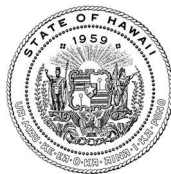


DAVID Y. IGE  
GOVERNOR



**DEPT. COMM. NO. 239**

CRAIG K. HIRAI  
DIRECTOR  
ROBERT YU  
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
P.O. BOX 150  
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND  
MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

December 23, 2020

The Honorable Ronald D. Kouchi,  
President and Members of the Senate  
Thirty-first State Legislature  
State Capitol, Room 409  
Honolulu, Hawaii 96813

The Honorable Scott K. Saiki, Speaker  
and Members of the House of  
Representatives  
Thirty-first State Legislature  
State Capitol, Room 431  
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Saiki, and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Hawaii Employer-Union Health Benefits Trust Fund's Annual Report for fiscal year ending June 30, 2020, pursuant to section 87A-25, Hawaii Revised Statutes (HRS). In accordance with Section 93-16, Hawaii Revised Statutes, I am also informing you that the report may be viewed electronically at <http://budget.hawaii.gov/budget/reports-to-the-legislature/hawaii-employer-union-health-benefits-trust-fund/>.

Sincerely,

CRAIG HIRAI  
Director of Finance

Enclosure



## **ANNUAL REPORT**

**FOR THE PERIOD JULY 1, 2019 THROUGH JUNE 30, 2020**

**Hawaii Employer-Union Health Benefits Trust Fund  
State of Hawaii**

**December 2020**

**THE HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**  
**ANNUAL REPORT**  
**Fiscal Year ended June 30, 2020**

This report presents an overview of the organization and activities of the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) for the fiscal year ended June 30, 2020. The EUTF manages and administers health and life insurance plans for eligible state and county employees, retirees and their eligible dependents. The statutory objective of the EUTF is to provide quality health plans that are affordable to employers and employees.

The EUTF was established under Chapter 87A of the Hawaii Revised Statutes and is administratively attached to the Department of Budget and Finance. The office is located at the City Financial Tower, 201 Merchant Street, Suite 1700, Honolulu, Hawaii.

The EUTF operates according to administrative rules originally adopted in February 2003 and most recently revised in 2019. The administrative rules were formulated to carry out the requirements of Chapter 87A.

### **TRUST FUND ORGANIZATION**

#### Board of Trustees

The EUTF is administered by a board of trustees (Board) which is responsible for determining the benefit plans offered, negotiating and entering into contracts with insurance carriers and plan administrators, establishing eligibility criteria and management policies for the EUTF, managing the investments and overseeing all EUTF activities.

There are ten trustees, five representing the public employers and five representing employee-beneficiaries that includes a retiree representative. The trustees and their affiliations as of June 30, 2020 are shown below:

#### **Employer Trustees**

- Roderick Becker, Administrator, Financial Administration Division, Dept. of Budget & Finance
- Damien Elefante, Deputy Director, Dept. of Taxation
- Audrey Hidano, Deputy Comptroller, Dept. of Accounting and General Services
- Laurel Johnston, Retired Director, Dept. of Budget & Finance
- Ryker Wada, Director, Dept. of Human Resources Development

#### **Employee-Beneficiary Trustees**

- Jacqueline Ferguson-Miyamoto, Retiree
- Christian Fern, University of Hawaii Professional Assembly (UHPA) Executive Director
- Celeste Nip, Hawaii Fire Fighters Association (HFFA)
- Osa Tui, Hawaii State Teachers Association (HSTA) Vice President
- James Wataru, United Public Workers (UPW) President

Board officers for the period July 1, 2019 – June 30, 2020 were Christian Fern - Chairperson; Celeste Nip - Vice-Chairperson; and Laurel Johnston - Secretary-Treasurer.

The Board has regularly scheduled monthly meetings. Board agendas and minutes are posted on the EUTF website at [eutf.hawaii.gov](http://eutf.hawaii.gov).

#### Administrator and Staff

The EUTF is managed by an Administrator who is hired by and reports to the Board. The Administrator is assisted by an Assistant Administrator, an Investment Office, a Benefits Office, a Financial Management Officer, an Information Systems Chief, and a Member Services Branch Manager. The EUTF has a total of 60 positions (including management staff and the Administrator). The Investment Office is responsible for all investment-related activities of the EUTF and the Benefits Office is responsible for the benefit plan design, disease management and wellness programs, and auditing of enrollment and claims.

The EUTF has three branches: the Financial Services Branch, the Information Systems Branch, and the Member Services Branch.

- The Financial Management Officer is supported by seven accountants and six account clerks, who reconcile employee accounts, collect employer/employee contributions for health benefits, process all vendor payments, prepare monthly financial statements and coordinate the annual financial audit.
- The Information Systems Chief manages support for internal information technology (IT) services, manages 1<sup>st</sup> level support for the benefits administration system, fulfills HIPAA security responsibilities, coordinates additional support services provided by the Department of Accounting and General Services Office of Enterprise Technology Services and Vitech Systems Group, Inc, and is supported by eight IT staff.
- The Member Services Branch Manager oversees the Member Services Branch and is supported by 23 employees assigned to customer service, enrollment, and training duties. Responsibilities include in-person visits, answering phone calls and e-mails from members, and processing of all employee and retiree enrollment submissions.

#### Advisors, Consultants and Major Contracts

The Board contracts professional consultants and advisors on certain specific issues of importance to the EUTF:

- Benefits Plan Consultant: The Board has contracted with the Segal Company (Segal) to provide benefit plan consulting services. Segal is a major national benefits consulting firm and provides access to their wide range of services from their Glendale, California office.
- Benefits Administration System (BAS): Vitech Systems Group, Inc. provides the BAS software which handles all enrollment and transmission, member records and premium calculation and tracking. Vitech Systems Group, Inc. provides on-going support of the BAS including programming periodic plan and eligibility rule changes. The EUTF entered into a contract with Morneau Shepell for a new BAS on June 1, 2020. The new BAS features member self-service in which members can add a new dependent (e.g. birth or marriage) or make changes (e.g. change plans or add/remove dependents) during open enrollment online and upload the supporting documents. The new BAS is projected to “go-live” on February 1, 2022. The EUTF entered into a contract with Segal for project management services for the new BAS on June 1, 2020.



- **Investment Consultant:** Meketa Investment Group (Meketa) provides investment consulting services related to general, private equity and private real asset matters in developing and updating the EUTF's investment policy guidelines including a long-term strategic asset allocation, selecting and terminating investment managers/funds and reporting on the performance of EUTF's long term investments. In addition, Meketa assists in the asset allocation and selection, monitoring and termination of investment managers/funds for the EUTF's short-term funds.
- **Global Custody Services:** Northern Trust Company provides global custody and securities lending services for EUTF's investments.
- **Actuary:** Gabriel Roeder Smith & Company conducts annual actuarial valuations of the other post-employment benefit obligation for retiree health benefits.
- **Auditor:** The auditing firm, KKDLY LLC, procured by the State of Hawaii Office of the Auditor, began the fiscal year ending June 30, 2020 audit in July 2020.

## **HEALTH AND LIFE INSURANCE BENEFIT PLANS**

The EUTF provides health and life insurance benefits through contracts with the following organizations:

### **Medical and Chiropractic**

- ◆ Hawaii Medical Service Association (HMSA)
  1. PPO Plans – 90/10 and 80/20 plans for EUTF and HSTA VB\* employees
  2. PPO Plan – 75/25 plan for EUTF employees
  3. HMO Plan for EUTF employees
  4. PPO Plans – 90/10 plans for EUTF and HSTA VB\* retirees

### **Medical, Chiropractic and Prescription Drug**

- ◆ Kaiser Permanente (Kaiser)
  1. Comprehensive HMO Plans for EUTF and HSTA VB\* employees
  2. Standard HMO Plan for EUTF employees
  3. Comprehensive HMO Plans for EUTF and HSTA VB\* non-Medicare retirees
  4. Senior Advantage Medicare Plans for EUTF and HSTA VB\* Medicare retirees

### **Prescription Drug**

- ◆ CVS Caremark
  1. Prescription drug coverage for HMSA PPO and HMO Plans for EUTF and HSTA VB\* employees and non-Medicare retirees
  2. SilverScript (CVS provider of Medicare Part D prescription drug plans) prescription drug coverage through an Employer Group Waiver Plan (EGWP) for EUTF and HSTA VB\* Medicare retirees

### **Dental**

- ◆ Hawaii Dental Service (HDS)
  1. EUTF and HSTA VB\* employees and retirees
  2. Supplemental plan for HSTA VB\* employees

### **Vision**

- ◆ Vision Service Plan (VSP) – EUTF and HSTA VB\* employees and retirees

#### **Life Insurance**

- ◆ Securian Financial – EUTF and HSTA VB\* employees and retirees

#### **Supplemental Medical and Prescription Drug**

- ◆ HMA (Hawaii-Mainland Administrators) – EUTF employees

The federal Affordable Care Act (ACA) became effective for the employee medical and prescription drug plans on July 1, 2011.

\*HSTA VB refers to the plans developed in response to Judge Karl Sakamoto's December 7, 2010 ruling. HSTA VB plans cover only those who were previously covered by the HSTA VEBA plans effective December 31, 2010.

### **INSURED AND SELF-INSURED PLANS**

The following plans are fully insured:

- HMSA medical and chiropractic\*\*
- Kaiser medical, chiropractic and prescription drug
- HDS dental\*\*
- VSP vision\*\*
- Securian Financial life insurance

\*\* Fully insured with one-way risk sharing - premium refund in those years in which premiums exceeds incurred claims and expenses.

The following plans are self insured:

- CVS Caremark prescription drug for employees and non-Medicare retirees
- SilverScript EGWP prescription drug for Medicare retirees
- HMA supplemental medical and prescription drug

### **ACTIVITIES IN FISCAL YEAR 2020**

#### Benefit Plans

EUTF conducted open enrollment in October 2019 for retirees, with an effective date of January 1, 2020 and in April 2020 for employees, with an effective date of July 1, 2020.

For employee plans, starting July 1, 2020, the following are the significant plan changes:

#### HMSA Medical Plans (EUTF and HSTA VB Plans)

1. Added coverage of 3D digital breast tomosynthesis mammograms.
2. Added air ambulance coverage from Hawaii to the continental U.S. for critical care treatment when commercial travel is not an option because of the need for life supporting equipment and/or medical support.

#### Kaiser Medical and Prescription Drug Plans (EUTF Plans)

1. Added coverage of hearing aides at 40% per ear every 36 months.

#### HDS Dental Plans (EUTF and HSTA VB Plans)

1. Expanded coverage for up to six teeth of Silver Diamine Fluoride per date of service and allow of coverage of restorations if placed after 30 days of Silver Diamine Fluoride.
2. Added coverage of athletic/sport mouth guards ages 18 and under every 24 months

#### VSP Vision Plans (EUTF and HSTA VB Plans)

1. Increased the retail frame allowance from \$120 to \$150 every other year.
2. Increased the annual contact lens allowance from \$120 to \$130
3. Separated the contact lens fitting and evaluation from the contact lens allowance and capped the member copayment at \$60 with no amounts billed to the Plan.

For retiree plans, starting January 1, 2020, the following are the significant plan changes:

#### HMSA Medical Plans (EUTF and HSTA VB Plans)

1. Added coverage of 3D digital breast tomosynthesis mammograms.
2. Added air ambulance coverage from Hawaii to the continental U.S. for critical care treatment when commercial travel is not an option because of the need for life supporting equipment and/or medical support.

#### HDS Dental Plans (EUTF and HSTA VB Plans)

1. Expanded coverage for up to six teeth of Silver Diamine Fluoride per date of service and allow of coverage of restorations if placed after 30 days of Silver Diamine Fluoride.

#### VSP Vision Plans (EUTF and HSTA VB Plans)

1. Added coverage for standard progressive lenses at 100% in-network.

#### *Medical and Prescription Drug Plans*

During fiscal year 2020, the EUTF issued a request for proposals for the provision of medical and prescription drug plans that cover periods from January 1, 2021 through December 31, 2024 for retirees and January 1, 2021 through June 30, 2025 for employees. The current providers (i.e. HMSA, Kaiser, HMA and CVS/SilverScript) were selected to continue providing the same plans. The EUTF Board added a Humana Medicare Advantage Plan (medical only) for Medicare retirees and their dependents with Medicare effective January 1, 2021. This Humana plan generally pays 90% of eligible charges with the member paying the remaining 10%. It provides a lower premium alternative, with higher coinsurance, for those retirees who pay all or a portion of the monthly premiums or live on the mainland.

#### Conversion of Exempt Employees to Civil Service

Act 145, Session Laws of Hawaii (SLH) 2017 allows EUTF employees to enter into the civil service system. In 2017, the EUTF Board determined that 42 exempt positions would be converted to civil service of which 36 have been converted as of June 30, 2020.

#### Investments

The other post-employment benefits trust fund (OPEB Trust) returned 2.0% gross of fees (1.8% net of fees) during the fiscal year and has returned 6.5% annualized net of fees since inception (June 23, 2011) through June 30, 2020 which is below the investment target return of 7.0%. Fiscal year 2020 performance was above the median public fund performance of 1.2% gross of fees.

### Ongoing Programs and General Operations

With the onset of the novel coronavirus in March 2020, EUTF took the following measures:

1. Closed the office to the public although regular operating hours continue. EUTF Member Services and Financial Services staff can handle all membership and financial matters over the phone or through email or mail. Should conditions improve we are ready to open to the membership while continuing to protect employees' health. We have adequate personal protective equipment and have installed sneeze guards in our four interview rooms. Additionally, the first phase in reopening would be acceptance of appointments only to minimize the number of members congregating in public areas.
2. By the end of March 2020, approximately 60% of EUTF staff were telecommuting using State laptops or PCs, or personal laptops/computers. The use of State computers was preferred since they have anti-virus, anti-malware and other security measures such as data encryption and use the State's Virtual Private Network (VPN). Those using their own personal computers or laptops (e.g. EUTF investment staff) did not have direct access into EUTF file servers, Benefits Administration System and network, instead they moved files (all without member information) while in the office into SharePoint to access at home.
3. The first monthly EUTF Board meeting after the emergency declaration, that only contained Executive Session matters, was conducted on March 24, 2020 and was closed to the public. Since then the monthly Board and Committee meetings have been open to the public through Zoom (through May 24<sup>th</sup>) and since May 25<sup>th</sup> Microsoft Teams. Additionally, meeting agenda and materials are available on the EUTF website.
4. The April 2020 open enrollment for employees was conducted virtually through webinars. Additionally, other informational sessions with personnel office staff, pre-retirement sessions, new hire orientations and wellness programs are being conducted virtually.

During fiscal year 2020, the EUTF successfully handled 46,759 (versus 54,019 in fiscal year 2019) customer service and 16,172 (versus 15,266 in 2019) accounting phone calls, and staff serviced 5,771 (versus 9,092 in 2019) walk-in visitors. Additionally, 100,028 (versus 115,647 in 2019) incoming documents were scanned into the BAS, and 76,923 (versus 80,086 in 2019) enrollment-related outbound documents were printed in-house and mailed directly to plan participants.

Information Systems handled the following systems issues in addition to normal work flow:

- Accuity LLP is the Independent Verification and Validation (IV&V) vendor for the new BAS project which was procured and contracted by State of Hawaii Office of Enterprise Technology Services.
- Completed the conversion of Medicare HIC numbers to the new MBI numbers for Medicare retirees.
- Deployed new local area network file servers and enabled encryption of all shared files on EUTF's network

An annual audit of the EUTF, as required by Chapter 87A-25(2), was conducted for the fiscal year July 1, 2019 through June 30, 2020 by KKDLY LLC. The report is posted on EUTF's website and attached to this report.

The following pages provide enrollment data as of June 30, 2020.



# **Hawaii Employer-Union Health Benefits Trust Fund State of Hawaii**

Financial Statements and Supplementary Information  
(With Independent Auditors' Report Thereon)

June 30, 2020 and 2019

Submitted by  
**THE AUDITOR**  
STATE OF HAWAII

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Financial Statements and Supplementary Information

June 30, 2020 and 2019

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**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Financial Statements and Supplementary Information

June 30, 2020 and 2019

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# **PART I**

## **INTRODUCTION SECTION**



November 30, 2020

The Auditor  
State of Hawaii:

Board of Trustees  
Hawaii Employer-Union Health Benefits Trust Fund  
State of Hawaii:

We have completed our audits of the financial statements of the Hawaii Employer-Union Health Benefits Trust Fund of the State of Hawaii (the EUTF), as of and for the years ended June 30, 2020 and 2019. We transmit herewith our independent auditors' report containing our opinions on those financial statements and our 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*.

### **Audit Objectives**

The objectives of the audits were as follows:

1. To provide opinions on the fair presentation of the EUTF's financial statements in accordance with accounting principles generally accepted in the United States of America.
2. To consider the EUTF's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinions on the financial statements.
3. To perform tests of the EUTF's compliance with certain provisions of laws, regulations, and contracts, noncompliance with which could have a direct and material effect on the determination of financial statement amounts.

### **Scope of Audit**

We performed our audits of the EUTF's financial statements as of and for the years ended June 30, 2020 and 2019, 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.

As part of the audits of the EUTF's financial statements, we considered the EUTF's internal control over financial reporting to determine our auditing procedures for the purpose of expressing our opinions on the financial statements. We also performed tests of the EUTF's compliance with certain provisions of laws, regulations, and contracts, noncompliance with which could have a direct and material effect on the determination of financial statement amounts.

## Organization of Report

This report has been organized into three parts as follows:

1. The Introduction Section describes briefly the objectives and scope of our audits and the organization and contents of this report.
2. The Financial Section includes management's discussion and analysis, the EUTF's financial statements and the related notes, required supplementary information, and other supplementary information as of and for the years ended June 30, 2020 and 2019, and our independent auditors' report thereon.
3. The Internal Control and Compliance Section contains our independent auditors' report on the EUTF's 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*.

\* \* \* \* \*

We would like to take this opportunity to express our appreciation for the courtesy and assistance extended to us by the personnel of the EUTF during the course of our engagement. Should you wish to discuss any of the matters contained herein, we will be pleased to meet with you at your convenience.

Very truly yours,

KKDLV LLC

**PART II**

**FINANCIAL SECTION**

## **Independent Auditors' Report**

The Auditor  
State of Hawaii:

Board of Trustees  
Hawaii Employer-Union Health Benefits Trust Fund  
State of Hawaii:

### **Report on the Financial Statements**

We have audited the accompanying statements of net position of the enterprise fund of the Hawaii Employer-Union Health Benefits Trust Fund of the State of Hawaii (the Trust Fund) and the statements of fiduciary net position of the Hawaii Employer-Union Health Benefits Trust Fund for Other Post-Employment Benefits (the OPEB Trust), collectively referred to as the EUTF, as of June 30, 2020 and 2019, and the related statements of revenues, expenses, and changes in net position, and cash flows of the enterprise fund, as well as the statements of changes in fiduciary net position of the OPEB Trust for the years then ended, and the related notes to financial statements, which collectively comprise the EUTF'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.

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

Our responsibility is to express opinions on these financial statements based on our audits. We conducted our audits 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.

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 opinions.

### ***Opinions***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the enterprise fund of the Trust Fund, as well as the financial position of the OPEB Trust, as of June 30, 2020 and 2019, and the respective changes in financial position and, where applicable, cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Emphasis of Matter***

#### *Relationship to the State of Hawaii*

As discussed in Note 1, the financial statements of the EUTF are intended to present the financial position, the changes in financial position and, where applicable, cash flows of only that portion of the State of Hawaii that is attributable to the transactions of the EUTF. They do not purport to, and do not, present fairly the financial position of the State of Hawaii as of June 30, 2020 and 2019, and the changes in its financial position, or, where applicable, its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America. Our opinions are not modified with respect to this matter.

### ***Other Matters***

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedule of investment returns, and the ten-year loss development information identified 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 audits 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 Information*

Our audits were conducted for the purpose of forming opinions on the financial statements that collectively comprise the EUTF's basic financial statements. The schedules of administrative operating expenses—enterprise fund (supplementary information) is presented for purposes of additional analysis and is not a required part of the basic financial statements.

The supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audits of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

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

In accordance with *Government Auditing Standards*, we have also issued our report dated November 30, 2020, on our consideration of the EUTF's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, and contracts and other matters. The purpose of that report is solely 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 effectiveness of the EUTF's 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 EUTF's internal control over financial reporting and compliance.

*KKDL Y LLC*

Honolulu, Hawaii  
November 30, 2020

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

**Management's Discussion and Analysis**

June 30, 2020 and 2019

This section of the Hawaii Employer-Union Health Benefits Trust Fund of the State of Hawaii (the EUTF) financial report presents the reader with an introduction and overview of the EUTF's financial performance as of and for the fiscal years ended June 30, 2020 and 2019. This discussion has been prepared by management and should be read in connection with the financial statements and the notes thereto, which follow this section.

The EUTF is the state agency that provides eligible State of Hawaii (the State) and county (Honolulu, Hawaii, Maui, and Kauai) employees and retirees and their eligible dependents with health and life insurance benefits at a cost affordable to both the public employers and participants beginning July 1, 2003.

Active employee healthcare benefits and other postemployment benefits (OPEB) retiree healthcare benefits (including their respective beneficiaries) are reported separately for accounting purposes. Accordingly, the EUTF reports the active employee healthcare benefits as risk financing in conformity with Governmental Accounting Standards Board (GASB) Statement No. 10, *Accounting and Financial Reporting for Risk Financing and Related Insurance Issues* (Statement No. 10), as amended, while the OPEB retiree healthcare benefits, which meets the requirements of a qualifying trust, are reported in conformity with GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans* (Statement No. 74).

The EUTF entered into one (1) year health benefit and prescription drug contracts with carriers and a third party administrator (TPA) with two (2) one (1) year options to extend for medical and prescription drug plans and three (3) one (1) year options to extend for dental, vision, and life insurance plans. The medical and prescription drug active employee and retiree contracts with carriers and a TPA started on July 1, 2018 and January 1, 2018, respectively. The dental, vision, and life insurance contracts with carriers started on July 1, 2019 for active employees and January 1, 2019 for retirees.

The following plans are fully-insured with one-way risk sharing (rates are experience rated and are negotiated; surpluses [premiums exceed claims, administrative fees, and retention charged by the insurance carrier] are retained by the EUTF and the carrier is responsible for any shortfalls [claims, administrative fees, and retention charged by the insurance carrier exceed premiums], and risk is retained by the carrier): All Hawaii Medical Service Association (HMSA) medical plans; Hawaii Dental Service (HDS) dental plans; and Vision Service Plan (VSP) vision plans. For plans on the HMSA contract, surpluses are netted against shortfalls on all plans offered by HMSA (e.g., 90/10, 80/20, 75/25, and HMO). However, surpluses and shortfalls are not netted between the active employee and retiree group contracts.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

**Management's Discussion and Analysis**

June 30, 2020 and 2019

The following plans are fully-insured (rates are experience rated and are negotiated, surpluses and shortfalls are retained by the carrier, and risk is retained by the carrier): Kaiser medical and prescription drug plans; USABLE life insurance plans (terminated December 31, 2018 for retirees and June 30, 2019 for active employees); and Securian Financial life insurance plan (effective July 1, 2019 for active employees and January 1, 2019 for retirees).

The CVS Caremark and Silverscript prescription drug plans and Hawaii-Mainland Administrators (HMA) supplemental medical and prescription drug plan are self-insured (rates are experience rated and set by the Board, administrative fees and actual claims are paid to the TPA, surplus and shortfalls are retained by the EUTF and risk is retained by the EUTF).

The Federal Affordable Care Act (ACA) became effective July 1, 2011 for the EUTF's active employee medical and prescription drug plans. The following are the changes to the EUTF's active employee plans due to ACA: 1) The plan lost its grandfather status due to the increase in the employees' share of premiums; 2) The definition of dependent child was expanded to age 26 and requirements that the child be unmarried and a full time student were dropped for medical and prescription drug only (additional dependents were enrolled as a result); 3) Plans included coverage for women's preventive services in line with the guidelines developed by the Institute of Medicine and supported by the Health Resources and Services Administration (the HRSA), including providing services without a copayment, cost share or deductible when rendered by a participating provider; 4) The imposition of ACA fees (i.e., PCORI - Patient-Centered Outcomes Research Institute, and insurer fees); and 5) Effective July 1, 2014 elimination of the EUTF and HSTA VB HMSA supplemental plans and the bundling of the HMSA medical and CVS Caremark prescription drug plans.

Act 245, Session Laws of Hawaii 2005 (partially codified as Chapter 87D, Hawaii Revised Statutes (HRS)), temporarily authorized employee organizations to establish voluntary employees' beneficiary association (VEBA) trusts to provide health benefits to state and county employees in their bargaining units outside of the EUTF. It established a three-year pilot program to allow for the analysis of the costs and benefits of a VEBA trust against those of the EUTF. Effective March 1, 2006, the Hawaii State Teachers Association (HSTA) implemented the three-year pilot program. As a result, all active HSTA employees were enrolled in the VEBA trust and subsequently cancelled from the EUTF's health benefit plans. Act 245's sunset dates were amended three times: July 1, 2009, July 1, 2010, and December 31, 2010.

In addition, Chapter 87D, HRS, which authorized the establishment of the VEBA, also included the option for HSTA retirees to make a one-time choice to either remain with the EUTF or transfer to the HSTA VEBA benefit plans. The option period was from October through November 2006. As a result, approximately 1,400 HSTA retirees transferred to the HSTA VEBA. HSTA employees that retired on or after March 1, 2006 were required to be enrolled with the HSTA VEBA.

As a result of Act 245 sunset on December 31, 2010, effective January 1, 2011, approximately, 12,500 HSTA VEBA active employees and 2,500 retirees were transferred back to the EUTF. In December 2010, Judge Sakamoto (Kono, et al v Abercrombie, Civil No. 10-1-1966-09 KKS) ruled that HSTA VEBA members (actives and retirees) were entitled to the same standard of coverage in benefits when they were transitioned to the EUTF on January 1, 2011. As a result, the EUTF created new plans



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for the HSTA VEBA members (both active and retirees) that matched their HSTA VEBA benefits. The enrollment of HSTA VEBA members into the newly created health and other benefit plans was done by the EUTF solely to comply with Judge Sakamoto's ruling and does not create any constitutional or contractual right to the benefits under these plans. The State does not agree with Judge Sakamoto's ruling. If Judge Sakamoto's ruling is overturned, stayed, or modified, the EUTF reserves the right to move HSTA VEBA members into regular EUTF plans. See further discussion in Note 9 to the financial statements.

**Overview of the Financial Statements**

The financial statements of the EUTF include the following statements:

- Enterprise Fund - Active Employee Healthcare Benefits
  - Statements of net position - These statements summarize the assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position of this enterprise fund.
  - Statements of revenues, expenses, and changes in net position - These statements summarize the financial results of the operations for the years.
  - Statements of cash flows - These statements identify the sources and uses of cash.
- OPEB Trust - Retiree Healthcare Benefits (including pre-funding contributions prior to July 1, 2018)
  - Statements of fiduciary net position - These statements summarize the assets, liabilities, and net position of this fiduciary fund.
  - Statements of changes in fiduciary net position - These statements summarize the financial results of the operations for the years.

**Financial Highlights**

For the fiscal years ended June 30, 2020 and 2019, contributions to the EUTF were as follows:

	<u>2020</u>	<u>2019</u>
Employer contributions	\$ 1,541,772,836	\$ 1,489,459,942
Employee contributions	218,683,650	209,787,035

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For the fiscal years ended June 30, 2020 and 2019, the EUTF incurred the following:

	<u>2020</u>	<u>2019</u>
Carrier payments - fully-insured plans	\$ 842,982,546	\$ 818,981,420
Benefit claims - self-insured	340,410,387	317,424,446
Medicare Part B reimbursements	92,422,703	89,474,817
Administrative operating expenses	8,929,226	8,288,347

**Financial Analysis**

***Enterprise Fund***

A summary of the EUTF's net position for active employees is shown below as of June 30, 2020 and 2019:

	<u>2020</u>	<u>2019</u>	<u>Change</u>	<u>% Change</u>
<b>Assets:</b>				
Current assets	\$ 222,202,981	\$ 167,307,145	\$ 54,895,836	32.8%
Capital assets, net	295,111	361,558	(66,447)	-18.4%
Total assets	222,498,092	167,668,703	54,829,389	32.7%
<b>Deferred outflows of resources</b>	2,015,650	2,116,589	(100,939)	-4.8%
<b>Liabilities:</b>				
Current liabilities	51,649,554	50,282,014	1,367,540	2.7%
Noncurrent liabilities	14,165,202	13,619,847	545,355	4.0%
Total liabilities	65,814,756	63,901,861	1,912,895	3.0%
<b>Deferred inflows of resources</b>	154,738	239,260	(84,522)	-35.3%
<b>Net position:</b>				
Net investment in capital assets	295,111	361,558	(66,447)	-18.4%
Unrestricted	158,249,137	105,282,613	52,966,524	50.3%
Total net position	<u>\$ 158,544,248</u>	<u>\$ 105,644,171</u>	<u>\$ 52,900,077</u>	50.1%

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The enterprise fund's total assets increased by \$54.8 million or 32.7% during the fiscal year ended June 30, 2020. The overall increase is due to an increase in net position of \$52.9 million.

The enterprise fund's current liabilities increased by \$1.4 million or 2.7% due primarily to the increases in premiums payable of \$903,000 and benefit claims payable of \$853,000, offset by a decrease in due to employees, net of \$301,000.

The total net position increased by \$52.9 million or 50.1% for the fiscal year ended June 30, 2020. This is attributable to \$49.0 million in operating income and \$3.9 million in investment income for the year ended June 30, 2020.

A summary of the EUTF's net position for active employees is shown below as of June 30, 2019 and 2018:

	<u>2019</u>	<u>2018</u>	<u>Change</u>	<u>% Change</u>
<b>Assets:</b>				
Current assets	\$ 167,307,145	\$ 157,949,995	\$ 9,357,150	5.9%
Capital assets, net	361,558	421,986	(60,428)	-14.3%
Total assets	<u>167,668,703</u>	<u>158,371,981</u>	<u>9,296,722</u>	5.9%
<b>Deferred outflows of resources</b>	<u>2,116,589</u>	<u>2,166,502</u>	<u>(49,913)</u>	-2.3%
<b>Liabilities:</b>				
Current liabilities	50,282,014	50,177,663	104,351	0.2%
Noncurrent liabilities	13,619,847	13,355,881	263,966	2.0%
Total liabilities	<u>63,901,861</u>	<u>63,533,544</u>	<u>368,317</u>	0.6%
<b>Deferred inflows of resources</b>	<u>239,260</u>	<u>91,060</u>	<u>148,200</u>	162.7%
<b>Net position:</b>				
Net investment in capital assets	361,558	421,986	(60,428)	-14.3%
Unrestricted	<u>105,282,613</u>	<u>96,491,893</u>	<u>8,790,720</u>	9.1%
Total net position	<u><u>\$ 105,644,171</u></u>	<u><u>\$ 96,913,879</u></u>	<u><u>\$ 8,730,292</u></u>	9.0%

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The enterprise fund's total assets increased by \$9.3 million or 5.9% during the fiscal year ended June 30, 2019. The increase is primarily attributable to an increase in cash and cash equivalents and investments of \$7.2 million due to the receipt of surpluses generated from the fully-insured with one-way risk sharing plans from previous fiscal years, an increase of \$5.5 million in premiums receivable from employers due to increases in premium rates, and an increase in rebates and other receivables from insurance companies of \$10.4 million due to higher prescription drug rebates. This was offset by a decrease in experience refunds due from insurance companies of \$13.8 million due to a closer matching of premiums collected and benefit claims paid for the fully-insured with one-way risk sharing plans for fiscal year 2019.

The enterprise fund's noncurrent liabilities increased by \$264,000 or 2.0% due primarily to the increases in the net pension liability of \$190,000 and net other postemployment benefits liability of \$75,000.

The total net position increased by \$8.7 million or 9.0% for the fiscal year ended June 30, 2019. This is attributable to \$5.4 million in operating income for the year ended June 30, 2019 and \$3.3 million in investment income.

A summary of changes in net position for the years ended June 30, 2020 and 2019, for active employees follows:

	<u>2020</u>	<u>2019</u>	<u>Change</u>	<u>% Change</u>
<b>Revenues:</b>				
Operating revenues	\$ 146,639,846	\$ 100,508,881	\$ 46,130,965	45.9%
Nonoperating revenues	3,855,481	3,305,928	549,553	16.6%
Total revenues	150,495,327	103,814,809	46,680,518	45.0%
<b>Operating expenses</b>	<u>97,595,250</u>	<u>95,084,517</u>	<u>2,510,733</u>	2.6%
Change in net position	52,900,077	8,730,292	44,169,785	505.9%
<b>Net position at beginning of year</b>	<u>105,644,171</u>	<u>96,913,879</u>	<u>8,730,292</u>	9.0%
<b>Net position at end of year</b>	<u><u>\$ 158,544,248</u></u>	<u><u>\$ 105,644,171</u></u>	<u><u>\$ 52,900,077</u></u>	50.1%

The enterprise fund's total revenues increased by \$46.7 million, or 45.0%, for the fiscal year ended June 30, 2020. The increase is primarily attributable to a \$35.4 million increase in experience refunds, net due to lower than expected claims due to the coronavirus disease of 2019 (COVID-19) pandemic under fully-insured with risk sharing health benefit contracts, a \$12.8 million increase in premium revenues for self-insured plans primarily due to an increase in prescription drug premiums, and a \$550,000 increase in investment income, offset by a \$2.0 million decrease in performance penalties received from carriers.

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The enterprise fund's operating expenses increased by \$2.5 million, or 2.6%, for the fiscal year ended June 30, 2020. Benefits claims expense for self-insured plans increased by \$1.8 million due to an increase in utilization and administrative operating expenses increased by \$641,000 due primarily to increases in personal and contracted services costs of \$314,000 and \$251,000, respectively.

A summary of changes in net position for the years ended June 30, 2019 and 2018, for active employees follows:

	<u>2019</u>	<u>2018</u>	<u>Change</u>	<u>% Change</u>
<b>Revenues:</b>				
Operating revenues	\$ 100,508,881	\$ 112,605,406	\$ (12,096,525)	-10.7%
Nonoperating revenues	<u>3,305,928</u>	<u>979,921</u>	<u>2,326,007</u>	237.4%
Total revenues	103,814,809	113,585,327	(9,770,518)	-8.6%
<b>Operating expenses</b>	<u>95,084,517</u>	<u>88,937,368</u>	<u>6,147,149</u>	6.9%
Change in net position	8,730,292	24,647,959	(15,917,667)	-64.6%
<b>Net position at beginning of year</b>	<u>96,913,879</u>	<u>72,265,920</u>	<u>24,647,959</u>	34.1%
<b>Net position at end of year</b>	<u><u>\$ 105,644,171</u></u>	<u><u>\$ 96,913,879</u></u>	<u><u>\$ 8,730,292</u></u>	9.0%

The enterprise fund's total revenues decreased by \$9.8 million, or 8.6%, for the fiscal year ended June 30, 2019. The decrease resulted from a \$18.8 million decrease in experience refunds, net due to a closer matching of premiums collected and claims paid on fully-insured with one-way risk sharing plans offset by a \$4.4 million increase in premium revenues for self-insured plans primarily due to an increase in prescription drug premiums, a \$2.4 million increase from performance penalties received from carriers, and a \$2.3 million increase in investment income.

The enterprise fund's operating expenses increased by \$6.1 million, or 6.9%, for the fiscal year ended June 30, 2019. Benefits claims expense for self-insured plans increased by \$5.7 million due to an increase in utilization and administrative operating expenses increased by \$385,000 due primarily to additional pension and OPEB expenses.

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***OPEB Trust***

As described in the *Agency Fund* section, effective July 1, 2018, the EUTF reports all OPEB assets, liabilities, net position, and operations for retirees and their beneficiaries in the OPEB Trust.

A summary of the OPEB Trust's fiduciary net position as of June 30, 2020 and 2019 follows:

	<u>2020</u>	<u>2019</u>	<u>Change</u>	<u>% Change</u>
<b>Assets:</b>				
Cash and cash equivalents	\$ 415,650,467	\$ 263,805,816	\$ 151,844,651	57.6%
Investments	3,552,639,263	3,033,026,203	519,613,060	17.1%
Invested securities lending collateral	18,498,805	25,872,169	(7,373,364)	-28.5%
Receivables:				
Rebates and other receivables from insurance companies	48,593,988	41,558,884	7,035,104	16.9%
Experience refunds due from insurance companies	5,925,802	789,858	5,135,944	650.2%
Other receivables	15,453	70,758	(55,305)	-78.2%
Deposits	8,165,204	8,165,204	-	0.0%
Total assets	<u>4,049,488,982</u>	<u>3,373,288,892</u>	<u>676,200,090</u>	20.0%
<b>Liabilities:</b>				
Premiums payable	26,500,167	24,907,386	1,592,781	6.4%
Benefit claims payable	19,849,143	18,065,109	1,784,034	9.9%
Securities lending collateral	18,498,805	25,872,169	(7,373,364)	-28.5%
Other payables	2,553,110	2,164,551	388,559	18.0%
Total liabilities	<u>67,401,225</u>	<u>71,009,215</u>	<u>(3,607,990)</u>	-5.1%
<b>Net position restricted for postemployment benefits other than pensions</b>	<u>\$ 3,982,087,757</u>	<u>\$ 3,302,279,677</u>	<u>\$ 679,808,080</u>	20.6%

Cash and cash equivalents and investments increased by \$671.5 million or 20.4% during the fiscal year ended June 30, 2020 primarily due to the increase in fiduciary net position of \$679.8 million.

Rebates and other receivables from insurance companies increased by \$7.0 million or 16.9% during the fiscal year ended June 30, 2020 primarily due to higher prescription drug rebates.

Experience refunds due from insurance companies increased by \$5.1 million or 650.2% during the fiscal year ended June 30, 2020 primarily due to lower than expected claims due to the COVID-19 pandemic under fully-insured with risk sharing health benefit contracts.

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***Agency Fund***

Prior to July 1, 2018, the EUTF reported assets and liabilities in an agency fund resulting from the collection of contributions from employers and retirees, and payments of postemployment health benefits for retirees and their beneficiaries. The agency fund did not meet the criteria of a trust or equivalent arrangement, thus assets and liabilities for the postemployment health benefits were reported as an agency fund.

Effective July 1, 2018, Act 268, Session Laws of Hawaii 2013 (codified as Chapter 87A-42, HRS), required that employer contributions equal to the amount of the annual required contribution as determined by an actuary be placed into the OPEB Trust. The annual required contribution is defined as the employer's required contribution that is sufficient to cover (1) the normal cost, which is the cost of other post-employment benefits attributable to the current year of service, and (2) an amortization payment, which is a catch-up payment for past service costs to fund the unfunded actuarial accrued liability over the next 30 years. As a result, the EUTF no longer received employer contributions for retirees and their beneficiaries in an agency capacity. Prior to this legislation, employer contributions for retirees (other than pre-funding contributions) consisted of monthly contributions to the EUTF agency fund for monthly payments of "pay-as-you-go" premiums and claim expenses. The agency fund accounted for the retirees' and employers' premium contributions, premium payments to carriers, reserves, cash, investments, and other related amounts. Effective July 1, 2018, all accounts and transactions related to postemployment health benefits for retirees were reported in the OPEB Trust.

A summary of the agency fund's assets and liabilities as of June 30, 2018 is shown below:

**Assets:**

Cash and cash equivalents	\$ 6,393,750
Investments	163,302,756
Receivables, net	72,531,655
Deposits	<u>8,165,204</u>
Total assets	<u><u>\$ 250,393,365</u></u>

**Liabilities:**

Premiums payable	\$ 24,424,186
Benefit claims payable	16,707,921
Amounts held on behalf of employers for benefits	208,944,397
Other	<u>316,861</u>
Total liabilities	<u><u>\$ 250,393,365</u></u>

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The following table summarizes the OPEB Trust's fiduciary net position as of June 30, 2019 as compared to the summarized fiduciary net position amounts previously reported in the agency fund and the OPEB Trust as of June 30, 2018:

	<b>2019</b>	<b>2018</b>		
	<b>OPEB Trust</b>	<b>Agency Fund and OPEB Trust</b>	<b>Change</b>	<b>% Change</b>
<b>Assets:</b>				
Cash and cash equivalents	\$ 263,805,816	\$ 202,110,273	\$ 61,695,543	30.5%
Investments	3,033,026,203	2,339,485,983	693,540,220	29.6%
Invested securities lending collateral	25,872,169	14,468,169	11,404,000	78.8%
Receivables:				
Rebates and other receivables from insurance companies	41,558,884	25,970,204	15,588,680	60.0%
Experience refunds due from insurance companies	789,858	13,974,475	(13,184,617)	-94.3%
Premiums receivable from State of Hawaii and counties	-	32,367,370	(32,367,370)	-100.0%
Other receivables	70,758	219,606	(148,848)	-67.8%
Deposits	8,165,204	8,165,204	-	0.0%
Total assets	<u>3,373,288,892</u>	<u>2,636,761,284</u>	<u>736,527,608</u>	27.9%
<b>Liabilities:</b>				
Premiums payable	24,907,386	24,424,186	483,200	2.0%
Benefit claims payable	18,065,109	16,707,921	1,357,188	8.1%
Securities lending collateral	25,872,169	14,468,169	11,404,000	78.8%
Other payables	2,164,551	1,735,046	429,505	24.8%
Amounts held on behalf of employers for benefits	-	208,944,397	(208,944,397)	-100.0%
Total liabilities	<u>71,009,215</u>	<u>266,279,719</u>	<u>(195,270,504)</u>	-73.3%
<b>Net position restricted for postemployment benefits other than pensions</b>	<u>\$ 3,302,279,677</u>	<u>\$ 2,370,481,565</u>	<u>\$ 931,798,112</u>	39.3%



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Cash and cash equivalents and investments increased by \$755.2 million or 29.7% during the fiscal year ended June 30, 2019 primarily due to the increase in fiduciary net position of \$722.9 million.

Rebates and other receivables from insurance companies increased by \$15.6 million or 60.0% during the fiscal year ended June 30, 2019 primarily due to higher prescription drug rebates.

Experience refunds due from insurance companies decreased by \$13.2 million or 94.3% during the fiscal year ended June 30, 2019 primarily due to a closer matching of premiums collected and benefit claims paid for the fully-insured with one-way risk sharing plans for fiscal year 2019.

Premiums receivable from State of Hawaii and counties decreased by \$32.4 million or 100.0% during the fiscal year ended June 30, 2019 primarily due to Act 268, which requires payment of 100.0% of the annual required contributions beginning July 1, 2018, versus payment of "pay-as-you-go premiums" and a separate prefunding payment.

A summary of the changes in the OPEB Trust's fiduciary net position for the years ended June 30, 2020 and 2019 follows:

	<u>2020</u>	<u>2019</u>	<u>Change</u>	<u>% Change</u>
<b>Additions:</b>				
Employer contributions	\$ 1,112,860,711	\$ 1,077,341,812	\$ 35,518,899	3.3%
Investment earnings, net	71,448,607	131,734,223	(60,285,616)	-45.8%
Other revenues, net	384,194	1,670,125	(1,285,931)	-77.0%
Total additions	1,184,693,512	1,210,746,160	(26,052,648)	-2.2%
<b>Deductions:</b>				
Benefits claims expense and carrier payments, net of retiree contributions	504,885,432	487,892,445	16,992,987	3.5%
Change in fiduciary net position	679,808,080	722,853,715	(43,045,635)	-6.0%
<b>Net position restricted for postemployment benefits other than pensions:</b>				
Beginning of year	3,302,279,677	2,579,425,962	722,853,715	28.0%
End of year	<u>\$ 3,982,087,757</u>	<u>\$ 3,302,279,677</u>	<u>\$ 679,808,080</u>	20.6%

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During the fiscal year ended June 30, 2020, the net position restricted for postemployment benefits other than pensions of the OPEB Trust increased by \$679.8 million or 20.6% primarily attributable to employer contributions of \$1,112.9 million and investment earnings of \$71.4 million, offset by benefit claims expense and carrier payments, net of retiree contributions of \$504.9 million.

Employer contributions increased by \$35.5 million or 3.3% for the fiscal year ended June 30, 2020 primarily due to the provisions of Act 268, which require that employer contributions consist of the normal cost and a payment to amortize the unfunded actuarial accrued liability over a 30-year closed period that are a level percentage of payroll.

Investment earnings, net decreased by \$60.3 million or 45.8% primarily due to lower annual money-weighted rate of return, net of investment expense in fiscal year 2020 versus 2019 of 2.2% and 4.7%, respectively.

A summary of the changes in the OPEB Trust's fiduciary net position for the years ended June 30, 2019 and 2018 follows:

	<u>2019</u>	<u>2018</u>	<u>Change</u>	<u>% Change</u>
<b>Additions:</b>				
Employer contributions	\$ 1,077,341,812	\$ 444,072,913	\$ 633,268,899	142.6%
Investment earnings, net	131,734,223	148,734,803	(17,000,580)	-11.4%
Other revenues, net	<u>1,670,125</u>	<u>-</u>	<u>1,670,125</u>	100.0%
Total additions	1,210,746,160	592,807,716	617,938,444	104.2%
<b>Deductions:</b>				
Benefits claims expense and carrier payments, net of retiree contributions	<u>487,892,445</u>	<u>-</u>	<u>487,892,445</u>	100.0%
Change in fiduciary net position	722,853,715	592,807,716	130,045,999	21.9%
<b>Net position restricted for postemployment benefits other than pensions:</b>				
Beginning of year	<u>2,579,425,962</u>	<u>1,777,673,849</u>	<u>801,752,113</u>	45.1%
End of year	<u><u>\$ 3,302,279,677</u></u>	<u><u>\$ 2,370,481,565</u></u>	<u><u>\$ 931,798,112</u></u>	39.3%

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The EUTF has accounted for the effects of Act 268 as a change in reporting entity. Accordingly, the fiduciary net position of the agency fund and the OPEB Trust as of July 1, 2018 were restated in order to reflect the new reporting entity. Specifically, the change in reporting entity had the effect of increasing beginning net position restricted for postemployment benefits other than pensions in the statements of fiduciary net position – OPEB Trust as of July 1, 2018 by \$208,944,397 as follows:

Net position restricted for postemployment benefits other than pensions - beginning of year, as previously reported	\$ 2,370,481,565
Adjustment for change in reporting entity	<u>208,944,397</u>
Net position restricted for postemployment benefits other than pensions - beginning of year, as restated for the effects of Act 268	<u><u>\$ 2,579,425,962</u></u>

Employer contributions increased \$633.3 million or 142.6% for the fiscal year ended June 30, 2019 primarily due to employer required premium contributions for retirees of \$455.6 million accounted for in the agency fund in the fiscal year ended June 30, 2018, and increased employer contributions required by Act 268 effective July 1, 2018.

Benefit claims expense and carrier payments increased by \$487.9 million for the fiscal year ended June 30, 2019. In the fiscal year ended June 30, 2018, retiree benefit claims expense and carrier payments amounting to \$481.2 million were accounted for in the agency fund.

**Capital Assets**

The EUTF's capital assets consist of office furniture, equipment, computer equipment, and software.

The aggregate net capital assets was \$295,000 as of June 30, 2020. Depreciation expense totaled \$94,000 for the year ended June 30, 2020. There were no significant additions or disposals of capital assets during fiscal year 2020.

The aggregate net capital assets was \$362,000 as of June 30, 2019. Depreciation expense totaled \$84,000 for the year ended June 30, 2019. There were no significant additions or disposals of capital assets during fiscal year 2019.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

**Management's Discussion and Analysis**

June 30, 2020 and 2019

**Economic Factors Affecting Next Fiscal Year**

*Factors Affecting Fiscal Year 2021*

Active employee and retiree medical, prescription drug, dental, vision, and life insurance contracts were implemented effective July 1, 2019 through June 30, 2020, and January 1, 2020 through December 31, 2020, respectively.

*COVID-19 Developments*

The World Health Organization declared COVID-19 a pandemic in March 2020. While COVID-19 could negatively impact its operating results, including investment performance and health care costs, the related financial impact and duration cannot be reasonably estimated at this time.

*New Benefits Administration System*

On June 1, 2020, the EUTF contracted with a third party to implement a new benefits administration system, with an expected "go-live" date on February 1, 2022. The benefits administration system is an integral part of the EUTF operations and maintains such information as member demographic, health plan enrollment, and payment history.

**Request for Information**

This financial report is designed to provide the Board of Trustees, the State Auditor, and our membership, with a general overview of the EUTF's finances and to account for the money it receives. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Hawaii Employer-Union Health Benefits Trust Fund  
P.O. Box 2121  
Honolulu, Hawaii 96805-2121

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**  
**STATE OF HAWAII**

Statements of Net Position – Enterprise Fund

June 30, 2020 and 2019

<b>Assets:</b>	<b>2020</b>	<b>2019</b>
Current assets:		
Cash and cash equivalents	\$ 36,445,073	\$ 28,960,550
Investments	84,914,495	61,278,434
Receivables:		
Experience refunds due from insurance companies	40,112,331	4,708,610
Premiums receivable from State of Hawaii and counties	35,688,617	39,185,062
Rebates and other receivables from insurance companies	19,761,876	27,845,302
Prepaid expenses	259,315	307,913
Deposits	5,021,274	5,021,274
Total current assets	222,202,981	167,307,145
Capital assets, net	295,111	361,558
Total assets	222,498,092	167,668,703
<b>Deferred Outflows of Resources:</b>		
Related to pension	1,161,946	1,332,924
Related to other postemployment benefits	853,704	783,665
Total deferred outflows of resources	2,015,650	2,116,589
<b>Liabilities:</b>		
Current liabilities:		
Premiums payable	44,531,061	43,628,439
Benefit claims payable	5,351,601	4,499,088
Due to employees, net	727,074	1,027,610
Vouchers and contracts payable	359,339	348,261
Accrued wages and employee benefits payable	401,893	394,039
Due to State of Hawaii and counties	164,182	274,165
Compensated absences, current portion	114,404	110,412
Total current liabilities	51,649,554	50,282,014
Noncurrent liabilities:		
Net other postemployment benefits liability	7,499,345	7,489,378
Net pension liability	6,368,548	5,885,981
Compensated absences, less current portion	297,309	244,488
Total liabilities	65,814,756	63,901,861
<b>Deferred Inflows of Resources:</b>		
Related to other postemployment benefits	113,039	148,742
Related to pension	41,699	90,518
Total deferred inflows of resources	154,738	239,260
<b>Net Position:</b>		
Net investment in capital assets	295,111	361,558
Unrestricted	158,249,137	105,282,613
Total net position	\$ 158,544,248	\$ 105,644,171

See accompanying notes to financial statements.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**  
**STATE OF HAWAII**

Statements of Revenues, Expenses, and Changes in Net Position – Enterprise Fund

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Operating revenues:</b>		
Premium revenues - self-insured	\$ 103,180,164	\$ 90,426,775
Experience refunds, net	41,831,383	6,466,514
Other revenues, net	1,628,299	3,615,592
Total operating revenues	<u>146,639,846</u>	<u>100,508,881</u>
<b>Operating expenses:</b>		
Benefits claims expense - self-insured	88,133,332	86,301,511
Administrative operating expenses	8,929,226	8,288,347
ACA fees	435,630	249,034
Depreciation	94,162	84,325
Change in incurred but not reported (IBNR) claims	2,900	161,300
Total operating expenses	<u>97,595,250</u>	<u>95,084,517</u>
Operating income	49,044,596	5,424,364
<b>Nonoperating revenues:</b>		
Investment income	3,855,481	3,305,928
Change in net position	52,900,077	8,730,292
<b>Net position at beginning of year</b>	<u>105,644,171</u>	<u>96,913,879</u>
<b>Net position at end of year</b>	<u><u>\$ 158,544,248</u></u>	<u><u>\$ 105,644,171</u></u>

See accompanying notes to financial statements.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Statements of Cash Flows – Enterprise Fund

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Cash flows from operating activities:</b>		
Cash received from State of Hawaii, counties and individuals for premiums and benefits payments	\$ 661,623,230	\$ 625,820,906
Cash paid for premiums and benefit payments	(626,034,480)	(613,999,848)
Cash paid to employees	(4,954,120)	(4,738,432)
Cash paid to vendors	(3,341,812)	(3,190,271)
Net cash provided by operating activities	27,292,818	3,892,355
<b>Cash flows used in capital and related financing activities:</b>		
Purchase of office furniture and equipment	(27,715)	(23,897)
<b>Cash flows used in investing activities:</b>		
Purchase of investments	(19,780,580)	(2,164,078)
Net increase in cash and cash equivalents	7,484,523	1,704,380
<b>Cash and cash equivalents at beginning of year</b>	<u>28,960,550</u>	<u>27,256,170</u>
<b>Cash and cash equivalents at end of year</b>	<u><u>\$ 36,445,073</u></u>	<u><u>\$ 28,960,550</u></u>

See accompanying notes to financial statements.

(Continued)

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Statements of Cash Flows – Enterprise Fund (Continued)

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Reconciliation of operating income to net cash provided by operating activities:</b>		
Operating income	\$ 49,044,596	\$ 5,424,364
Adjustments to reconcile operating income to net cash provided by operating activities:		
Depreciation	94,162	84,325
Decrease (increase) in experience refunds due from insurance companies	(35,403,721)	13,827,902
Decrease (increase) in premiums receivable from State of Hawaii and counties	3,496,445	(5,531,104)
Decrease (increase) in rebates and other receivables from insurance companies	8,083,426	(10,426,407)
Decrease in prepaid expenses	48,598	10,119
Increase in deposits	-	(63,274)
Decrease in deferred outflows of resources	100,939	49,913
Increase in premiums payable	902,622	1,011,765
Increase (decrease) in benefit claims payable	852,513	(609,908)
Decrease in amounts due to employees, net	(300,536)	(314,284)
Increase (decrease) in vouchers and contracts payable	11,078	(125,436)
Increase in accrued wages and employee benefits payable	7,854	11,864
Increase (decrease) in amounts due to State of Hawaii and counties	(109,983)	129,332
Increase (decrease) in compensated absences	56,813	(860)
Increase in net other postemployment benefits liability	9,967	75,491
Increase in net pension liability	482,567	190,353
Increase (decrease) in deferred inflows of resources	(84,522)	148,200
Total adjustments	<u>(21,751,778)</u>	<u>(1,532,009)</u>
Net cash provided by operating activities	<u>\$ 27,292,818</u>	<u>\$ 3,892,355</u>

See accompanying notes to financial statements.



**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Hawaii Employer-Union Health Benefits Trust Fund  
for Other Post-Employment Benefits

Statements of Fiduciary Net Position – OPEB Trust

June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Assets:</b>		
Cash and cash equivalents	\$ 415,650,467	\$ 263,805,816
Investments	<u>3,552,639,263</u>	<u>3,033,026,203</u>
Total cash and cash equivalents and investments	<u>3,968,289,730</u>	<u>3,296,832,019</u>
Invested securities lending collateral	<u>18,498,805</u>	<u>25,872,169</u>
Receivables:		
Rebates and other receivables from insurance companies	48,593,988	41,558,884
Experience refunds due from insurance companies	5,925,802	789,858
Other receivables	<u>15,453</u>	<u>70,758</u>
Total receivables	<u>54,535,243</u>	<u>42,419,500</u>
Deposits	<u>8,165,204</u>	<u>8,165,204</u>
Total assets	<u>4,049,488,982</u>	<u>3,373,288,892</u>
<b>Liabilities:</b>		
Premiums payable	26,500,167	24,907,386
Benefit claims payable	19,849,143	18,065,109
Securities lending collateral	18,498,805	25,872,169
Investment fees payable	2,175,344	1,819,550
Other payables	<u>377,766</u>	<u>345,001</u>
Total liabilities	<u>67,401,225</u>	<u>71,009,215</u>
<b>Net position restricted for postemployment benefits other than pensions</b>	<u><u>\$ 3,982,087,757</u></u>	<u><u>\$ 3,302,279,677</u></u>

See accompanying notes to financial statements.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**  
**STATE OF HAWAII**

Hawaii Employer-Union Health Benefits Trust Fund  
for Other Post-Employment Benefits

Statements of Changes in Fiduciary Net Position – OPEB Trust

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
<b>Additions:</b>		
Employer contributions	\$1,112,860,711	\$1,077,341,812
Investment income:		
From investing activities:		
Interest and dividends	65,323,871	70,145,926
Net appreciation in the fair value of investments	13,785,645	67,657,757
	79,109,516	137,803,683
Less: investment expenses	8,148,602	6,545,270
Net investment income from investing activities	70,960,914	131,258,413
From securities lending activities:		
Securities lending income	625,090	631,150
Securities lending expenses	137,397	155,340
Net investment income from securities lending activities	487,693	475,810
Total net investment income	71,448,607	131,734,223
Other revenues, net	384,194	1,670,125
Total additions	1,184,693,512	1,210,746,160
<b>Deductions:</b>		
Benefits claims expense and carrier payments, net of retiree contributions	504,885,432	487,892,445
Change in fiduciary net position	679,808,080	722,853,715
<b>Net position restricted for postemployment benefits other than pensions:</b>		
Beginning of year	3,302,279,677	2,579,425,962
End of year	<u>\$3,982,087,757</u>	<u>\$3,302,279,677</u>

See accompanying notes to financial statements.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

**(1) Financial Reporting Entity**

Chapter 87A, Hawaii Revised Statutes (HRS) established the Hawaii Employer-Union Health Benefits Trust Fund (the Trust Fund). The Trust Fund was established to design, provide, and administer health and other benefit plans for State of Hawaii (the State) and county (Honolulu, Hawaii, Maui, and Kauai) employees, retirees and their eligible dependents beginning July 1, 2003. Chapter 87, HRS that established the Hawaii Public Employees Health Fund (the Health Fund) was repealed and the net assets of the Health Fund were transferred to the Trust Fund.

Act 245, Session Laws of Hawaii (SLH) 2005, established a voluntary employees' beneficiary association (the VEBA) trust pilot program for the administration of the healthcare benefits for active employees and retirees, which the Hawaii State Teachers Association (the HSTA) implemented in March 2006. The program sunset date was December 31, 2010, and the VEBA trust was terminated. Effective January 1, 2011, all HSTA employees and retirees receiving benefits under the VEBA trust were enrolled in the benefit programs administered through the Trust Fund. Approximately 12,500 HSTA active employees and 2,500 retirees were transferred to the Trust Fund.

The Trust Fund is administered by a Board of Trustees (the Board) composed of 10 trustees appointed by the Governor of the State. The Board is responsible for determining the nature and scope of benefit plans offered by the Trust Fund, negotiating and entering into contracts with insurance carriers, establishing eligibility and management policies for the Trust Fund, and overseeing all Trust Fund activities. The Board relies on professional services provided by a salaried Administrator, the State Department of the Attorney General, a benefits consultant, and an investment consultant.

Chapter 87A, HRS was amended on July 9, 2012 to allow the Board to establish a separate trust fund for the purpose of receiving employer contributions that will pre-fund other post-employment benefits (OPEB) for retirees and their beneficiaries. Pursuant to this amendment, the Board executed an irrevocable declaration of trust establishing the Hawaii Employer-Union Health Benefits Trust Fund for Other Post-Employment Benefits (the OPEB Trust) effective June 30, 2013. The OPEB Trust is governed by the Board of the Trust Fund. Its assets are held for the exclusive purpose of providing other post-employment benefits and are legally protected from creditors. The OPEB Trust financial statements are included as part of the basic financial statements of the Trust Fund (collectively referred to as the EUTF).

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

Act 268, SLH 2013 (Act 268), further amended Chapter 87A, HRS (codified as Chapter 87A-42). Effective July 1, 2018, annual employer contributions for retirees and their beneficiaries are equal to the amount of the annual required contribution as determined by an actuary and placed into the OPEB Trust. The annual required contribution is defined as the employer's contribution that is sufficient to cover (1) the normal cost, which is the cost of other post-employment benefits attributable to the current year of service, and (2) an amortization payment, which is a catch-up payment for past service costs to fund the unfunded actuarial accrued liability over the next 30 years. Accordingly, all employer contributions for retirees and their beneficiaries are required to be placed in the OPEB Trust effective July 1, 2018.

The EUTF, an agent multiple-employer defined benefit OPEB plan, is administratively attached to the State Department of Budget and Finance. The EUTF's financial statements reflect only its portion of the fund type categories. The State Comptroller maintains the central accounts for all State funds and publishes annual financial statements for the State, which includes the EUTF's financial activities.

The EUTF currently provides medical, prescription drug, chiropractic, dental, vision, supplemental medical and prescription drug, and group life insurance benefits. The medical plans include a statewide preferred provider organization (PPO) benefit plan and a federally-qualified health maintenance organization (HMO) plan.

The employers' share of benefit plan contributions for collectively bargained employees are negotiated by the State and counties with the exclusive representative of each employee bargaining unit. Employer contributions for retirees are prescribed by the HRS. Any remaining premium balance is paid by employees through payroll deductions or premium conversion plan reductions and paid by retirees directly, if applicable.

The EUTF provided insurance coverage to the following individuals as of June 30, 2020 and 2019:

	<u>2020</u>	<u>2019</u>
Active employees	66,433	66,288
Retirees	50,114	49,407
Dependents	<u>82,411</u>	<u>82,496</u>
Total	<u><u>198,958</u></u>	<u><u>198,191</u></u>

As of June 30, 2020 and 2019, there were 10,087 and 10,277 inactives not yet receiving benefits, respectively.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

**(2) Summary of Significant Accounting Policies**

The financial statements of the EUTF have been prepared in conformity with accounting principles generally accepted in the United States of America (GAAP). The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The EUTF's significant accounting policies are described below.

***Financial Statement Presentation, Measurement Focus, and Basis of Accounting***

*Financial Statement Presentation*

The reporting of active and postemployment (including their respective beneficiaries) healthcare benefits provided through the same plan should separate the two benefits for accounting purposes between active and postemployment healthcare benefits. Accordingly, the EUTF reports the postemployment healthcare benefits in conformity with GASB Statement No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans* (Statement No. 74), and the active employee healthcare benefits as risk financing in conformity with GASB Statement No. 10, *Accounting and Financial Reporting for Risk Financing and Related Insurance Issues* (Statement No. 10), as amended.

*Proprietary Fund (Enterprise Fund)*

The accounting for the active employee healthcare benefits is reported as an enterprise fund. An enterprise fund is used to account for the acquisition, operation, and maintenance of government facilities and services that are entirely or predominantly supported by user charges. The enterprise fund operations are reported using the economic resources measurement focus and the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded at the time liabilities are incurred, regardless of the timing of cash flows.

The enterprise fund distinguishes operating revenues and expenses from nonoperating items. Operating revenues and expenses generally result from providing services or goods in connection with the enterprise fund's ongoing operations. Revenues and expenses not meeting this definition are reported as nonoperating revenues and expenses. The principal operating revenues and operating expenses are premium revenues and benefit claims expenses, respectively, for self-insured plans. Investment income is reported as nonoperating revenues.

*OPEB Trust*

The EUTF accounts for the OPEB assets, liabilities, net position, and operations related to postemployment health benefits for retirees and their beneficiaries in the OPEB Trust, including cash and cash equivalents, investments, premium contributions and payments, investment income, employer OPEB contributions, and benefit claims expense and carrier payments.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

***Cash Equivalents***

All highly liquid investments with an original maturity of three months or less when purchased are considered to be cash equivalents.

***Investments***

Investments are reported at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividend income is recorded on the ex-dividend date.

Unrealized gains and losses are recorded in the accompanying financial statements based on the difference between the fair value of assets at the beginning of the year, or at the time of purchase for assets purchased during the year, and the last day of the year.

***Securities Lending***

The EUTF receives cash and noncash collateral under securities lending agreements. The EUTF does not have the ability to pledge or sell collateral securities absent of borrower default, thus only cash received as collateral is reported on the financial statements. Cash collateral received under securities lending agreements are invested in a money market fund and are reported at fair value. Liabilities resulting from these transactions are also recorded. Additionally, costs associated with securities transactions, broker commissions paid, and lending agent management fees are reported as investment expenses from securities lending activities in the accompanying financial statements.

***Receivables***

Receivables consist primarily of amounts due from employers for health benefits premium contributions and experience refunds, rebates and other receivables from insurance companies, as well as amounts due from individuals for overpayment of Medicare Part B reimbursements. An allowance for employer receivables is not considered necessary based on past collection experience. The Medicare Part B reimbursement receivables from individuals are reported as net receivables and were based on management's estimate of amounts considered collectible.

***Capital Assets and Depreciation***

The EUTF's capital assets consist of office furniture and equipment, and computer equipment and software with estimated useful lives greater than one year and with an acquisition cost greater than \$5,000. Purchased capital assets are valued at cost. Donated capital assets are recorded at their fair value at the date of donation. Depreciation expense is determined using the straight-line method over the assets' estimated useful life of seven years.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

***Deferred Outflows of Resources and Deferred Inflows of Resources***

Deferred outflows (inflows) of resources represent a consumption of (benefit to) net position that applies to a future period. The deferred outflows of resources related to pension and OPEB resulted from changes in assumptions, the net difference between projected and actual earnings on pension/OPEB plan investments, differences between expected and actual experience, and changes in proportion and differences between contributions and proportionate share of contributions, which will be amortized over five years, and the EUTF's contributions to the pension and OPEB plans subsequent to the measurement date of the actuarial valuations for the pension and OPEB plans, which will be recognized as a reduction of the net pension liability and net OPEB liability in the subsequent fiscal year. The deferred inflows of resources related to pension and OPEB resulted from differences between expected and actual experience, changes in assumptions, changes in proportion and differences between contributions and proportionate share of contributions, and the net difference between projected and actual earnings on OPEB plan investments, which will be amortized over five years.

The EUTF's deferred outflows/inflows of resources related to pension and OPEB are detailed in Note 8.

***Compensated Absences***

All employees earn vacation at the rate of one and three-quarters working days for each month of service. Vacation days may be accumulated to a maximum of 90 days. Employees are entitled to receive cash payment for accumulated vacation upon termination. The accompanying enterprise fund financial statements present the cost of accumulated unpaid vacation as a liability.

A reconciliation of changes in compensated absences liabilities for accumulated vacation is as follows for the years ended June 30, 2020 and 2019:

	<b>Enterprise Fund</b>	
	<b>2020</b>	<b>2019</b>
Balance at beginning of year	\$ 354,900	\$ 355,760
Additions	232,221	225,246
Reductions	(175,408)	(226,106)
Balance at end of year	411,713	354,900
Less current portion	(114,404)	(110,412)
Noncurrent portion	<u>\$ 297,309</u>	<u>\$ 244,488</u>

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

All employees earn sick leave credits at the rate of one and three-quarters working days for each month of service. Sick leave credits may be accumulated without limit. Sick leave can be taken only in the event of illness and is not convertible to pay upon termination of employment. Accordingly, no liability for unpaid sick leave credits is reported in the accompanying enterprise fund financial statements. However, an EUTF employee who retires or leaves government service in good standing with sixty days or more of unused sick leave is entitled to additional service credit in the Employees' Retirement System of the State of Hawaii (the ERS) at the rate of one additional month of service for each 20 days of unused sick leave. Accumulated sick leave as of June 30, 2020 and 2019 amounted to approximately \$943,000 and \$850,000, respectively.

***Risk Management***

The EUTF is exposed to various risks of loss related to torts; theft of, damage to, or destruction of assets; errors or omissions; natural disasters; and workers' compensation. A liability for a claim is established if information indicates that it is probable that a liability has been incurred as of the date of the financial statements and the amount of the loss is reasonably estimable.

The estimated reserve for losses and loss adjustment costs include the accumulation of estimates for losses and claims reported prior to fiscal year-end, nonincremental estimates (based on projections of historical developments) of claims incurred but not reported, and nonincremental estimates of costs for investigating and adjusting all incurred and unadjusted claims. Amounts reported are subject to the impact of future changes in economic and social conditions. The EUTF believes that, given the inherent variability in any such estimates, the reserves are within a reasonable and acceptable range of adequacy. Reserves are continually monitored and reviewed and, as settlements are made and reserves adjusted, the differences are reported in current operations.

***Benefits Claims Expense and Carrier Payments***

The benefits claims expense for self-insured prescription drug plans and the supplemental medical and drug plan includes the ultimate net cost of all reported claims incurred through the end of the fiscal year for healthcare benefits. The benefits claims expense also includes an additional estimate for unreported claims that have been incurred as of fiscal year-end.

Management has made certain assumptions based on currently available information and industry statistics in determining the benefits claims expense. Accordingly, the ultimate costs may vary significantly from the estimated amounts reported in the financial statements. Management believes that, given the inherent variability in benefits claims expense, such aggregate liabilities are within a reasonable range of adequacy. Such estimates are based on estimated claims cost reported prior to fiscal year-end, and estimates (based on actuarial projections of historical loss development) of claims cost incurred but not reported. Reserves are continually reviewed and adjusted as experience develops or new information becomes known. Rebates receivable are recorded in the period that the claim is paid and is netted against the cost of the claim.



**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

Management recorded its best estimate for the obligation of unpaid claims of \$5,351,601 and \$4,499,088 for active employees and \$19,849,143 and \$18,065,109 for retirees as of June 30, 2020 and 2019, respectively, based on the EUTF's benefits consultant's estimate for the liability for unpaid claims. These amounts include administrative fees payable to the third party administrator for services provided and for benefits claims incurred as of June 30, 2020 and 2019.

Benefits claims expense for active employees are reported in the enterprise fund. In accordance with Statement No. 10, only benefits claims expense (and related premium revenue) for self-insured plans, where the risk of loss for these self-insured plans are retained by the EUTF, are reported in the accompanying statements of revenues, expenses, and changes in net position – Enterprise Fund. Premiums paid to carriers for fully-insured plans (and related required premiums from employers) for active employees are included as components of premiums receivable from State of Hawaii and counties in the statements of net position – Enterprise Fund.

For retirees, benefits claims expense for self-insured plans and premiums paid to carriers for fully-insured plans (and related contributions from employers) are reported in the accompanying statements of changes in the fiduciary net position – OPEB Trust in accordance with Statement No. 74. Retiree contributions reduce reported benefits claims expense and carrier payments.

***Carrier Payment Methodology***

Premiums paid to the carriers are calculated on a monthly basis by multiplying the total number of active employees and retirees enrolled in the various plans on the last day of the month by the premium rates set forth in the contract agreements, whereas employer and employee billings are calculated on a semi-monthly basis. As a result, the EUTF recognizes a gain or loss between the total premiums actually collected from the employers and employees and the total premiums actually paid to the carriers. For the years ended June 30, 2020 and 2019, the EUTF recognized gains (losses) of \$307,058 and \$239,891, respectively, related to active employees, and \$26,386 and (\$305,861), respectively, related to retirees.

Chapter 87A, HRS states that employer contributions are irrevocable. In addition, Chapter 87A, HRS does not require the EUTF to return insurance carrier refunds, rate credits and other earnings, as authorized by the Board, to identifiable employees who participated in ascertainable years that created the refund or credit. Accordingly, the EUTF recognizes the gains as increases in experience refunds and the related receivable as experience refunds due from insurance companies.

***Premium Revenues - Self-insured***

Premium revenues - self-insured are recognized over the coverage period.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

***Experience Refunds***

For fully-insured with risk sharing health benefit contracts, the EUTF recognizes estimated experience refunds. Management has made certain assumptions based on currently available information in determining the estimated experience refunds. Accordingly, the ultimate gains may vary significantly from the estimated amounts reported in the accompanying financial statements.

***Pension***

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pension and pension expense, information about the fiduciary net position of the EUTF's participation in the ERS and additions to/deductions from the ERS's fiduciary net position have been determined on the same basis as they are reported by the ERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms. The ERS's investments are reported at fair value.

***Other Postemployment Benefits***

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the EUTF's participation in the OPEB plan and additions to/deductions from the OPEB plan's fiduciary net position have been determined on the same basis as they are reported by the EUTF. For this purpose, benefit payments are recognized when due and payable in accordance with benefit terms. The EUTF's investments are reported at fair value.

***Use of Estimates***

In preparing financial statements in conformity with GAAP, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

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***Reclassifications***

Certain 2019 amounts have been reclassified to conform with the 2020 presentation. Such reclassifications had no effect on the previously reported changes in net position.

***Recently Issued Accounting Pronouncements***

*GASB Statement No. 95*

The EUTF adopted GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance* in the current year. The objective of this statement is to provide temporary relief to governments and other stakeholders in light of the coronavirus disease of 2019 (COVID-19) pandemic. That objective is accomplished by postponing the effective dates of certain provisions in statements and implementation guides that first became effective or are scheduled to become effective for periods beginning after June 15, 2018, and later.

*GASB Statement No. 84*

The GASB issued Statement No. 84, *Fiduciary Activities*. The objective of this statement is to improve guidance regarding the identification of fiduciary activities for accounting and financial reporting purposes and how those activities should be reported. The requirements of this statement are effective for reporting periods beginning after December 15, 2019. The EUTF is currently evaluating the impact that this statement will have on its financial statements.

*GASB Statement No. 87*

The GASB issued Statement No. 87, *Leases*. The objective of this statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This statement requires recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the provisions of the contract. The requirements of this statement are effective for reporting periods beginning after June 15, 2021. The EUTF is currently evaluating the impact that this statement will have on its financial statements.

*GASB Statement No. 92*

The GASB issued Statement No. 92, *Omnibus 2020*. The objectives of this statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB statements. The requirements of this statement are effective at multiple periods depending on when certain statements are implemented, postponed by GASB Statement No. 95 for one year. The EUTF is currently evaluating the impact that this statement will have on its financial statements.

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*GASB Statement No. 96*

The GASB issued Statement No. 96, *Subscription-Based Information Technology Arrangements*. This statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements for government end users. The requirements of this statement are effective for reporting periods beginning after June 15, 2022. The EUTF is currently evaluating the impact that this statement will have on its financial statements.

**(3) Cash and Cash Equivalents and Investments**

As of June 30, 2020 and 2019, the EUTF's cash and cash equivalents and investments are reported in the financial statements as follows:

	<b>June 30, 2020</b>		
	<b>Enterprise Fund</b>	<b>OPEB Trust</b>	<b>Total</b>
Cash and cash equivalents	\$ 36,445,073	\$ 415,650,467	\$ 452,095,540
Investments	84,914,495	3,552,639,263	3,637,553,758
Total	<u>\$ 121,359,568</u>	<u>\$ 3,968,289,730</u>	<u>\$ 4,089,649,298</u>
Invested securities lending collateral	<u>\$ -</u>	<u>\$ 18,498,805</u>	<u>\$ 18,498,805</u>

	<b>June 30, 2019</b>		
	<b>Enterprise Fund</b>	<b>OPEB Trust</b>	<b>Total</b>
Cash and cash equivalents	\$ 28,960,550	\$ 263,805,816	\$ 292,766,366
Investments	61,278,434	3,033,026,203	3,094,304,637
Total	<u>\$ 90,238,984</u>	<u>\$ 3,296,832,019</u>	<u>\$ 3,387,071,003</u>
Invested securities lending collateral	<u>\$ -</u>	<u>\$ 25,872,169</u>	<u>\$ 25,872,169</u>

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***Cash and Cash Equivalents***

The EUTF maintains bank accounts and a money market account at a major financial institution located in Hawaii and a cash management account with a broker-dealer. As of June 30, 2020 and 2019, the carrying amount of these accounts were \$452,095,540 and \$292,766,366, respectively, and the related bank and money market balances were \$452,681,675 and \$293,396,173, respectively.

***Investments***

*EUTF Investment Pool*

The EUTF's investment pool, at fair value, consists of the following investments as of June 30, 2020 and 2019:

	<u>2020</u>	<u>2019</u>
Equity securities:		
Commingled funds - domestic	\$ 814,557,364	\$ 696,991,680
Commingled funds - international	703,634,690	613,718,921
Common stocks - domestic	382,633,192	389,874,310
Common stocks - international	14,350,957	15,050,187
Exchange traded funds - domestic	37,663,644	30,708,845
Exchange traded funds - international	27,518,973	23,016,481
Fixed income securities:		
Commingled funds - domestic inflation	184,645,278	240,800,766
Commingled funds - domestic core	109,944,355	90,367,878
Mutual fund - domestic	156,863,645	129,965,789
U.S. treasury and government agency bonds	240,624,802	246,087,643
Alternative investments	589,909,835	304,115,500
Real estate	375,657,105	313,904,999
Derivatives - equity options	(450,082)	(298,362)
Total investments	<u>\$ 3,637,553,758</u>	<u>\$ 3,094,304,637</u>

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*Invested Securities Lending Collateral*

Cash received under the EUTF's securities lending program is invested in a money market fund and reported at fair value as of June 30, 2020 and 2019 as follows:

	<u>2020</u>	<u>2019</u>
Money market fund	\$ 18,498,805	\$ 25,872,169

Commingled Funds

Domestic equity - Northern Trust Russell 3000 Index Fund - Lending - primary objective is to approximate the risk and return characteristics of the Russell 3000 Index. This index is commonly used to represent the broad U.S. equity market.

International equity - Northern Trust Common All Country World Index (ACWI) EX-US Fund - Lending - primary objective is to provide investment results that approximate the overall performance of the MSCI All Country World EX-US Index.

Alternative risk premia - Lombard Odier - primary objective is to target a 10% long-term volatility level seeking to harvest value, carry, and momentum risk premia/factors across a diverse set of assets (equities, commodities, currencies, and fixed income) using instruments such as futures, currency forwards, and swaps.

Domestic inflation-linked fixed income - BlackRock U.S. Inflation-Linked Bond Fund B - primary objective is to maximize real return by investing in inflation-linked fixed income securities issued by the U.S. government.

Domestic core fixed income - BlackRock U.S. Debt Index Fund B - primary objective is to provide investment results that correspond generally to the price and yield performance of Barclays US Aggregate Bond index.

Mutual Fund

Fixed income - domestic - Vanguard Short-Term Corporate Bond Index Fund - seeks to track the performance of a market-weighted corporate bond index with a short-term dollar-weighted average maturity. This index includes U.S. dollar-denominated, investment-grade, fixed-rate, taxable securities issued by industrial, utility, and financial companies, with maturities between one and five years.

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Money Market Fund

The money market fund seeks to maximize current income to the extent consistent with the preservation of capital and maintenance of liquidity by investing exclusively in high quality money market investments.

*Investments Authorized*

The Board is responsible for safekeeping these monies and has appointed an Investment Committee responsible for making recommendations to the Board related to investing EUTF assets in compliance with applicable HRS and with the foremost intention of preserving capital and providing sufficient investment appreciation to meet the current and future OPEB benefit payments. The Investment Committee's duties include making recommendations to the Board related to investment policies for the EUTF and periodically reviewing their appropriateness in light of changes in the EUTF expected cash flows, market conditions, actuarial variables, or other pertinent developments. Money is invested in accordance with the EUTF's Statement of Investment Policy and Guidelines (the Investment Policy).

Section 87A-24(2) of the HRS empowers the Board to invest monies "in the same manner specified in section 88-119." Permissible investments under section 88-119 "Investments" are as follows:

- (1) Real estate loans and mortgages. Obligations (as defined in section 431:6-101) of any of the following classes:
  - (a) Obligations secured by mortgages of nonprofit corporations desiring to build multi-rental units (ten units or more) subject to control of the government for occupancy by families displaced as a result of government action;
  - (b) Obligations secured by mortgages insured by the Federal Housing Administration;
  - (c) Obligations for the repayment of home loans made under the Servicemen's Readjustment Act of 1944 or under Title II of the National Housing Act;
  - (d) Other obligations secured by first mortgages on unencumbered improved real estate owned in fee simple; provided that the amount of the obligation at the time investment is made therein shall not exceed eighty percent of the value of the real estate and improvements mortgaged to secure it, and except that the amount of the obligation at the time investment is made therein may exceed eighty percent but no more than ninety percent of the value of the real estate and improvements mortgaged to secure it; provided further that the obligation is insured or guaranteed against default or loss under a mortgage insurance policy issued by a casualty insurance company licensed to do business in the State. The coverage provided by the insurer shall be sufficient to reduce the EUTF's exposure to not more than eighty percent of the value of the real estate and improvements mortgaged to secure it. The insurance coverage shall remain in force until the principal amount of the obligation is reduced to eighty percent of the market value of the real estate and

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improvements mortgaged to secure it, at which time the coverage shall be subject to cancellation solely at the option of the Board. Real estate shall not be deemed to be encumbered within the meaning of this subparagraph by reason of the existence of any of the restrictions, charges, or claims described in section 431:6-308;

- (e) Other obligations secured by first mortgages of leasehold interests in improved real estate; provided that:
  - (i) Each leasehold interest at the time shall have a current term extending at least two years beyond the stated maturity of the obligation it secures; and
  - (ii) The amount of the obligation at the time investment is made therein shall not exceed eighty percent of the value of the respective leasehold interest and improvements, and except that the amount of the obligation at the time investment is made therein may exceed eighty percent but no more than ninety percent of the value of the leasehold interest and improvements mortgaged to secure it; provided further that the obligation is insured or guaranteed against default or loss under a mortgage insurance policy issued by a casualty insurance company licensed to do business in the State. The coverage provided by the insurer shall be sufficient to reduce the EUTF's exposure to not more than eighty percent of the value of the leasehold interest and improvements mortgaged to secure it. The insurance coverage shall remain in force until the principal amount of the obligation is reduced to eighty percent of the market value of the leasehold interest and improvements mortgaged to secure it, at which time the coverage shall be subject to cancellation solely at the option of the Board;
- (f) Obligations for the repayment of home loans guaranteed by the Department of Hawaiian Home Lands pursuant to section 214(b) of the Hawaiian Homes Commission Act, 1920; and
- (g) Obligations secured by second mortgages on improved real estate for which the mortgagor procures a second mortgage on the improved real estate for the purpose of acquiring the leaseholder's fee simple interest in the improved real estate; provided that any prior mortgage shall not contain provisions that might jeopardize the security position of the EUTF or the borrower's ability to repay the mortgage loan.

The Board may retain the real estate, including leasehold interests therein, as it may acquire by foreclosure of mortgages or in enforcement of security, or as may be conveyed to it in satisfaction of debts previously contracted; provided that all the real estate, other than leasehold interests, shall be sold within five years after acquiring the same, subject to extension by the governor for additional periods not exceeding five years each, and that all the leasehold interests shall be sold within one year after acquiring the same, subject to extension by the governor for additional periods not exceeding one year each;



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- (2) Government obligations, etc. Obligations of any of the following classes:
- (a) Obligations issued or guaranteed as to principal and interest by the United States or by any state thereof or by any municipal or political subdivision or school district of any of the foregoing; provided that principal of and interest on the obligations are payable in currency of the United States; or sovereign debt instruments issued by agencies of, or guaranteed by foreign governments;
  - (b) Revenue bonds, whether or not permitted by any other provision hereof, of the State or any municipal or political subdivision thereof, including the Board of Water Supply of the City and County of Honolulu, and street or improvement district bonds of any district or project in the State; and
  - (c) Obligations issued or guaranteed by any federal home loan bank, including consolidated federal home loan bank obligations, the Home Owner's Loan Corporation, the Federal National Mortgage Association, or the Small Business Administration;
- (3) Corporate obligations. Below investment grade or nonrated debt instruments, foreign or domestic, in accordance with investment guidelines adopted by the Board;
- (4) Preferred and common stocks. Shares of preferred or common stock of any corporation created or existing under the laws of the United States or of any state or district thereof or of any country;
- (5) Obligations eligible by law for purchase in the open market by Federal Reserve banks;
- (6) Obligations issued or guaranteed by the International Bank for Reconstruction and Development, the Inter-American Development Bank, the Asian Development Bank, or the African Development Bank;
- (7) Obligations secured by collateral consisting of any of the securities or stock listed above and worth at the time the investment is made at least fifteen percent more than the amount of the respective obligations;
- (8) Insurance company obligations. Contracts and agreements supplemental thereto providing for participation in one or more accounts of a life insurance company authorized to do business in Hawaii, including its separate accounts, and whether the investments allocated thereto are comprised of stocks or other securities or of real or personal property or interests therein;
- (9) Interests in real property. Interests in improved or productive real property in which, in the informed opinion of the Board, it is prudent to invest funds of the EUTF. For purposes of this paragraph, "real property" includes any property treated as real property either by local law or for federal income tax purposes. Investments in improved or productive real property may be made directly or through pooled funds, including common or collective trust funds of banks and trust companies, group or unit trusts, limited partnerships, limited liability companies,

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investment trusts, title-holding corporations recognized under section 501(c) of the Internal Revenue Code of 1986, as amended, similar entities that would protect the EUTF's interest, and other pooled funds invested on behalf of the EUTF by investment managers retained by the EUTF;

- (10) Other securities and futures contracts. Securities and futures contracts in which in the informed opinion of the Board, it is prudent to invest funds of the EUTF, including currency, interest rate, bond, and stock index futures contracts and options on the contracts to hedge against anticipated changes in currencies, interest rates, and bond and stock prices that might otherwise have an adverse effect upon the value of the EUTF's securities portfolios; covered put and call options on securities; and stock; whether or not the securities, stock, futures contracts, or options on futures are expressly authorized by or qualify under the foregoing paragraphs, and notwithstanding any limitation of any of the foregoing paragraphs (including paragraph (4)); and
- (11) Private placements. Investments in institutional blind pool limited partnerships, limited liability companies, or direct investments that make private debt and equity investments in privately held companies, including but not limited to investments in Hawaii high technology businesses or venture capital investments that, in the informed opinion of the Board, are appropriate to invest funds of the EUTF. In evaluating venture capital investments, the Board shall consider, among other things, the impact an investment may have on job creation in Hawaii and on the state economy. The Board shall report annually to the legislature on any Hawaii venture capital investments it has made; provided that if the Board determines it is not prudent to invest in any Hawaii venture capital investments the Board shall report the rationale for the decision. The Board, by January 1, 2008, shall develop criteria to determine the amount of funds that may be prudently invested in Hawaii private placement investments.

*Strategic Allocation*

Strategic allocation refers to the strategic deployment of assets among the major classes of investments permitted under the HRS. It is the primary determinant of success in meeting long-term investment objectives. The EUTF's strategic allocation is established by the Board with input from the Investment Committee and the investment consultant and is a function of the Board's expectations of current and future liquidity and income needs, eligible investment types under the HRS, expectations of strategic class investment performance likely to be achieved over the long-term, and risk tolerance.

The Board implements its strategic allocation policy through the use of full discretion investment managers who invest the assets of the portfolios assigned to them, subject to specific investment guidelines provided by the Board or provided by the fund's governing documents.

In April 2018, the EUTF Board approved an updated strategy allocation, which included an evolving policy plan designed to efficiently transition the EUTF to the new long term strategic allocation over time.

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As of June 30, 2020, the evolving policy plan for the OPEB Trust is as follows:

<b>Asset Classification</b>	<b>Prior Policy</b>	<b>Stage 1</b>	<b>Stage 2</b>	<b>Stage 3</b>	<b>Stage 4</b>	<b>New Long-term Strategic Allocation Policy</b>
<i>Expected Completion Date</i>	<i>---</i>	<i>10/1/18</i>	<i>4/1/19</i>	<i>8/1/19</i>	<i>4/1/20</i>	<i>7/1/22</i>
Private equity/non-core RE	0%	1%	2%	3%	4%	10%
U.S. microcap equity	9%	9%	9%	9%	9%	7%
U.S. equity	20%	19%	18%	16%	16%	15%
Non-U.S. equity	20%	19%	18%	17%	17%	17%
U.S. REITs	9%	7%	5%	3%	2%	0%
Global options	7%	7%	7%	7%	7%	7%
Core real estate	7%	8%	9%	10%	10%	10%
Private credit	0%	0%	3%	6%	6%	6%
Core fixed income	3%	3%	3%	3%	3%	3%
TIPs	11%	8%	7%	6%	6%	5%
Long treasuries	7%	7%	7%	7%	6%	6%
Alternative risk premia	0%	5%	5%	5%	5%	5%
Systematic trend following	7%	7%	7%	8%	9%	9%
	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>

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The evolving policy plan for the EUTF's short-term liquidity/operating asset pool as of June 30, 2020 is as follows:

<b>Strategic Classification</b>	<b>Prior Policy</b>	<b>Stage 1</b>	<b>Target</b>
<b><i>Expected Completion Date</i></b>	<b><i>---</i></b>	<b><i>10/1/18</i></b>	<b><i>4/1/19</i></b>
Short-term investment:			
Cash and cash equivalents and short-duration fixed income	100.00%	100.00%	100.00%
Long-term investment:			
U.S. equities	50.00%	35.00%	25.00%
International equities	50.00%	35.00%	25.00%
Long treasuries	0.00%	12.00%	18.75%
Alternative risk premia	0.00%	8.00%	13.75%
Systematic trend following	0.00%	10.00%	17.50%
	100.00%	100.00%	100.00%

*Asset Class Ranges*

The Board/Investment Committee will utilize the following asset class ranges/bounds in managing the long-term investment portfolio. These ranges apply to the prevailing evolving policy allocation that is in effect. Considering the inherent characteristics of private markets classes, such classes do not have ranges but will be managed in-line with approved pacing models/schedules.

<b>Asset Classification</b>	<b>Range</b>
Private equity/non-core RE	---
U.S. microcap equity	±2%
U.S. equity	±3%
Non-U.S. equity	±3%
U.S. REITs	±2%
Global options	±2%
Core real estate	---
Private credit	---
Core fixed income	±2%
TIPs	±2%
Long treasuries	±2%
Alternative risk premia	±2%
Systematic trend following	±2%

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These ranges apply to the prevailing evolving policy allocation of the Excess Funds portfolio.

<b>Asset Classification</b>	<b>Range</b>
U.S. equity	±4%
Non-U.S. equity	±4%
Long treasuries	±3%
Alternative risk premia	±2%
Systematic trend following	±2%

*Rebalancing*

The Board/Investment Committee has a policy of rebalancing the portfolio when actual strategic allocations fall outside of the strategic class ranges. Subject to market conditions, portfolio rebalancing will be executed by staff on a systematic basis when strategic allocations fall outside of the strategic class ranges. In order to minimize transaction costs and operational risks, EUTF cash flows, such as contributions received or benefits paid, will be the primary mechanism used to achieve rebalancing objectives when strategic allocations are not at the targets but are not outside the strategic class ranges. Staff will have the authority to rebalance towards strategic allocation targets without cash flows and when actual allocations are not outside of the strategic class ranges if the intent is to reduce overall portfolio risk. These customary rebalancing procedures notwithstanding, during periods of extreme market conditions, illiquid markets, or other extenuating circumstances in which rebalancing may be difficult or costly, the Board/Investment Committee may, at its discretion, elect to suspend rebalancing until a time it believes is prudent.

*Rate of Return*

For the years ended June 30, 2020 and 2019, the annual money-weighted rate of return on investments, net of investment expenses, for the OPEB Trust were 2.21% and 4.69%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

***Fair Value Hierarchy***

The EUTF's investments are measured at fair value. The EUTF categorizes its fair value measurement within the fair value hierarchy established by GAAP. Fair value is a market-based measurement of the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that a transaction to sell an asset or transfer a liability takes place in either the principal market or most advantageous market.

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The fair value hierarchy categorizes the inputs to valuation techniques used to measure fair value of the assets into three levels. Level 1 inputs are unadjusted quoted prices in active markets for identical assets; Level 2 are quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-derived valuations in which all significant inputs are observable; and Level 3 inputs are valuations derived from valuation techniques in which significant inputs are unobservable.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and should not be perceived as the particular investment's risk.

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The following is a summary of the EUTF's fair value measurements as of June 30, 2020 and 2019:

	June 30, 2020		
	Fair Value Measurements Using		
	Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	
Total			
Investments by fair value level:			
Equity securities:			
Common stocks - domestic	\$ 382,633,192	\$ 382,633,192	\$ -
Common stocks - international	14,350,957	14,350,957	-
Exchange traded funds - domestic	37,663,644	37,663,644	-
Exchange traded funds - international	27,518,973	27,518,973	-
Fixed income securities:			
Mutual fund - domestic	156,863,645	156,863,645	-
U.S. treasury and government agency bonds	240,624,802	-	240,624,802
Derivative securities	(450,082)	-	(450,082)
Total investments measured by fair value levels	859,205,131	\$ 619,030,411	\$ 240,174,720
Investments measured at net asset value (NAV):			
Commingled funds:			
Domestic equity	814,557,364		
International equity	703,634,690		
Domestic inflation - linked fixed income	184,645,278		
Domestic core fixed income	109,944,355		
Alternative investments	589,909,835		
Real estate	375,657,105		
Total investments measured at NAV	2,778,348,627		
Total investments measured at fair value	\$ 3,637,553,758		
Invested securities lending collateral - measured at NAV - money market fund	\$ 18,498,805		

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		<b>June 30, 2019</b>	
		<b>Fair Value Measurements Using</b>	
		<b>Quoted Prices in</b>	<b>Significant Other</b>
		<b>Active Markets</b>	<b>Observable Inputs</b>
		<b>(Level 1)</b>	<b>(Level 2)</b>
	<b>Total</b>		
Investments by fair value level:			
Equity securities:			
Common stocks - domestic	\$ 389,874,310	\$ 389,874,310	\$ -
Common stocks - international	15,050,187	15,050,187	-
Exchange traded funds - domestic	30,708,845	30,708,845	-
Exchange traded funds - international	23,016,481	23,016,481	-
Fixed income securities:			
Mutual fund - domestic	129,965,789	129,965,789	-
U.S. treasury and government			
agency bonds	246,087,643	-	246,087,643
Derivatives - options	(298,362)	-	(298,362)
Total investments measured by fair value levels	834,404,893	\$ 588,615,612	\$ 245,789,281
Investments measured at net asset value (NAV):			
Commingled funds:			
Domestic equity	696,991,680		
International equity	613,718,921		
Domestic inflation - linked fixed income	240,800,766		
Domestic core fixed income	90,367,878		
Real Estate	313,904,999		
Alternative investments	304,115,500		
Total investments measured at NAV	2,259,899,744		
Total investments measured at fair value	\$ 3,094,304,637		
Invested securities lending collateral - measured at NAV - money market fund	\$ 25,872,169		



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Investments in common stocks, exchange traded funds, and a mutual fund are valued at the daily closing price as reported by the fund. The mutual fund held by the EUTF is an open-end mutual fund that is registered with the SEC. The fund is required to publish its daily net asset value (NAV) and to transact at that price.

Investments in U.S. government securities including U.S. treasury and government agency bonds are based on quoted market prices or pricing models maximizing the use of observable inputs for similar securities.

The fair value of futures is determined using the market approach based upon quoted market prices. For exchange-traded securities, such as futures and options, closing prices from the securities exchanges are used.

Investments in commingled funds are valued at NAV. Investments in a money market fund are valued at the NAV of the custodian bank liquid asset portfolio. In addition, real estate and alternative investments held in limited partnerships and limited liability companies (as described in the *Derivatives* section) are measured at their respective NAV and are generally audited annually. The NAV is based on the fair value of the underlying assets held by the fund less its liabilities.

There have been no changes in the methodologies used at June 30, 2020 and 2019. The preceding measurements described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. The market volatility of equity-based investments is expected to substantially impact the value of such investments at any given time. It is likely that the value of the EUTF's investments has fluctuated since June 30, 2020.

<b>Investments Measured at NAV</b>	<b>Fair Value June 30, 2020</b>	<b>Fair Value June 30, 2019</b>	<b>Unfunded Commitments</b>	<b>Redemption Frequency</b>	<b>Redemption Notice Period</b>
Commingled funds:					
Domestic equity	\$ 814,557,364	\$ 696,991,680	\$ -	Daily/ Monthly	Same as trade date/ Trade date - 2
International equity	703,634,690	613,718,921	-	Daily	Same as trade date
Domestic inflation - linked fixed income	184,645,278	240,800,766	-	Daily	Trade date - 2
Domestic core fixed income	109,944,355	90,367,878	-	Daily	Trade date - 2
Real estate	375,657,105	313,904,999	37,606,147	Quarterly	Various up to trade date - 90
Alternative investments	589,909,835	304,115,500	411,508,387	Monthly/ Quarterly/ Annually	Various up to trade date - 90
 Total investments measured at NAV	 \$ 2,778,348,627	 \$ 2,259,899,744	 \$ 449,114,534		
Invested securities lending collateral - money market mutual fund - measured at NAV	\$ 18,498,805	\$ 25,872,169			Same as trade date

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*Interest Rate Risk*

Interest rate risk is the risk that changes in the interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. The EUTF has not adopted a formal policy that limits investment maturities as a means of managing its exposure to fair value changes arising from changing interest rates. External investment managers are given full discretion within their operational guidelines and are expected to maintain a diversified portfolio between and within sectors, quality, and maturity.

Duration is a measure of a debt investment's exposure to fair value changes arising from changes in interest rates. It uses the present value of cash flows, weighted for those cash flows as a percentage of the investment's full price. The table below shows fixed income investment securities by investment type, amount, and the effective weighted duration for the EUTF's total portfolio as of June 30, 2020:

<b>Debt Security Type</b>	<b>Fair Value</b>	<b>Effective Weighted Duration (Years)</b>	<b>Percent of Debt Securities</b>
Fixed income securities:			
Commingled funds - domestic inflation	\$ 184,645,278	7.42	26.68%
Commingled funds - domestic core	109,944,355	5.80	15.89%
Mutual fund - domestic	156,863,645	2.57	22.66%
U.S. treasury bonds	238,399,905	18.91	34.45%
U.S. government agency bonds	2,224,897	10.48	0.32%
Total	<u>\$ 692,078,080</u>		<u>100.00%</u>

*Credit Risk*

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation to the holder of the investment. Information regarding the EUTF's credit risk on derivative investments is discussed below in the derivative disclosures, while policies related to credit risk for the securities lending program is discussed below in the securities lending disclosures.

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Credit risk is measured by the assignment of a rating by a nationally recognized statistical rating organization, Standard and Poor's. At June 30, 2020, the EUTF investments include two fixed income oriented commingled funds and one fixed income oriented mutual fund: the BlackRock U.S. Debt Index Fund B, with ratings ranging from AAA to BBB, the BlackRock U.S. Inflation-Linked Bond Fund with ratings ranging from AAA to NR, and the Vanguard Short-Term Corporate Bond Index Fund B with ratings ranging from Aaa to Baa. The EUTF's direct holdings in U.S. treasury and government agency bonds have an AAA rating.

*Custodial Credit Risk*

Custodial credit risk is the risk that, in the event of the failure of the counterparty, the EUTF will not be able to recover the value of its investments residing at its custodian bank or collateral securities that are lent by the custodian bank to outside party(ies). The EUTF's investments are held at custodian banks. The EUTF's custodians are Northern Trust Corporation (Northern Trust) and Bank of Hawaii (BOH). Northern Trust and BOH are "Qualified Custodians" as defined within Rule 206(4)-2 of the Investment Advisers Act of 1940 for which funds or securities are held separate from bank assets. The EUTF did not have custodial credit risk related to its equity and fixed income securities, including commingled funds, common stocks, exchange traded funds, U.S. treasury and government agency bonds, a mutual fund, and securities lending activities.

Custodial credit risk for deposits is the risk that, in the event of the failure of a depository financial institution, the EUTF will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. The EUTF's Investment Policy or the HRS do not contain legal or policy requirements that would limit the exposure to custodial credit risk for deposits. At times and as of June 30, 2020 and 2019, the EUTF had deposits in excess of Federal Deposit Insurance Corporation (FDIC) and SIPC limits.

*Concentration of Credit Risk*

The EUTF provides guidelines regarding portfolio diversification by placing limits on the amount it may invest in any one issuer, types of investment instruments, and position limits per issue of an investment instrument.

Other than U.S. government securities, which are not subjected to the GASB Statement No. 40 disclosure requirements, the EUTF does not have investments in any single issuer that represent 5 percent or more of fiduciary net position or total investments.

*Foreign Currency Risk*

Foreign currency risk is the risk that changes in exchange rates will adversely impact the fair value of an investment. The EUTF's asset allocation and investment policy allows for active and passive investments in international securities. The foreign currency risk exposure to the EUTF arises from the international equity investment holdings, including commingled funds, common stocks, and exchange traded funds.

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The following table summarizes the EUTF's exposure to foreign currency risk in U.S. dollars as of June 30, 2020:

<b>Currencies</b>	<b>Cash and Cash Equivalents</b>	<b>Derivatives</b>	<b>Total</b>
Australian dollar	\$ 63,836	\$ (32,174)	\$ 31,662
British pound sterling	156,009	37,548,735	37,704,744
Canadian dollar	(29,981)	39,268,434	39,238,453
Euro	133,118	22,810,712	22,943,830
Hong Kong dollar	167,199	(36,643)	130,556
Japanese yen	(105,013)	(33,763,591)	(33,868,604)
Swiss franc	12,591	(5,294)	7,297
	<u>\$ 397,759</u>	<u>\$ 65,790,179</u>	<u>\$ 66,187,938</u>

*Securities Lending*

The EUTF participates in a securities lending program administered by its custodian bank, Northern Trust. Under this program, which is permissible by State statutes and the EUTF's Investment Policy, certain equity securities are lent to participating broker-dealers and banks (borrowers). In return, the EUTF receives cash, securities, and/or letters of credit as collateral at 102% to 105% of the principal plus accrued interest for reinvestment. The collateral is marked to market daily. If the market value of the collateral falls below the minimum collateral requirements, additional collateral is provided. Accordingly, management believes that the EUTF had no credit risk exposure to borrowers because the amounts the EUTF owed the borrowers equaled or exceeded the amounts the borrowers owed the EUTF. The contract with the EUTF requires the custodian bank to indemnify the EUTF. In the situation when a borrower goes into default, the custodian bank will liquidate the collateral to purchase replacement securities. Any shortfall between the replacement securities cost and the collateral value is covered by the custodian bank. All securities loans can be terminated on demand within a period specified in each agreement by either the EUTF or the borrowers.

Cash collateral is invested in a separate account by the custodian bank using approved lender's investment guidelines. As such, maturities of the investments made with cash collateral generally do not match the maturities of the securities loans. The EUTF does not impose any restrictions on the amount of loans the bank custodian makes on behalf of the EUTF. The securities lending program in which the EUTF participates only allows pledging or selling securities in the case of borrower default.

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At June 30, 2020 and 2019, the total securities lent for collateral amounted to \$223,491,829 and \$127,638,526, respectively. At June 30, 2020 and 2019, the total cash and noncash collateral received amounted to \$18,498,805 and \$25,872,169, and \$210,777,568 and \$104,384,916, respectively.

Four of the five commingled funds held in the EUTF investment pool participate in securities lending.

*Derivatives*

The EUTF holds investments in options and futures. The EUTF enters into various derivative investment contracts to hedge, minimize transaction costs, and to implement value added strategies to enhance returns as authorized by the EUTF's Investment Policy.

Generally, derivatives are subject both to market risk and counterparty risk. The derivatives utilized by the EUTF typically have no greater risk than their physical counterparts, and in many cases are offset by exposures elsewhere in the portfolio. Counterparty risk, the risk that the "other party" to a contract will default, is managed by utilization of exchange-traded futures and options where practicable (in which case the futures exchange is the counterparty and guarantees performance) and by careful screening of counterparties where use of exchange-traded products is impractical or uneconomical. The EUTF investment managers seek to control this risk through counterparty credit evaluations and approvals, counterparty credit limits, posting collateral, and exposure monitoring procedures. The EUTF anticipates that counterparties will be able to satisfy their obligations under the contracts.

Futures represent commitments to purchase (asset) or sell (liability) securities at a future date and at a specified price. Futures contracts are traded on organized exchanges thereby minimizing the EUTF's credit risk. The net change in the futures contract value is settled daily in cash with the exchanges. Net gains or losses arising from the daily settlements are included in the net appreciation in fair value of investments in the accompanying statements of changes in fiduciary net position – OPEB Trust. The notional amount is the nominal or the underlying face amount that is used to calculate payments made on that instrument or contract. At June 30, 2020, the net notional value of futures contracts was \$220,360,587.

Options represent or give the buyers the right, but not the obligation, to buy or sell an asset at a preset price over a specified period. The option's price is usually a small percentage of the underlying asset's value. As a writer of financial options, the EUTF receives a premium at the outset of the agreement and bears the risk of an unfavorable change in the price of the financial instrument underlying the option. As a purchaser of financial options, the EUTF pays a premium at the outset of the agreement and the counterparty bears the risk of an unfavorable instrument underlying the option.

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The following table summarizes the EUTF's investments in derivative securities and contracts held at June 30, 2020 with the related maturity information:

<b>Derivatives (by type)</b>	<b>Notional Value</b>	<b>Market Value</b>	<b>Maturity (range from)</b>
<b>Futures:</b>			
Commodity futures long	\$ 13,349,063	\$ -	.2 year
Commodity futures short	(24,691,841)	-	.1 to .5 year
Fixed income futures long	123,857,157	-	.2 year
Fixed income futures short	(43,661,769)	-	.2 year
Equity futures long	92,253,306	-	.2 to .3 year
Foreign exchange contracts long	62,232,015	-	.2 year
Foreign exchange contracts short	(2,977,344)	-	.2 year
Futures total	220,360,587	-	
<b>Options:</b>			
Equity options written	-	(1,782,724)	under .1 year
Grand total	<u>\$ 220,360,587</u>	<u>\$ (1,782,724)</u>	

In addition, the EUTF holds investments in 19 limited partnerships and two limited liability companies. The three largest limited partnerships consist of investments in: 1) Adaptive Trend Fund, LP managed by AlphaSimplex, 2) ASB Allegiance Real Estate Fund, LP managed by ASB Allegiance, and 3) Kepos Alternative Risk Premia Fund, LP managed by Kepos. AlphaSimplex uses a systematic trend following strategy that captures price trends by trading across four major futures market segments (equities, commodities, currencies, and fixed income) in more than 70 markets. ASB Allegiance invests in core real estate properties and uses a strategy concentrating investments in the most attractive major metropolitan urban submarkets with strong economies, excellent mass-transit access and high barriers to entry. Kepos utilizes a risk-balanced approach to harvest value, carry, and momentum risk premia across broad asset classes (e.g. equity, fixed income, currencies, and commodities). The fund targets a 10% long-term volatility level. The limited liability companies consist of 1) the Prime Property Fund, LLC managed by Morgan Stanley and 2) the Pimco Private Income Fund managed by Pacific Investment Management Company. Morgan Stanley invests in core real estate properties and uses a strategy investing in existing, high quality, well-leased properties in major metropolitan markets and submarkets across the United States and diversified across sectors. Pacific Investment Management Company implements an opportunistic income-oriented strategy with the flexibility to invest across residential mortgage, commercial real estate, corporate credit, and specialty lending.

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**(4) Capital Assets**

The enterprise fund's capital asset activity for the years ended June 30, 2020 and 2019 was as follows:

	<b>Balance at July 1, 2019</b>	<b>Additions</b>	<b>Disposals</b>	<b>Balance at June 30, 2020</b>
Office furniture and equipment	\$ 982,870	\$ -	\$ -	\$ 982,870
Computer equipment and software	9,599,896	27,715	-	9,627,611
Less accumulated depreciation	(10,221,208)	(94,162)	-	(10,315,370)
Capital assets, net	<u>\$ 361,558</u>	<u>\$ (66,447)</u>	<u>\$ -</u>	<u>\$ 295,111</u>

	<b>Balance at July 1, 2018</b>	<b>Additions</b>	<b>Disposals</b>	<b>Balance at June 30, 2019</b>
Office furniture and equipment	\$ 965,335	\$ 17,535	\$ -	\$ 982,870
Computer equipment and software	9,593,534	6,362	-	9,599,896
Less accumulated depreciation	(10,136,883)	(84,325)	-	(10,221,208)
Capital assets, net	<u>\$ 421,986</u>	<u>\$ (60,428)</u>	<u>\$ -</u>	<u>\$ 361,558</u>

**(5) Health and Life Insurance Benefit Contracts**

The EUTF's primary purpose is to provide active employees, retirees, and dependent-beneficiaries with health benefit plans and group life insurance. To effectuate this purpose, the EUTF enters in multi-year health benefit and life insurance contracts with carriers and administrators. The active employee and retiree contracts are on a fiscal year and calendar year, respectively.

The health benefit and life insurance contracts utilize three different financial arrangements:

***Self-insured***

Rates are experience rated and are set by the Board acting on the advice of the benefits consultant. Due to the size of the pool, there is no stop loss insurance associated with these plans. The EUTF pays administrative fees to the third-party administrator (the TPA) and pays actual claims. If claims are less than the premium collections from the employers, employees, and retirees (the surplus), the surplus funds are retained by the EUTF. However, if claims are greater than the premium collections (the shortfall), the EUTF is responsible for the shortfall.

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***Fully-insured***

Rates are experience rated and are negotiated. Surpluses are retained by the insurance carrier and the insurance carrier is responsible for any shortfalls. Risk is retained by the insurance carrier.

***Fully-insured with One-Way Risk Sharing***

Rates are experience rated and are negotiated. Surpluses (premiums in excess of claims and administrative fees and retention charged by the insurance carrier) are retained by the EUTF, while the insurance carrier is responsible for any shortfalls.

The following is a summary of the insurance carriers and TPA and the funding arrangements for the medical, prescription drug, dental, vision, and life insurance:

***Medical and Chiropractic***

Hawaii Medical Service Association (HMSA) - *Fully-insured with one-way risk sharing*

- PPO plans - EUTF active employees 90/10, 80/20, and 75/25, and HSTA VB active employees 90/10 and 80/20 (including chiropractic services beginning July 1, 2018)
- HMO plan - EUTF active employees (including chiropractic services beginning July 1, 2018)
- Retiree PPO plans - EUTF and HSTA VB (including chiropractic services beginning January 1, 2018) retirees 90/10

***Medical, Chiropractic, and Prescription Drug***

Kaiser Permanente (Kaiser) - *Fully-insured*

- Comprehensive HMO plans - EUTF and HSTA VB active employees (including chiropractic services beginning July 1, 2018)
- Standard HMO plan - EUTF active employees (including chiropractic services beginning July 1, 2018)
- Retiree Comprehensive HMO plans - EUTF and HSTA VB (including chiropractic services beginning January 1, 2018) retirees (non-Medicare and Senior Advantage Medicare)

***Prescription Drug***

CVS Caremark - *Self-insured*

- Prescription drug coverage for HMSA PPO and HMO plans - EUTF and HSTA VB active employees and non-Medicare retirees



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**Silverscript - *Self-insured***

- Prescription drug coverage through an employer group waiver plan for non-Kaiser retirees - EUTF and HSTA VB Medicare retirees

***Dental***

**Hawaii Dental Service (HDS) - *Fully-insured with one-way risk sharing***

- EUTF and HSTA VB active employees
- Supplemental plan for HSTA VB active employees
- EUTF and HSTA VB retirees

***Vision***

**Vision Service Plan (VSP) - *Fully-insured with one-way risk sharing***

- EUTF and HSTA VB active employees and retirees

***Life Insurance***

**USABLE Life - *Fully-insured***

- Term life insurance - EUTF and HSTA VB active employees (terminated June 30, 2019)
- Term life insurance - EUTF and HSTA VB retirees (terminated December 31, 2018)

**Securian Financial - *Fully-insured***

- Term life insurance - EUTF and HSTA VB active employees (effective July 1, 2019)
- Term life insurance - EUTF and HSTA VB retirees (effective January 1, 2019)

***Supplemental Medical and Prescription Drug***

**Hawaii-Mainland Administrators (HMA) - *Self-insured***

- EUTF active employees

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***All Contracts***

The following is a summary of the experience refunds due from insurance companies, rebates and other receivables from insurance companies, and premiums payable balances by insurance company at June 30, 2020 and 2019:

	<b>2020</b>		<b>2019</b>	
	<b>Active Employees</b>	<b>Retirees</b>	<b>Active Employees</b>	<b>Retirees</b>
Experience refunds due from insurance companies:				
HDS	\$ 4,890,941	\$ -	\$ 811,855	\$ 269,772
HMSA	34,661,393	5,864,744	3,896,755	150,435
VSP	559,997	61,058	-	369,651
	<u>\$ 40,112,331</u>	<u>\$ 5,925,802</u>	<u>\$ 4,708,610</u>	<u>\$ 789,858</u>
Rebates and other receivables from insurance companies:				
Rebates receivable from CVS	\$ 17,008,920	\$ 4,191,624	\$ 16,448,295	\$ 5,618,293
Rebates and coverage gap discount receivable from Silverscript	-	29,880,891	-	25,154,091
Other receivables from CVS	2,543,129	14,443,624	8,720,674	-
Other receivables from HMSA	92,291	61,527	2,413,231	4,445,454
Other receivables from Kaiser	48,073	3,800	-	5,162,028
Other receivables from other carriers	69,463	12,522	263,102	1,179,018
	<u>\$ 19,761,876</u>	<u>\$ 48,593,988</u>	<u>\$ 27,845,302</u>	<u>\$ 41,558,884</u>

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	<b>2020</b>		<b>2019</b>	
	<b>Active Employees</b>	<b>Retirees</b>	<b>Active Employees</b>	<b>Retirees</b>
Premiums payable:				
HDS	\$ 3,138,804	\$ 2,685,811	\$ 3,036,740	\$ 2,520,278
HDS - HSTA VB	361,444	169,658	383,918	164,711
HMSA	24,877,870	16,908,345	24,073,637	15,217,582
HMSA - HSTA VB	3,129,863	642,156	3,209,161	612,539
Kaiser Hawaii	11,369,342	5,441,751	11,184,003	5,729,432
Kaiser Hawaii - HSTA VB	905,976	146,954	977,544	164,163
Minnesota Life	246,689	175,005	-	181,832
Minnesota Life - HSTA VB	22,578	9,637	-	-
USAbble	-	-	245,824	(78)
USAbble - HSTA VB	-	-	24,551	-
VSP	434,018	304,959	443,189	300,730
VSP - HSTA VB	44,477	15,891	49,872	16,197
	<u>\$ 44,531,061</u>	<u>\$ 26,500,167</u>	<u>\$ 43,628,439</u>	<u>\$ 24,907,386</u>

**(6) Benefits Claims Expense**

The EUTF is self-insured for the prescription drug plans. Under the self-insured arrangement, the TPA provides the EUTF with provider networks, claims processing, cost containment, and other services. Instead of premiums, the EUTF pays administrative fees to the TPA for the services rendered and reimburses the TPA for claims paid.

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Activity in the liability for unpaid benefits claims expense related to the self-insured supplemental medical and prescription drug plans is as follows for the two years ended June 30, 2020:

	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
Balance at July 1, 2018	\$ 5,108,996	\$ 16,707,921	\$ 21,816,917
Claims and changes in estimates	111,227,135	201,217,675	312,444,810
Contractor processing administrative fees	933,928	4,045,708	4,979,636
Paid (including rebates) during the year	(112,770,971)	(203,906,195)	(316,677,166)
Balance at June 30, 2019	4,499,088	18,065,109	22,564,197
Claims and changes in estimates	113,556,044	221,802,270	335,358,314
Contractor processing administrative fees	935,691	4,116,382	5,052,073
Paid (including rebates) during the year	(113,639,222)	(224,134,618)	(337,773,840)
Balance at June 30, 2020	<u>\$ 5,351,601</u>	<u>\$ 19,849,143</u>	<u>\$ 25,200,744</u>

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Below is a summary of benefit claims payable by TPA at June 30, 2020 and 2019:

	<b>2020</b>		
	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
Benefit claims - CVS	\$ 4,977,833	\$ 3,735,265	\$ 8,713,098
Benefit claims - HMA	33,657	369	34,026
Benefit claims - Silverscript	-	15,427,766	15,427,766
IBNR for self-insured plans	262,600	338,700	601,300
Admin fee - CVS	70,770	10,606	81,376
Admin fee - HMA	6,741	-	6,741
Admin fee - Silverscript	-	336,437	336,437
	<u>\$ 5,351,601</u>	<u>\$ 19,849,143</u>	<u>\$ 25,200,744</u>

	<b>2019</b>		
	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
Benefit claims - CVS	\$ 4,129,881	\$ 3,201,111	\$ 7,330,992
Benefit claims - HMA	32,284	348	32,632
Benefit claims - Silverscript	-	14,172,397	14,172,397
IBNR for self-insured plans	259,700	350,000	609,700
Admin fee - CVS	70,545	11,100	81,645
Admin fee - HMA	6,678	-	6,678
Admin fee - Silverscript	-	330,153	330,153
	<u>\$ 4,499,088</u>	<u>\$ 18,065,109</u>	<u>\$ 22,564,197</u>

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According to the terms of contracts with TPA's, the EUTF was required to make a deposit to cover estimated claims costs for the self-insured prescription drug plans. The deposits held by the TPAs for the self-insured prescription drug plans as of June 30, 2020 and 2019 are as follows:

	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
CVS - drug contract	\$ 4,958,000	\$ 1,742,000	\$ 6,700,000
Silverscript - drug contract	-	6,423,204	6,423,204
HMA - drug contract	63,274	-	63,274
	<u>\$ 5,021,274</u>	<u>\$ 8,165,204</u>	<u>\$ 13,186,478</u>

**(7) Summary of Required Premium Contributions and OPEB Trust Annual Required Contributions**

The employer and employee required premium contributions for active employees and OPEB Trust annual required contributions for retirees for the years ended June 30, 2020 and 2019, are as follows:

	<b>2020</b>		
	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
Employer contributions:			
State of Hawaii	\$ 315,924,218	\$ 814,659,000	\$ 1,130,583,218
City & County of Honolulu	62,311,978	184,467,000	246,778,978
County of Hawaii	18,804,546	41,464,000	60,268,546
County of Maui	18,346,780	43,849,711	62,196,491
County of Kauai,			
including Department of Water Supply	8,686,326	18,279,000	26,965,326
Board of Water Supply - Honolulu	3,732,438	8,165,000	11,897,438
County of Hawaii - Department of			
Water Supply	1,105,839	1,977,000	3,082,839
	428,912,125	1,112,860,711	1,541,772,836
Active employee and retiree contributions	212,718,694	5,964,956	218,683,650
	<u>\$ 641,630,819</u>	<u>\$ 1,118,825,667</u>	<u>\$ 1,760,456,486</u>

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	<b>2019</b>		
	<b>Active Employees</b>	<b>Retirees</b>	<b>Total</b>
Employer contributions:			
State of Hawaii	\$ 306,554,740	\$ 787,110,000	\$ 1,093,664,740
City & County of Honolulu	57,992,997	178,141,000	236,133,997
County of Hawaii	17,292,154	39,770,000	57,062,154
County of Maui	17,545,784	37,446,930	54,992,714
County of Kauai,			
including Department of Water Supply	8,114,117	24,938,882	33,052,999
Board of Water Supply - Honolulu	3,614,118	7,945,000	11,559,118
County of Hawaii - Department of			
Water Supply	1,004,220	1,990,000	2,994,220
	412,118,130	1,077,341,812	1,489,459,942
Active employee and retiree contributions	204,930,690	4,856,345	209,787,035
	<u>\$ 617,048,820</u>	<u>\$ 1,082,198,157</u>	<u>\$ 1,699,246,977</u>

The required premium contributions for active employees include both contributions for self-insured and fully-insured plans. The self-insured contributions amounting to \$103,180,164 and \$90,426,775 for the years ended June 30, 2020 and 2019, respectively, are reported as operating revenues in the accompanying statements of revenues, expenses, and changes in net position of the enterprise fund. The contributions related to the fully-insured plans are included as a component of the premiums receivable from State of Hawaii and counties in the accompanying statements of net position of the enterprise fund. Contributions related to the fully-insured plans for the years ended June 30, 2020 and 2019 reported in the enterprise fund amounted to \$538,450,655 and \$526,622,045, respectively.

OPEB Trust annual required contributions for retirees are reported as additions in the accompanying statements of changes in fiduciary net position – OPEB Trust and amounted to \$1,112,860,711 and \$1,077,341,812, respectively, for the years ended June 30, 2020 and 2019. Retiree contributions reduce benefit claims expense and carrier payments in the accompanying statements of changes in fiduciary net position – OPEB Trust and amounted to \$5,964,956 and \$4,856,345, respectively, for the years ended June 30, 2020 and 2019.

For the years ended June 30, 2020 and 2019, the OPEB Trust annual required contribution rate for the State of Hawaii, which includes the EUTF, was 24.7% and 24.5% of covered-employee payroll, respectively.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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**(8) Retirement Benefits**

***Pension Plan***

*Plan Description*

Generally, all full-time employees of the State and counties, which includes the EUTF, are required to be members of the ERS, a cost-sharing multiple-employer defined benefit pension plan that administers the State's pension benefits program. Benefits, eligibility, and contribution requirements are governed by Chapter 88, HRS and can be amended through legislation.

*Benefits Provided*

The ERS Pension Trust is comprised of three pension classes for membership purposes and considered to be a single plan for accounting purposes since all assets of the ERS may legally be used to pay the benefits of any of the ERS members or beneficiaries. The ERS provides retirement, disability, and death benefits with three membership classes known as the noncontributory, contributory, and hybrid retirement classes. The three classes provide a monthly retirement allowance equal to the benefit multiplier (generally 1.25% to 2.25%) multiplied by the average final compensation multiplied by years of credited service. Average final compensation for members hired prior to July 1, 2012 is an average of the highest salaries during any three years of credited service, excluding any salary paid in lieu of vacation for members hired January 1, 1971 or later and the average of the highest salaries during any five years of credited service including any salary paid in lieu of vacation for members hired prior to January 1, 1971. For members hired after June 30, 2012, average final compensation is an average of the highest salaries during any five years of credited service excluding any salary paid in lieu of vacation.

Each retiree's original retirement allowance is increased on each July 1 beginning the calendar year after retirement. Retirees first hired as members prior to July 1, 2012 receive a 2.5% increase each year of their original retirement allowance without a ceiling. Retirees first hired as members after June 30, 2012 receive a 1.5% increase each year of their original retirement allowance without a ceiling. The annual increase is not compounded.

The following summarizes the provisions relevant to the largest employee groups of the respective membership class. Retirement benefits for certain groups, such as police officers, firefighters, some investigators, sewer workers, judges, and elected officials, vary from general employees.

***Noncontributory Class***

*Retirement Benefits*

General employees' retirement benefits are determined as 1.25% of average final compensation multiplied by the years of credited service. Employees with 10 years of credited service are eligible to retire at age 62. Employees with 30 years of credited service are eligible to retire at age 55.



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*Disability Benefits*

Members are eligible for service-related disability benefits regardless of length of service and receive a lifetime pension of 35% of their average final compensation. 10 years of credited service is required for ordinary disability. Ordinary disability benefits are determined in the same manner as retirement benefits but are payable immediately, without an actuarial reduction, and at a minimum of 12.5% of average final compensation.

*Death Benefits*

For service-connected deaths, the surviving spouse/reciprocal beneficiary receives a monthly benefit of 30% of the average final compensation until remarriage or re-entry into a new reciprocal beneficiary relationship. Additional benefits are payable to surviving dependent children up to age 18. If there is no surviving spouse/reciprocal beneficiary or surviving dependent children, no benefit is payable.

Ordinary death benefits are available to employees who were active at the time of death with at least 10 years of credited service. The surviving spouse/reciprocal beneficiary (until remarriage/reentry into a new reciprocal beneficiary relationship) and surviving dependent children (up to age 18) receive a benefit equal to a percentage of member's accrued maximum allowance unreduced for age or, if the member was eligible for retirement at the time of death, the surviving spouse/reciprocal beneficiary receives 100% joint and survivor lifetime pension and the surviving dependent children receive a percentage of the member's accrued maximum allowance unreduced for age.

***Contributory Class for Members Hired Prior to July 1, 2012***

*Retirement Benefits*

General employees' retirement benefits are determined as 2% of average final compensation multiplied by the years of credited service. General employees with five years of credited service are eligible to retire at age 55.

Police officers and firefighters' retirement benefits are determined using the benefit multiplier of 2.5% for qualified service, up to a maximum of 80% of average final compensation. Police officers and firefighters with five years of credited service are eligible to retire at age 55. Police officers and firefighters with 25 years of credited service are eligible to retire at any age, provided the last five years is service credited in these occupations.

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*Disability Benefits*

Members are eligible for service-related disability benefits regardless of length of service and receive a one-time payment of the member's contributions and accrued interest plus a lifetime pension of 50% of their average final compensation. 10 years of credited service is required for ordinary disability. Ordinary disability benefits are determined as 1.75% of average final compensation multiplied by the years of credited service but are payable immediately, without an actuarial reduction, and at a minimum of 30% of average final compensation.

*Death Benefits*

For service-connected deaths, the surviving spouse/reciprocal beneficiary receives a lump sum payment of the member's contributions and accrued interest plus a monthly benefit of 50% of the average final compensation until remarriage or re-entry into a new reciprocal beneficiary relationship. If there is no surviving spouse/reciprocal beneficiary, surviving dependent children (up to age 18) or dependent parents are eligible for the monthly benefit. If there is no surviving spouse/reciprocal beneficiary or surviving dependent children/parents, the ordinary death benefit is payable to the designated beneficiary.

Ordinary death benefits are available to employees who were active at time of death with at least one year of service. Ordinary death benefits consist of a lump sum payment of the member's contributions and accrued interest plus a percentage of the salary earned in the 12 months preceding death, or 50% joint and survivor lifetime pension if the member was not eligible for retirement at the time of death but was credited with at least 10 years of service and designated one beneficiary, or 100% joint and survivor lifetime pension if the member was eligible for retirement at the time of death and designated one beneficiary.

***Contributory Class for Members Hired After June 30, 2012***

*Retirement Benefits*

General employees' retirement benefits are determined as 1.75% of average final compensation multiplied by the years of credited service. General employees with 10 years of credited service are eligible to retire at age 60.

Police officers and firefighters' retirement benefits are determined using the benefit multiplier of 2.25% for qualified service, up to a maximum of 80% of average final compensation. Police officers and firefighters with 10 years of credited service are eligible to retire at age 60. Police officers and firefighters with 25 years of credited service are eligible to retire at age 55, provided the last five years is service credited in these occupations.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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June 30, 2020 and 2019

*Disability and Death Benefits*

Members are eligible for service-related disability benefits regardless of length of service and receive a lifetime pension of 50% of their average final compensation plus refund of contributions and accrued interest. 10 years of credited service is required for ordinary disability.

For police officers and firefighters, ordinary disability benefits are 1.75% of average final compensation for each year of service and are payable immediately, without an actuarial reduction, at a minimum of 30% of average final compensation.

Death benefits for contributory members hired after June 30, 2012 are generally the same as those for contributory members hired June 30, 2012 and prior.

***Hybrid Class for Members Hired Prior to July 1, 2012***

*Retirement Benefits*

General employees' retirement benefits are determined as 2% of average final compensation multiplied by the years of credited service. General employees with five years of credited service are eligible to retire at age 62. General employees with 30 years of credited service are eligible to retire at age 55.

*Disability Benefits*

Members are eligible for service-related disability benefits regardless of length of service and receive a lifetime pension of 35% of their average final compensation plus refund of their contributions and accrued interest. 10 years of credited service is required for ordinary disability. Ordinary disability benefits are determined in the same manner as retirement benefits but are payable immediately, without an actuarial reduction, and at a minimum of 25% of average final compensation.

*Death Benefits*

For service-connected deaths, the designated surviving spouse/reciprocal beneficiary receives a lump sum payment of the member's contributions and accrued interest plus a monthly benefit of 50% of the average final compensation until remarriage or re-entry into a new reciprocal beneficiary relationship. If there is no surviving spouse/reciprocal beneficiary, surviving dependent children (up to age 18) or dependent parents are eligible for the monthly benefit. If there is no spouse/reciprocal beneficiary or surviving dependent children/parents, the ordinary death benefit is payable to the designated beneficiary.

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Ordinary death benefits are available to employees who were active at time of death with at least five years of service. Ordinary death benefits consist of a lump sum payment of the member's contributions and accrued interest plus a percentage multiplied by 150%, or 50% joint and survivor lifetime pension if the member was not eligible for retirement at the time of death but was credited with at least 10 years of service and designated one beneficiary, or 100% joint and survivor lifetime pension if the member was eligible for retirement at the time of death and designated one beneficiary.

***Hybrid Class for Members Hired After June 30, 2012***

***Retirement Benefits***

General employees' retirement benefits are determined as 1.75% of average final compensation multiplied by the years of credited service. General employees with 10 years of credited service are eligible to retire at age 65. Employees with 30 years of credited service are eligible to retire at age 60. Sewer workers, water safety officers, and emergency medical technicians may retire with 25 years of credited service at age 55.

***Disability and Death Benefits***

Provisions for disability and death benefits generally remain the same except for ordinary death benefits. Ordinary death benefits are available to employees who were active at time of death with at least 10 years of service. Ordinary death benefits consist of a lump sum payment of the member's contributions and accrued interest, or 50% joint and survivor lifetime pension if the member was not eligible for retirement at the time of death but was credited with at least 10 years of service and designated one beneficiary, or 100% joint and survivor lifetime pension if the member was eligible for retirement at the time of death and designated one beneficiary.

***Contributions***

Contributions are governed by Chapter 88, HRS and may be amended through legislation. The employer rate is set by statute based on the recommendations of the ERS actuary resulting from an experience study conducted every five years. Since July 1, 2005, the employer contribution rate is a fixed percentage of compensation, including the normal cost plus amounts required to pay for the unfunded actuarial accrued liabilities. The contribution rates for fiscal years 2020 and 2019 were 36.0% and 31.0%, respectively, for police officers and firefighters, and 22.0% and 19.0%, respectively, for all other employees. Contributions to the pension plan from the EUTF were \$651,101 and \$547,490 for the fiscal years ended June 30, 2020 and 2019, respectively.

Pursuant to Act 17, SLH 2017, employer contributions from the State and counties are expected to increase over four years beginning July 1, 2017. The rate for police officers and firefighters increased to 36.0% on July 1, 2019, and increases to 41.0% on July 1, 2020. The rate for all other employees increased to 22.0% on July 1, 2019, and increases to 24.0% on July 1, 2020.

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The employer is required to make all contributions for noncontributory members. Contributory members hired prior to July 1, 2012 are required to contribute 7.8% of their salary, except for police officers and firefighters who are required to contribute 12.2% of their salary. Contributory members hired after June 30, 2012, are required to contribute 9.8% of their salary, except for police officers and firefighters who are required to contribute 14.2% of their salary. Hybrid members hired prior to July 1, 2012 are required to contribute 6.0% of their salary. Hybrid members hired after June 30, 2012 are required to contribute 8.0% of their salary.

***Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pension***

Measurement of the actuarial valuation of the pension liability, pension expense, and deferred outflows of resources and deferred inflows of resources related to pension is made for the State as a whole and is not separately computed for the individual state departments and agencies such as the EUTF. The State allocates the pension liability, pension expense, and deferred outflows of resources and deferred inflows of resources related to pension to the various departments and agencies based upon a systematic methodology. Additional disclosures and required supplementary information stipulated by GASB Statement Nos. 68 and 71 pertaining to the State's net pension liability, pension expense, and deferred outflows of resources and deferred inflows of resources related to pension can be found in the State's Comprehensive Annual Financial Report (CAFR).

At June 30, 2020 and 2019, the EUTF reported a net pension liability of \$6,368,548 and \$5,885,981, respectively, for its proportionate share of the State's net pension liability. The net pension liability was measured as of June 30, 2019 and 2018, and the total pension liability used to calculate the net pension liability was determined by actuarial valuations as of those dates.

At June 30, 2020 and 2019, the EUTF's proportionate share of the State's net pension liability was .08%.

There were no changes between the measurement date, June 30, 2019, and the reporting date, June 30, 2020, that are expected to have a significant effect on the EUTF's proportionate share of the State's net pension liability.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

June 30, 2020 and 2019

For the years ended June 30, 2020 and 2019, the EUTF recognized pension expense of \$1,255,827 and \$1,037,019, respectively. At June 30, 2020 and 2019, the EUTF reported deferred outflows of resources and deferred inflows of resources related to pension from the following sources:

	<b>Deferred Outflows of Resources</b>	
	<b>2020</b>	<b>2019</b>
Contributions subsequent to the measurement date	\$ 651,101	\$ 547,490
Changes in assumptions	337,207	632,897
Differences between expected and actual experience	120,109	112,068
Net difference between projected and actual earnings on pension plan investments	41,236	22,464
Changes in proportion and differences between contributions and proportionate share of contributions	12,293	18,005
	<u>\$ 1,161,946</u>	<u>\$ 1,332,924</u>

	<b>Deferred Inflows of Resources</b>	
	<b>2020</b>	<b>2019</b>
Changes in proportion and differences between contributions and proportionate share of contributions	\$ 41,559	\$ 58,383
Changes in assumptions	140	-
Differences between expected and actual experience	-	32,135
	<u>\$ 41,699</u>	<u>\$ 90,518</u>

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

June 30, 2020 and 2019

The \$651,101 reported as deferred outflows of resources related to pension at June 30, 2020 resulting from the EUTF's contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ending June 30, 2021.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pension at June 30, 2020 will be recognized in pension expense as follows:

**Year Ending June 30:**

2021	\$ 280,102
2022	124,207
2023	25,605
2024	34,291
2025	4,941
	<hr/>
	\$ 469,146
	<hr/>

***Actuarial Assumptions***

The total pension liability in the June 30, 2019 actuarial valuation was determined using the following actuarial assumptions adopted by the ERS Board of Trustees on August 12, 2019, based on the 2018 experience study for the five-year period from July 1, 2013 through June 30, 2018:

Inflation	2.50%
Payroll growth rate	3.50%
Investment rate of return	7.00% per year, compounded annually including inflation

There were no changes to ad hoc postemployment benefits including cost of living allowances.

Post-retirement mortality rates are based on the 2016 Public Retirees of Hawaii mortality table, with adjustments based on generational projections of the BB projection table for 2016 and full generational projections in future years. Pre-retirement mortality rates are based on multiples of the RP-2014 mortality table based on the occupation of the member.

The long-term expected rate of return on pension plan investments was determined using a "top down approach" of the Client-Constrained Simulation-based Optimization Model (a statistical technique known as "re-sampling with a replacement" that directly keys in on specific plan-level risk factors as stipulated by the ERS Board of Trustees) in which best-estimate ranges of expected future real rates of return (expected returns, net of pension 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 nominal rates of return (real returns and inflation) by the target asset allocation percentage.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

June 30, 2020 and 2019

The target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the following table:

<b>Strategic Allocation (Risk-based Classes)</b>	<b>Target Allocation</b>	<b>Long-term Expected Real Rate of Return</b>
Broad growth	63.00%	7.10%
Principal protection	7.00%	2.50%
Real return	10.00%	4.10%
Crisis risk offset	20.00%	4.60%
	100.00%	

*Discount Rate*

The discount rate used to measure the total pension liability was 7.00%, consistent with the rate used at the prior measurement date. The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that contributions from the State, which includes the EUTF, will be made at statutorily required rates, actuarially determined. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

*Sensitivity of the EUTF's Proportionate Share of the State's Net Pension Liability to Changes in the Discount Rate*

The following presents the EUTF's proportionate share of the State's net pension liability calculated using the discount rate of 7.00%, as well as what the EUTF's proportionate share of the State's net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.00%) or one percentage point higher (8.00%) than the current rate:

	<b>1% Decrease (6.00%)</b>	<b>Discount Rate (7.00%)</b>	<b>1% Increase (8.00%)</b>
EUTF's proportionate share of the State's net pension liability	\$ 8,264,808	\$ 6,368,548	\$ 5,003,276



**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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*Assumption Changes*

The following changes were made to the actuarial assumptions as of June 30, 2018 to June 30, 2019:

- The assumed salary increase schedules include an ultimate component for general wage inflation that may add on additional increases for individual merit and then an additional component for step rates based on service.
- Mortality rates generally decreased due to the continued improvements in using a fully generational approach and Scale BB.
- The rates of disability of active employees increased for all general employees and teachers, and for police officers and fire fighters from duty-related reasons.
- There were minor increases in the retirement rates for members in certain groups based on age, employment group, and/or membership class.

*Pension Plan Fiduciary Net Position*

The pension plan's fiduciary net position is determined on the same basis used by the pension plan. The ERS's financial statements are prepared using the accrual basis of accounting under which expenses are recorded when the liability is incurred, and revenues are recorded in the accounting period in which they are earned and become measurable. Employer and member contributions are recognized in the period in which the contributions are due. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan. Investment purchases and sales are recorded as of their trade date. Administrative expenses are financed exclusively with investment income.

There were no significant changes after the report measurement date. Detailed information about the pension plan's fiduciary net position is available in the separately issued ERS financial report. The ERS's complete financial statements are available at <http://www.ers.hawaii.gov/resources/financials>.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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***Payables to Pension Plan***

The State's employer contributions payable to the ERS was paid by June 30, 2020. Excess payments will be applied to amounts due in fiscal year 2021.

***Postemployment Health Care and Life Insurance Benefits***

*Plan Description*

The EUTF provides a single delivery system of health benefits for state and county workers, retirees, and their dependents.

For employees hired before July 1, 1996, the State pays the entire base monthly contribution for employees retiring with 10 years or more of credited service, and 50% of the base monthly contribution for employees retiring with fewer than 10 years of credited service. A retiree can elect a family plan to cover dependents.

For employees hired after June 30, 1996, but before July 1, 2001, and who retire with less than 10 years of service, the State makes no contributions. For those retiring with at least 10 years but fewer than 15 years of service, the State pays 50% of the base monthly contribution. For employees retiring with at least 15 years but fewer than 25 years of service, the State pays 75% of the base monthly contribution. For employees retiring with at least 25 years of service, the State pays 100% of the base monthly contribution. Retirees in this category can elect a family plan to cover dependents.

For employees hired on or after July 1, 2001, and who retire with less than 10 years of service, the State makes no contributions. For those retiring with at least 10 years but fewer than 15 years of service, the State pays 50% of the base monthly contribution. For those retiring with at least 15 years but fewer than 25 years of service, the State pays 75% of the base monthly contribution. For employees retiring with at least 25 years of service, the State pays 100% of the base monthly contribution. Only single plan coverage is provided for retirees in this category. Retirees can elect family coverage but must pay the difference.

*Members Covered by Benefit Terms*

At July 1, 2019, the State's plan members covered by benefit terms consisted of the following:

Inactive plan members or beneficiaries currently receiving benefits	36,993
Inactive plan members entitled to but not yet receiving benefits	7,678
Active plan members	50,591
	<hr/>
Total plan members	95,262
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**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

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***Contributions***

Contributions are governed by Chapter 87A, HRS and may be amended through legislation. Contributions to the OPEB plan from the EUTF were \$724,203 and \$699,350 for the fiscal years ended June 30, 2020 and 2019, respectively. The EUTF is required to make all contributions for their members.

***OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB***

Measurement of the actuarial valuation of the OPEB liability, OPEB expense, and deferred outflows of resources and deferred inflows of resources related to OPEB is made for the State as a whole and is not separately computed for the individual state departments and agencies such as the EUTF. The State allocates the OPEB liability, OPEB expense, and deferred outflows of resources and deferred inflows of resources related to OPEB to the various departments and agencies based upon a systematic methodology. Additional disclosures and required supplementary information stipulated by GASB Statement No. 75 pertaining to the State's net OPEB liability, OPEB expense, and deferred outflows of resources and deferred inflows of resources related to OPEB can be found in the State's CAFR.

At June 30, 2020 and 2019, the EUTF reported a net OPEB liability of \$7,499,345 and \$7,489,378, respectively, for its proportionate share of the State's net OPEB liability. The net OPEB liability was measured as of July 1, 2019 and 2018, and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of those dates.

At June 30, 2020 and 2019, the EUTF's proportionate share of the State's net OPEB liability was .08%.

There were no changes between the measurement date, July 1, 2019, and the reporting date, June 30, 2020, that are expected to have a significant effect on the EUTF's proportionate share of the State's net OPEB liability.

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Notes to Financial Statements

June 30, 2020 and 2019

For the years ended June 30, 2020 and 2019, the EUTF recognized OPEB expense of \$628,429 and \$673,779, respectively. At June 30, 2020 and 2019, the EUTF reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	<b>Deferred Outflows of Resources</b>	
	<b>2020</b>	<b>2019</b>
Contributions subsequent to the measurement date	\$ 724,203	\$ 699,350
Changes in assumptions	110,050	84,315
Net difference between projected and actual earnings on OPEB plan investments	19,451	-
	<u>\$ 853,704</u>	<u>\$ 783,665</u>

	<b>Deferred Inflows of Resources</b>	
	<b>2020</b>	<b>2019</b>
Differences between expected and actual experience	\$ 113,039	\$ 139,310
Net difference between projected and actual earnings on OPEB plan investments	-	9,432
	<u>\$ 113,039</u>	<u>\$ 148,742</u>

The \$724,203 reported as deferred outflows of resources related to OPEB at June 30, 2020 resulting from the EUTF's contributions subsequent to the measurement date will be recognized as a reduction of the net OPEB liability in the year ending June 30, 2021.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB at June 30, 2020 will be recognized in OPEB expense as follows:

**Year Ending June 30:**

2021	\$ (10,070)
2022	(10,070)
2023	2,864
2024	6,169
2025	27,569
	<u>\$ 16,462</u>

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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***Actuarial Assumptions***

The total OPEB liability in the July 1, 2019 actuarial valuation was determined using the following actuarial assumptions adopted by the EUTF Board of Trustees on January 13, 2020, based on the experience study covering the five-year period ended June 30, 2018:

Inflation	2.50%
Salary increases	3.50% to 7.00%, including inflation
Investment rate of return	7.00%, net of investment expenses, including inflation
Healthcare cost trend rates:	
PPO*	Initial rate of 8.00%; declining to a rate of 4.86% after 12 years
HMO*	Initial rate of 8.00%; declining to a rate of 4.86% after 12 years
Part B & Base Monthly Contribution (BMC)	Initial rate of 5.00%; declining to a rate of 4.70% after 11 years
Dental	Initial rate of 5.00% for first two years, followed by 4.00%
Vision	Initial rate of 0.00% for first two years, followed by 2.50%
Life insurance	0.00%

\* Blended rates for medical and prescription drugs.

Mortality rates are based on system-specific mortality tables utilizing scale BB to project generational mortality improvement.

The long-term expected rate of return on OPEB 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 OPEB 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.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

June 30, 2020 and 2019

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

<b>Asset Class</b>	<b>Target Allocation</b>	<b>Long-Term Expected Real Rate of Return</b>
Non-U.S. equity	17.00%	6.90%
U.S. equity	15.00%	5.35%
Private equity	10.00%	8.80%
Core real estate	10.00%	3.90%
Trend following	9.00%	3.25%
U.S. microcap	7.00%	7.30%
Global options	7.00%	4.75%
Private credit	6.00%	5.60%
Long treasuries	6.00%	2.00%
Alternative risk premia	5.00%	2.75%
TIPS	5.00%	1.20%
Core bonds	3.00%	1.50%
	<u>100.00%</u>	

*Single Discount Rate*

The discount rate used to measure the total OPEB liability was 7.00%, based on the expected rate of return on OPEB plan investments of 7.00%. Beginning with the fiscal year 2019 contribution, the State's funding policy is to pay the recommended actuarially determined contribution, which is based on layered, closed amortization periods. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

*Assumption Changes*

Assumption changes during the current measurement period include updating (1) the demographic and salary-related assumptions based on an experience study which covered the five-year period ended June 30, 2018, and (2) the dependent coverage assumptions to better reflect anticipated experience.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

***OPEB Plan Fiduciary Net Position***

The OPEB plan's fiduciary net position has been determined on the same basis used by the OPEB plan. The EUTF's financial statements are prepared using the accrual basis of accounting under which revenues are recorded when earned and expenses are recorded at the time liabilities are incurred, regardless of the timing of the cash flows. Employer contributions are recognized in the period in which the contributions are due. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan. Investment purchases and sales are recorded on a trade-date basis. Administrative expenses are financed exclusively with investment income.

There were no significant changes after the report measurement date.

***Changes in the EUTF's Proportionate Share of the State's Net OPEB Liability***

The following table represents a schedule of changes in the EUTF's proportionate share of the State's net OPEB liability. The ending balances are as of the measurement date, July 1, 2019.

	<b>Total OPEB Liability</b>	<b>Plan Fiduciary Net Position</b>	<b>Net OPEB Liability</b>
Beginning balance	\$ 8,429,861	\$ 940,483	\$ 7,489,378
Service cost	210,028	-	210,028
Interest on the total OPEB liability	662,027	-	662,027
Difference between expected and actual experience	(5,512)	-	(5,512)
Changes in assumptions	53,208	-	53,208
Employer contributions	-	699,350	(699,350)
Net investment income	-	63,584	(63,584)
Benefit payments	(317,042)	(317,042)	-
Administrative expense	-	(437)	437
Other	-	147,287	(147,287)
Net changes	602,709	592,742	9,967
Ending balance	\$ 9,032,570	\$ 1,533,225	\$ 7,499,345

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***Sensitivity of the EUTF's Proportionate Share of the State's Net OPEB Liability to Changes in the Discount Rate and Healthcare Cost Trend Rates***

The following table presents the EUTF's proportionate share of the State's net OPEB liability calculated using the discount rate of 7.00%, as well as what the EUTF's proportionate share of the State's net OPEB liability would be if it were calculated using a discount rate that is one percentage point lower (6.00%) or one percentage point higher (8.00%) than the current discount rate:

	<b>1% Decrease (6.00%)</b>	<b>Discount Rate (7.00%)</b>	<b>1% Increase (8.00%)</b>
EUTF's proportionate share of the State's net OPEB liability	<u>\$ 8,935,335</u>	<u>\$ 7,499,345</u>	<u>\$ 6,366,279</u>

The following table represents the EUTF's proportionate share of the State's net OPEB liability calculated using the assumed healthcare cost trend rate, as well as what the EUTF's proportionate share of the State's net OPEB liability would be if it were calculated using the trend rate that is one percentage point lower or one percentage point higher than the current healthcare cost trend rate:

	<b>1% Decrease</b>	<b>Healthcare Cost Trend Rate</b>	<b>1% Increase</b>
EUTF's proportionate share of the State's net OPEB liability	<u>\$ 6,314,662</u>	<u>\$ 7,499,345</u>	<u>\$ 9,029,938</u>

***Payables to the OPEB Plan***

The State's employer contributions payable to the EUTF was paid by June 30, 2020.

***Deferred Compensation***

The State offers its employees a deferred compensation plan created in accordance with Internal Revenue Code Section 457. The plan, which is available to all State employees (excluding part-time, temporary, and casual/seasonal), permits employees to defer a portion of their compensation until future years. The deferred compensation is not available to employees until termination, retirement, death, or unforeseeable emergency.

All plan assets are held in a trust fund to protect them from claims of general creditors. The State has no responsibility for loss due to the investment or failure of investment of funds and assets in the plan, but does have the duty of due care that would be required of an ordinary prudent investor.



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Accordingly, the assets and liabilities of the State's deferred compensation plan are not reported in the State's nor the EUTF's financial statements.

**(9) Commitments and Contingencies**

***Litigation***

*Dannenberg, et al. v. State of Hawaii, Civil No.: 06-1-1141 JPC*

This class action was originally filed in June 2006 as Marion Everson, et al. v. State of Hawaii, et al. In this action, several State and County retirees filed a Complaint in the State of Hawaii Circuit Court of the First Circuit (the Circuit Court) against the EUTF, the Board, and the State of Hawaii (collectively, the Defendants), as well as various county governments that participate in the EUTF's health benefits plans. The plaintiffs allege various claims based on an argument that the EUTF is constitutionally, statutorily, and contractually required to provide health benefit plans that provide retirees and their dependents with benefits that are substantially equal to those provided to active employees and their dependents. The plaintiffs seek declaratory and injunctive relief, damages, and attorneys' fees and costs.

On December 10, 2012, the plaintiffs filed a motion for partial summary judgment seeking judgment in their favor on the liability issues in the lawsuit, i.e., that the plaintiffs be granted their requested declaratory and injunctive relief, and that the Defendants be found liable for monetary damages in an amount to be determined later. On July 25, 2013, the Defendants filed their motion for partial summary judgment seeking judgment in its favor on all of the plaintiffs' claims that are based on the allegations that: (1) the Defendants violated the constitutional, contractual, and statutory rights of the plaintiffs by not providing healthcare benefits for retirees and their dependents that were equivalent to those provided to active employees and their dependents; (2) the Defendants violated the constitutional and contractual rights of the plaintiffs by not providing healthcare benefits to retirees and their dependents that are equivalent to those provided to other employee-beneficiaries and dependent-beneficiaries, regardless of age; and; (3) the Defendants were negligent in providing health benefits to retirees and their dependents. Both motions were heard by the Circuit Court on October 30, 2013.

On August 29, 2013, the First Circuit Court entered an order granting plaintiff's Motion for Class Action Certification. The class certified is for all employees (and their dependent beneficiaries) who began working for the Territory of Hawaii, State of Hawaii or any political subdivision thereof, before July 1, 2003, and who have accrued or will accrue a right to postretirement health benefits as a retiree or dependent-beneficiary of such a retiree.

On October 16, 2014, the Circuit Court ruled that the plaintiff's accrued health benefits have not been reduced, diminished, or impaired as the health benefits that retirees receive under the EUTF are the same or substantially the same as the health benefits retirees received under the Hawaii Public Employees Health Fund. The plaintiffs filed a motion for reconsideration of the order or alternatively for an interlocutory appeal.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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Notes to Financial Statements

June 30, 2020 and 2019

The Circuit Court denied the motion. Plaintiffs subsequently stipulated to dismiss their claims premised on the contribution cap, which readied the case for final judgment. Plaintiffs appealed to the Intermediate Court of Appeals. On Defendant's request, the Hawaii Supreme Court accepted the case on transfer. Briefing on the appeal and cross-appeal was completed in October 2015. In May 2016, the case was argued before the Hawaii Supreme Court. In October 2016, the Hawaii Supreme Court issued an opinion affirming the Circuit Court's decision in the Defendant's favor to a large extent, but also ruling that the Defendant's were not entitled to judgment as a matter of law, and remanded the case to the trial court. The trial court proceedings recommenced in August 2017 and the case was assigned to the Honorable Jeffrey Crabtree for trial.

Plaintiffs filed a Third Amended Complaint on December 28, 2017. Since that time, the parties have conducted discovery and have filed several motions, including motions related to the purported class of plaintiffs. The State's motion to decertify the class was granted. On December 3, 2018, the plaintiffs filed motions to recertify the class and to certify a damages subclass. On February 6, 2019, the court granted the plaintiffs' motion to recertify and an order granting the plaintiffs' motion for recertification was filed on June 21, 2019. The parties are continuing efforts to conduct and complete discovery in preparation for trial.

The Defendants intend to vigorously defend against the plaintiffs' claims in this lawsuit. Trial has been set to commence on October 26, 2021. The outcome of this lawsuit cannot be determined and no amount has been recorded in the financial statements as of or for the years ended June 30, 2020 and 2019. Management believes that an unfavorable outcome, if any, will not have a material adverse effect on the EUTF's financial position.

*Kono, et al. v. Abercrombie, Civil No. 10-1-1966-09 KKS*

On September 14, 2010, the trustees of the Hawaii State Teachers Association Voluntary Employees' Beneficiary Association Trust (the VEBA Trust) and certain individuals who allegedly participated in health and other benefit plans provided by the VEBA Trust health plans filed a complaint in the Circuit Court against the State alleging: (1) the State diminished and impaired accrued health benefits for the active and retired teachers participating in the VEBA Trust health plans in violation of Article XVI, Section 2 of the Hawaii Constitution, by enacting Act 106, SLH 2010 (Act 106) and transferring the VEBA members to the EUTF and/or reassigning the administration of the VEBA Trust health benefit plans from the VEBA Trust to the EUTF; and (2) the State had taken \$3.96 million in surplus funds from the VEBA Trust and this similarly diminished or impaired the VEBA Trust members' accrued health benefits in violation of Article XVI, Section 2.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

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The State filed a motion for judgment on the pleadings seeking dismissal of the lawsuit. The plaintiffs filed a motion for preliminary injunction seeking to prevent the transfer of VEBA Trust participants to the EUTF health plans under Act 106. On December 7, 2010, both motions were heard by the Circuit Court. The Circuit Court gave an oral ruling that denied both motions but held that VEBA Trust participants had a right to maintain the standard of coverage benefits they had enjoyed under the VEBA Trust health plans when they were transferred to the EUTF on January 1, 2011. The Circuit Court also indicated that to the extent that the VEBA Trust surplus that was paid to the State was an accrued benefit of the VEBA Trust members who had paid into that surplus, the appropriate remedy was that such amounts should be set aside to ensure that former VEBA Trust participants can maintain their standard of coverage benefits.

On March 15, 2011, pursuant to its oral ruling, the Circuit Court issued an order denying the State's motion for judgment on the pleadings, and an order denying plaintiff's motion for preliminary injunction, and a final judgment.

The State filed an appeal of the Circuit Court's orders and the final judgment. The Hawaii Intermediate Court of Appeals (the ICA) dismissed the appeal because the form of final judgment did not comply with certain requirements. On October 6, 2011, the Circuit Court issued an amended final judgment. On October 14, 2011, the State filed an appeal of the amended final judgment, the final judgment, and certain other orders entered by the Circuit Court. On November 4, 2011, the plaintiffs filed a cross-appeal. On April 24, 2013, the ICA issued a memorandum opinion vacating the Circuit Court's entry of the final and amended final judgments and certain related orders. The ICA said that entry of these judgments was improper as no dispositive motion was pending at the time the Circuit Court terminated the litigation. The ICA remanded the case back to the Circuit Court for further proceedings consistent with the ICA's opinion.

No trial date has yet been set. The State intends to vigorously defend against the plaintiffs' claims in this lawsuit. The outcome of this lawsuit cannot be determined and no amount has been recorded in the financial statements as of or for the year ended June 30, 2020 and 2019. Management believes that an unfavorable outcome, if any, will not have a material adverse effect on the EUTF's financial position.

***Contract Commitments***

The EUTF is committed under contract awarded for consulting services and project management assistance in support of a new benefits administration system. This commitment amounted to approximately \$8.7 million at June 30, 2020.

**(10) Risk Management**

The EUTF is exposed to various risks of loss related to torts; theft of, damage to, or destruction of assets; errors and omissions; natural disasters; and workers' compensation. In accordance with HRS 87A-25, the EUTF has obtained fiduciary liability insurance with an annual aggregate for losses of \$10 million.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
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The State purchases policies that provide coverage for all state entities, including the EUTF. The State generally retains the first \$1,000,000 per occurrence of property losses such as fires, and 3% of a property's replacement cost value for catastrophic losses such as hurricanes, earthquakes, and floods, the first \$5,000,000 with respect to general liability claims, and the first \$500,000 of losses due to crime and cyber liability. Losses in excess of those retention amounts are insured with commercial insurance carriers. The limit per occurrence for property losses is \$200,000,000, except for terrorism, which is \$100,000,000 per occurrence. The annual aggregate limit for general liability losses is \$9,000,000 per occurrence, \$50,000,000 for cyber liability losses, and for crime losses, the limit per occurrence is \$10,000,000 with no aggregate limit.

The EUTF is covered under the State's self-insurance program for workers' compensation. During fiscal year 2020 and 2019, the EUTF paid \$36,982 and \$35,796, respectively in workers' compensation premiums to the State's General Fund.

Settled claims have not exceeded the coverage provided by commercial insurance companies in any of the past 10 fiscal years.

**(11) Lease Commitment**

The EUTF's office is located in the City Financial Tower. The State Department of Accounting and General Services (Lessee) leases the EUTF's office from the ERS (Lessor). The lease was amended on July 20, 2015 increasing the total rental area to 13,601 square feet and extending the term for seven years starting 60 days after completion of the improvements to the suites, which was February 1, 2016. Rent on this lease is paid by the EUTF.

At June 30, 2020, the future minimum rental commitment under the noncancelable operating lease through 2023 is as follows:

<b>Year Ending June 30:</b>	
2021	\$ 471,000
2022	476,000
2023	361,000
	<hr/>
	\$ 1,308,000
	<hr/>

Minimum rent payments are recognized on a straight-line basis over the term of the lease. The rent expense for the year ended June 30, 2020 and 2019 was \$462,760 and \$463,658, respectively.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

**(12) OPEB Trust by Employer**

The fair value of the OPEB Trust by employer as of June 30, 2020 and 2019, respectively, are as follows:

	2020		
	Long-term Investment Portfolio	Short-term Liquidity/ Operating Asset Pool	Net Position Restricted for Postemployment Benefits Other than Pensions
State of Hawaii	\$ 2,275,680,155	\$ 180,036,408	\$ 2,455,716,563
City & County of Honolulu	692,656,748	39,402,907	732,059,655
County of Hawaii	204,070,519	9,405,227	213,475,746
County of Maui	297,095,396	9,379,873	306,475,269
County of Kauai	143,992,132	4,474,549	148,466,681
County of Kauai - Department of Water Supply	10,629,042	296,193	10,925,235
Board of Water Supply - Honolulu	88,830,548	2,553,365	91,383,913
County of Hawaii - Department of Water Supply	20,280,056	563,237	20,843,293
Honolulu Authority for Rapid Transportation	2,600,019	141,383	2,741,402
	<u>\$ 3,735,834,615</u>	<u>\$ 246,253,142</u>	<u>\$ 3,982,087,757</u>

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Notes to Financial Statements

June 30, 2020 and 2019

	2019		
	Long-term Investment Portfolio	Short-term Liquidity/ Operating Asset Pool	Net Position Restricted for Postemployment Benefits Other than Pensions
State of Hawaii	\$ 1,807,078,716	\$ 155,080,779	\$ 1,962,159,495
City & County of Honolulu	585,535,487	34,153,652	619,689,139
County of Hawaii	179,395,731	7,988,774	187,384,505
County of Maui	267,986,773	8,019,980	276,006,753
County of Kauai	133,891,527	3,802,146	137,693,673
County of Kauai - Department of Water Supply	9,947,489	253,804	10,201,293
Board of Water Supply - Honolulu	85,405,687	2,216,782	87,622,469
County of Hawaii - Department of Water Supply	19,043,005	488,282	19,531,287
Honolulu Authority for Rapid Transportation	1,887,087	103,976	1,991,063
	<u>\$ 3,090,171,502</u>	<u>\$ 212,108,175</u>	<u>\$ 3,302,279,677</u>

**(13) Subsequent Events**

***COVID-19 Developments***

On March 4, 2020, in response to a new disease commonly known as COVID-19 caused by a novel strain of coronavirus, Hawaii Governor David Y. Ige proclaimed the spread of COVID-19 in Hawaii to be a disaster and declared a state of emergency in Hawaii. Several emergency proclamations have been issued.

The Fourteenth Supplementary Proclamation, issued on October 13, 2020, suspended specific provisions of law. Included were Sections 87A-42(b) – (f), HRS, other post-employment benefits trust, 87A-43, HRS, payment of public employer contributions to the other post-employment benefits trust, and 237-31(3), HRS, remittances, related to the requirement for public employers to pay the annual required contribution to the EUTF in the fiscal year 2020-2021.

The World Health Organization declared COVID-19 a pandemic in March 2020. While COVID-19 could negatively impact the EUTF's operating results, including investment performance and health care costs, the related financial impact and duration cannot be reasonably estimated at this time.

The EUTF has evaluated subsequent events through November 30, 2020, the date at which the financial statements were available to be issued, and determined that there are no other items to disclose.

**REQUIRED SUPPLEMENTARY INFORMATION (UNAUDITED)**

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Required Supplementary Information (Unaudited)

**Schedule of Investment Returns  
June 30, 2016 through 2020**

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>
Annual money-weighted rate of return, net of investment expense	<u>2.21%</u>	<u>4.69%</u>	<u>7.34%</u>	<u>9.28%</u>	<u>2.95%</u>

Schedule is intended to show information for 10 years. Additional years will be built prospectively as data becomes available.

See accompanying independent auditors' report.



**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Required Supplementary Information (Unaudited)

Ten-Year Loss Development Information

June 30, 2011 through 2020

***Self-Insured Healthcare Plans for Active Employees***

The EUTF began providing and administering fully-insured health and other benefit plans beginning July 1, 2003. The EUTF also began providing self-insured plans effective July 1, 2007 through December 31, 2011 for medical plans and continues to offer self-insured prescription drug plans for active employees. Therefore, the loss development table on page 90 shows data for 10 successive policy years starting from the fiscal year ended June 30, 2011, for active employee self-insured plans.

The table on the following page illustrates how the EUTF's earned revenue (net of reinsurance) and investment income compare to related costs of loss (net of loss assumed by reinsurers) and other expenses assumed by the EUTF related to the self-insured activities as of the end of each of the past 10 years.

The rows of the table are defined as follows:

- (1) This line shows the total of each fiscal year's gross earned contribution revenue and investment revenue, contribution revenue ceded to reinsurers, and net earned contribution revenue and reported investment revenue.
- (2) This line shows each fiscal year's other operating costs of the EUTF including overhead and claims expense not allocable to individual claims.
- (3) This line shows the EUTF's gross incurred claims and allocated claim adjustment expenses, claims assumed by reinsurers, and net incurred claims and allocated adjustment expenses (both paid and accrued) as originally reported at the end of the first year in which the event that triggered coverage under the contract occurred (called policy year).
- (4) This section of 10 rows shows the cumulative net amounts paid as of the end of successive years for each policy year.
- (5) This line shows the latest re-estimated amount of claims assumed by reinsurers as of the end of the current year for each policy year.
- (6) This section of 10 rows shows how each policy year's net incurred claims increased or decreased as of the end of successive years. This annual re-estimation results from new information received on known claims, reevaluation of existing information on known claims, and emergence of new claims not previously known.
- (7) This line compares the latest re-estimated net incurred claims amount to the amount originally established (line 3) and shows whether this latest estimate of net claims cost is greater or less than originally thought.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Required Supplementary Information (Unaudited)

Ten-Year Loss Development Information

June 30, 2011 through 2020

As data for individual policy years mature, the correlation between original estimates and re-estimated amounts commonly is used to evaluate the accuracy of net incurred claims currently recognized in less mature policy years. The columns of the tables show data for successive policy years.

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
STATE OF HAWAII**

Required Supplementary Information (Unaudited)

Self-Insured Active Employee Healthcare Benefit Plans  
Ten-Year Loss Development Information

June 30, 2011 through 2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
1. Required contribution and investment revenue:										
Earned	\$ 246,004,463	\$ 153,831,438	\$ 51,774,778	\$ 58,365,379	\$ 73,318,620	\$ 84,751,959	\$ 92,776,406	\$ 87,451,628	\$ 94,610,513	\$108,069,954
Ceded	-	-	-	-	-	-	-	-	-	-
Net earned	<u>\$ 246,004,463</u>	<u>\$ 153,831,438</u>	<u>\$ 51,774,778</u>	<u>\$ 58,365,379</u>	<u>\$ 73,318,620</u>	<u>\$ 84,751,959</u>	<u>\$ 92,776,406</u>	<u>\$ 87,451,628</u>	<u>\$ 94,610,513</u>	<u>\$108,069,954</u>
2. Unallocated expenses	<u>\$ 3,828,417</u>	<u>\$ 2,142,126</u>	<u>\$ 1,241,104</u>	<u>\$ 1,101,332</u>	<u>\$ 1,324,632</u>	<u>\$ 1,545,900</u>	<u>\$ 1,744,179</u>	<u>\$ 1,565,548</u>	<u>\$ 1,547,580</u>	<u>\$ 1,837,013</u>
3. Estimated claims and expenses, end of policy year:										
Incurred	\$ 241,048,648	\$ 150,488,917	\$ 46,818,770	\$ 69,066,849	\$ 78,889,868	\$ 88,570,757	\$ 89,608,294	\$ 80,584,753	\$ 86,462,811	\$ 88,136,232
Ceded	-	-	-	-	-	-	-	-	-	-
Net incurred	<u>\$ 241,048,648</u>	<u>\$ 150,488,917</u>	<u>\$ 46,818,770</u>	<u>\$ 69,066,849</u>	<u>\$ 78,889,868</u>	<u>\$ 88,570,757</u>	<u>\$ 89,608,294</u>	<u>\$ 80,584,753</u>	<u>\$ 86,462,811</u>	<u>\$ 88,136,232</u>
4. Net paid (cumulative) as of:										
End of policy year	\$ 237,215,369	\$ 185,234,570	\$ 52,654,087	\$ 69,825,153	\$ 82,307,251	\$ 92,379,275	\$ 89,832,650	\$ 84,612,745	\$ 94,822,793	\$ 81,876,626
One year later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594	80,577,653	86,301,511	
Two years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594	80,577,653		
Three years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594			
Four years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157				
Five years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468					
Six years later	234,225,771	144,371,143	51,976,970	69,080,249						
Seven years later	234,225,771	144,371,143	51,976,970							
Eight years later	234,225,771	144,371,143								
Nine years later	234,225,771									
5. Reestimated ceded claims and expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6. Reestimated net incurred claims and expenses:										
End of policy year	\$ 241,048,648	\$ 150,488,917	\$ 46,818,770	\$ 69,066,849	\$ 78,889,868	\$ 88,570,757	\$ 89,608,294	\$ 80,584,753	\$ 86,462,811	\$ 88,136,232
One year later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594	80,577,653	86,301,511	
Two years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594	80,577,653		
Three years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157	89,630,594			
Four years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468	88,543,157				
Five years later	234,225,771	144,371,143	51,976,970	69,080,249	78,879,468					
Six years later	234,225,771	144,371,143	51,976,970	69,080,249						
Seven years later	234,225,771	144,371,143	51,976,970							
Eight years later	234,225,771	144,371,143								
Nine years later	234,225,771									
7. Increase (decrease) in estimated net incurred claims and expenses from end of policy year	\$ (6,822,877)	\$ (6,117,774)	\$ 5,158,200	\$ 13,400	\$ (10,400)	\$ (27,600)	\$ 22,300	\$ (7,100)	\$ (161,300)	\$ -

See accompanying independent auditors' report.

## **OTHER SUPPLEMENTARY INFORMATION**

**HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND**  
**STATE OF HAWAII**

Schedules of Administrative Operating Expenses - Enterprise Fund

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Administrative operating expenses:		
Personal services	\$ 5,527,738	\$ 5,213,393
Contracted services	2,215,448	1,964,485
Occupancy	462,760	463,658
Repairs and maintenance	196,815	66,603
Printing and binding	124,859	126,226
Postage	102,637	137,557
Insurance	61,965	65,459
Telephone	43,276	43,429
Rental of equipment	31,062	31,244
Transportation	21,309	28,788
Supplies	8,605	13,060
Other	<u>132,752</u>	<u>134,445</u>
 Total administrative operating expenses	 <u><u>\$ 8,929,226</u></u>	 <u><u>\$ 8,288,347</u></u>

See accompanying independent auditors' report.

## **PART III**

### **INTERNAL CONTROL AND COMPLIANCE SECTION**

**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***

The Auditor  
State of Hawaii:

Board of Trustees  
Hawaii Employer-Union Health Benefits Trust Fund  
State of Hawaii:

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 Hawaii Employer-Union Health Benefits Trust Fund of the State of Hawaii and the Hawaii Employer-Union Health Benefits Trust Fund for Other Post-Employment Benefits (collectively referred to as the EUTF) as of and for the years ended June 30, 2020 and 2019, and the related notes to financial statements, and have issued our report thereon dated November 30, 2020.

**Internal Control Over Financial Reporting**

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

### **Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the EUTF'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 determination of financial statement amounts. 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 entity'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.

*KKDL Y LLC*

Honolulu, Hawaii  
November 30, 2020