>				
Employer contributions	5,271,289	5,321,892	4,475,538	6,909,780
Net investment income (loss)	3,554,463	(1,599,916)	5,422,212	5,037,638
Benefit payments, including refunds of employee contributions	(3,145,772)	(3,104,339)	(2,992,778)	(3,325,532)
Administrative expense	(34,479)	(48,229)	(61,225)	(59,854)
Other	4,334	6,132	-	-
<b>Net change in plan fiduciary net position</b>	<u>5,649,835</u>	<u>575,540</u>	<u>6,843,747</u>	<u>8,562,032</u>
Plan fiduciary net position, beginning of year	19,665,737	25,315,572	25,891,112	32,734,859
<b>Plan fiduciary net position, end of year</b>	<u>25,315,572</u>	<u>25,891,112</u>	<u>32,734,859</u>	<u>41,296,891</u>
<b>County's net OPEB liability</b>	<u>\$ 33,397,244</u>	<u>\$ 31,334,906</u>	<u>\$ 28,498,002</u>	<u>\$ 20,274,392</u>
Plan fiduciary net position as a percentage of total OPEB liability	43.12%	45.24%	53.46%	67.07%
Covered payroll	<u>\$ 88,846,626</u>	<u>\$ 92,095,534</u>	<u>\$ 109,665,514</u>	<u>\$ 119,307,486</u>
County's net OPEB liability as a percentage of covered payroll	37.59%	34.02%	25.99%	16.99%

The December 31, 2018 valuation incorporates assumption changes in accordance with the pension experience study dated November 8, 2018 and adopted by the Board on November 14, 2018. Further the healthcare specific assumptions were investigated in the experience study dated February 8, 2018. The adopted changes are summarized as follows: 6.75% investment return assumption; 3.50% wage inflation assumption; MP-2018 mortality projection scale; decrease retirement rates; decrease withdrawal rates; lowered election percentage assumptions; public act 202 healthcare trend assumption. The overall impact of the assumption changes increased the contribution rate by 0.25% and slightly reduced the funded ratio.

For the December 31, 2018 valuation a benefit change was reflected for future retirees: the maximum monthly flat dollar stipend increased from \$350 to \$400. The benefit change increased the employer contribution rate by 0.18% and slightly reduced the funded ratio.

The December 31, 2017 valuation incorporates assumption changes, including: reduced the assumed rate of return from 7.5% to 7.0%; changed the amortization period from 30 years open to 23 years closed; reset the health care trend rate to increase by 9.0% in 2018 and trending down to 4.0% in 2028.

Note: GASB 74 was implemented in fiscal year 2017. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

## KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

### Required Supplementary Information

#### Schedule of the Net OPEB Liability

Fiscal Year Ended December 31,	Total OPEB Liability	Plan Net Position	Net OPEB Liability	Plan Net Position as Percentage of Total OPEB Liability	Covered Payroll	Net OPEB Liability as Percentage of Covered Payroll
2017	\$ 58,712,816	\$ 25,315,572	\$ 33,397,244	43.12%	\$ 88,846,626	37.59%
2018	57,226,018	25,891,112	31,334,906	45.24%	92,095,534	34.02%
2019	61,232,861	32,734,859	28,498,002	53.46%	109,665,514	25.99%
2020	61,571,283	41,296,891	20,274,392	67.07%	119,307,486	16.99%

Note: GASB 74 was implemented in fiscal year 2017. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

## KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

### Required Supplementary Information

#### Schedule of Contributions

Fiscal Year Ended December 31,	Actuarially Determined Contribution	Contributions in Relation to the Actuarially Determined Contribution	Contribution (Deficiency) Excess	Covered Payroll	Contributions as Percentage of Covered Payroll
2017	\$ 3,394,981	\$ 5,271,289	\$ 1,876,308	\$ 88,846,626	5.93%
2018	3,151,965	5,321,892	2,169,927	92,095,534	5.78%
2019	2,908,628	4,475,538	1,566,910	109,665,514	4.08%
2020	3,513,339	6,909,780	3,396,441	119,307,486	5.79%

Note: GASB 74 was implemented in fiscal year 2017. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

#### Notes to Schedule of Contributions

Valuation Date December 31 of the year prior to the fiscal year in which the contributions are expected to be made

Methods and assumptions used to determine contribution rates:

Actuarial cost method	Entry-age normal
Amortization method	Level percentage of payroll, Open
Remaining amortization period	22 years
Asset valuation method	Market value of assets
Price inflation	2.5%
Salary increases	3.5% to 10.5%, including inflation
Investment rate of return	6.75%, net of OPEB plan investment expense, including inflation
Retirement age	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2018 valuation pursuant to the January 1, 2013 – December 31, 2017 Experience Study for the Retirement Plan and Trust.
Mortality	The RP-2014 Mortality Tables with 2-dimensional, fully generational improvements projected with the MP-2018 Mortality Improvement Scales. These tables were first used for the December 31, 2018 valuation.
Health care trend rates	Non-Medicare: Trend starting at 8.5% and gradually decreasing to an ultimate trend rate of 4.50% in the 17th year. Medicare: Trend starting at 7.0% and gradually decreasing to an ultimate trend rate of 4.50% in the 17th year.
Aging factors	The tables used in developing the retiree premium are based on a recent Society of Actuaries study of health costs.
Expenses	Investment expenses are net of the investment returns; Administrative expenses are included in the premium costs

# KENT COUNTY VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION

## Required Supplementary Information

### Schedule of Investment Returns

Fiscal Year Ended December 31,	Annual Return <sup>(1)</sup>
2017	17.76%
2018	-6.09%
2019	20.98%
2020	15.20%

<sup>(1)</sup> Annual money-weighted rate of return, net of investment expenses

Note: GASB 74 was implemented in fiscal year 2017. This schedule is being built prospectively. Ultimately, 10 years of data will be presented.

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## **INTERNAL CONTROL AND COMPLIANCE**

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## INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

June 4, 2021

Members of the Board of Trustees of the  
Kent County Voluntary Employees' Beneficiary Association  
Grand Rapids, Michigan

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the **Kent County Voluntary Employees' Beneficiary Association** (a fiduciary component unit of the County of Kent, Michigan, the "VEBA"), as of and for the year ended December 31, 2020, and the related notes to the financial statements, which collectively comprise the VEBA's basic financial statements, and have issued our report thereon dated June 4, 2021.

### Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the VEBA's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the VEBA's internal control. Accordingly, we do not express an opinion on the effectiveness of the VEBA's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Rehmann is an independent member of Nexia International.



## **Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the VEBA's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

## **Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the VEBA's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*Rehmann Robson LLC*