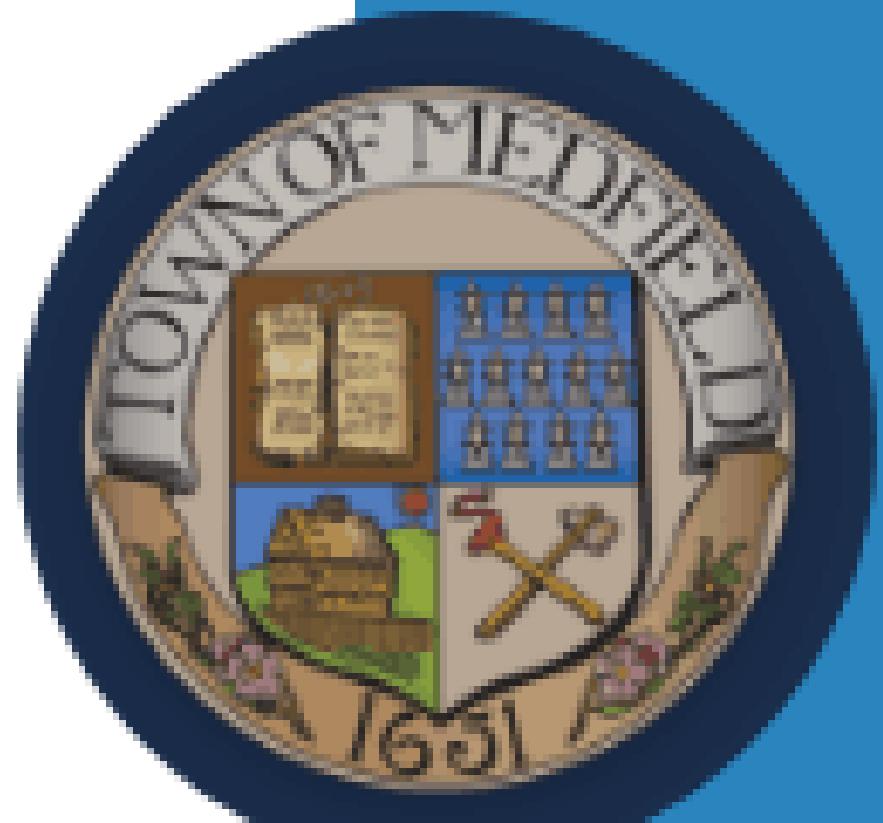




# Town of Medfield

GASB 75 Results

November 21, 2025



**FOUNDED IN 1998**

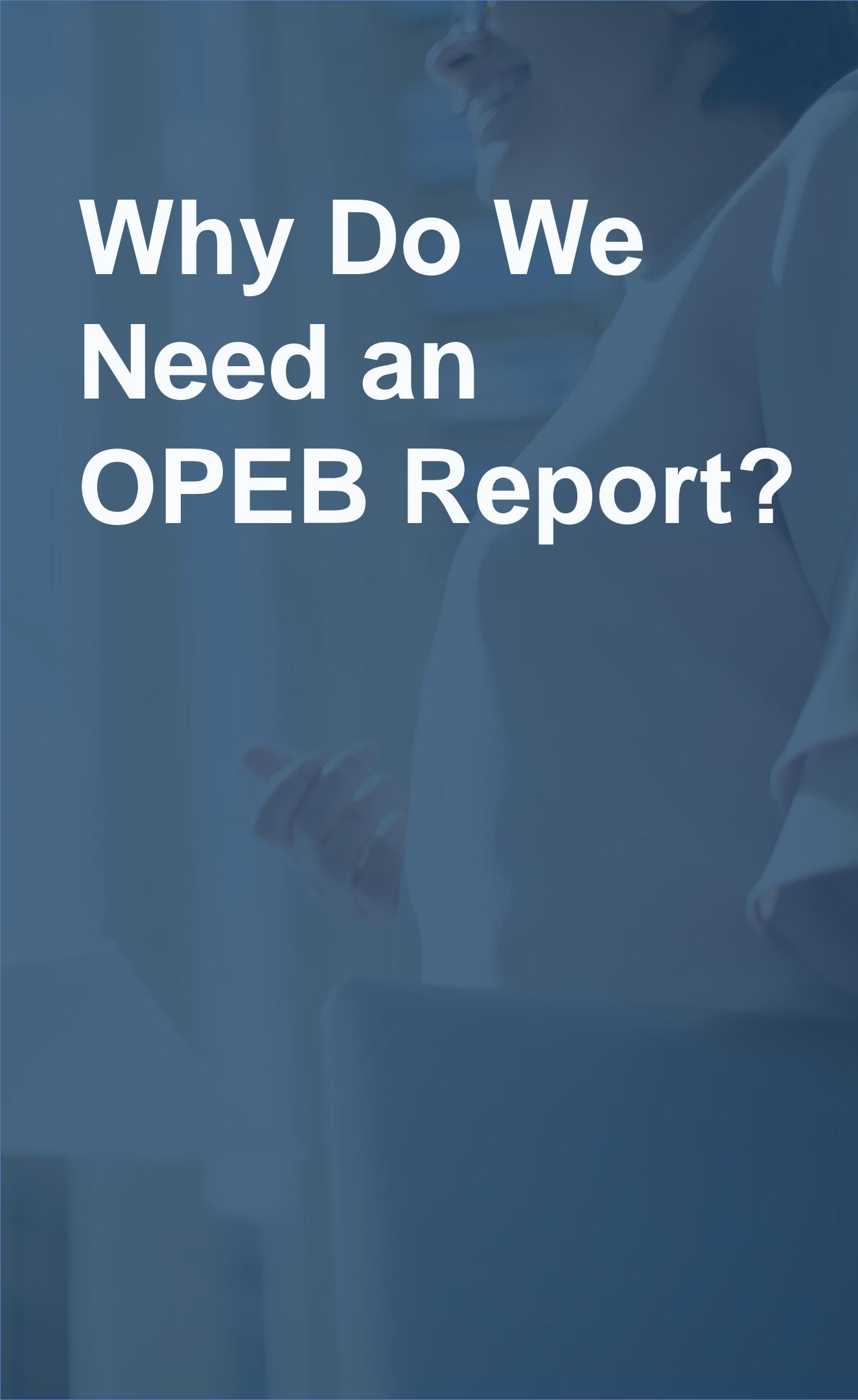
Actuaries & Management  
Consultants

Providing actuarial consulting  
& valuation services to over  
500 municipal entities

Office located in Connecticut -  
with clients in 37 states,  
Europe, South America, Asia  
& Australia



# About Us



# Why Do We Need an OPEB Report?

OPEB accrual accounting vs. pay-as-you-go accounting

Accrual accounting answers the questions:

- What is the value of benefits accrued to date?
- What is the value of benefits accrued this year?
- What is the value of the benefits paid out this year?

GASB 75 standardized methods

# GASB 75 Results

Measurement Date	06/30/2025	06/30/2024
Reporting Date	06/30/2025	06/30/2024
<b>Total OPEB Liability (TOL):</b> The value of the benefits that have been earned by active and retired employees	41,702,238	36,815,656
<b>Fiduciary Net Position:</b> (i.e. assets)	9,308,692	7,960,803
<b>Net OPEB Liability (NOL):</b> The TOL minus the assets	32,393,546	28,854,853
<b>Funded Ratio</b>	22.32%	21.62%
<b>Discount Rate</b>	6.35%	7.00%

# GASB 75 Results

	FY 2025	FY 2024
<b>Service Cost:</b> The value of the benefits that eligible employees accrue each year	991,130	1,013,664
<b>Financial Statement Expense</b>	859,761	11,646
<b>Employer Share of Cost:</b> The employer's portion of the premiums each year including implicit cost	1,861,814	1,400,266
<b>Trust Contributions</b>	551,250	525,000
<b>Net OPEB Expense:</b> The expense (on an accrual basis) that is recognized annually on the financial statement	(1,553,303)	(1,913,620)
<b>Discount Rate</b>	6.35%	7.00%

# GASB 75

## Results

### Positive Drivers of Plan Experience

- Trend rates changed
  - Decreasing liabilities by \$1.1m
- Retirement, withdrawal, and mortality assumptions were updated
  - Decreasing liability by \$3.6m

### Negative Drivers of Plan Experience

- Discount Rate decreased
  - Increasing liabilities by \$3.4m
- Election Percentage for Life and Health was changed to 70%
  - Increasing liabilities by \$2.1m
- Premiums increased more than expected
  - Increasing liabilities by \$3.3m

# Actuarial Assumptions

## DISCOUNT RATE

The interest rate used to calculate the present value of future cash flows. Currently, 6.35% (previously 7.00%).

## TERMINATION RATES

Probability of leaving employment each year prior to retirement.

## RETIREMENT RATES

Percentage of retirement eligible employees who retire each year.

## ELECTION PERCENTAGE

Percentage of eligible employees who elect to receive benefits in retirement.

## HEALTHCARE COST INFLATION

The rate at which healthcare costs are expected to increase: Evaluated annually according to the Getzen Model of Long-Run Medical Cost Trends.



# Medical Plan Offerings

Comprehensive Medical, Dental and \$5,000  
of Life Insurance

Average Active Single Plan:  
\$1,090

Average Medicare Supplement Plan:  
\$434

# TOWN & CITY FUNDING RATIOS

As of 12/31/2023

Values	City	Town	Grand Total
20th Percentile	0.16%	2.50%	0.65%
25th Percentile	0.33%	2.95%	1.18%
40th Percentile	0.65%	6.21%	4.21%
50th Percentile	1.28%	9.92%	7.31%
60th Percentile	2.23%	13.13%	12.50%
75th Percentile	3.52%	25.10%	26.20%
80th Percentile	4.60%	29.83%	31.03%
90th Percentile	5.90%	47.69%	67.66%
95th Percentile	9.35%	59.66%	88.11%
# of Entities	12	162	267

## FUNDING COMPARISON TO OTHER ODYSSEY

# COMPARISON TO YOUR PEERS

	Number of Eligible Actives	Discount Rate	Total Annual Service Cost (annual benefit accrual)	Per Eligible Active Plan Participant	Net OPEB Liability	Funded Ratio	Benefit Payments	Per Covered Retiree
Town of Medfield	537	6.35%	991,130	1,846	32,393,546	22.32%	1,861,814	5,659
Town of Bellingham	458	5.25%	1,569,501	3,427	48,680,747	2.33%	1,807,591	4,519
Town of Walpole	832	6.53%	1,633,069	1,963	61,620,614	19.68%	3,429,892	5,427
Town of Northborough	426	6.47%	848,838	1,993	34,148,991	18.18%	1,578,262	6,047
Town of Holliston	664	6.47%	1,544,637	2,326	22,346,705	59.10%	2,244,733	5,815
Town of Foxborough	671	6.53%	1,172,037	1,747	30,560,975	42.34%	2,065,419	4,652
Massachusetts Average (Odyssey Clients only)	331	4.60%	1,390,085	4,195	43,171,695	15.59%	1,528,332	6,046

# SERVICE COST PER ACTIVE EMPLOYEE

## Town of Medfield Service Cost per Capita as of January 1, 2025

	Town Employees	Sewer Employees	Water Employees	Total
I. Service Cost	973,108	8,022	10,000	991,130
II. Eligible Actives	527	4	6	537
III. Service Cost per Eligible Active [I. / II.]	1,847	2,006	1,667	1,846

# Projected Cash Flows

Total Medical, Dental & Life Insurance - Funding - 6.35% discount rate									
Measurement Date	I. Total OPEB Liability ("TOL")	II. Fiduciary Net Position	III. Net OPEB Liability ("NOL")	IV. Funded Ratio [I. - II.]	V. Employer Share of Premiums / Claims	VI. Excess Employer Payments (beyond claims)	VII. Total Employer Contribution [V. + VI.]	VIII. Present Value of TOL using 3.0% Interest Rate	IX. Present Value of Employer Share of Premiums / Claims using 3.0% Interest Rate
June 30, 2025	41,702,238	9,308,692	32,393,546	22.32%	1,861,814	551,250	2,413,064	41,702,238	1,861,814
June 30, 2026	43,779,635	10,508,209	33,271,426	24.00%	1,598,405	578,813	2,177,218	42,504,500	1,551,850
June 30, 2027	44,705,902	11,815,196	32,890,706	26.43%	1,861,814	607,753	2,469,567	42,139,600	1,754,938
June 30, 2028	46,619,304	13,238,101	33,381,203	28.40%	2,127,188	638,141	2,765,329	42,663,267	1,946,678
June 30, 2029	48,490,927	14,785,990	33,704,937	30.49%	2,192,782	670,048	2,862,830	43,083,561	1,948,258
June 30, 2034	58,999,000	24,766,854	34,232,146	41.98%	3,008,643	855,170	3,863,813	45,217,821	2,305,874
June 30, 2039	71,436,777	39,675,820	31,760,957	55.54%	3,533,801	1,091,437	4,625,238	47,228,125	2,336,259
June 30, 2044	87,301,101	61,673,546	25,627,555	70.64%	4,134,580	1,392,981	5,527,561	49,786,598	2,357,893
June 30, 2049	107,683,692	93,811,841	13,871,851	87.12%	4,980,960	1,777,836	6,758,796	52,973,241	2,450,302
June 30, 2054	132,009,632	134,819,780	(2,810,148)	102.13%	6,614,154	(3,127,543)	3,486,611	56,017,807	2,806,692
June 30, 2059	159,608,090	162,891,100	(3,283,010)	102.06%	8,205,429	(3,964,728)	4,240,701	58,423,727	3,003,555
June 30, 2064	193,975,677	198,343,040	(4,367,363)	102.25%	9,514,254	(4,381,268)	5,132,986	61,248,508	3,004,159

# Questions?



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