

CITY OF LA CROSSE, WISCONSIN REQUEST FOR PROPOSAL

GASB 45 OPEB ACTUARIAL SERVICES

May 9, 2014

City of La Crosse 400 La Crosse Street La Crosse, Wisconsin 54601

Contact: Kelly Branson, Deputy Finance Director 608-789-7567



May 9, 2014

INVITATION FOR GASB 45-OPEB ACTUARIAL SERVICES PROPOSALS

The City of La Crosse, Wisconsin will be accepting sealed bid proposals to provide annual GASB 45-OPEB Actuarial Services for the City until 11:00 a.m. on Thursday, May 29, 2014. The selected firm will receive a three year agreement beginning January 1, 2014 through December 31, 2016. The sealed envelope containing the proposal must be clearly labeled "Proposal for GASB 45-OPEB Actuarial Services" in the lower left hand corner. Proposals must be delivered to:

La Crosse City Clerk 400 La Crosse Street La Crosse, WI 54601

SPECIAL INSTRUCTIONS:

1. Questions regarding this request for proposal may be addressed to:

Kelly Branson, Deputy Director of Finance/Treasurer (608)789-7567 bransonk@cityoflacrosse.org

- 2. Please sign and date the RFP Submission Signature Page (Attachment A).
- 3. The signed and dated Pricing Proposal (Attachment B) must be included with the request for proposal submission package in a separate sealed envelope.
- 4. Please submit an original and three (3) copies of the entire proposal package as outlined in the "Required Format of Proposal" Section.
- 5. Please number all pages of your proposal.
- 6. Clearly label the envelope containing your proposal "Proposal for GASB 45-OPEB Actuarial Services" in the lower left-hand corner.
- 7. Faxes and electronic submissions will not be accepted. All bids must be received in a sealed envelope.
- 8. Proposals will be opened Thursday, May 29, 2014 at 11:00 a.m. in the City Clerk's office at City Hall.

CITY OF LA CROSSE, WISCONSIN

REQUEST FOR PROPOSALS FOR GASB 45-OPEB ACTUARIAL SERVICES

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CITY OF LA CROSSE, WISCONSIN

REQUEST FOR PROPOSALS FOR GASB 45-OPEB ACTUARIAL SERVICES

Section I - Introduction/Background

The City of La Crosse, Wisconsin, hereinafter referred to as the City, is seeking the services of an experienced and qualified actuarial firm to provide GASB 45-OPEB actuarial services for the City as more fully set forth in this request for proposal (RFP). The Contract resulting from this RFP shall have an initial term of three years with the City having the option to renew the Contract for up to two one year extensions. If the options to renew the contract are exercised, it will be renewed at the sole discretion of the City. The City reserves the right to reject any or all proposals and waive any bidding formalities. Any questions regarding this RFP may be directed to Kelly Branson, Deputy Director of Finance/Deputy Treasurer at (608) 789-7567.

Section II – Instructions to Proposers

A. Definitions

- 1. <u>Actuary or Contractor</u> The entity to which the contract ensuing from this RFP is awarded.
- 2. <u>City</u> City of La Crosse, Wisconsin
- 3. <u>Proposer</u> Entity submitting an offer, in the form of a proposal, to perform the services described in this Request for Proposal.

B. Examination of the Request for Proposal (RFP)

It is the responsibility of the Proposer to carefully read the entire RFP, which contains provisions applicable to successful completion and submission of a proposal. If you discover any ambiguity, inconsistency or error in the RFP, you must notify the Deputy Director of Finance/Treasurer. Interpretations or corrections must be received by the Deputy Director of Finance/Treasurer no later than the date specified in the RFP Timetable. The RFP consists of all documents identified in the Table of Contents.

C. RFP Timetable

The anticipated schedule for the RFP and contract approval is as follows:

RFP available for distribution Friday, May 9, 2014

Deadline for receipt of proposal Thursday, May 29, 2014 (11:00 a.m. CST)

Evaluation/Selection process June 2-June 20, 2014

Oral Interviews (if conducted)

June 23-27, 2014

Introduced to Common Council Thursday, July 10, 2014

Recommendation to Finance Committee Thursday, August 7, 2014

Committee of the Whole Recommendation Tuesday, August 12, 2014

Award of Contract (Final Common Council Approval) Thursday, August 14, 2014

D. Proposal Submission

The Technical Proposal and Price Proposal must be received by Thursday, May 29, 2014 at 11:00 a.m. CST in the form described below. It should be submitted in one container, which on its face bears the Proposer's name and must be clearly labeled "Proposal for GASB 45-OPEB Actuarial Services."

It must be addressed to:

Kelly Branson, Deputy Director of Finance/Treasurer City of La Crosse 400 La Crosse Street La Crosse, WI 54601

And delivered to:

La Crosse City Clerk 400 La Crosse Street La Crosse, WI 54601

All proposals must be submitted on 8 ½" X 11" paper, except for drawings, charts, diagrams and the like. Proposers shall include their complete return address on the outer envelope wrapper.

1. Technical Proposal

An unbound original and three copies of the technical proposal must be submitted.

2. Price Proposal

The original price proposal must be submitted with the technical proposal; however, the price proposal must be in a <u>separate</u>, <u>sealed envelope within the RFP submission packet</u>. It should be identified in the lower left-hand corner with the words, "Price Proposal for GASB 45-OPEB Actuarial Services." The Proposer's name must also appear on the envelope.

Any hand delivered proposals must be delivered to the La Crosse City Clerk at 400 La Crosse St, La Crosse, WI 54601 between the hours of 9:00 a.m. and 4:30 p.m., Monday through Friday, excluding holidays observed by the City.

Proposers are responsible for informing any commercial delivery service, if used, of all delivery requirements and for ensuring that the required address information appears on the outer wrapper or envelope used by such service.

Both the technical proposal and the price proposal must be signed by an officer of the company, who is legally authorized to enter into a contractual relationship in the name of the Proposer.

The submittal of a proposal by a Proposer will be considered by the City as constituting an offer by the Proposer to perform the required services at the stated prices.

E. Additional Information/Questions

Additional information or questions regarding this RFP may be directed to Kelly Branson, Deputy Director of Finance/Treasurer at (608) 789-7567.

F. Modified Proposals

A Proposer may submit a modified proposal to replace all or any portion of a previously submitted proposal up until the proposal due date. The Evaluation Committee will only consider the latest version of the proposal.

G. Withdrawal of Proposals

Proposals shall be irrevocable until contract award unless the proposal is withdrawn. A proposal may be withdrawn in writing only prior to the proposal due date.

H. Late Proposals, Late Modifications and Late Withdrawals

Proposals received after the proposal due date and time are late and will not be considered. Modifications received after the proposal due date are also late and will not be considered. Letters of withdrawal received after the proposal due date and time will be considered late and will not be considered.

I. RFP Postponement, Cancellation

The City may, at its sole and absolute discretion, reject any and all, or parts of any and all proposals; readvertise this RFP; postpone or cancel, at any time, this RFP process; or waive any irregularities in this RFP or in the proposals received as a result of this RFP.

J. Proposal Preparation Costs

All expenses involved with the preparation and submission of proposals to the City, or any work performed in connection therewith shall be borne by the Proposer(s). No payment will be made for any responses received, nor for any other effort required of or made by the Proposer(s) prior to award of a contract.

K. Oral Presentations/Interviews

The City may conduct interviews and require Proposers to give oral presentations in support of their proposals, or to exhibit or otherwise demonstrate the information contained therein. If required, the presentations will be conducted on the dates indicated in this Section, Paragraph C.

L. Exceptions to the RFP

Proposers may take exceptions to any of the terms of this RFP unless the RFP specifically states that exceptions may not be taken. Should a Proposer take exception where none is permitted, the proposal will be rejected as non-responsive. All exceptions taken must be specific, and the Proposer must indicate clearly what alternative is being offered to allow the City meaningful opportunity to evaluate and rank proposals.

Where exceptions are permitted, the City shall determine the acceptability of the proposed exceptions and the proposals will be evaluated based on the proposals as submitted. The City, after completing evaluations, may accept or reject the exceptions. Where exceptions are rejected, the City may insist that the Proposer furnish the services or goods described herein, or negotiate an acceptable alternative.

It is the intent of the City to entertain alternative proposals that may provide the same or similar services and conditions as called for in the RFP.

M. Confidential Information

Confidential information submitted as part of a proposal must be clearly marked as such. However, such information will be kept confidential only to the extent that Wisconsin's Open Records Law allows. No proposal information or selection process information will be released until a final recommendation has been prepared by the Director of Finance/Treasurer, or the process is terminated. Prior to that time, only a list of the Proposers will be made public.

N. Negotiations

The City may award a contract on the basis of initial offers received, without discussion. Therefore, each initial offer should contain the Proposer's best terms. The City reserves the right to enter into contract negotiations with the selected Proposer. If the City and the Proposer cannot negotiate a successful contract, the City may terminate said negotiations and begin negotiations with another selected Proposer. This process will continue until a contract acceptable to the City has been executed or all proposals are rejected. No Proposer shall have any rights against the City arising from such negotiations or termination thereof.

O. Rules; Regulations; Licensing Requirements

The Proposer shall comply with all laws, ordinances and regulations applicable to the services contemplated herein. Proposers are presumed to be familiar with all Federal, State and local laws, ordinances, codes and regulations that may in any way affect the services offered.

Please note: The City's "Standard Terms & Conditions" document (Attachment D) must be complied with.

P. Review of Proposals for Responsiveness

Each proposal will be reviewed to determine if the proposal is responsive to the submission requirements outlined in the RFP. A responsive proposal is one that follows the requirements of the RFP, includes all documentation, is submitted in the format outlined in the RFP, is of timely submission, and has the appropriate signatures as required on each document. Failure to comply with these requirements may deem a proposal non-responsive.

Q. Litigation

The contract resulting from this RFP shall be considered in accordance with the laws of the State of Wisconsin. Any litigation between the parties arising out of, or in connection with the contract shall be initiated in the La Crosse County Circuit Court.

R. Assignment, Transfer or Subcontracting

The Contractor shall not assign any interest in the contract resulting from this RFP and shall not transfer any interest in the same (whether by assignment or notation) without the prior written consent of the City. Consent will not be given to any proposed assignment which would release the Contractor of its responsibilities under the contract. The Contractor must obtain prior written consent of the City to delegate, assign, transfer or subcontract any functions or responsibilities required to fulfill the obligations under the contract resulting from the RFP.

S. Termination for Convenience

The parties have the right at any time to terminate the contract resulting from this RFP upon 180 days written notice to the other party.

T. Termination for Cause

If the Contractor shall fail to fulfill any of its obligations under the contract resulting from this RFP in a timely and proper manner or otherwise violates any of the covenants, agreements or stipulations material to the contract, the City shall thereupon have the right to immediately terminate the contract by giving written notice to the Contractor of such termination.

Section III – Scope of Services

The successful proposer shall perform actuarial services for Other Post-Employment Benefits (OPEB) in order to comply with the Governmental Accounting Standards Board (GASB) Statement No. 45 that establishes standards for the measurement, display and recognition of OPEB expenses and liabilities.

As outlined in the City of La Crosse, Financial Statements with Independent Auditors' Report, December 31, 2012 (note that 2013 Audited Financial Statements will not be available until after June 30, 2014):

The City, through its substantive commitment to provide other post-employment benefits (OPEB), maintains a single-employer defined benefit plan to provide certain post-retirement healthcare benefits to all former employees who meet retirement eligibility requirements and continue retiree medical coverage until he/she is eligible for Medicare. The City is under contractual obligation to provide these post-retirement healthcare benefits. Because the Plan consists solely of the City's firm commitment to provide OPEB through the payment of premiums to insurance companies on behalf of its eligible retirees, no stand-alone financial report is either available or generated.

Premiums under the Plan for post-employment healthcare benefits are funded by retirees desiring such coverage via co-pays paid to the City in accordance with rates established by the City and from the City itself from appropriate governmental and business-type funds on a pay-as-you-go basis. The City may make additional contributions as determined by management. For the year ended December 31, 2012, the net outlay from the City, which equaled \$3,987,000, represents the City's net cost paid for current year premiums due.

The City's annual OPEB cost is calculated based on the annual required contribution (ARC) of the City, an amount actuarially determined in accordance with the parameters of GASB Statement 45. The ARC represents a level of funding that, if paid on an ongoing basis, is projected to cover normal cost each year and amortize any unfunded actuarial liabilities (or funding excess) over a period of 30 years. The following table illustrates the components of the City's annual OPEB cost for the year 2012, the amount actually contributed to the Plan, and changes in the City's net OPEB obligation:

Annual required contribution	\$ 6,761,901
Interest on net OPEB obligation	312,762
Adjustment to annual required contribution	(491,023)
Annual OPEB cost	6,583,640
Contributions made	<u>(3,987,000</u>)
Increase in net OPEB obligation	2,596,640
Net OPEB obligation - beginning of year	9,623,458
NET OPEB OBLIGATION - END OF YEAR	<u>\$ 12,220,098</u>

The City's annual OPEB cost, the percentage of annual OPEB cost contributed to the Plan, and the net OPEB obligation were as follows:

		Percentage of	Net OPEB
Fiscal Year	Annual	Annual OPEB	Obligation -
Ended	OPEB Cost	Cost Contributed	End of Year
12/31/10	\$ 6,247,489	57.34%	\$ 7,414,713
12/31/11	6,384,745	65.41	9,623,458
12/31/12	6,583,640	60.60	12,220,098

As of January 1, 2012, the most recent actuarial valuation date, the Plan was not funded. The actuarial accrued liability for benefits equaled \$75,476,566, resulting in an unfunded actuarial accrued liability (UAAL) of \$75,476,566. The covered payroll (annual payroll of active employees covered the Plan) equaled \$27,674,986, and the ratio of the UAAL to the covered payroll equaled 272.7 percent.

Actuarial valuations of an ongoing plan involve estimates of the value of reported amounts and assumptions about the probability of occurrence of events far into the future. The actuarial determined amounts are subject to continual revision as actual results are compared with past expectations and new estimates are made about the future. Projections of benefits are based on the types of benefits provided under the Plan at the time of each valuation and on the pattern of sharing of benefit costs between the employer and plan members. Projections of benefits for financial reporting purposes do not explicitly incorporate the potential effects of unknown legal or contractual funding limitations on the pattern of cost sharing between the employer and plan members in the future. The actuarial calculations reflect a long-term perspective and actuarial methods and assumptions used include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities and assets.

The schedule of funding progress, presented as RSI following the notes to the basic financial statements, presents multi-year trend information about whether the actuarial value of Plan assets is increasing or decreasing over time relative to the actuarial accrued liability for benefits.

In the actuarial valuation dated January 1, 2012, the projected unit credit cost actuarial method was used. Because the City funds its OPEB on a pay-as-you-go basis, the Plan has no assets (investments) used specifically for paying the post-retirement medical benefits; therefore, the actuarial assumptions included a 3.25 percent discount rate, which approximates the expected rate of return on non-pension investments held by the City. The UAAL is being amortized as a level dollar amount over 30 years on an open basis.

A. General Requirements

Services to be provided by the Actuarial Firm relate to GASB 45 shall include, but not be limited to:

- 1. The issuance of a Public Statement of Actuarial Opinion (PSAO) in accordance with the Qualification Standards of the American Academy of Actuaries.
- 2. Provide all services in accordance with the Actuarial Standards of Practice, the Actuarial Code of Professional Conduct, and the Governmental Accounting Standards Board Statement No. 45
- 3. Specific elements to be provided in the GASB 45 analysis shall comply with the minimum standard information requirements as described in Statement 45.
- 4. Prepare the necessary material for the City's Annual Financial Audit Report to comply with GASB 45-OPEB reporting and disclosure requirements.
- 5. Prepare the annual gain/loss analysis to determine reasons for changes in the unfunded actuarial accrued liability, whenever a prior actuarial valuation is available to support this.
- 6. Prepare the necessary breakdown of the City's annual OPEB liability and employee contribution by City Department.
- 7. Determine the implicit rate subsidy, if any, and the impact it would have on the OPEB liability.
- 8. Prepare an analysis to determine how establishing a trust or equivalent arrangement would affect the interest rate assumption. Timing considerations of establishing the trust should also be considered.

- 9. Prepare a cash flow analysis using the "pay-as-you-go-cost" method.
- 10. Prepare a sensitivity analysis showing the impact of alternative assumptions on the employer's contributions (healthcare trend rates and investment rate assumptions).
- 11. If there is not a trust established, determine the difference in liability based upon the investment returns under a diversified portfolio versus a short-term fixed income portfolio.
- 12. As appropriate, provide recommendations on managing the OPEB liability. This may include changes in plan design.
- 13. As appropriate, review and update plan documents and design. Make recommendations as to formalizing informal plans.
- 14. List any other non-routine services.

Section IV- Proposal Format

Proposers should carefully follow the format and instructions outlined below, observing format requirements where indicated. Proposals must contain each of the documents described below, each fully completed, signed, and notarized as required. Proposers shall provide documentation that demonstrates their ability to satisfy all of the minimum qualification requirements. Proposals submitted which do not include the following items or which do not meet the minimum qualification requirements or which fail to provide supporting documentation may be considered non-responsive and may not be considered for award.

Proposals meeting the following minimum qualifications will be considered for award:

- 1. Qualified actuarial staff to perform Scope of Services requested herein.
- 2. Experience working with GASB Statement No. 45.
- 3. Previous public entity work experience.

A prescribed format or required documentation for the response to a minimum qualification requirement is listed below. Proposers must use the format prescribed and supply said documentation.

1. <u>Cover Page</u> – The Cover Page should include the following information:

Proposer Firm Name:

Contact Person for RFP:

Name of Proposer's "Liaison" for Contract:

Business Address:

Business Phone:

Facsimile Phone:

Title of RFP:

Any further correspondence by the City to the Proposer, for the purposes of this RFP, will be addressed to the Proposer's "Contact Person" at the address, phone number and facsimile submitted by the Proposer in this section.

2. Table of Contents

The Table of Contents should outline in sequential order the major areas of the proposal. All pages of the proposal, including the enclosures, must be clearly and consecutively numbered and correspond to the Table of Contents.

3. Executive Summary

A summary consisting of the Proposer's response to the technical portion of the RFP including any exceptions to the Scope of Services.

4. Organizational Structure

The Proposer shall describe the organizational structure (Corporation, Partnership, Sole Proprietor, etc.) of the Proposer and provide the following information:

- a) Date incorporated/organized; State incorporated/organized in;
- b) States registered in as foreign corporation;
- c) Services or activities, other than actuary, engaged in by the corporation/organization. The Proposer shall include branches or other subordinate units or divisions that will perform or assist in performing any work resulting from this RFP; the number of years the firm has been existence; the size of the firm and; the primary markets of the firm's services.

5. Experience and Qualifications

The Proposer (or general partner of the firm) must have five (5) or more years of recent and relevant experience in providing similar municipal actuarial services in scope and complexity to the scope of services described in this RFP. Documentation clearly demonstrating that the Proposer has the required experience must be included in the proposal submission. Also, resumes of key personnel who will be assigned to this project must be included. List references and contacts performed by your firm for similar sized Wisconsin municipal GASB 45 actuarial services.

Additionally, the following information must be contained in the RFP response:

- a) A list of prior OPEB Actuarial Services performed by your firm.
- b) A description of your firm's continuing education practices and policy.

6. Financial Actuarial Services

The Proposer must be able to provide all the services required for the Basic Proposal as described in this RFP and must propose methods of providing all of those services.

- a) An anticipated schedule for performing key phases of the OBEB Actuarial Services.
- b) A brief description of the actuarial procedures to be followed, presented in the form which shall best aid the City in evaluating your firm's ability to identify, evaluate and communicate a local, municipal; problem. Be specific as to audit procedures which relate to the City's mainframe and personal computer network systems.
- c) A brief description of any controversies or lawsuits in which you are currently involved or to which you have been a party during the last five years.

B. Price Proposal

1. Contractor must fully complete the "Price Proposal Form" in Attachment B. Any one-time or set-up charges, and <u>all other fees</u> that will be charged must be included. Prices entered must include all components of each service.

Basic Price Proposal

All Proposers must complete this portion of the Price Proposal. The price must reflect all costs which the City would be required to pay the Proposer in connection with the Scope of Work described under the Technical Proposal in Section II if the Proposer is awarded a contract.

The price proposals shall be packaged separately from the technical response in a sealed package clearly labeled "Price Proposal for GASB 45-OPEB Actuarial Services" and shall include a price for each category listed on Attachment B "Price Proposal Form." All other costs, on an annualized basis, for which the City will be expected to pay must be indicated on the form.

Section V – Evaluation/Selection Process

Following the opening of the proposal packages, the proposals will be evaluated by a Selection Committee appointed by the Deputy Director of Finance/Treasurer, comprised of appropriate City staff.

Contract award will be based on two separate phases: technical (quality) and price.

A. Technical (80 points)

The Evaluation/Selection Committee will first evaluate and rate all responsive proposals on the technical criteria listed below. The criteria are itemized with their respective weights for a maximum total of 80 points for all technical criteria. A Proposer may receive the maximum 80 points or a portion of this score depending on the merit of its proposal, as judged by the Evaluation/Selection Committee in accordance with the following guidelines:

A score less than 70% of the total possible points in any one of the Evaluation Criteria categories will disqualify the Proposer form further consideration.

1. Experience and Qualifications (50 points)

This category includes, but is not limited to:

- a) Proposers' previous experience in performing actuarial services of similar scope, quantity and complexity as those described in this RFP.
- b) Qualifications and experience of key staff assigned to the Contract resulting from this RFP.
- c) References.
- d) Experience with the City of La Crosse systems.

2. Quality of Financial Services (30 points)

This category includes but is not limited to:

- a) Ability to perform all required services in an acceptable time frame and in a manner that is conducive to effective financial management by the City.
- b) Ability to provide effective recommendations regarding GASB Statement No. 45.
- c) Ability to effectively represent the City at public hearings related to GASB Statement No. 45.
- d) Hours and staff mix planned to complete this service.

Note: Prior to the technical proposal rating and ranking, the Evaluation Committee may request oral presentations from those Proposers deemed responsive. The purpose of the oral presentation, if held, will be for the Proposers to explain their proposals. Neither the proposals nor prices or types of service described therein shall be altered at such presentation.

B. Price Proposal (20 points)

After the Evaluation/Selection Committee has rated and ranked the proposals based on technical proposals and, if applicable, oral presentations, it will then evaluate the price proposals of those Proposers remaining in consideration. The Basic Price Proposal submission will be assigned a maximum total of 20 points.

Evaluated in the following manner:

The responsive proposal with the lowest total cost proposed on the Basic Proposal will be given 20 points. Every other proposal will be given points proportionately in relation to the lowest total price proposed on the Basic Proposal. This point total will be calculated by dividing the lowest total price proposed by the total price proposed of the proposal being evaluated with the result being multiplied by the weight (20 points) to arrive at a cost score of less than the full 20 points for price.

Example: <u>Lowest Cost Proposed for Basic Proposal</u> x Total Points (20 points)

Proposer's Cost Proposed for Basic Proposal = Points

C. Overall Ranking

The Evaluation/Selection Committee will then determine the overall ranking by adding the Price proposal evaluation score with the Technical (quality) score to determine the overall ranking.

Following the evaluation and ranking of the proposals, the Evaluation Committee will recommend to the City's Finance Committee that a contract be negotiated with the highest ranked Proposer. Upon concurrence of the Director of Finance/Treasurer, a contract will be negotiated and submitted to the La Crosse City Council for their approval.

D. Contract Award

The Contract award, if any, shall be made to the Proposer whose proposal shall be deemed by the La Crosse City Council to be in the best interest of the City. The La Crosse City Council's decision of whether to make the award and which proposal is in the best interest of the City shall be final.



Attachment A – RFP Submission Signature Page

City of La Crosse, Wisconsin GASB 45 OPEB-Actuarial Services Request for Proposal

Name of Firm:
Signature of Authorizing Official:
Printed Name of Authorizing Official:
Title of Authorizing Official:
Date:

CITY OF LA CROSSE, WISCONSIN GASB 45 OPEB-ACTUARIAL SERVICES PROPOSAL ATTACHMENT B – PRICE PROPOSAL FORM

	2014	2015	2016	2017 (extension)	2018 (extension)
Annual Fee					

Please specify if there will be any additional charges above the Yearly Fee stated above.

NAME	POSITION	HOURLY RATE			

Company Name	 	
Signature/Title	 	
Printed Name and Title		
Timed I tume and Time		
Date		

CITY OF LA CROSSE, WISCONSIN GASB 45 OPEB-ACTUARIAL SERVICES PROPOSAL ATTACHMENT C – REFERENCES