



May 2, 2024

Ms. Donna Teague  
Director of Financial Operations  
El Paso County Auditor's Office  
800 E. Overland, Room 406  
El Paso, TX 79901

**Re: Engagement Letter for the December 31, 2023 OPEB valuation and the GASB 75 Valuation Reports for fiscal years ending 2024 and 2025.**

Dear Ms. Teague,

The following is a pricing quote for a GASB 75 actuarial valuation under the Shared Services arrangement provided by Gabriel, Roeder, Smith & Co (GRS) and North Central Texas Council of Governments (NCTCOG).

Based on the information you provided, the cost of services for El Paso County is \$22,045. This price is based on receiving data in the standard GRS format and using the following assumptions:

Pricing Category	Pricing Parameters	Fee
Annual or Biennial	Biennial	
Number of Participants	2,500 - 4,999	\$17,285
Claims Analysis Required	Yes	\$2,690
Health Plans	3 Pre65 Plans: Core, Buy-Up, CDHP 1 Medicare Supplement	\$2,070
Retirement Plans	1. TCDRS	\$0
Life Insurance Benefit	No	\$0
Implicit Subsidy Only Discount	Not Eligible	\$0
Plan Change Not Previously Valued	No	N/A
OPEB Trust or Equivalent Arrangement	No	N/A
Single Discount Rate Test	No	\$0
Plan Only Reporting Package	No	\$0
Cost Sharing Schedules for Primary Government and Component Units	No	\$0
Calculation of an Actuarially Determined Contribution	No	\$0

**Total** **\$22,045**

### **Basic Services**

- Actuarial valuation of employer OPEB in compliance with the requirements of GASB Statements No. 74 and No. 75. The valuation report will include, but is not limited to, the following:
  - > The updated Total OPEB Liability, based on the appropriate discount rate for the reporting period.
  - > A reconciliation of the Total OPEB Liability, which shows, among other items, the impact of benefit changes, assumption changes, and demographic gains/losses separately.
  - > The OPEB expense and supplementary information required by GASB 75.
  - > The characteristics of covered active members, retirees, and beneficiaries and other information required for the note disclosures.
  - > A statement of outflows and inflows arising from the current reporting period.
  - > A statement of outflows and inflows to be recognized in future OPEB expense.
  - > A sensitivity analysis providing the Total OPEB Liability based on a 1% higher and 1% lower discount rate.
  - > A sensitivity analysis providing the Total OPEB Liability based on a 1% higher and 1% lower health care trend assumption.

### **Billing Schedule**

GRS pricing assumes 30% paid upon acceptance by the government of the engagement, 40% upon delivery of the draft full valuation, and 30% upon delivery of the draft roll-forward report in the second year.

The Master Agreement allows for automatic fee increases based on changes in the Consumer Price Index (CPI), starting in January of 2019. Any CPI related increases will not apply to the fees in this schedule until the next valuation cycle. In March 2023, the NCTCOG approved an amendment with an updated fee schedule to better align fees with services provided.

### **NCTCOG Contract Extension**

It is our interpretation of section I of the Master Agreement between GRS and El Paso County that the term periods mentioned run concurrently with the underlying Master Agreement between GRS and the NCTCOG. It is therefore our understanding that amendment 5, which extended the Master Agreement between GRS and the NCTCOG through June 30, 2025, also extended the Master Agreement between GRS and El Paso County through June 30, 2025.

**Basic Options Study**

It is anticipated that El Paso County may want to consider options for mitigating its OPEB liability. Basic Options studies would include alternative discount rates, alternative healthcare trend rates, benefit capitations, and changes in retiree cost sharing. The cost for a Basic Options study will be \$1,570 per study.

Fees for plan redesign studies that are not considered basic will be communicated after the specifics of the proposed plan changes are discussed.

**Additional Services**

Fees for additional consulting services not included under Basic Services or included in the fixed fee Options studies will be priced separately upon request and will be based on the following hourly rates:

<i>GRS Resource Classification</i>	<i>Hourly Rates</i>
Lead Actuary	\$400
Actuarial Staff	\$255
Support Staff	\$225

A copy of this engagement letter will be made a part of the master agreement between El Paso County and GRS.

EL PASO COUNTY AUDITOR'S OFFICE, TX

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Date

GABRIEL, ROEDER, SMITH & COMPANY

  
\_\_\_\_\_  
Daniel J. White, Vice President

\_\_\_\_\_  
5/2/2024  
Date