



MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN
ANNUAL ACTUARIAL VALUATION REPORT DECEMBER 31, 2017
PLEASANT RIDGE, CITY OF (6301)



Spring, 2018

Pleasant Ridge, City of

In care of:
Municipal Employees' Retirement System of Michigan
1134 Municipal Way
Lansing, Michigan 48917

This report presents the results of the Annual Actuarial Valuation, prepared as of December 31, 2017. The report includes the determination of liabilities and contribution rates resulting from the participation of Pleasant Ridge, City of (6301) in the Municipal Employees' Retirement System of Michigan ("MERS"). MERS is an independent, professional retirement services company that was created to administer retirement plans for Michigan municipalities on a not-for-profit basis. This report contains the minimum actuarially determined contribution requirement, in alignment with the MERS Plan Documents, funding policy and Michigan Constitution. Pleasant Ridge, City of is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees under the Michigan Constitution and the MERS Plan Document.

The purpose of the December 31, 2017 annual actuarial valuation is to:

- Measure funding progress
- Establish contribution requirements for the fiscal year beginning July 1, 2019
- Provide actuarial information in connection with applicable Governmental Accounting Standards Board (GASB) statements

This valuation report should not be relied upon for any other purpose. Reliance on information contained in this report by anyone for anything other than the intended purpose could be misleading.

The valuation uses financial data, plan provision data, and participant data as of December 31, 2017 furnished by MERS. In accordance with Actuarial Standards of Practice No. 23, the data was checked for internal and year to year consistency as well as general reasonableness, but was not otherwise audited. CBIZ Retirement Plan Services does not assume responsibility for the accuracy or completeness of the data used in this valuation.

The actuarial assumptions and methods are adopted by the MERS Retirement Board, and are reviewed every five years in an Experience Study. The most recent study was completed in 2015. Please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:

www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2017AnnualActuarialValuation-Appendix.pdf.



The actuarial assumptions used for this valuation produce results that we believe are reasonable.

To the best of our knowledge, this report is complete and accurate, was prepared in conformity with generally recognized actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and is in compliance with Act No. 220 of the Public Acts of 1996, as amended, and the MERS Plan Document as revised. All of the undersigned are members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. The Retirement Board of the Municipal Employees' Retirement System of Michigan confirms that the System provides for payment of the required employer contribution as described in Section 20m of Act No. 314 of 1965 (MCL 38.1140m).

This information is purely actuarial in nature. It is not intended to serve as a substitute for legal, accounting or investment advice.

This report was prepared at the request of the Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). CBIZ Retirement Plan Services is not responsible for the consequences of any unauthorized use.

You should notify MERS if you disagree with anything contained in the report or are aware of any information that would affect the results of the report that have not been communicated to us. If you have reason to believe that the plan provisions are incorrectly described, that important plan provisions relevant to this valuation are not described, that conditions have changed since the calculations were made, that the information provided in this report is inaccurate or is in anyway incomplete, or if you need further information in order to make an informed decision on the subject matter in this report, please contact your Regional Manager at 1.800.767.MERS (6377).

Sincerely,

Cathy Nagy, MAAA, FSA
Jim Koss, MAAA, ASA
Curtis Powell, MAAA, EA

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Executive Summary

Funded Ratio and Required Employer Contributions

The MERS Defined Benefit Plan is an agent multiple-employer plan, meaning that assets are pooled for investment purposes but separate accounts are maintained for each individual employer. Each municipality is responsible for their own plan liabilities; MERS does not borrow from one municipality's account to pay for another.

The funded ratio of a plan is the percentage of the dollar value of the accrued benefits that is covered by the actuarial value of assets.

Your Funded Ratio:

| | 12/31/2017 * | 12/31/2016 |
|---------------------|--------------|------------|
| Funded Ratio | 54% | 53% |

* Reflects assets from Surplus divisions, if any.

Michigan Law requires that pension plans be pre-funded, meaning money is set aside now to pay for future benefits. Pension plans are usually funded by employer and employee contributions, and investment income.

How quickly a plan attains the 100% funding goal depends on many factors such as:

- The current funded ratio
- The future experience of the plan
- The amortization period

It is more important to look at the trend in the funded ratio over a period of time than at a particular point in time.

Your Required Employer Contributions:

Your computed employer contributions are shown in the following table. Employee contributions, if any, are in addition to the computed employer contributions. Changes to the assumptions and methods based on the 2015 Experience Study were first reflected in the December 31, 2015 valuations. The impact of these changes is being phased-in over a 5 year period. The phase-in allows the employer to spread the impact of the new assumptions over 5 fiscal years. This valuation reflects the third year of the phase-in.

Your minimum required contribution is the amount in the “Phase-in” columns. By default, MERS will invoice you the phased-in contribution amount, but strongly encourages you to contribute more than the minimum required contribution. If for 2018 your municipality is making employer contributions based on rates without the phase-in applied, contact MERS to ensure the No Phase-in rate is used again for 2019 and not the defaulted phase-in rates.

| | Percentage of Payroll | | | | Monthly \$ Based on Projected Payroll | | | |
|-----------------------------|-----------------------|--------------|--------------|--------------|---------------------------------------|------------------|------------------|------------------|
| | Phase-in | No Phase-in | Phase-in | No Phase-in | Phase-in | No Phase-in | Phase-in | No Phase-in |
| Valuation Date: | 12/31/2017 | 12/31/2017 | 12/31/2016 | 12/31/2016 | 12/31/2017 | 12/31/2017 | 12/31/2016 | 12/31/2016 |
| Fiscal Year Beginning: | July 1, 2019 | July 1, 2019 | July 1, 2018 | July 1, 2018 | July 1, 2019 | July 1, 2019 | July 1, 2018 | July 1, 2018 |
| Division | | | | | | | | |
| 01 - Gnrl Oth | - | - | - | - | \$ 2,146 | \$ 2,286 | \$ 2,062 | \$ 2,272 |
| 02 - Police | - | - | - | - | 12,084 | 12,554 | 11,710 | 12,415 |
| 10 - NonUnion | - | - | - | - | 5,365 | 5,605 | 5,314 | 5,674 |
| 11 - City Mgr | - | - | - | - | 1,677 | 1,783 | 1,383 | 1,542 |
| 12 - Non-Union after 7/1/20 | 1.04% | 1.04% | 4.34% | 4.34% | 54 | 54 | 325 | 325 |
| 20 - Police as of 7/1/2011 | - | - | 9.04% | 9.22% | 911 | 929 | 1,389 | 1,416 |
| Municipality Total | | | | | \$ 22,237 | \$ 23,211 | \$ 22,183 | \$ 23,644 |

Employee contribution rates reflected in the valuations are shown below:

| | Employee Contribution Rate | | | |
|-------------------------------|----------------------------|--------------|--------------|--------------|
| | Phase-in | No Phase-in | Phase-in | No Phase-in |
| Valuation Date: | 12/31/2017 | 12/31/2017 | 12/31/2016 | 12/31/2016 |
| Fiscal Year Beginning: | July 1, 2019 | July 1, 2019 | July 1, 2018 | July 1, 2018 |
| Division | | | | |
| 01 - Gnrl Oth | 0.00% | 0.00% | 0.00% | 0.00% |
| 02 - Police | 2.50% | 2.50% | 2.50% | 2.50% |
| 10 - NonUnion | 0.00% | 0.00% | 0.00% | 0.00% |
| 11 - City Mgr | 0.00% | 0.00% | 0.00% | 0.00% |
| 12 - Non-Union after 7/1/20 | 3.00% | 3.00% | 3.00% | 3.00% |
| 20 - Police as of 7/1/2011 | 2.50% | 2.50% | 2.50% | 2.50% |

Allocation of the phase-in contributions between the employer and members was done in a manner which the actuaries believe to be equitable, based on information provided by MERS. The actuaries assume no responsibility if the allocation method conflicts with any particular employer cap agreement.

The employer may contribute more than the minimum required contributions, as these additional contributions will earn investment income and may result in lower future contribution requirements. Employers making contributions in excess of the minimum requirements may elect to apply the excess contribution immediately to a particular division, or segregate the excess into one or more of what MERS calls "Surplus" divisions. An election in the first case would immediately reduce any unfunded accrued liability and lower the amortization payments throughout the remaining amortization period. An election to set up Surplus divisions would not immediately lower future contributions, however the assets from the Surplus divisions could be transferred to an unfunded division in the future to reduce the unfunded liability in future years, or to be used to pay all or a portion of the minimum required contribution in a future year. For purposes of this report, the assets in any Surplus division have been included in the municipality's total assets, unfunded accrued liability and funded status, however, these assets are not used in calculating the minimum required contribution.

MERS strongly encourages employers to contribute more than the minimum contribution shown above.

Assuming that experience of the plan meets actuarial assumptions:

- To accelerate to a 100% funding ratio in 10 years, estimated monthly employer contributions for the fiscal year beginning in 2019 for the entire employer would be \$33,886, instead of \$23,211.

If you are interested in making additional contributions, please contact MERS and they can assist you with evaluating your options.

How and Why Do These Numbers Change?

In a defined benefit plan, contributions vary from one annual actuarial valuation to the next as a result of the following:

- Changes in benefit provisions (see Table 2)
- Changes in actuarial assumptions and methods (see the [Appendix](#))
- Experience of the plan (investment experience and demographic experience); this is the difference between actual experience of the plan and the actuarial assumptions. For example:
 - o Lower actual investment returns would result in higher required employer contributions, and vice-versa.
 - o Smaller than assumed pay increases would lower required employer contributions.
 - o Reductions in the number of active employees would lower required contribution dollars, but would usually increase the contribution rate expressed as a percentage of (the now lower) payroll.
 - o Retirements at earlier ages than assumed would usually increase required employer contributions.
 - o More non-vested terminations of employment than assumed would decrease required contributions.
 - o More disabilities or survivor (death) benefits than assumed would increase required contributions.
 - o Longer lifetimes after retirement than assumed would increase required employer contributions.

Actuarial valuations do not affect the ultimate cost of the plan; the benefit payments (current and future) determine the cost of the plan. Actuarial valuations only affect the timing of the contributions into the plan. Because assumptions are for the long term, plan experience will not match the actuarial assumptions in any given year (except by coincidence). Each annual actuarial valuation will adjust the required employer contributions up or down based on the prior year's actual experience.

Comments on Investment Return Assumption and Asset Smoothing

A defined benefit plan is funded by employer contributions, participant contributions, and investment earnings. Investment earnings have historically provided **more than half** of the funding. The larger the share of benefits being provided from investment returns, the smaller the required contributions, and vice versa. Determining the contributions required to prefund the promised retirement benefits requires an assumption of what investment earnings are expected to add to the fund over a long period of time. This is called the **Investment Return Assumption**.

The MERS Investment Return Assumption is **7.75%** per year. This, along with all of our other actuarial assumptions, is reviewed every five years in an Experience Study that compares the assumptions used against actual experience and recommends adjustments if necessary. If your municipality would

like to explore contributions at lower investment return assumptions, please review the budget projection scenarios later in this report.

To avoid dramatic spikes and dips in annual contribution requirements due to short term fluctuations in asset markets, MERS applies a technique called **asset smoothing**. This spreads out each year's investment gains or losses over the prior year and the following four years. This smoothing method is used to determine your actuarial value of assets (valuation assets), which is then used to determine both your funded ratio and your required contributions. The (smoothed) **actuarial rate of return for 2017 was 6.08%, while the actual market rate of return was 13.07%**. To see historical details of the market rate of return, compared to the smoothed actuarial rate of return, refer to this report's [Appendix](#), or visit our [Defined Benefit resource page](#) on the MERS website.

As of December 31, 2017 the actuarial value of assets is 101% of market value due to asset smoothing. This means that meeting the actuarial assumption in the next few years will require average annual market returns that exceed the 7.75% investment return assumption, or contribution requirements will continue to increase.

If the December 31, 2017 valuation results were based on market value instead of the actuarial value:

- The funded percent of your entire municipality would be 53% (instead of 54%); and
- Your total employer contribution requirement for the fiscal year starting July 1, 2019 would be \$281,772 (instead of \$278,532).

Risk Characteristics of Defined Benefit Plans

It is important to understand that Defined Benefit retirement plans, the plan sponsor, and the plan participants are exposed to certain risks. While risks cannot be eliminated entirely, they can be managed through various strategies. Below are a few examples of risk (this is not an all-inclusive list):

- Economic - investment return, wage inflation, etc.
- Demographic - longevity, disability, retirement, etc.
- Plan Sponsor and Employees - contribution volatility, attract/retain employees, etc.

The MERS Retirement Board adopts certain assumptions and methods to manage the economic and demographic risks, and the contribution volatility risks. For example, the investment risk is the largest economic risk and is managed by having a balanced portfolio and a clearly defined investment strategy. Demographic risks are managed by preparing special studies called experience studies on a regular basis to determine if the assumptions used are reasonable compared to the experience. An Experience Study is completed every five years to review the assumptions and methods. The next Experience Study will be completed in 2020.

Risk can also be managed through a plan design that provides benefits that are sustainable in the long run.

The Actuarial Standards Board has issued Actuarial Standards of Practice (ASOP) No. 51. This standard will be effective for any actuarial work with a measurement date on or after November 1, 2018. This means, the December 31, 2018 and later annual actuarial valuation reports for MERS will have to comply with this standard. This standard will require the actuary to identify risks that, in the actuary's professional judgment may significantly impact the plan's future financial condition. The actuary will have to assess the potential effects of the identified risks on the plan's future financial condition. The assessment may or may not be based on numerical calculations. However, the assessment should reflect the specifics of the plan (i.e. funded status, plan demographics, funding policy, etc.). If the actuary concludes that numerical calculations are necessary to assess the risk, the actuary can use various methods to quantify the risk such as scenario tests, sensitivity tests, stress tests, etc.

Some of these risk assessment measures have already been incorporated in the MERS annual valuation reports. For example, the projections of funded percentage and employer contributions shown on the following pages could be used to gauge the risk associated with long term investment rates of return different than the assumed 7.75% annual rate. A history of the municipality's funded percentage as shown in Table 7, could indicate the trend in funded status over time.

Alternate Scenarios to Estimate the Potential Volatility of Results ("What If Scenarios")

The calculations in this report are based on assumptions about long-term economic and demographic behavior. These assumptions will never materialize in a given year, except by coincidence. Therefore

the results will vary from one year to the next. The volatility of the results depends upon the characteristics of the plan. For example:

- Open divisions that have substantial assets compared to their active employee payroll will have more volatile employer contribution rates due to investment return fluctuations.
- Open divisions that have substantial accrued liability compared to their active employee payroll will have more volatile employer contribution rates due to demographic experience fluctuations.
- Small divisions will have more volatile contribution patterns than larger divisions because statistical fluctuations are relatively larger among small populations.
- Shorter amortization periods result in more volatile contribution patterns.

The analysis in this section is intended to review the potential volatility of the actuarial valuation results. It is important to note that calculations in this report are mathematical estimates based upon assumptions regarding future events, which may or may not materialize. Actuarial calculations can and do vary from one valuation to the next, sometimes significantly depending on the group's size.

Many assumptions are important in determining the required employer contributions. In the table below, we show the impact of varying the Investment Return Assumption. Lower investment returns would result in higher required employer contributions, and vice-versa.

The relative impact of each investment return scenario below will vary from year to year, as the participant demographics change. The impact of each scenario should be analyzed for a given year, not from year to year. The results in the table are based on the December 31, 2017 valuation, and are for the municipality in total, not by division. These results do not reflect a 5-year phase in of the impact of the new actuarial assumptions.

| | Assumed Future Annual Smoothed Investment Return Assumption | | | |
|--|---|--------------|----------------------|----------------|
| | Lower Future Annual Returns | | Valuation Assumption | Higher Returns |
| | 5.75% | 6.75% | 7.75% | 8.75% |
| 12/31/2017 Valuation Results | | | | |
| Accrued Liability | \$ 7,737,594 | \$ 6,899,453 | \$ 6,198,481 | \$ 5,607,428 |
| Valuation Assets ¹ | \$ 3,336,952 | \$ 3,336,952 | \$ 3,336,952 | \$ 3,336,952 |
| Unfunded Accrued Liability | \$ 4,400,642 | \$ 3,562,501 | \$ 2,861,529 | \$ 2,270,476 |
| Funded Ratio | 43% | 48% | 54% | 60% |
| Monthly Normal Cost | \$ 8,289 | \$ 6,327 | \$ 4,847 | \$ 3,724 |
| Monthly Amortization Payment | \$ 24,605 | \$ 21,545 | \$ 18,364 | \$ 15,904 |
| Total Employer Contribution^{2,3} | \$ 32,894 | \$ 27,872 | \$ 23,211 | \$ 19,727 |

¹ The Valuation Assets include assets from Surplus divisions, if any.

² If assets exceed accrued liabilities for a division, the division's amortization payment is negative and is used to reduce the division's employer contribution requirement. If the overfunding credit is larger than the normal cost, the division's full credit is included in the municipality's amortization payment above but the division's total contribution requirement is zero. This can cause the displayed normal cost and amortization payment to not add up to the displayed total employer contribution.

³ The above total employer contributions for the 5.75%, 6.75% and 8.75% scenarios do not reflect the changes in the employee contribution rates due to the impact of a cap, if any, on employer contributions. Those scenarios are based on the same employee contribution rates as the 7.75% scenario.

Projection Scenarios

The next two pages show projections of the plan's funded ratio and computed employer contributions under the actuarial assumptions used in the valuation and alternate assumed long-term investment return assumption scenarios. All four projections take into account the past investment losses that will continue to affect the actuarial rate of return in the short term. Under the 7.75% scenarios in the table on the next page, two sets of projections are shown:

- Based on the phase-in over 5 fiscal years (beginning in 2017) of the increased contribution requirements associated with the new actuarial assumptions. This projects your minimum required contribution.
- Based on no phase-in of the increased contribution requirements.

The 7.75% scenarios provide an estimate of computed employer contributions based on current actuarial assumptions, and a projected 7.75% market return. The other two scenarios may be useful if the municipality chooses to budget more conservatively, and make contributions in addition to the minimum requirements. The 6.75% and 5.75% projections provide an indication of the potential required employer contribution if MERS were to realize annual investment returns of 6.75% and 5.75% over the long-term.

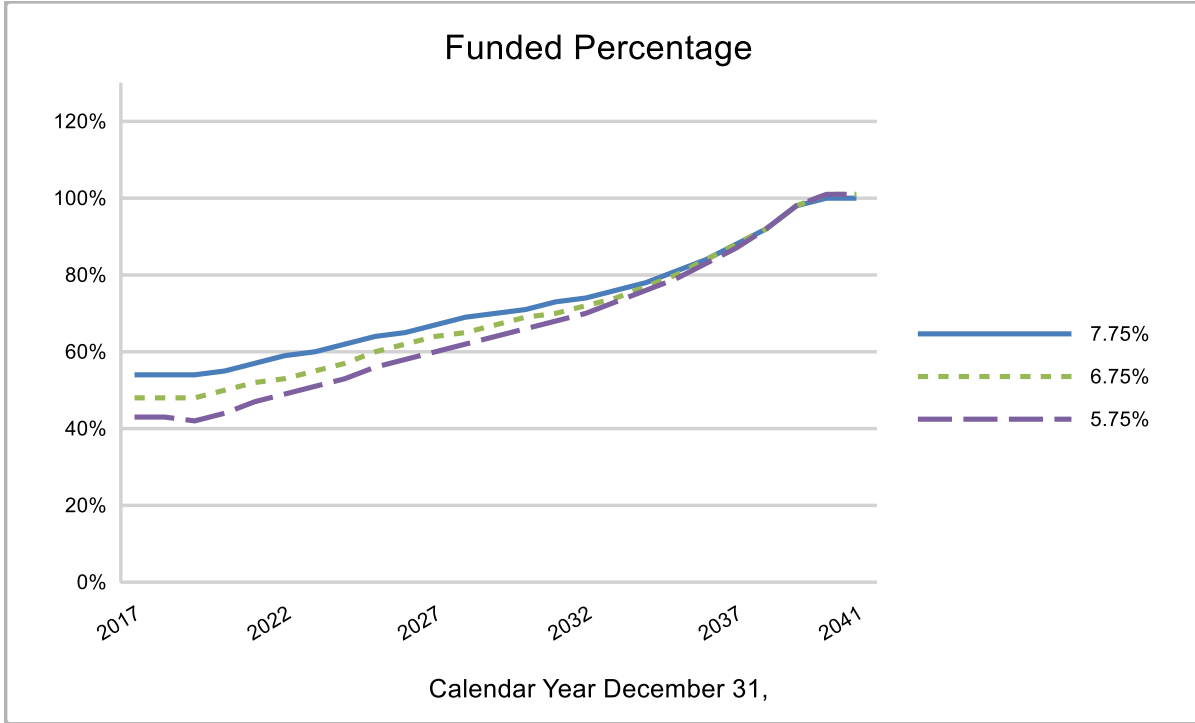
The projections are shown both in tabular and graphical form in total for the employer. The tables show projections for six years. The graphs show projections for twenty five years.

| Valuation Year Ending 12/31 | Fiscal Year Beginning 7/1 | Actuarial Accrued Liability | Valuation Assets ² | Funded Percentage | Computed Annual Employer Contribution ³ |
|-----------------------------|---------------------------|-----------------------------|-------------------------------|-------------------|--|
| 7.75%¹ | | | | | |
| WITH 5-YEAR PHASE-IN | | | | | |
| 2017 | 2019 | \$ 6,198,481 | \$ 3,336,952 | 54% | \$ 266,844 |
| 2018 | 2020 | 6,310,000 | 3,410,000 | 54% | 287,000 |
| 2019 | 2021 | 6,430,000 | 3,460,000 | 54% | 309,000 |
| 2020 | 2022 | 6,560,000 | 3,620,000 | 55% | 316,000 |
| 2021 | 2023 | 6,670,000 | 3,790,000 | 57% | 324,000 |
| 2022 | 2024 | 6,790,000 | 3,960,000 | 58% | 337,000 |
| NO 5-YEAR PHASE-IN | | | | | |
| 2017 | 2019 | \$ 6,198,481 | \$ 3,336,952 | 54% | \$ 278,532 |
| 2018 | 2020 | 6,310,000 | 3,410,000 | 54% | 292,000 |
| 2019 | 2021 | 6,430,000 | 3,460,000 | 54% | 308,000 |
| 2020 | 2022 | 6,560,000 | 3,630,000 | 55% | 314,000 |
| 2021 | 2023 | 6,670,000 | 3,810,000 | 57% | 322,000 |
| 2022 | 2024 | 6,790,000 | 3,980,000 | 59% | 336,000 |
| 6.75%¹ | | | | | |
| NO 5-YEAR PHASE-IN | | | | | |
| 2017 | 2019 | \$ 6,899,453 | \$ 3,336,952 | 48% | \$ 334,464 |
| 2018 | 2020 | 7,020,000 | 3,380,000 | 48% | 351,000 |
| 2019 | 2021 | 7,150,000 | 3,420,000 | 48% | 368,000 |
| 2020 | 2022 | 7,270,000 | 3,620,000 | 50% | 377,000 |
| 2021 | 2023 | 7,390,000 | 3,820,000 | 52% | 388,000 |
| 2022 | 2024 | 7,510,000 | 4,010,000 | 53% | 405,000 |
| 5.75%¹ | | | | | |
| NO 5-YEAR PHASE-IN | | | | | |
| 2017 | 2019 | \$ 7,737,594 | \$ 3,336,952 | 43% | \$ 394,728 |
| 2018 | 2020 | 7,860,000 | 3,340,000 | 43% | 416,000 |
| 2019 | 2021 | 7,990,000 | 3,390,000 | 42% | 435,000 |
| 2020 | 2022 | 8,120,000 | 3,610,000 | 44% | 447,000 |
| 2021 | 2023 | 8,240,000 | 3,840,000 | 47% | 461,000 |
| 2022 | 2024 | 8,370,000 | 4,070,000 | 49% | 480,000 |

¹ Represents both the interest rate for discounting liabilities and the future investment return assumption on the Market Value of assets.

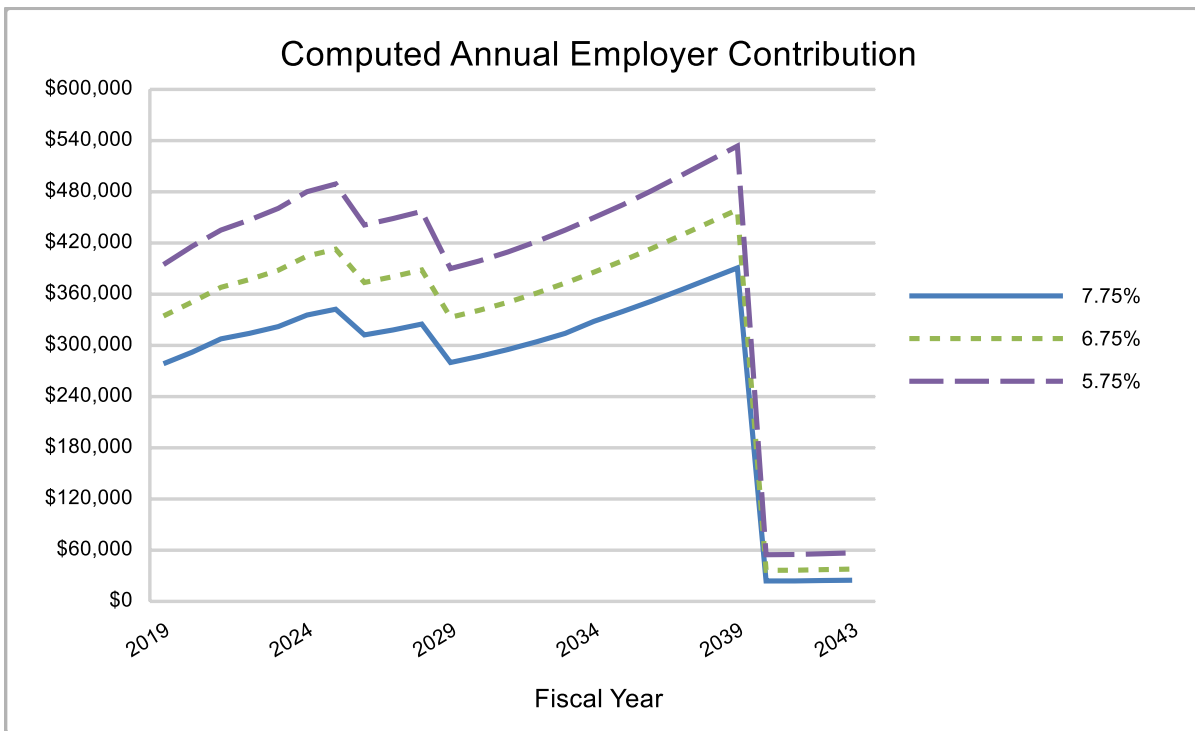
² Valuation Assets do not include assets from Surplus divisions, if any.

³ The above required annual employer contribution does not reflect future changes in the employee contribution rates due to the impact of a cap, if any, on employer contributions.



Notes:

All projected funded percentages are shown with no phase-in.



Notes:

All projected contributions are shown with no phase-in.

The above required annual employer contribution does not reflect future changes in the employee contribution rates due to the impact of a cap, if any, on employer contributions.

Employer Contribution Details For the Fiscal Year Beginning July 1, 2019

Table 1

| Division | Total Normal Cost | Employee Contribut. Rate | Employer Contributions ¹ | | | Computed Employer Contribut. With Phase-In | Blended ER Rate No Phase-In ⁵ | Blended ER Rate With Phase-In ⁵ | Employee Contribut. Conversion Factor ² |
|---|-------------------|--------------------------|-------------------------------------|--|--|--|--|--|--|
| | | | Employer Normal Cost | Payment of the Unfunded Accrued Liability ⁴ | Computed Employer Contribut. No Phase-In | | | | |
| Percentage of Payroll | | | | | | | | | |
| 01 - Gnrl Oth | 0.00% | 0.00% | - | - | - | - | | | |
| 02 - Police | 14.87% | 2.50% | - | - | - | - | | | |
| 10 - NonUnion | 13.38% | 0.00% | - | - | - | - | 30.83% | 29.52% | |
| 11 - City Mgr | 0.00% | 0.00% | - | - | - | - | | | |
| 12 - Non-Union after 7/ | 7.25% | 3.00% | 4.25% | -3.21% | 1.04% | 1.04% | 30.83% | 29.52% | 0.84% |
| 20 - Police as of 7/1/2 | 11.53% | 2.50% | - | - | - | - | | | |
| Estimated Monthly Contribution³ | | | | | | | | | |
| 01 - Gnrl Oth | | | \$ 0 | \$ 2,286 | \$ 2,286 | \$ 2,146 | | | |
| 02 - Police | | | 2,004 | 10,550 | 12,554 | 12,084 | | | |
| 10 - NonUnion | | | 1,760 | 3,845 | 5,605 | 5,365 | | | |
| 11 - City Mgr | | | 0 | 1,783 | 1,783 | 1,677 | | | |
| 12 - Non-Union after 7/ | | | 221 | (167) | 54 | 54 | | | |
| 20 - Police as of 7/1/2 | | | 862 | 67 | 929 | 911 | | | |
| Total Municipality | | | \$ 4,847 | \$ 18,364 | \$ 23,211 | \$ 22,237 | | | |
| Estimated Annual Contribution³ | | | \$ 58,164 | \$ 220,368 | \$ 278,532 | \$ 266,844 | | | |

¹ The above employer contribution requirements are in addition to the employee contributions, if any.

² If employee contributions are increased/decreased by 1.00% of pay, the employer contribution requirement will decrease/increase by the Employee Contribution Conversion Factor. The conversion factor is usually under 1%, because employee contributions may be refunded at termination of employment, and not used to fund retirement pensions. Employer contributions will all be used to fund pensions.

³ For divisions that are open to new hires, estimated contributions are based on projected fiscal year payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts. For divisions that will have no new hires (i.e. closed divisions), invoices will be based on the above dollar amounts which are based on projected fiscal year payroll. See description of Open Divisions and Closed Divisions in the [Appendix](#).

⁴ If projected assets exceed projected liabilities as of the beginning of the July 1, 2019 fiscal year, the negative unfunded accrued liability is treated as overfunding credit and is used to reduce the contribution. This amortization is used to reduce the employer contribution rate. Note that if the overfunding credit is larger than the normal cost, the full credit is shown above but the total contribution requirement is zero. This will cause the displayed normal cost and unfunded accrued liability contributions to not add across.

- ⁵ For linked divisions, the employer will be invoiced the Computed Employer Contribution with Phase-in rate shown above for each linked division (a contribution rate for the open division; a contribution dollar for the closed-but-linked division), unless the employer elects to contribute the Blended Employer Contribution rate shown above, by contacting MERS at 800-767-MERS (6377).

Note that employer contribution caps are in effect for Division(s): HA. For these divisions the employee contribution rates in Table 1 do **not** reflect phase-in over 5 fiscal years (beginning in 2017) of the increased employee contribution requirements associated with the new actuarial assumptions. The full employee contribution rate without phase-in is shown in Table 1 above. The contribution requirements including the 5-year phase-in are shown on page 7.

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

Benefit Provisions

Table 2

| 01 - Gnrl Oth: Closed to new hires | | |
|--|----------------------------|----------------------------|
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 1.70% Multiplier (no max) | 1.70% Multiplier (no max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 6 years | 6 years |
| Early Retirement (Unreduced): | 55/25 | 55/25 |
| Early Retirement (Reduced): | 50/25 | 50/25 |
| | 55/15 | 55/15 |
| Final Average Compensation: | 5 years | 5 years |
| COLA for Future Retirees: | 2.50% (Non-Compound) | 2.50% (Non-Compound) |
| Employee Contributions: | 0% | 0% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |
| 02 - Police: Closed to new hires, linked to Division HA | | |
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 2.50% Multiplier (80% max) | 2.50% Multiplier (80% max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 8 years | 8 years |
| Early Retirement (Unreduced): | 50/25 | 50/25 |
| Early Retirement (Reduced): | 55/15 | 55/15 |
| Final Average Compensation: | 5 years | 5 years |
| Employee Contributions: | 2.50% | 2.50% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |
| 10 - NonUnion: Closed to new hires, linked to Division 12 | | |
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 2.50% Multiplier (80% max) | 2.50% Multiplier (80% max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 8 years | 8 years |
| Early Retirement (Unreduced): | 50/25 | 50/25 |
| Early Retirement (Reduced): | 55/15 | 55/15 |
| Final Average Compensation: | 5 years | 5 years |
| COLA for Future Retirees: | 2.50% (Non-Compound) | 2.50% (Non-Compound) |
| Employee Contributions: | 0% | 0% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |

Table 2 (continued)

| 11 - City Mgr: Closed to new hires | | |
|---|----------------------------|----------------------------|
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 2.50% Multiplier (80% max) | 2.50% Multiplier (80% max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 8 years | 8 years |
| Early Retirement (Unreduced): | 55/15 | 55/15 |
| Early Retirement (Reduced): | 50/25 | 50/25 |
| Final Average Compensation: | 5 years | 5 years |
| COLA for Future Retirees: | 2.50% (Non-Compound) | 2.50% (Non-Compound) |
| Employee Contributions: | 0% | 0% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |
| 12 - Non-Union after 7/1/2011: Open Division, linked to Division 10 | | |
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 1.70% Multiplier (no max) | 1.70% Multiplier (no max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 8 years | 8 years |
| Early Retirement (Unreduced): | 55/25 | 55/25 |
| Early Retirement (Reduced): | 50/25 | 50/25 |
| | 55/15 | 55/15 |
| Final Average Compensation: | 5 years | 5 years |
| Employee Contributions: | 3% | 3% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |
| 20 - Police as of 7/1/2011: Closed to new hires, linked to Division HA | | |
| | 2017 Valuation | 2016 Valuation |
| Benefit Multiplier: | 2.25% Multiplier (80% max) | 2.25% Multiplier (80% max) |
| Normal Retirement Age: | 60 | 60 |
| Vesting: | 8 years | 8 years |
| Early Retirement (Unreduced): | 50/25 | 50/25 |
| Early Retirement (Reduced): | 55/15 | 55/15 |
| Final Average Compensation: | 5 years | 5 years |
| Employee Contributions: | 2.50% | 2.50% |
| Act 88: | Yes (Adopted 10/14/1969) | Yes (Adopted 10/14/1969) |

Note that employer contribution caps are in effect for Division(s): HA. For these divisions the employee contribution rates in Table 2 do **not** reflect phase-in over 5 fiscal years of the increased employee contribution requirements associated with the new actuarial assumptions. The full employee contribution rate without phase-in is shown in Table 2 above. The contribution requirements including the 5-year phase-in are shown on page 7.

Participant Summary

Table 3

| Division | 2017 Valuation | | 2016 Valuation | | 2017 Valuation | | |
|-----------------------------------|----------------|-----------------------------|----------------|-----------------------------|----------------|--------------------------------------|--|
| | Number | Annual Payroll ¹ | Number | Annual Payroll ¹ | Average Age | Average Benefit Service ² | Average Eligibility Service ² |
| 01 - Gnrl Oth | | | | | | | |
| Active Employees | 0 | \$ 0 | 0 | \$ 0 | 0.0 | 0.0 | 0.0 |
| Vested Former Employees | 4 | 23,258 | 5 | 26,522 | 57.9 | 11.0 | 11.6 |
| Retirees and Beneficiaries | 4 | 31,017 | 2 | 27,468 | 65.7 | | |
| 02 - Police | | | | | | | |
| Active Employees | 3 | \$ 207,602 | 4 | \$ 280,185 | 46.9 | 15.6 | 22.2 |
| Vested Former Employees | 1 | 2,483 | 2 | 8,036 | 35.3 | 2.1 | 12.0 |
| Retirees and Beneficiaries | 10 | 266,651 | 9 | 227,292 | 69.2 | | |
| 10 - NonUnion | | | | | | | |
| Active Employees | 2 | \$ 149,850 | 2 | \$ 153,871 | 45.0 | 19.3 | 19.3 |
| Vested Former Employees | 1 | 5,030 | 2 | 8,629 | 58.1 | 9.8 | 9.8 |
| Retirees and Beneficiaries | 3 | 59,026 | 2 | 54,248 | 64.8 | | |
| 11 - City Mgr | | | | | | | |
| Active Employees | 0 | \$ 0 | 0 | \$ 0 | 0.0 | 0.0 | 0.0 |
| Vested Former Employees | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Retirees and Beneficiaries | 1 | 54,633 | 1 | 53,392 | 65.6 | | |
| 12 - Non-Union after 7/1/ | | | | | | | |
| Active Employees | 2 | \$ 50,997 | 2 | \$ 76,018 | 23.2 | 1.0 | 1.0 |
| Vested Former Employees | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Retirees and Beneficiaries | 0 | 0 | 0 | 0 | 0.0 | | |
| 20 - Police as of 7/1/201 | | | | | | | |
| Active Employees | 2 | \$ 120,219 | 2 | \$ 108,511 | 46.0 | 3.7 | 3.9 |
| Vested Former Employees | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Retirees and Beneficiaries | 0 | 0 | 0 | 0 | 0.0 | | |
| Total Municipality | | | | | | | |
| Active Employees | 9 | \$ 528,668 | 10 | \$ 618,585 | 41.0 | 10.5 | 12.8 |
| Vested Former Employees | 6 | 30,771 | 9 | 43,187 | 54.2 | 9.3 | 11.4 |
| Retirees and Beneficiaries | 18 | 411,327 | 14 | 362,400 | 67.5 | | |
| Total Participants | 33 | | 33 | | | | |

¹ Annual payroll for active employees; annual deferred benefits payable for vested former employees; annual benefits being paid for retirees and beneficiaries.

² Description can be found under Miscellaneous and Technical Assumptions in the [Appendix](#).

Reported Assets (Market Value)

Table 4

| Division | 2017 Valuation | | 2016 Valuation | |
|-------------------------------|-----------------------------------|-----------------------|-----------------------------------|-----------------------|
| | Employer and Retiree ¹ | Employee ² | Employer and Retiree ¹ | Employee ² |
| 01 - Gnrl Oth | \$ 296,225 | \$ 3,793 | \$ 211,429 | \$ 3,727 |
| 02 - Police | 1,478,266 | 89,007 | 1,377,600 | 122,435 |
| 10 - NonUnion | 891,926 | 0 | 786,605 | 0 |
| 11 - City Mgr | 449,829 | 0 | 437,040 | 0 |
| 12 - Non-Union after 7/1/2011 | 23,713 | 11,637 | 16,951 | 8,929 |
| 20 - Police as of 7/1/2011 | 45,168 | 10,033 | 27,125 | 6,883 |
| Municipality Total | \$ 3,185,127 | \$ 114,470 | \$ 2,856,750 | \$ 141,974 |
| Combined Assets | \$3,299,597 | | \$2,998,724 | |

¹ Reserve for Employer Contributions and Benefit Payments

² Reserve for Employee Contributions

The December 31, 2017 valuation assets (actuarial value of assets) are equal to 1.011321 times the reported market value of assets (compared to 1.077095 as of December 31, 2016). The derivation of valuation assets is described, and detailed calculations of valuation assets are shown, in the [Appendix](#).

Flow of Valuation Assets

Table 5

| Year Ended 12/31 | Employer Contributions | | Employee Contributions | Investment Income (Valuation Assets) | Benefit Payments | Employee Contribution Refunds | Net Transfers | Valuation Asset Balance |
|------------------|------------------------|------------|------------------------|--------------------------------------|------------------|-------------------------------|---------------|-------------------------|
| | Required | Additional | | | | | | |
| 2007 | \$ 118,319 | | \$ 0 | \$ 212,185 | \$ (254,582) | \$ 0 | \$ 0 | \$ 2,748,784 |
| 2008 | 128,291 | | 0 | 114,100 | (255,275) | 0 | 0 | 2,735,900 |
| 2009 | 132,818 | | 0 | 95,004 | (251,834) | 0 | 0 | 2,711,888 |
| 2010 | 148,890 | | 0 | 132,246 | (251,708) | 0 | 0 | 2,741,316 |
| 2011 | 156,907 | \$ 0 | 3,799 | 132,838 | (253,778) | 0 | 0 | 2,781,082 |
| 2012 | 157,727 | 0 | 9,031 | 143,275 | (237,970) | 0 | 57,598 | 2,910,743 |
| 2013 | 186,278 | 0 | 8,815 | 178,918 | (264,957) | 0 | 102,565 | 3,122,362 |
| 2014 | 200,664 | 0 | 10,150 | 173,782 | (345,475) | 0 | 0 | 3,161,483 |
| 2015 | 211,220 | 23 | 10,639 | 149,272 | (367,542) | 0 | 0 | 3,165,095 |
| 2016 | 227,824 | 16,500 | 11,785 | 160,432 | (351,726) | 0 | 0 | 3,229,910 |
| 2017 | 242,910 | 47,094 | 11,714 | 192,971 | (387,647) | 0 | 0 | 3,336,952 |

Notes:

Transfers in and out are usually related to the transfer of participants between municipalities, and to employer and employee payments for service credit purchases (if any) that the governing body has approved.

Additional employer contributions, if any, are shown separately starting in 2011. Prior to 2011, additional contributions are combined with the required employer contributions.

The investment income column reflects the recognized investment income based on Valuation Assets. It does not reflect the market value investment return in any given year.

The Valuation Assets include assets from Surplus divisions, if any.

Actuarial Accrued Liabilities and Valuation Assets As of December 31, 2017

Table 6

| Division | Actuarial Accrued Liability | Valuation Assets ¹ | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|-------------------------------|----------------|--|
| 01 - Gnrl Oth | | | | |
| Active Employees | \$ 0 | \$ 0 | 0.0% | \$ 0 |
| Vested Former Employees | 255,186 | 52,486 | 20.6% | 202,700 |
| Retirees And Beneficiaries | 250,929 | 250,929 | 100.0% | 0 |
| Pending Refunds | 0 | 0 | 0.0% | 0 |
| Total | \$ 506,115 | \$ 303,415 | 59.9% | \$ 202,700 |
| 02 - Police | | | | |
| Active Employees | \$ 687,150 | \$ 89,007 | 13.0% | \$ 598,143 |
| Vested Former Employees | 4,077 | 0 | 0.0% | 4,077 |
| Retirees And Beneficiaries | 2,668,962 | 1,496,009 | 56.1% | 1,172,953 |
| Pending Refunds | 0 | 0 | 0.0% | 0 |
| Total | \$ 3,360,189 | \$ 1,585,016 | 47.2% | \$ 1,775,173 |
| 10 - NonUnion | | | | |
| Active Employees | \$ 773,597 | \$ 120,490 | 15.6% | \$ 653,107 |
| Vested Former Employees | 56,503 | 56,503 | 100.0% | 0 |
| Retirees And Beneficiaries | 725,030 | 725,030 | 100.0% | 0 |
| Pending Refunds | 0 | 0 | 0.0% | 0 |
| Total | \$ 1,555,130 | \$ 902,023 | 58.0% | \$ 653,107 |
| 11 - City Mgr | | | | |
| Active Employees | \$ 0 | \$ 0 | 0.0% | \$ 0 |
| Vested Former Employees | 0 | 0 | 0.0% | 0 |
| Retirees And Beneficiaries | 694,742 | 454,922 | 65.5% | 239,820 |
| Pending Refunds | 0 | 0 | 0.0% | 0 |
| Total | \$ 694,742 | \$ 454,922 | 65.5% | \$ 239,820 |
| 12 - Non-Union after 7/1/2011 | | | | |
| Active Employees | \$ 6,412 | \$ 26,312 | 410.4% | \$ (19,900) |
| Vested Former Employees | 0 | 0 | 0.0% | 0 |
| Retirees And Beneficiaries | 0 | 0 | 0.0% | 0 |
| Pending Refunds | 9,438 | 9,438 | 100.0% | 0 |
| Total | \$ 15,850 | \$ 35,750 | 225.6% | \$ (19,900) |
| 20 - Police as of 7/1/2011 | | | | |
| Active Employees | \$ 66,455 | \$ 55,826 | 84.0% | \$ 10,629 |
| Vested Former Employees | 0 | 0 | 0.0% | 0 |
| Retirees And Beneficiaries | 0 | 0 | 0.0% | 0 |
| Pending Refunds | 0 | 0 | 0.0% | 0 |
| Total | \$ 66,455 | \$ 55,826 | 84.0% | \$ 10,629 |

Table 6 (continued)

| Division | Actuarial Accrued Liability | Valuation Assets¹ | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|---|--|-------------------------------------|-----------------------|--|
| Total Municipality | | | | |
| Active Employees | \$ 1,533,614 | \$ 291,635 | 19.0% | \$ 1,241,979 |
| Vested Former Employees | 315,766 | 108,989 | 34.5% | 206,777 |
| Retirees and Beneficiaries | 4,339,663 | 2,926,890 | 67.4% | 1,412,773 |
| Pending Refunds | <u>9,438</u> | <u>9,438</u> | <u>100.0%</u> | <u>0</u> |
| Total | \$ 6,198,481 | \$ 3,336,952 | 53.8% | \$ 2,861,529 |
| The following results show the combined accrued liabilities and assets for each set of linked divisions. These results are already included in the table above. | | | | |
| Linked Divisions 12, 10 | | | | |
| Active Employees | \$ 780,009 | \$ 146,802 | 18.8% | \$ 633,207 |
| Vested Former Employees | 56,503 | 56,503 | 100.0% | 0 |
| Retirees and Beneficiaries | 725,030 | 725,030 | 100.0% | 0 |
| Pending Refunds | <u>9,438</u> | <u>9,438</u> | <u>100.0%</u> | <u>0</u> |
| Total | \$ 1,570,980 | \$ 937,773 | 59.7% | \$ 633,207 |

¹ Includes both employer and employee assets.

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

Actuarial Accrued Liabilities - Comparative Schedule

Table 7

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|-------------------|--|
| 2003 | \$ 3,259,096 | \$ 2,517,831 | 77% | \$ 741,265 |
| 2004 | 3,559,624 | 2,591,780 | 73% | 967,844 |
| 2005 | 3,779,317 | 2,621,153 | 69% | 1,158,164 |
| 2006 | 3,826,485 | 2,672,862 | 70% | 1,153,623 |
| 2007 | 3,959,143 | 2,748,784 | 69% | 1,210,359 |
| 2008 | 4,137,479 | 2,735,900 | 66% | 1,401,579 |
| 2009 | 4,147,589 | 2,711,888 | 65% | 1,435,701 |
| 2010 | 4,291,886 | 2,741,316 | 64% | 1,550,570 |
| 2011 | 4,592,932 | 2,781,082 | 61% | 1,811,850 |
| 2012 | 4,681,628 | 2,910,743 | 62% | 1,770,885 |
| 2013 | 5,185,947 | 3,122,362 | 60% | 2,063,585 |
| 2014 | 5,545,429 | 3,161,483 | 57% | 2,383,946 |
| 2015 | 5,989,465 | 3,165,095 | 53% | 2,824,370 |
| 2016 | 6,094,047 | 3,229,910 | 53% | 2,864,137 |
| 2017 | 6,198,481 | 3,336,952 | 54% | 2,861,529 |

Notes: Actuarial assumptions were revised for the 2004, 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.
The Valuation Assets include assets from Surplus divisions, if any.

Division 01 - Gnrl Oth

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2007 | \$ 633,868 | \$ 338,892 | 53% | \$ 294,976 |
| 2008 | 636,510 | 299,430 | 47% | 337,080 |
| 2009 | 643,218 | 248,680 | 39% | 394,538 |
| 2010 | 598,172 | 207,307 | 35% | 390,865 |
| 2011 | 600,737 | 173,213 | 29% | 427,524 |
| 2012 | 479,890 | 171,938 | 36% | 307,952 |
| 2013 | 496,862 | 147,381 | 30% | 349,481 |
| 2014 | 508,008 | 156,666 | 31% | 351,342 |
| 2015 | 492,346 | 177,265 | 36% | 315,081 |
| 2016 | 491,561 | 231,743 | 47% | 259,818 |
| 2017 | 506,115 | 303,415 | 60% | 202,700 |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-01: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2007 | 0 | \$ 0 | \$ 1,895 | 0.00% |
| 2008 | 0 | 0 | \$ 2,358 | 0.00% |
| 2009 | 0 | 0 | \$ 3,047 | 0.00% |
| 2010 | 0 | 0 | \$ 3,312 | 0.00% |
| 2011 | 0 | 0 | \$ 4,186 | 0.00% |
| 2012 | 0 | 0 | \$ 3,291 | 0.00% |
| 2013 | 0 | 0 | \$ 5,066 | 0.00% |
| 2014 | 0 | 0 | \$ 5,721 | 0.00% |
| 2015 | 0 | 0 | \$ 5,669 | 0.00% |
| 2016 | 0 | 0 | \$ 2,272 | 0.00% |
| 2017 | 0 | 0 | \$ 2,286 | 0.00% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 02 - Police

Table 8-02: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2007 | \$ 2,731,994 | \$ 1,933,656 | 71% | \$ 798,338 |
| 2008 | 2,811,699 | 1,897,983 | 68% | 913,716 |
| 2009 | 2,784,602 | 1,848,095 | 66% | 936,507 |
| 2010 | 2,883,690 | 1,831,678 | 64% | 1,052,012 |
| 2011 | 2,592,377 | 1,573,633 | 61% | 1,018,744 |
| 2012 | 2,760,682 | 1,609,951 | 58% | 1,150,731 |
| 2013 | 3,000,021 | 1,722,286 | 57% | 1,277,735 |
| 2014 | 3,074,465 | 1,690,208 | 55% | 1,384,257 |
| 2015 | 3,272,593 | 1,647,581 | 50% | 1,625,012 |
| 2016 | 3,325,399 | 1,615,680 | 49% | 1,709,719 |
| 2017 | 3,360,189 | 1,585,016 | 47% | 1,775,173 |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-02: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2007 | 6 | \$ 356,194 | 20.73% | 0.00% |
| 2008 | 6 | 371,786 | 23.39% | 0.00% |
| 2009 | 6 | 370,812 | 23.89% | 0.00% |
| 2010 | 6 | 379,493 | 26.06% | 0.00% |
| 2011 | 5 | 316,577 | \$ 7,717 | 2.50% |
| 2012 | 5 | 309,108 | \$ 8,167 | 2.50% |
| 2013 | 4 | 245,026 | \$ 8,690 | 2.50% |
| 2014 | 4 | 263,799 | \$ 9,684 | 2.50% |
| 2015 | 4 | 273,212 | \$ 11,759 | 2.50% |
| 2016 | 4 | 280,185 | \$ 12,415 | 2.50% |
| 2017 | 3 | 207,602 | \$ 12,554 | 2.50% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 10 - NonUnion

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2007 | \$ 225,259 | \$ 206,981 | 92% | \$ 18,278 |
| 2008 | 269,315 | 235,904 | 88% | 33,411 |
| 2009 | 296,588 | 271,996 | 92% | 24,592 |
| 2010 | 348,366 | 315,043 | 90% | 33,323 |
| 2011 | 905,869 | 604,203 | 67% | 301,666 |
| 2012 | 928,760 | 655,467 | 71% | 273,293 |
| 2013 | 1,026,023 | 726,739 | 71% | 299,284 |
| 2014 | 1,283,433 | 783,475 | 61% | 499,958 |
| 2015 | 1,492,730 | 809,433 | 54% | 683,297 |
| 2016 | 1,514,932 | 847,248 | 56% | 667,684 |
| 2017 | 1,555,130 | 902,023 | 58% | 653,107 |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-10: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2007 | 3 | \$ 143,436 | 12.78% | 0.00% |
| 2008 | 3 | 149,467 | 14.38% | 0.00% |
| 2009 | 3 | 149,664 | 16.18% | 0.00% |
| 2010 | 2 | 109,995 | 14.44% | 0.00% |
| 2011 | 3 | 185,714 | \$ 3,335 | 0.00% |
| 2012 | 3 | 179,481 | \$ 3,039 | 0.00% |
| 2013 | 3 | 191,094 | \$ 3,317 | 0.00% |
| 2014 | 2 | 145,189 | \$ 4,367 | 0.00% |
| 2015 | 2 | 163,075 | \$ 5,916 | 0.00% |
| 2016 | 2 | 153,871 | \$ 5,674 | 0.00% |
| 2017 | 2 | 149,850 | \$ 5,605 | 0.00% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 11 - City Mgr

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2007 | \$ 368,022 | \$ 269,255 | 73% | \$ 98,767 |
| 2008 | 419,955 | 302,583 | 72% | 117,372 |
| 2009 | 423,181 | 343,117 | 81% | 80,064 |
| 2010 | 461,658 | 387,288 | 84% | 74,370 |
| 2011 | 492,238 | 429,828 | 87% | 62,410 |
| 2012 | 507,962 | 469,331 | 92% | 38,631 |
| 2013 | 655,006 | 515,314 | 79% | 139,692 |
| 2014 | 657,728 | 508,578 | 77% | 149,150 |
| 2015 | 692,175 | 491,240 | 71% | 200,935 |
| 2016 | 693,891 | 470,734 | 68% | 223,157 |
| 2017 | 694,742 | 454,922 | 66% | 239,820 |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-11: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2007 | 1 | \$ 76,394 | 20.62% | 0.00% |
| 2008 | 1 | 83,915 | 20.79% | 0.00% |
| 2009 | 1 | 83,888 | 18.57% | 0.00% |
| 2010 | 1 | 89,487 | 18.11% | 0.00% |
| 2011 | 1 | 88,530 | 17.87% | 0.00% |
| 2012 | 1 | 88,672 | 16.60% | 0.00% |
| 2013 | 0 | 0 | \$ 702 | 0.00% |
| 2014 | 0 | 0 | \$ 847 | 0.00% |
| 2015 | 0 | 0 | \$ 1,313 | 0.00% |
| 2016 | 0 | 0 | \$ 1,542 | 0.00% |
| 2017 | 0 | 0 | \$ 1,783 | 0.00% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 12 - Non-Union after 7/1/2011

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2011 | \$ 1,711 | \$ 205 | 12% | \$ 1,506 |
| 2012 | 4,334 | 4,056 | 94% | 278 |
| 2013 | 8,044 | 9,129 | 114% | (1,085) |
| 2014 | 15,275 | 15,258 | 100% | 17 |
| 2015 | 18,467 | 19,842 | 107% | (1,375) |
| 2016 | 27,171 | 27,875 | 103% | (704) |
| 2017 | 15,850 | 35,750 | 226% | (19,900) |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-12: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2011 | 1 | \$ 29,950 | 4.36% | 3.00% |
| 2012 | 1 | 31,000 | 4.13% | 3.00% |
| 2013 | 2 | 66,506 | 4.20% | 3.00% |
| 2014 | 2 | 71,360 | 4.40% | 3.00% |
| 2015 | 1 | 36,419 | 3.58% | 3.00% |
| 2016 | 2 | 76,018 | 4.34% | 3.00% |
| 2017 | 2 | 50,997 | 1.04% | 3.00% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 20 - Police as of 7/1/2011

Table 8-20: Actuarial Accrued Liabilities - Comparative Schedule

| Valuation Date December 31 | Actuarial Accrued Liability | Valuation Assets | Percent Funded | Unfunded (Overfunded) Accrued Liabilities |
|-------------------------------|--------------------------------|------------------|----------------|--|
| 2013 | (9) | 1,513 | 0% | (1,522) |
| 2014 | 6,520 | 7,298 | 112% | (778) |
| 2015 | 21,154 | 19,734 | 93% | 1,420 |
| 2016 | 41,093 | 36,630 | 89% | 4,463 |
| 2017 | 66,455 | 55,826 | 84% | 10,629 |

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Table 9-20: Computed Employer Contributions - Comparative Schedule

| Valuation Date December 31 | Active Employees | | Computed Employer Contribution ¹ | Employee Contribution Rate ² |
|-------------------------------|------------------|-------------------|---|---|
| | Number | Annual Payroll | | |
| 2011 | 0 | \$ 0 | 0.00% | 0.00% |
| 2013 | 1 | 54,808 | 9.75% | 2.50% |
| 2014 | 2 | 69,689 | 9.04% | 2.50% |
| 2015 | 2 | 96,156 | 9.11% | 2.50% |
| 2016 | 2 | 108,511 | 9.22% | 2.50% |
| 2017 | 2 | 120,219 | \$ 929 | 2.50% |

¹ For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

² For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2019 valuations do **not** reflect the phase-in of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above. The contribution requirements including the 5-year phase-in are shown on page 6.

See the Benefit Provision History on page 38 for past benefit provision changes.

Division 01 - Gnrl Oth

Table 10-01: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ 315,081 | 4 | \$ 181,671 | 7 | \$ 30,084 |
| (Gain)/Loss | 12/31/2016 | (12,612) | 10 | (13,405) | 9 | (1,788) |
| (Gain)/Loss | 12/31/2017 | (6,312) | 10 | (7,060) | 10 | (864) |
| Total | | | | \$ 161,206 | | \$ 27,432 |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

Division 02 - Police

Table 10-02: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ 1,625,012 | 23 | \$ 1,717,570 | 21 | \$ 120,720 |
| (Gain)/Loss | 12/31/2016 | 40,680 | 22 | 45,798 | 21 | 3,216 |
| (Gain)/Loss | 12/31/2017 | 33,863 | 21 | 37,875 | 21 | 2,664 |
| Total | | | | \$ 1,801,243 | | \$ 126,600 |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

Division 10 - NonUnion

Table 10-10: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ 683,297 | 23 | \$ 735,522 | 21 | \$ 51,696 |
| (Gain)/Loss | 12/31/2016 | (45,000) | 22 | (50,668) | 21 | (3,564) |
| (Gain)/Loss | 12/31/2017 | (25,394) | 21 | (28,403) | 21 | (1,992) |
| Total | | | | \$ 656,451 | | \$ 46,140 |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

Division 11 - City Mgr

Table 10-11: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ 200,935 | 19 | \$ 208,172 | 15 | \$ 18,516 |
| (Gain)/Loss | 12/31/2016 | 16,285 | 17 | 18,093 | 15 | 1,608 |
| (Gain)/Loss | 12/31/2017 | 12,775 | 15 | 14,289 | 15 | 1,272 |
| Total | | | | \$ 240,554 | | \$ 21,396 |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

Division 12 - Non-Union after 7/1/2011

Table 10-12: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ (1,375) | 10 | \$ (1,555) | 10 | \$ (192) |
| (Gain)/Loss | 12/31/2016 | 986 | 15 | 1,089 | 14 | 108 |
| (Gain)/Loss | 12/31/2017 | (19,291) | 15 | (21,576) | 15 | (1,920) |
| Total | | | | \$ (22,042) | | \$ (2,004) |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

Division 20 - Police as of 7/1/2011

Table 10-20: Layered Amortization Schedule

| Type of UAL | Date Established | Original Balance ¹ | Original Amortization Period ² | Amounts for Fiscal Year Beginning 7/1/2019 | | |
|--------------|------------------|-------------------------------|---|--|--|-----------------------------|
| | | | | Outstanding UAL Balance ³ | Remaining Amortization Period ² | Annual Amortization Payment |
| Initial | 12/31/2015 | \$ 1,420 | 23 | \$ 1,187 | 21 | \$ 84 |
| (Gain)/Loss | 12/31/2016 | 3,330 | 22 | 3,752 | 21 | 264 |
| (Gain)/Loss | 12/31/2017 | 5,866 | 21 | 6,561 | 21 | 456 |
| Total | | | | \$ 11,500 | | \$ 804 |

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see [Appendix](#) on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2017 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2017 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the [Appendix](#) on the MERS website for a detailed description of the amortization policy.

GASB 68 Information

The following information has been prepared to provide some of the information necessary to complete GASB Statement No. 68 disclosures. Statement 68 is effective for fiscal years beginning after June 15, 2014. Additional resources, including an Implementation Guide, are available at www.mersofmich.com.

| | |
|--|------------|
| Actuarial Valuation Date: | 12/31/2017 |
| Measurement Date of Total Pension Liability (TPL): | 12/31/2017 |

At 12/31/2017, the following employees were covered by the benefit terms:

| | |
|---|----------|
| Inactive employees or beneficiaries currently receiving benefits: | 18 |
| Inactive employees entitled to but not yet receiving benefits: | 6 |
| Active employees: | <u>9</u> |
| | 33 |

| | | |
|---|----|---------|
| Covered employee payroll: (Needed for Required Supplementary Information) | \$ | 528,668 |
|---|----|---------|

| | | |
|--|--|---|
| Average expected remaining service lives of all employees (active and inactive): | | 3 |
|--|--|---|

| | | |
|--|----|-----------|
| Total Pension Liability as of 12/31/2016 measurement date: | \$ | 5,936,043 |
|--|----|-----------|

| | | |
|--|----|-----------|
| Total Pension Liability as of 12/31/2017 measurement date: | \$ | 6,041,344 |
|--|----|-----------|

| | | |
|--|----|--------|
| Service Cost for the year ending on the 12/31/2017 measurement date: | \$ | 64,548 |
|--|----|--------|

Change in the Total Pension Liability due to:

| | | |
|---|----|----------|
| - Benefit changes ¹ : | \$ | 0 |
| - Differences between expected and actual experience ² : | \$ | (33,559) |
| - Changes in assumptions ² : | \$ | 0 |

¹ A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year.

² Changes in liability due to differences between actual and expected experience, and changes in assumptions, are recognized in pension expense over the average remaining service lives of all employees.

Sensitivity of the Net Pension Liability to changes in the discount rate:

| | 1% Decrease (7.00%) | Current Discount Rate (8.00%) | 1% Increase (9.00%) |
|---|------------------------|----------------------------------|------------------------|
| Change in Net Pension Liability as of 12/31/2017: | \$ 671,186 | - | \$ (567,110) |

Note: The current discount rate shown for GASB 68 purposes is higher than the MERS assumed rate of return. This is because for GASB 68 purposes, the discount rate must be gross of administrative expenses, whereas for funding purposes it is net of administrative expenses.

Benefit Provision History

The following benefit provision history is provided by MERS. Any corrections to this history or discrepancies between this information and information displayed elsewhere in the valuation report should be reported to MERS. All provisions are listed by date of adoption.

01 - Gnrl Oth

| | |
|------------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 7/1/2016 | Option B Yes |
| 7/1/2016 | Accelerated to 15-year Amortization |
| 6/1/1996 | Temporary Benefit B-2 (06/01/1996 - 07/03/1996) |
| 6/1/1996 | 6 Year Vesting |
| 1/1/1985 | E2 2.5% COLA for future retirees (07/01/1984) |
| 7/1/1984 | Benefit B-1 |
| 7/1/1983 | Benefit F55 (With 25 Years of Service) |
| 7/1/1982 | Member Contribution Rate 0.00% |
| 10/14/1969 | Covered by Act 88 |
| 10/1/1969 | Benefit C-1 (Old) |
| 5/1/1946 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 5/1/1946 | 10 Year Vesting |
| 5/1/1946 | Benefit C (Old) |
| 5/1/1946 | Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00% |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

02 - Police

| | |
|------------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 7/1/2011 | Member Contribution Rate 2.50% |
| 1/1/2005 | 8 Year Vesting |
| 7/1/1998 | Benefit B-4 (80% max) |
| 7/1/1992 | Benefit B-3 (80% max) |
| 7/1/1989 | Benefit B-2 |
| 7/1/1989 | Benefit F50 (With 25 Years of Service) |
| 7/1/1982 | Member Contribution Rate 0.00% |
| 7/1/1980 | Benefit F55 (With 25 Years of Service) |
| 10/14/1969 | Covered by Act 88 |
| 7/1/1967 | Benefit B-1 |
| 5/1/1946 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 5/1/1946 | 10 Year Vesting |
| 5/1/1946 | Benefit B |
| 5/1/1946 | Member Contribution Rate 5.00% |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

10 - NonUnion

| | |
|------------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 12/1/2009 | Benefit F50 (With 25 Years of Service) |
| 4/1/2001 | Benefit B-4 (80% max) |
| 9/1/1990 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 9/1/1990 | 8 Year Vesting |
| 9/1/1990 | Benefit B-1 |
| 9/1/1990 | Member Contribution Rate 0.00% |
| 1/1/1985 | E2 2.5% COLA for future retirees (07/01/1984) |
| 10/14/1969 | Covered by Act 88 |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

11 - City Mgr

| | |
|------------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 1/1/2003 | E2 2.5% COLA for future retirees (07/01/2002) |
| 7/1/2002 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 7/1/2002 | 8 Year Vesting |
| 7/1/2002 | Benefit B-4 (80% max) |
| 7/1/2002 | Benefit F55 (With 15 Years of Service) |
| 7/1/2002 | Member Contribution Rate 0.00% |
| 10/14/1969 | Covered by Act 88 |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

12 - Non-Union after 7/1/2011

| | |
|------------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 7/1/2011 | Day of work defined as 8 Hours a Day for All employees. |
| 7/1/2011 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 7/1/2011 | 8 Year Vesting |
| 7/1/2011 | Benefit B-1 |
| 7/1/2011 | Benefit F55 (With 25 Years of Service) |
| 7/1/2011 | Member Contribution Rate 3.00% |
| 10/14/1969 | Covered by Act 88 |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

20 - Police as of 7/1/2011

| | |
|-----------|---|
| 12/1/2016 | Service Credit Purchase Estimates - Yes |
| 7/1/2011 | Benefit FAC-5 (5 Year Final Average Compensation) |
| 7/1/2011 | 8 Year Vesting |
| 7/1/2011 | Benefit B-3 (80% max) |
| 7/1/2011 | Benefit F50 (With 25 Years of Service) |

20 - Police as of 7/1/2011

| | |
|------------|---|
| 7/1/2011 | Member Contribution Rate 2.50% |
| 10/14/1969 | Covered by Act 88 |
| 5/1/1946 | Fiscal Month - July |
| | Defined Benefit Normal Retirement Age - 60 |
| | Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years |

Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method

Details on MERS plan provisions, actuarial assumptions, and actuarial methodology can be found in the [Appendix](#). Some actuarial assumptions are specific to this municipality and its divisions. These are listed below.

Increase in Final Average Compensation

| Division | FAC Increase Assumption |
|---------------|-------------------------|
| All Divisions | 2.00% |

Withdrawal Rate Scaling Factor

| Division | Withdrawal Rate Scaling Factor |
|---------------|--------------------------------|
| All Divisions | 100% |

Miscellaneous and Technical Assumptions

Loads – None.

Amortization Policy for Closed Divisions

| Closed Division | Amortization Option |
|-----------------|-------------------------------------|
| 01 - Gnrl Oth | Accelerated to 15-Year Amortization |
| 11 - City Mgr | Accelerated to 5-Year Amortization |

Please see the [Appendix](#) on the MERS website for a detailed description of the amortization options available for closed divisions within an open municipality.