

SCHOOL DISTRICT OF



F O R T • A T K I N S O N

Supplemental Retirement Benefits Proposal



History

School District of Fort Atkinson

5-YEAR FINANCE & OPERATIONS AGENDA STRATEGIC PLAN – YEARLY GOALS

Strategic Plan Goal	YEAR 1 2013-2014	YEAR 2 2014-2015	YEAR 3 2015-2016	YEAR 4 2016-2017	YEAR 5 2017-2018	OUTCOME(S)
<p>Employee Benefits</p> <p><u>Overall Goal:</u> Maintain a competitive and comprehensive benefits package for all staff that attracts and retains the best and brightest in their respective field.</p>	<p>JULY - DECEMBER</p> <ul style="list-style-type: none"> Transform current Insurance Committee into "Benefits Advisory Committee" Select cross-section of District staff for Benefits Advisory Committee (some carryover from Insurance Committee may happen) with term limits Work with Benefits Advisory Committee to establish benefits mission and have Personnel Committee recommend adoption to the Board Personnel Committee shall establish data point benchmarks to continuously monitor and measure competitiveness and comparability 	<p>JULY - DECEMBER</p> <ul style="list-style-type: none"> Review data point benchmarks Conduct employee provider satisfaction survey Explore the relationship between employee wellness and employee benefit programs for full integration and maximization of both programs <p>JANUARY - JUNE</p> <ul style="list-style-type: none"> Consider plan design options for health insurance to better integrate with wellness programs with Personnel Committee recommendation to Board by May and implementation by October 1 Research and consider plan design options for sick leave, short-term disability, long-term disability and life insurance with Personnel Committee recommendation to Board by May and implementation by October 1 	<p>JULY - DECEMBER</p> <ul style="list-style-type: none"> Review data point benchmarks Conduct employee provider satisfaction survey <p>JANUARY - JUNE</p> <ul style="list-style-type: none"> Research and consider plan design options for retirement benefits with Personnel Committee recommendation to Board by May and implementation by October 1 	<p>JULY - DECEMBER</p> <ul style="list-style-type: none"> Review data point benchmarks Conduct employee provider satisfaction survey <p>JANUARY - JUNE</p> <ul style="list-style-type: none"> Research and consider non-traditional benefits with Personnel Committee recommendation to Board by May and implementation by October 1 	<p>JULY - DECEMBER</p> <ul style="list-style-type: none"> Review data point benchmarks Conduct employee provider satisfaction survey <p>JANUARY - JUNE</p> <ul style="list-style-type: none"> Consider possible updates/changes to health and dental insurances based on data points and employee provider satisfaction surveys 	<p>Transform the current Insurance Committee into a "Benefits Advisory Committee" and utilize this Committee to inform Personnel Committee and Board of Education decisions on employee benefits.</p> <p>Collaboratively establish a benefits mission agreed upon by the Board of Education, Administration, and a cross-section of District staff.</p> <p>Research and consider non-traditional benefits to distinguish the District from other employers during the recruitment process and to retain staff.</p> <p>Research and consider plan design options for the traditional benefits (health, dental, life, long term disability, etc.) that offer the employee competitive and comprehensive coverage while allowing the District to utilize its financial resources in the most efficient manner possible.</p> <p>Design the benefit package to remain compliant with state and federal regulations, taking advantage of possible cost saving measures available to the District while considering the impact to the employee.</p> <p>Explore the relationship between employee wellness and employee benefit programs.</p> <p>Develop a retirement benefit package that is beneficial to both the employee and the District.</p>
<p>MEASURES OF SUCCESS</p> <ul style="list-style-type: none"> Successful implementation of Benefits Advisory Committee Benefits mission established Establish and regularly review data point benchmarks to continuously monitor and measure competitiveness and comparability Employee satisfaction rate with providers at 95% or higher Annual health insurance renewals shall be below annual medical trend increases All employees have an established retirement benefit outlined in the <i>Employee Handbook</i> or Board Policy 	<p>JANUARY - JUNE</p> <ul style="list-style-type: none"> Research and consider plan design options for health insurance with Personnel Committee recommendation to Board by May and implementation by October 1 Research and consider plan design options for dental insurance with Personnel Committee recommendation to Board by May and implementation by October 1 					

History

- Strategic Benefits Planning
- Employees Hired after June 30, 2011 = No Supplemental Benefits
- Benefits Advisory Committee Study: March, 2015 - January, 2016
- Benefits Advisory Committee Study: October - December, 2018
- Studied at Two Different Times = Same Result

Benefits Advisory Committee Members

- Leanne Bongers
- Kim Brock
- Paul Christiansen
- Meghan Cropp
- Bette Delsarte
- Tom Dembski
- Janet Dickinson
- Denise Engstrom
- Sarah Horwath
- Jane Humes
- Martha MacWilliams
- Pedro Perez
- John Rawinski
- Deb Reichert
- Patty Snyder
- Heather Walters

Comparable Districts with Supplemental Benefits

- Cambridge
- DeForest
- Delavan-Darien
- East Troy
- Edgerton
- Jefferson
- McFarland
- Milton
- Monona Grove
- Monroe
- Oconomowoc
- Oregon
- Portage
- Reedsburg
- Sauk Prairie
- Stoughton
- Waunakee
- Whitewater

Proposed Design

- Focus = Attract & Retain
- Tiered Based on Distance from Retirement & Prior Benefits Promised
 - Within 5 Years = No Benefit Change
 - Within 5-10 Years = HRA Deposits in Retirement v. Health Insurance
 - 10+ Years = Transitioned to New HRA Plan While Employed by District + Catch-up Contribution
- Vesting
 - 25% at 10 Years of Service
 - 50% at 15 Years of Service
 - 75% at 20 Years of Service
 - 100% at Retirement
- Healthcare Coverage in Retirement Purchased Elsewhere

Mutual Benefits for District & Employees

Employee Perspective

- Hired after 2011 = New Benefit (Retain)
- Hired before 2011 = Funded Benefit v. Unfunded Promise (Retain)
- Competitiveness of Benefit Package with Other Districts (Attract & Retain)
- Ability to Seek Healthcare in Retirement that Meets Individual Needs
- Once Vested, Funds are Owned by Employee
- Ability to Manage Investment of Funds to Meet Individual Needs/Goals
- Retirees Seek Insurance Elsewhere = Potential Decrease to Active Employee's Premium Share

Mutual Benefits for District & Employees

Employer Perspective

- Competitiveness of Benefit Package with Other Districts (Attract & Retain)
- Vesting Schedule (Retain)
- Provides Benefit for Employees Hired Within Last 8 Years (Retain)
- Avoidance of Future Unfunded Liability
- Retirees Seek Insurance Elsewhere = Potential Decrease to Employer's Premium Share

Cost of Proposed Design

- Creates a Benefit for Employees that Don't Currently Have One
- Catch-Up Contributions to Transition to New Plan
- Transition Period = Paying for Old Benefit + New Benefit

School District of Fort Atkinson
Proposed Benefit - All Classifications
Projection of Contributions and Comparison of Payouts

Fiscal Year Beginning	Current Benefits			Proposed Benefits							Increase / (Decrease) in Payouts
	Benefit Payments		Total Payouts	Catch-Up Contribution	Group 1 Contributions		Forfeitures	Group 2 Benefit Payments	Groups 3 & 4 Benefit Payments	Total Payouts	
	Current Actives	Current Retirees			Current Actives	New Hires					
2019	\$132,793	\$336,671	\$469,464	\$1,550,194	\$213,837	\$3,258	(\$34,554)	\$0	\$132,793	\$2,202,200	\$1,732,736
2020	271,028	174,394	445,422	0	202,955	22,827	(35,269)	0	271,028	635,935	190,513
2021	406,919	107,555	514,474	0	194,821	38,347	(36,041)	0	406,919	711,602	197,128
2022	483,559	51,727	535,286	0	188,326	54,948	(37,233)	0	483,559	741,327	206,041
2023	583,112	34,866	617,978	0	182,900	70,571	(36,281)	0	583,112	835,169	217,191
2024	634,849	32,289	667,138	0	177,829	85,274	(35,319)	3,715	631,533	895,322	228,184
2025	671,526	2,514	674,039	0	172,678	99,559	(35,671)	29,411	633,237	901,728	227,689
2026	652,749	0	652,749	0	168,201	112,620	(35,323)	68,181	556,054	869,734	216,985
2027	723,615	0	723,615	0	162,879	126,131	(35,004)	138,623	536,208	928,836	205,221
2028	816,149	0	816,149	0	157,528	138,118	(34,577)	203,876	514,760	979,706	163,557
2029	753,786	0	753,786	0	150,721	150,892	(36,125)	247,427	378,873	891,787	138,001
2030	684,019	0	684,019	0	145,754	161,396	(35,799)	276,530	236,283	784,164	100,145
2031	656,868	0	656,868	0	140,110	172,026	(35,246)	265,741	157,482	700,113	43,245
2032	684,518	0	684,518	0	133,365	183,119	(34,783)	231,643	88,920	602,264	(82,254)
2033	682,782	0	682,782	0	125,122	194,256	(34,488)	188,893	8,883	482,666	(200,116)
2034	734,674	0	734,674	0	116,416	205,313	(34,712)	141,472	0	428,490	(306,184)
2035	684,769	0	684,769	0	107,929	215,339	(34,748)	109,218	0	397,738	(287,031)
2036	696,464	0	696,464	0	99,703	225,270	(34,194)	88,690	0	379,468	(316,996)
2037	634,549	0	634,549	0	90,557	235,210	(34,163)	70,578	0	362,181	(272,368)
2038	604,789	0	604,789	0	82,570	243,638	(33,918)	53,063	0	345,354	(259,434)
2039	603,674	0	603,674	0	75,794	250,453	(34,378)	25,897	0	317,767	(285,907)
2040	567,358	0	567,358	0	69,389	256,642	(34,742)	11,418	0	302,707	(264,651)
2041	550,238	0	550,238	0	62,874	262,972	(35,057)	3,020	0	293,809	(256,429)
2042	477,485	0	477,485	0	56,685	269,002	(35,278)	0	0	290,410	(187,075)
2043	392,583	0	392,583	0	51,390	274,101	(35,314)	0	0	290,178	(102,405)
2044	289,566	0	289,566	0	46,372	278,989	(35,224)	0	0	290,136	570
2045	219,295	0	219,295	0	41,387	283,838	(35,338)	0	0	289,888	70,593
2046	118,507	0	118,507	0	36,058	289,085	(35,352)	0	0	289,790	171,283
2047	50,918	0	50,918	0	30,657	294,344	(35,380)	0	0	289,621	238,703
2048	34,404	0	34,404	0	26,313	298,583	(35,433)	0	0	289,463	255,059
Total	\$15,497,544	\$740,017	\$16,237,561	\$1,550,194	\$3,511,121	\$5,496,122	(\$1,054,942)	\$2,157,397	\$5,619,646	\$18,019,554	\$1,781,993

School District of Fort Atkinson

Board Meeting

SEPTEMBER 19, 2019

BAIRD

100
YEARS

Baird Public Finance

Brian C. Brewer
Managing Director
414-298-7030
bbrewer@rwbaird.com

Jordan Masnica
Vice President
414-298-7501
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Considerations for OPEB Transition Funding

A

School District of Fort Atkinson
Proposed Benefit - All Classifications
Projection of Contributions and Comparison of Payouts

Fiscal Year Beginning	Current Benefits			Proposed Benefits							Increase / (Decrease) in Payouts
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2043	392,583	0	392,583	0	51,390	274,101	(35,314)	0	0	290,178	(102,405)
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2048	34,404	0	34,404	0	26,313	298,583	(35,433)	0	0	289,463	255,059
Total	\$15,497,544	\$740,017	\$16,237,561	\$1,550,194	\$3,511,121	\$5,496,122	(\$1,054,942)	\$2,157,397	\$5,619,646	\$18,019,554	\$1,781,993

F10 Budget Expense Increase/(Decrease)

Considerations for OPEB Transition Funding

- Funds on hand
 - F10 Fund Balance
 - Current Balance \$9,000,000
 - If District does not use funds for OPEB Transition purposes in 2019-20:
 - Continue to eliminate the District's need to short-term borrow
 - Earn interest until funds are needed for other purposes
 - Current rate estimate is 2.40%
 - F73 Trust Account Fund Balance
 - Current Balance \$610,000
 - District will eventually use these funds
 - If District does not use funds for OPEB Transition purposes in 2019-20:
 - Funds will be used to offset OPEB payments in estimated years 2027-2032
 - Earn compound interest until funds are completely used
 - Current rate estimate is 2.40%
- Borrowed Funds
 - Structure the operating budget increase to achieve a level annual amount
 - Currently estimated at \$130,000 annually 2020-2040
 - Low interest rate environment
 - Reduces interest cost related to financing the OPEB Transition funding
 - Flexibility
 - Ability to prepay debt as future information becomes known (i.e. 2020 Referendum Plans)
 - Phased borrowing approach to allow for debt restructuring and prepayments
 - Determine method of borrowing closer to the sale date
 - Dependent on market conditions
 - Private Placement at a Bank vs. Public Offering

Funds on Hand

\$940,194 FUND 10 FUND BALANCE & \$610,000 FUND 73 TRUST ACCOUNT



LEVY YEAR	YEAR DUE	PROJECTED FUND BALANCE	PROJECTED EARNINGS ON FUND BALANCE 2.40% (A)	PROJECTED TRUST ACCOUNT	PROJECTED EARNINGS ON TRUST ACCOUNT 2.40% (B)	COMBINED PROJECTED EARNINGS	YEAR DUE
2018	2019	\$940,194		\$610,000			2019
2019	2020	\$940,194	\$22,565	\$624,640	\$14,640	\$37,205	2020
2020	2021	\$940,194	\$22,565	\$639,631	\$14,991	\$37,556	2021
2021	2022	\$940,194	\$22,565	\$654,983	\$15,351	\$37,916	2022
2022	2023	\$940,194	\$22,565	\$670,702	\$15,720	\$38,284	2023
2023	2024	\$940,194	\$22,565	\$686,799	\$16,097	\$38,662	2024
2024	2025	\$940,194	\$22,565	\$703,282	\$16,483	\$39,048	2025
2025	2026	\$940,194	\$22,565	\$720,161	\$16,879	\$39,443	2026
2026	2027	\$940,194	\$22,565	\$615,327	\$17,284	\$39,849	2027
2027	2028	\$940,194	\$22,565	\$424,874	\$14,768	\$37,332	2028
2028	2029	\$940,194	\$22,565	\$271,514	\$10,197	\$32,762	2029
2029	2030	\$940,194	\$22,565	\$140,029	\$6,516	\$29,081	2030
2030	2031	\$940,194	\$22,565	\$43,245	\$3,361	\$25,925	2031
2031	2032	\$940,194	\$22,565			\$22,565	2032
2032	2033	\$940,194	\$22,565			\$22,565	2033
2033	2034	\$940,194	\$22,565			\$22,565	2034
2034	2035	\$940,194	\$22,565			\$22,565	2035
2035	2036	\$940,194	\$22,565			\$22,565	2036
2036	2037	\$940,194	\$22,565			\$22,565	2037
2037	2038	\$940,194	\$22,565			\$22,565	2038
2038	2039	\$940,194	\$22,565			\$22,565	2039
2039	2040	\$940,194	\$22,565			\$22,565	2040
2040	2041						2041
2041	2042						2042
2042	2043						2043
2043	2044						2044
2044	2045						2045
2045	2046						2046
2046	2047						2047
2047	2048						2048
			<u>\$473,858</u>			<u>\$162,287</u>	<u>\$636,144</u>

(A) Assumes funds are invested at a rate of 2.40% for the life of the potential borrowings.

(B) Assumes funds are invested at a rate of 2.40% and interest is compounded per the hypothetical drawdown in the financing plan.

U.S. Treasury Rates

ONE-YEAR SNAPSHOT OF TAXABLE INTEREST RATES

BAIRD



Preliminary Financing Plan - Fund 38

F73 TRUST ACCOUNT FUNDS AND EARNINGS ON F10 FUND BALANCE UTILIZED

BAIRD

		Current Market Rates PRELIMINARY \$2,920,000			Current Market Rates +100bps PRELIMINARY \$2,650,000					B		B-A		
LEVY YEAR	YEAR DUE	TAXABLE G.O. PROMISSORY NOTES (B) Dated February 1, 2020 (First interest 2/1/21)			TAXABLE G.O. PROMISSORY NOTES Dated February 1, 2030 (First interest 8/1/30)			POTENTIAL INCREASE/(DECREASE) IN OPEB PAYOUTS	LESS: PROJECTED FUND 10 FUND BALANCE EARNINGS (D)	COMBINED POTENTIAL INCREASE/(DECREASE) IN OPEB PAYOUTS	PROJECTED IMPACT OF FINANCING STRUCTURE	YEAR DUE		
		PRINCIPAL (2/1)	INTEREST (2/1 & 8/1) AIC= 3.41%	TOTAL	PRINCIPAL (8/1/2030 & 2/1 thereafter)	INTEREST (2/1 & 8/1) AIC= 4.35%	TOTAL							
		PROCEEDS FROM BORROWING & TRUST ACCOUNT			PROJECTED EARNINGS (C)									
		PROJECTED TRUST ACCOUNT	PROJECTED EARNINGS ON TRUST ACCOUNT 2.40%		PROJECTED TRUST ACCOUNT	PROJECTED EARNINGS ON TRUST ACCOUNT 2.40%								
2018	2019													
2019	2020													
2020	2021	\$1,732,736												
2021	2022		\$0	\$138,259										
2022	2023		\$35,000	\$91,753										
2023	2024		\$40,000	\$90,833										
2024	2025		\$40,000	\$89,813										
2025	2026		\$40,000	\$88,753										
2026	2027		\$40,000	\$87,633										
2027	2028		\$40,000	\$86,453										
2028	2029		\$45,000	\$85,155										
2029	2030		\$45,000	\$83,749										
2030	2031		\$2,595,000	\$41,520										
2031	2032													
2032	2033													
2033	2034													
2034	2035													
2035	2036													
2036	2037													
2037	2038													
2038	2039													
2039	2040													
2040	2041													
2041	2042													
2042	2043													
2043	2044													
2044	2045													
2045	2046													
2046	2047													
2047	2048													
2048	2049													
		\$1,781,993	\$2,920,000	\$883,918	\$3,803,918	(\$3,736,636)	\$107,282	\$2,650,000	\$728,605	\$3,378,605	\$2,632,880	\$473,858	\$2,159,022	\$377,029

(A) Information provided by district officials and Key Benefit Concepts actuarial analysis March 2019. Shown as increase/(decrease) compared to current budget.

(B) Assumes \$100,000 of investment earnings from drawdown for required OPEB payouts (fully 2020-2026 and partially 2027).

(C) Assumes \$610,000 is invested at a rate of 2.40% with compounded interest. Estimated earnings and Trust Account balance are used to offset the OPEB payments partially in 2027 and fully 2028-2032.

(D) Assumes Catch-up Contribution amount of \$940,194 remains in Fund Balance and is invested at a rate of 2.40% through 2040. Earnings would be used to offset payments from operating funds.



F10 Budget Expense Increase/(Decrease)

Summary

- Benefit Design Developed & Confirmed By Two Benefits Advisory Committees and Current Board Personnel Committee
- Plan Design Focused on Attracting & Retaining Quality Staff
- Plan Design Has Mutual Benefit to Employee & Employer
- Creates a Robust / Well Rounded / Competitive Compensation & Benefits Package
- Creates a Transition Plan to New Benefit Structure

SCHOOL DISTRICT OF



F O R T • A T K I N S O N

Questions & Advisement



Benefits Advisory Committee's Other Post-Employment Benefits (OPEB) Advisement to Administration & Board of Education Personnel Committee

Administration (Certified & Non-Certified)

Retirement Eligibility = Age 55 + 10 Years of Service

Group #1

Criteria:

- Hired after June 30, 2011
- Hired before July 1, 2011 & eligible to retire after June 30, 2029 (10+ years)

Benefit:

- \$1,000 per year
- Catch Up = \$1,000 per year + interest

Total Group #1 Eligible = 14

Group #2

Criteria:

- Hired before July 1, 2011 & eligible to retire before July 1, 2029 (w/in 5-10 years)

Benefit:

- 4 Years @ \$20,150 per year (87.4% of 2018-19 Family Premium)

Total Group #2 Eligible = 3

Certified Staff

Retirement Eligibility = Age 55 + 10 Years of Service

Group #1

Criteria:

- Hired after June 30, 2011
- Hired before July 1, 2011 & eligible to retire after June 30, 2029 (10+ years)

Benefit:

- \$1,000 per year
- Catch Up = \$1,000 per year + interest

Total Group #1 Eligible = 158

Group #2

Criteria:

- Hired between July 15, 1991 - June 30, 2011 & eligible to retire before July 1, 2029 (w/in 5-10 years)

Benefit:

- 4 Years @ \$20,150 per year (87.4% of 2018-19 Family Premium)

Total Group #2 Eligible = 20

Group #3

Criteria:

- Hired between July 15, 1991 - June 30, 2011 & eligible to retire before July 1, 2024 (w/in 5 years)

Benefit:

- No Change - 87.4% of insurance premium for four (4) years

Total Group #3 Eligible = 44

Group #4

Criteria:

- Hired Prior to July 15, 1991

Benefit:

- No Change - 87.4% of insurance premium to Medicare + \$3,000/year stipend for 4 years

Total Group #3 Eligible = 10

Support Staff

Retirement Eligibility = Age 62 + 10 Years of Service

Group #1

Criteria:

- Hired after June 30, 2011
- Hired before July 1, 2011 & eligible to retire after June 30, 2029 (10+ years)

Benefit:

- \$750 per year
- Catch Up = \$750 per year + interest

Total Group #1 Eligible = 50

Group #2

Criteria:

- Hired before July 1, 2011 & eligible to retire before July 1, 2029 (w/in 5-10 years)

Benefit:

- 3 Years @ \$17,300 per year (75% of 2018-19 Family Premium)

Total Group #2 Eligible = 8

Group #3

Criteria:

- Hired before June 30, 2011 & eligible to retire before July 1, 2024 (w/in 5 years)

Benefit:

- No Change - 75% of insurance premium up to 120% of District's cost for three (3) years

Total Group #3 Eligible = 25

Provisions Applicable to All Groups

Vesting

- 100% at Retirement from the District
- 25% at 10 Years of Service to the District
- 50% at 15 Years of Service to the District
- 75% at 20 Years of Service to the District

Financing

- District would deposit HRA funds into a fixed rate account. After five (5) years of employment the employee would be eligible to move the funds to variable rate accounts as they desire.

Eligibility

- For those with a potential benefit in retirement, all benefits terminate at Medicare eligibility or death, whichever occurs first prior to the full termination of the benefit
- Only retirees in groups other than Group #1 of each classification would have access to the District's health plan in retirement. Group #1 retirees would have a fully funded and vested benefit at retirement and would be required to seek healthcare coverage elsewhere with their funds.

Cost Estimates

Total One-Time Cost for Catch Up w/ Interest = \$1,550,194

Total Annual Cost Beginning 2029-30 = \$209,500

Total Annual Cost for Next 10 Years = TBD by Actuary

School District of Fort Atkinson
Proposed Benefit - All Classifications
Projection of Contributions and Comparison of Payouts

Fiscal Year Beginning	Current Benefits			Proposed Benefits							Increase / (Decrease) in Payouts
	Benefit Payments		Total Payouts	Group 1			Group 2	Groups 3 & 4	Total Payouts		
	Current Actives	Current Retirees		Catch-Up Contribution	Contributions		Forfeitures	Benefit Payments		Benefit Payments	
			Current Actives		New Hires						
2019	\$132,793	\$336,671	\$469,464	\$1,550,194	\$213,837	\$3,258	(\$34,554)	\$0	\$132,793	\$2,202,200	\$1,732,736
2020	271,028	174,394	445,422	0	202,955	22,827	(35,269)	0	271,028	635,935	190,513
2021	406,919	107,555	514,474	0	194,821	38,347	(36,041)	0	406,919	711,602	197,128
2022	483,559	51,727	535,286	0	188,326	54,948	(37,233)	0	483,559	741,327	206,041
2023	583,112	34,866	617,978	0	182,900	70,571	(36,281)	0	583,112	835,169	217,191
2024	634,849	32,289	667,138	0	177,829	85,274	(35,319)	3,715	631,533	895,322	228,184
2025	671,526	2,514	674,039	0	172,678	99,559	(35,671)	29,411	633,237	901,728	227,689
2026	652,749	0	652,749	0	168,201	112,620	(35,323)	68,181	556,054	869,734	216,985
2027	723,615	0	723,615	0	162,879	126,131	(35,004)	138,623	536,208	928,836	205,221
2028	816,149	0	816,149	0	157,528	138,118	(34,577)	203,876	514,760	979,706	163,557
2029	753,786	0	753,786	0	150,721	150,892	(36,125)	247,427	378,873	891,787	138,001
2030	684,019	0	684,019	0	145,754	161,396	(35,799)	276,530	236,283	784,164	100,145
2031	656,868	0	656,868	0	140,110	172,026	(35,246)	265,741	157,482	700,113	43,245
2032	684,518	0	684,518	0	133,365	183,119	(34,783)	231,643	88,920	602,264	(82,254)
2033	682,782	0	682,782	0	125,122	194,256	(34,488)	188,893	8,883	482,666	(200,116)
2034	734,674	0	734,674	0	116,416	205,313	(34,712)	141,472	0	428,490	(306,184)
2035	684,769	0	684,769	0	107,929	215,339	(34,748)	109,218	0	397,738	(287,031)
2036	696,464	0	696,464	0	99,703	225,270	(34,194)	88,690	0	379,468	(316,996)
2037	634,549	0	634,549	0	90,557	235,210	(34,163)	70,578	0	362,181	(272,368)
2038	604,789	0	604,789	0	82,570	243,638	(33,918)	53,063	0	345,354	(259,434)
2039	603,674	0	603,674	0	75,794	250,453	(34,378)	25,897	0	317,767	(285,907)
2040	567,358	0	567,358	0	69,389	256,642	(34,742)	11,418	0	302,707	(264,651)
2041	550,238	0	550,238	0	62,874	262,972	(35,057)	3,020	0	293,809	(256,429)
2042	477,485	0	477,485	0	56,685	269,002	(35,278)	0	0	290,410	(187,075)
2043	392,583	0	392,583	0	51,390	274,101	(35,314)	0	0	290,178	(102,405)
2044	289,566	0	289,566	0	46,372	278,989	(35,224)	0	0	290,136	570
2045	219,295	0	219,295	0	41,387	283,838	(35,338)	0	0	289,888	70,593
2046	118,507	0	118,507	0	36,058	289,085	(35,352)	0	0	289,790	171,283
2047	50,918	0	50,918	0	30,657	294,344	(35,380)	0	0	289,621	238,703
2048	34,404	0	34,404	0	26,313	298,583	(35,433)	0	0	289,463	255,059
Total	\$15,497,544	\$740,017	\$16,237,561	\$1,550,194	\$3,511,121	\$5,496,122	(\$1,054,942)	\$2,157,397	\$5,619,646	\$18,019,554	\$1,781,993