



Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2018 - Grosse Pointe Park City of (8201)



Spring, 2019

Grosse Pointe Park 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 for Grosse Pointe Park City of (8201) as of December 31, 2018. The report includes the determination of liabilities and contribution rates resulting from the participation in the Municipal Employees' Retirement System of Michigan ("MERS"). This report contains the minimum actuarially determined contribution requirement, in alignment with the MERS Plan Document, Actuarial Policy, and the Michigan Constitution and governing statutes. Grosse Pointe Park City of is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees.

The purposes of this valuation are to:

- Measure funding progress as of December 31, 2018,
- Establish contribution requirements for the fiscal year beginning July 1, 2020,
- Provide information regarding the identification and assessment of risk,
- Provide actuarial information in connection with applicable Governmental Accounting Standards Board (GASB) statements, and
- Provide information to assist the local unit of government with state reporting requirements.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through December 31, 2018. The valuation was based upon information furnished by MERS concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by MERS.

The Municipal Employees' Retirement Act, PA 427 of 1984 and the MERS' Plan Document Article VI sec. 71 (1)(d), provides the MERS Board with the authority to set actuarial assumptions and methods after consultation with the actuary. As the fiduciary of the plan, MERS Retirement Board sets certain assumptions for funding and GASB purposes. These assumptions are checked regularly through a comprehensive study, called an Experience Study. The most recent study was completed in 2015, as prepared by the prior actuary, and is the basis of the assumptions and methods currently in place. **At the February 28, 2019 board meeting, the MERS Retirement Board adopted new economic assumptions effective with the December 31, 2019 annual actuarial valuation, which will impact contributions beginning in 2021.** An illustration of the potential impact is found in this report.

The Michigan Department of Treasury provides required assumptions to be used for purposes of Public Act 202 reporting. These assumptions are for reporting purposes only and do not impact required contributions. Please refer to the State Reporting page found at the end of this report for information for this filing.

For a full list of all the assumptions used, please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:
<http://www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2018AnnualActuarialValuation-Appendix.pdf>.

The actuarial assumptions used for this valuation are reasonable for purposes of the measurement.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of Grosse Pointe Park City of as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

David T. Kausch, Rebecca L. Stouffer, and Mark Buis are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor. GRS maintains independent consulting agreements with certain local units of government for services unrelated to the actuarial consulting services provided in this report.

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.



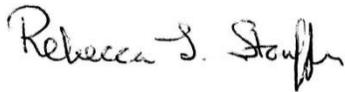
This report was prepared at the request of the MERS Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). GRS is not responsible for the consequences of any unauthorized use. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

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,



David T. Kausch, FSA, FCA, EA, MAAA



Rebecca L. Stouffer, ASA, FCA, MAAA



Mark Buis, FSA, FCA, EA, MAAA



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Executive Summary

Funded Ratio

The funded ratio of a plan is the percentage of the dollar value of the actuarial accrued liability that is covered by the actuarial value of assets. While funding ratio may be a useful plan measurement, understanding a plan's funding trend may be more important than a particular point in time. Refer to Table 7 to find a history of this information.

	12/31/2018	12/31/2017
Funded Ratio*	55%	57%

* Reflects assets from Surplus divisions, if any.

There has been a change in actuary and actuarial software since the December 31, 2017 valuation. Throughout this report are references to valuation results generated prior to the 2018 valuation date. Results prior to 2018 were received directly from the prior actuary or extracted from the previous valuation system by MERS's technology service provider.

Required Employer Contributions:

Your required employer contributions are shown in the following table. Employee contributions, if any, are in addition to the employer contributions. Changes to the actuarial assumptions and methods based on the 2015 Experience Study are phased-in over a 5-year period. This valuation reflects the fourth 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 you requested and have been billed using No Phase-in rates, your 2019 rates will continue to use the No Phase-in method. If you have been billed using the Phased-in rates and wish to change to rates based on No Phase-in, please contact MERS.

	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:	12/31/2018	12/31/2018	12/31/2017	12/31/2017	12/31/2018	12/31/2018	12/31/2017	12/31/2017
Fiscal Year Beginning:	July 1, 2020	July 1, 2020	July 1, 2019	July 1, 2019	July 1, 2020	July 1, 2020	July 1, 2019	July 1, 2019
Division								
02 - Plce FOP	-	-	-	-	\$ 109,080	\$ 111,118	\$ 98,211	\$ 103,123
10 - Gnrl Non	-	-	-	-	33,358	34,050	28,936	30,322
11 - Manager/Finance	-	-	-	-	2,072	2,218	1,785	2,139
12 - Dispatch	-	-	-	-	2,479	2,549	2,494	2,634
14 - General Non-union after 3/1/14	5.26%	5.28%	4.79%	4.83%	2,872	2,881	2,416	2,434
21 - Police FOP after 3/1/2014	4.90%	4.91%	4.82%	4.84%	4,395	4,400	3,190	3,200
Municipality Total					\$ 154,256	\$ 157,216	\$ 137,032	\$ 143,852

Employee contribution rates:

Valuation Date:	Employee Contribution Rate	
	12/31/2018	12/31/2017
Division		
02 - Plce FOP	5.50%	5.50%
10 - Gnrl Non	4.50%	4.50%
11 - Manager/Finance	3.00%	3.00%
12 - Dispatch	4.50%	4.50%
14 - General Non-union after 3/1/14	4.50%	4.50%
21 - Police FOP after 3/1/2014	5.50%	5.50%

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 division 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 2020 for the entire employer would be \$248,773, instead of \$157,216.

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.

Comments on Investment Rate of Return Assumption

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 at least 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 assumed investment return assumptions, please review the “what if” projection scenarios later in this report.

Assumption Change in 2019

At the February 28, 2019 board meeting, the MERS Retirement Board adjusted key economic assumptions. These assumptions, in particular the investment return assumption, have a significant effect on a plan's required contribution and funding level. Historically low interest rates, along with high equity market valuations, have led to reductions in projected returns for most asset classes. This has resulted in a Board adopted reduction in the investment rate of return assumption to 7.35%, effective with the December 31, 2019 valuation first impacting 2021 contributions. The Board also changed the assumed rate of wage inflation from 3.75% to 3.00%, with the same effective date. This report includes a "What If" scenario of 7.35%/3.00% in order to show the potential impact of this assumption change.

Comments on Asset Smoothing

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 2018 was 3.80%, while the actual market rate of return was (4.12)%**. 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 view the "[How Smoothing Works](#)" video on the [Defined Benefit resource page](#) of the MERS website.

As of December 31, 2018 the actuarial value of assets is 110% 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, 2018 valuation results were based on market value instead of actuarial value:

- The funded percent of your entire municipality would be 51% (instead of 55%); and
- Your total employer contribution requirement for the fiscal year starting July 1, 2020 would be \$2,072,112 (instead of \$1,886,592)

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.

Many assumptions are important in determining the required employer contributions. In the following table, we show the impact of varying the Investment Return assumption and the Wage Inflation assumption. Lower investment returns would result in higher required employer contributions, and vice-versa. Lower wage inflation generally results in lower required employer contributions as a dollar amount in the long run, and vice versa.

The relative impact of each economic 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, 2018 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.

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. Projections are not predictions. Future valuations will be based on actual future experience.

The Retirement Board has adopted a change to the Investment Return Assumption from 7.75% to 7.35%, and the wage inflation from 3.75% to 3.00%. This change will be effective in the December 31, 2019 valuation which will impact the Fiscal Year 2021 contribution. The scenario shown using these assumptions as of December 31, 2018 is illustrative only. The actual impact of this change when reflected in the 2019 valuation will be different.

12/31/2018 Valuation Results	Assumed Future Annual Smoothed Rate of Investment Return		
	Lower Future Annual Returns	Adopted 2019 Assumption	Valuation Assumptions
Investment Return Assumption	5.75%	7.35%	7.75%
Wage Increase Assumption	3.75%	3.00%	3.75%
Accrued Liability	\$ 59,633,358	\$ 49,570,891	\$ 47,988,343
Valuation Assets ¹	\$ 26,633,481	\$ 26,633,481	\$ 26,633,481
Unfunded Accrued Liability	\$ 32,999,877	\$ 22,937,410	\$ 21,354,862
Funded Ratio	45%	54%	55%
Monthly Normal Cost	\$ 51,509	\$ 22,981	\$ 23,462
Monthly Amortization Payment	\$ 174,447	\$ 147,571	\$ 133,754
Total Employer Contribution²	\$ 225,956	\$ 170,552	\$ 157,216

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

² If assets exceed accrued liabilities for a division, the division may have an overfunding credit 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.

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 economic scenarios. All three projections take into account the past investment losses that will continue to affect the actuarial rate of return in the short term.

The 7.75%/3.75% scenario provides 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 7.35%/3.00% and 5.75%/3.75% projections provide an indication of the potential required employer contribution if these assumptions were met over the long-term.

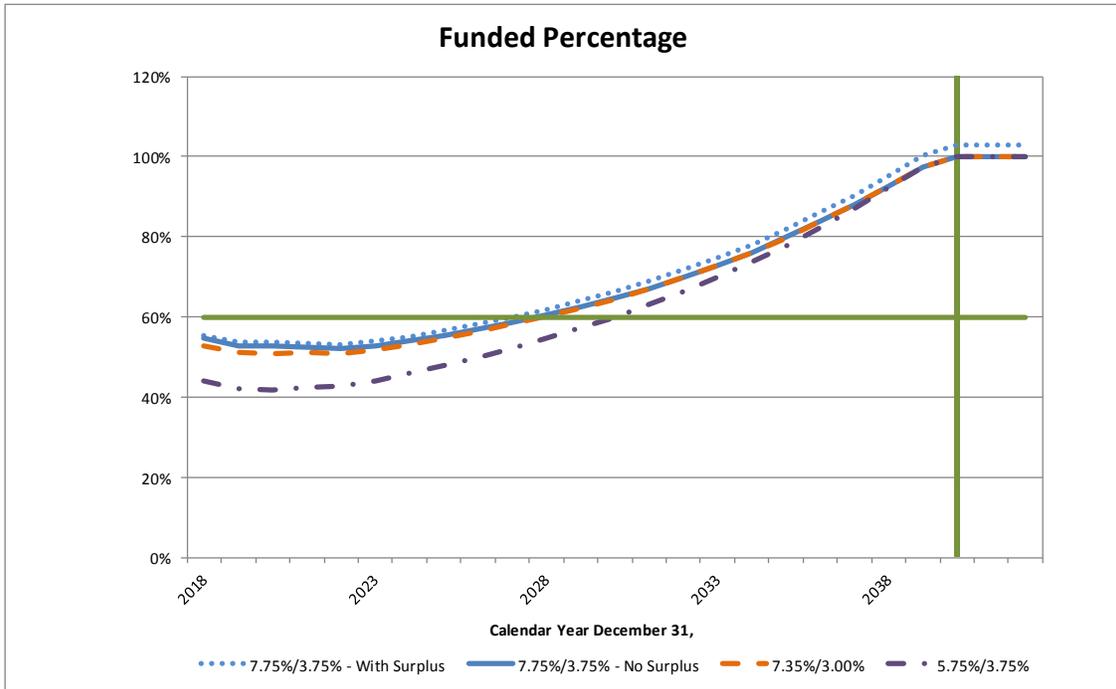
Your municipality includes one or more Surplus divisions. The assets in a Surplus division may be used to reduce future employer contributions or to accelerate the date by which the municipality becomes 100% funded. The timing and use of these Surplus assets is discretionary.

The Funded Percentage graph shows projections of funded status under the 7.75% investment return assumption, both including the Surplus assets (contributed as of the valuation date), and without the Surplus assets. The graph including the Surplus assets assumes these Surplus assets grow with interest and are not used to lower future employer contributions. We modeled the projections including the Surplus assets in this fashion because the use of these assets is discretionary by the employer and we do not know when and how the employer will use them. Once the employer uses these Surplus assets, any future employer contributions are expected to be lower than those shown in the projections.

Valuation Year Ending 12/31	Fiscal Year Beginning 7/1	Actuarial Accrued Liability	Valuation Assets ²	Funded Percentage	Computed Annual Employer Contribution
7.75%¹/3.75%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 47,988,343	\$ 26,195,927	55%	\$ 1,886,592
2019	2021	\$ 49,200,000	\$ 26,000,000	53%	\$ 2,070,000
2020	2022	\$ 50,200,000	\$ 26,400,000	53%	\$ 2,180,000
2021	2023	\$ 51,300,000	\$ 26,900,000	52%	\$ 2,300,000
2022	2024	\$ 52,300,000	\$ 27,300,000	52%	\$ 2,450,000
2023	2025	\$ 53,200,000	\$ 28,100,000	53%	\$ 2,560,000
7.35%¹/3.00%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 49,570,891	\$ 26,195,927	53%	\$ 2,046,624
2019	2021	\$ 50,700,000	\$ 25,900,000	51%	\$ 2,220,000
2020	2022	\$ 51,700,000	\$ 26,300,000	51%	\$ 2,320,000
2021	2023	\$ 52,600,000	\$ 26,800,000	51%	\$ 2,430,000
2022	2024	\$ 53,500,000	\$ 27,300,000	51%	\$ 2,570,000
2023	2025	\$ 54,300,000	\$ 28,100,000	52%	\$ 2,660,000
5.75%¹/3.75%					
NO 5-YEAR PHASE-IN					
2018	2020	\$ 59,633,358	\$ 26,195,927	44%	\$ 2,711,472
2019	2021	\$ 60,900,000	\$ 25,500,000	42%	\$ 2,940,000
2020	2022	\$ 62,100,000	\$ 25,900,000	42%	\$ 3,080,000
2021	2023	\$ 63,200,000	\$ 26,700,000	42%	\$ 3,230,000
2022	2024	\$ 64,200,000	\$ 27,400,000	43%	\$ 3,410,000
2023	2025	\$ 65,200,000	\$ 28,800,000	44%	\$ 3,530,000

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.

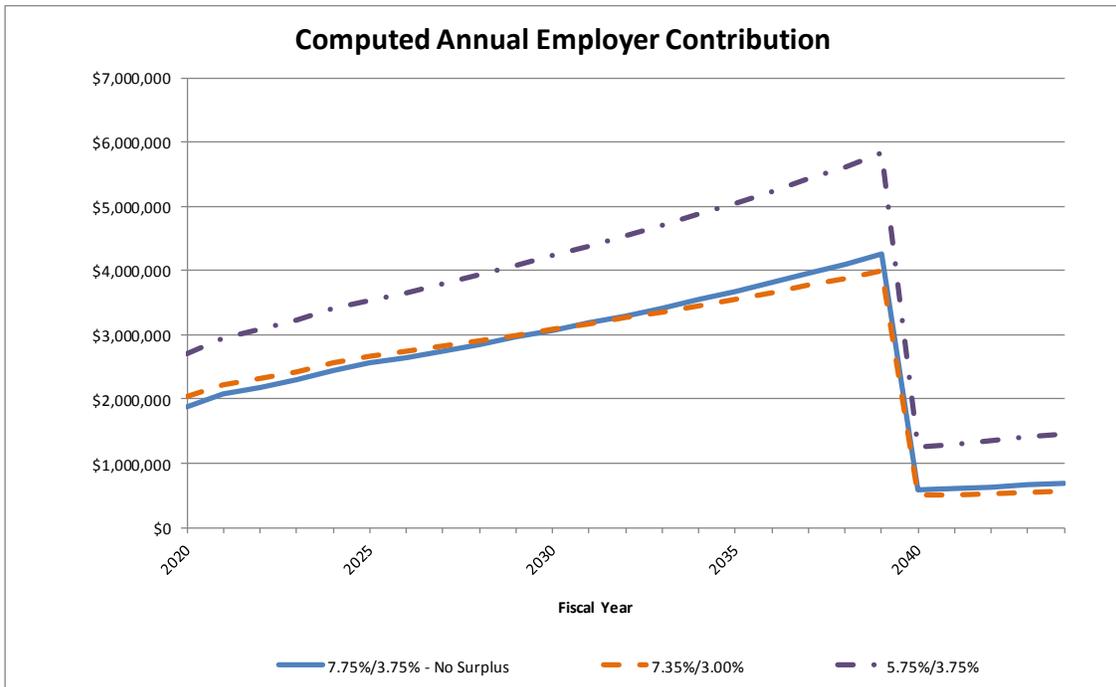


Notes:

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

Assumes assets from Surplus divisions will not be used to lower employer contributions during the projection period.

The green indicator lines have been added at 60% funded and 22 years following the valuation date for PA 202 purposes.



Notes:

All projected contributions are shown with no phase-in.

Projected employer contributions do not reflect the use of any assets from the Surplus divisions.

Table 1: Employer Contribution Details For the Fiscal Year Beginning July 1, 2020

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									
02 - Plce FOP	11.52%	5.50%	-	-	-	-	42.35%	41.60%	
10 - Gnrl Non	9.33%	4.50%	-	-	-	-	27.18%	26.66%	
11 - Manager/Finance	10.52%	3.00%	-	-	-	-	-	-	
12 - Dispatch	9.62%	4.50%	-	-	-	-	-	-	
14 - General Non-union after 3/1/14	9.62%	4.50%	5.12%	0.16%	5.28%	5.26%	27.18%	26.66%	0.85%
21 - Police FOP after 3/1/2014	10.17%	5.50%	4.67%	0.24%	4.91%	4.90%	42.35%	41.60%	0.79%
Estimated Monthly Contribution³									
02 - Plce FOP			\$ 11,023	\$ 100,095	\$ 111,118	\$ 109,080			
10 - Gnrl Non			3,927	30,123	34,050	33,358			
11 - Manager/Finance			361	1,857	2,218	2,072			
12 - Dispatch			1,170	1,379	2,549	2,479			
14 - General Non-union after 3/1/14			2,794	87	2,881	2,872			
21 - Police FOP after 3/1/2014			4,187	213	4,400	4,395			
Total Municipality			\$ 23,462	\$ 133,754	\$ 157,216	\$ 154,256			
Estimated Annual Contribution³			\$ 281,544	\$ 1,605,048	\$ 1,886,592	\$ 1,851,072			

- 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 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).

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

Table 2: Benefit Provisions

02 - Plce FOP: Closed to new hires, linked to Division 21

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit:2.50% Multiplier (80% max) Termination FAC;2.25% Multiplier (80% max)	Bridged Benefit: 2.50% Multiplier (80% max) Termination FAC; to 2.25% Multiplier (80% max)
Bridged Benefit Date:	12/31/2017	12/31/2017
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	5.50%	5.50%
Act 88:	No	No

10 - Gnrl Non: Closed to new hires, linked to Division 14

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit:2.50% Multiplier (80% max) Termination FAC;2.00% Multiplier (no max)	Bridged Benefit: 2.50% Multiplier (80% max) Termination FAC; to 2.00% Multiplier (no max)
Bridged Benefit Date:	6/30/2017	6/30/2017
Normal Retirement Age:	60	60
Vesting:	10 years	10 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:	4.50%	4.50%
Act 88:	No	No

11 - Manager/Finance: Closed to new hires, linked to Division 16

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit:2.50% Multiplier (80% max) Frozen FAC;2.00% Multiplier (no max)	Bridged Benefit: 2.50% Multiplier (80% max) Frozen FAC; to 2.00% Multiplier (no max)
Bridged Benefit Date:	6/30/2017	6/30/2017
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	20 & Out	20 & Out
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	3.00%	3.00%
Act 88:	No	No

12 - Dispatch: Closed to new hires, linked to Division 15

	2018 Valuation	2017 Valuation
Benefit Multiplier:	Bridged Benefit:2.25% Multiplier (80% max) Termination FAC;2.00% Multiplier (80% max)	2.25% Multiplier (80% max)
Bridged Benefit Date:	5/31/2018	
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	4.50%	4.50%
Act 88:	No	No

14 - General Non-union after 3/1/14: Open Division, linked to Division 10

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.00% Multiplier (no max)	2.00% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	4.50%	4.50%
Act 88:	No	No

21 - Police FOP after 3/1/2014: Open Division, linked to Division 02

	2018 Valuation	2017 Valuation
Benefit Multiplier:	2.00% Multiplier (no max)	2.00% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	5.50%	5.50%
Act 88:	No	No

Table 3: Participant Summary

Division	2018 Valuation		2017 Valuation		2018 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
02 - Plce FOP							
Active Employees	25	\$ 2,403,701	28	\$ 2,524,833	46.0	19.6	19.6
Vested Former Employees	4	101,720	3	72,444	48.0	13.1	17.8
Retirees and Beneficiaries	53	2,067,130	53	1,972,754	70.3		
10 - Gnrl Non							
Active Employees	18	\$ 1,013,036	21	\$ 1,111,103	48.5	16.1	16.2
Vested Former Employees	5	63,381	4	46,322	53.1	12.7	12.9
Retirees and Beneficiaries	36	836,163	34	784,959	71.3		
11 - Manager/Finance							
Active Employees	1	\$ 148,333	1	\$ 143,919	60.7	32.3	32.3
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	3	112,256	3	112,256	66.1		
12 - Dispatch							
Active Employees	4	\$ 271,019	4	\$ 259,214	53.5	16.4	16.4
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
14 - General Non-union after 3/1/14							
Active Employees	9	\$ 473,844	8	\$ 400,214	35.2	2.5	3.0
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
21 - Police FOP after 3/1/2014							
Active Employees	8	\$ 581,203	5	\$ 361,857	30.8	2.3	2.3
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	65	\$ 4,891,136	67	\$ 4,801,140	44.0	14.1	14.2
Vested Former Employees	9	165,101	7	118,766	50.8	12.9	15.1
Retirees and Beneficiaries	92	3,015,549	90	2,869,969	70.6		
Total Participants	166		164				

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

² Descriptions can be found under Miscellaneous and Technical Assumptions in the Appendix.

Table 4: Reported Assets (Market Value)

Division	2018 Valuation		2017 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
02 - Plice FOP	\$ 12,202,621	\$ 2,413,297	\$ 13,609,476	\$ 2,440,585
10 - Gnrl Non	5,849,987	839,919	6,549,350	886,669
11 - Manager/Finance	1,596,455	149,213	1,750,256	141,054
12 - Dispatch	429,822	162,974	432,846	146,914
14 - General Non-union after 3/1/14	67,532	53,444	50,816	37,400
21 - Police FOP after 3/1/2014	73,060	77,429	60,386	51,909
S1 - Surplus Unassociated	399,468	0	0	0
Municipality Total³	\$ 20,618,944	\$ 3,696,275	\$ 22,453,130	\$ 3,704,531
Combined Assets³	\$24,315,219		\$26,157,661	

¹ Reserve for Employer Contributions and Benefit Payments.

² Reserve for Employee Contributions.

³ Totals may not add due to rounding.

The December 31, 2018 valuation assets (actuarial value of assets) are equal to 1.095342 times the reported market value of assets (compared to 1.011321 as of December 31, 2017). Refer to the Appendix for a description of the valuation asset derivation and a detailed calculation of valuation assets.

Assets in the Surplus division(s) are employer assets that have been reserved to be used by the employer at some point in the future to stabilize increases in contributions. These assets are not used in calculating the employer contribution for the fiscal year beginning July 1, 2020.

Table 5: Flow of Valuation Assets

Year Ended 12/31	Employer Contributions		Employee Contributions	Investment Income (Valuation Assets)	Benefit Payments	Employee Contribution Refunds	Net Transfers	Valuation Asset Balance
	Required	Additional						
2008	\$ 680,256		\$ 281,298	\$ 1,060,052	\$ (1,622,312)	\$ (15,943)	\$ 0	\$ 24,681,141
2009	636,224		270,353	954,072	(1,788,886)	(24,904)	0	24,728,000
2010	694,201		266,470	1,227,835	(1,813,846)	(8,788)	0	25,093,872
2011	769,454	\$ 0	256,575	1,197,639	(1,979,211)	(1,649)	0	25,336,680
2012	783,713	0	238,502	1,022,264	(2,283,234)	(551)	0	25,097,374
2013	899,490	0	237,563	1,387,689	(2,430,073)	0	0	25,192,043
2014	1,094,749	0	255,055	1,389,200	(2,531,662)	(3,387)	0	25,395,998
2015	1,180,489	144,000	243,135	1,214,074	(2,567,732)	(27,318)	0	25,582,646
2016	1,308,821	144,000	248,209	1,265,207	(2,642,787)	0	0	25,906,096
2017	1,417,773	165,000	247,155	1,512,173	(2,784,639)	(9,766)	0	26,453,792
2018	1,502,609	412,196	250,331	971,111	(2,920,989)	(35,569)	0	26,633,481

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 Asset balance includes assets from Surplus divisions, if any.

Years where historical information is not available, will be displayed with zero values.

**Table 6: Actuarial Accrued Liabilities and Valuation Assets
as of December 31, 2018**

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
02 - Plce FOP	\$ 11,440,742	\$ 479,086	\$ 20,404,340	\$ 4,255	\$ 32,328,423	\$ 16,009,428	49.5%	\$ 16,318,995
10 - Gnrl Non	3,463,953	422,168	8,312,121	24,693	12,222,935	7,327,735	60.0%	4,895,200
11 - Manager/Finance	1,017,058	0	1,209,548	0	2,226,606	1,912,103	85.9%	314,503
12 - Dispatch	872,746	0	0	1,105	873,851	649,314	74.3%	224,537
14 - General Non-union after 3/1/14	145,888	0	0	0	145,888	132,510	90.8%	13,378
21 - Police FOP after 3/1/2014	184,663	0	0	5,977	190,640	164,837	86.5%	25,803
S1 - Surplus Unassociated	0	0	0	0	0	437,554		(437,554)
Total	\$ 17,125,050	\$ 901,254	\$ 29,926,009	\$ 36,030	\$ 47,988,343	\$ 26,633,481	55.5%	\$ 21,354,862

The following results show the combined accrued liabilities and assets for each set of linked divisions. These results are already shown in the table on the prior page(s).

Table 6 (continued)

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
Linked Divisions 14, 10	\$ 3,609,841	\$ 422,168	\$ 8,312,121	\$ 24,693	\$ 12,368,823	\$ 7,460,245	60.3%	\$ 4,908,578
Linked Divisions 21, 02	11,625,405	479,086	20,404,340	10,232	32,519,063	16,174,265	49.7%	16,344,798

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

Table 7: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2004	\$ 27,700,583	\$ 21,704,220	78%	\$ 5,996,363
2005	28,883,038	22,151,821	77%	6,731,217
2006	30,063,722	23,078,619	77%	6,985,103
2007	31,237,476	24,297,790	78%	6,939,686
2008	32,943,497	24,681,141	75%	8,262,356
2009	33,915,001	24,728,000	73%	9,187,001
2010	35,153,225	25,093,872	71%	10,059,353
2011	37,017,603	25,336,680	68%	11,680,923
2012	38,637,116	25,097,374	65%	13,539,742
2013	39,930,564	25,192,043	63%	14,738,521
2014	41,953,063	25,395,998	61%	16,557,065
2015	44,894,619	25,582,646	57%	19,311,973
2016	46,056,573	25,906,096	56%	20,150,477
2017	46,762,398	26,453,792	57%	20,308,606
2018	47,988,343	26,633,481	55%	21,354,862

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.

Years where historical information is not available will be displayed with zero values.

Tables 8 and 9: Division-Based Comparative Schedules

Division 02 - Plice FOP

Table 8-02: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 22,767,444	\$ 16,400,115	72%	\$ 6,367,329
2009	23,100,396	16,298,753	71%	6,801,643
2010	23,764,057	16,419,760	69%	7,344,297
2011	24,970,218	16,507,811	66%	8,462,407
2012	26,004,219	16,207,462	62%	9,796,757
2013	26,730,559	16,191,557	61%	10,539,002
2014	28,163,750	16,255,152	58%	11,908,598
2015	30,237,653	16,175,698	54%	14,061,955
2016	30,929,300	16,075,397	52%	14,853,903
2017	31,583,483	16,231,764	51%	15,351,719
2018	32,328,423	16,009,428	50%	16,318,995

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		
2008	41	\$ 3,238,233	16.81%	5.50%
2009	40	3,227,145	17.90%	5.50%
2010	39	3,214,957	18.98%	5.50%
2011	35	2,837,151	23.16%	5.50%
2012	34	2,843,156	27.61%	5.50%
2013	35	2,934,563	28.44%	5.50%
2014	32	2,883,968	\$ 79,620	5.50%
2015	30	2,606,089	\$ 95,880	5.50%
2016	29	2,526,011	\$ 101,010	5.50%
2017	28	2,524,833	\$ 103,123	5.50%
2018	25	2,403,701	\$ 111,118	5.50%

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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 10 - Gnrl Non

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 8,225,780	\$ 6,891,251	84%	\$ 1,334,529
2009	8,728,024	6,994,206	80%	1,733,818
2010	9,263,098	7,199,406	78%	2,063,692
2011	9,851,331	7,306,010	74%	2,545,321
2012	10,353,755	7,308,002	71%	3,045,753
2013	10,757,397	7,343,406	68%	3,413,991
2014	11,210,360	7,385,332	66%	3,825,028
2015	11,714,103	7,384,217	63%	4,329,886
2016	11,993,195	7,499,559	63%	4,493,636
2017	11,922,423	7,520,202	63%	4,402,221
2018	12,222,935	7,327,735	60%	4,895,200

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		
2008	34	\$ 1,785,020	10.20%	4.50%
2009	32	1,691,753	12.02%	4.50%
2010	30	1,570,406	13.58%	4.50%
2011	25	1,344,978	16.87%	4.50%
2012	25	1,394,871	19.75%	4.50%
2013	24	1,263,987	23.13%	4.50%
2014	26	1,465,115	\$ 27,979	4.50%
2015	26	1,383,055	\$ 32,076	4.50%
2016	22	1,197,646	\$ 32,707	4.50%
2017	21	1,111,103	\$ 30,322	4.50%
2018	18	1,013,036	\$ 34,050	4.50%

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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 11 - Manager/Finance

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 952,990	\$ 647,661	68%	\$ 305,329
2009	1,874,666	1,216,286	65%	658,380
2010	1,877,288	1,218,534	65%	658,754
2011	1,910,775	1,231,546	65%	679,229
2012	1,963,600	1,253,822	64%	709,778
2013	2,082,082	1,285,970	62%	796,112
2014	2,073,935	1,316,850	64%	757,085
2015	2,271,074	1,501,842	66%	769,232
2016	2,290,994	1,692,811	74%	598,183
2017	2,249,378	1,912,722	85%	336,656
2018	2,226,606	1,912,103	86%	314,503

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		
2008	1	\$ 154,152	19.80%	3.00%
2009	1	136,409	35.89%	3.00%
2010	1	135,033	35.52%	3.00%
2011	1	128,562	37.97%	3.00%
2012	1	144,246	38.72%	3.00%
2013	1	162,467	38.76%	3.00%
2014	1	150,332	\$ 4,618	3.00%
2015	1	145,774	\$ 4,850	3.00%
2016	1	143,736	\$ 3,806	3.00%
2017	1	143,919	\$ 2,139	3.00%
2018	1	148,333	\$ 2,218	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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 12 - Dispatch

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 243,487	\$ 202,372	83%	\$ 41,115
2009	211,915	218,755	103%	(6,840)
2010	248,782	256,172	103%	(7,390)
2011	285,279	291,313	102%	(6,034)
2012	315,542	328,088	104%	(12,546)
2013	360,526	371,110	103%	(10,584)
2014	485,522	416,795	86%	68,727
2015	619,209	462,883	75%	156,326
2016	723,532	518,526	72%	205,006
2017	790,883	586,323	74%	204,560
2018	873,851	649,314	74%	224,537

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		
2008	4	\$ 191,241	6.40%	4.50%
2009	4	181,137	4.87%	4.50%
2010	4	182,640	5.21%	4.50%
2011	4	186,676	5.77%	4.50%
2012	4	197,333	5.40%	4.50%
2013	4	195,626	5.56%	4.50%
2014	4	230,777	\$ 1,574	4.50%
2015	4	242,001	\$ 2,281	4.50%
2016	4	257,910	\$ 2,638	4.50%
2017	4	259,214	\$ 2,634	4.50%
2018	4	271,019	\$ 2,549	4.50%

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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 14 - General Non-union after 3/1/14

Table 8-14: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0	0%	\$ 0
2009	0	0	0%	0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	0	0	0%	0
2014	7,798	7,451	96%	347
2015	18,970	17,855	94%	1,115
2016	50,247	46,862	93%	3,385
2017	94,413	89,215	95%	5,198
2018	145,888	132,510	91%	13,378

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

Table 9-14: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	0	\$ 0	\$ 0	0.00%
2009	0	0	\$ 0	0.00%
2010	0	0	\$ 0	0.00%
2011	0	0	\$ 0	0.00%
2012	0	0	\$ 0	0.00%
2013	0	0	\$ 0	0.00%
2014	3	127,869	4.73%	4.50%
2015	4	201,088	4.80%	4.50%
2016	8	413,521	4.82%	4.50%
2017	8	400,214	4.83%	4.50%
2018	9	473,844	5.28%	4.50%

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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division 21 - Police FOP after 3/1/2014

Table 8-21: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0	0%	\$ 0
2009	0	0	0%	0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	0	0	0%	0
2014	11,698	14,418	123%	(2,720)
2015	33,610	40,151	120%	(6,541)
2016	69,305	72,941	105%	(3,636)
2017	121,818	113,566	93%	8,252
2018	190,640	164,837	86%	25,803

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

Table 9-21: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2008	0	\$ 0	\$ 0	0.00%
2009	0	0	\$ 0	0.00%
2010	0	0	\$ 0	0.00%
2011	0	0	\$ 0	0.00%
2012	0	0	\$ 0	0.00%
2013	0	0	\$ 0	0.00%
2014	3	150,570	4.57%	5.50%
2015	3	178,949	4.63%	5.50%
2016	4	271,236	4.71%	5.50%
2017	5	361,857	4.84%	5.50%
2018	8	581,203	4.91%	5.50%

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 2.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available, will be displayed with zero values.

Division S1 - Surplus Unassociated

Table 8-S1: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2008	\$ 0	\$ 0		\$ 0
2009	0	0		0
2010	0	0		0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	437,554		(437,554)

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

Years where historical information is not available, will be displayed with zero values.

Table 10: Division-Based Layered Amortization Schedule

Division 02 - Plce FOP

Table 10-02: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 14,061,955	23	\$ 14,881,260	20	\$ 1,080,216
(Gain)/Loss	12/31/2016	430,706	22	487,154	20	35,364
(Gain)/Loss	12/31/2017	409,791	21	460,422	20	33,420
Amendment	12/31/2017	(162,967)	21	(183,094)	20	(13,296)
(Gain)/Loss	12/31/2018	806,001	20	901,491	20	65,436
Total				\$ 16,547,233		\$ 1,201,140

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 10 - Gnrl Non

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 4,329,886	23	\$ 4,577,010	20	\$ 332,244
(Gain)/Loss	12/31/2016	50,534	22	57,163	20	4,152
(Gain)/Loss	12/31/2017	(55,491)	21	(62,340)	20	(4,524)
Amendment	12/31/2017	(100,014)	21	(112,372)	20	(8,160)
(Gain)/Loss	12/31/2018	465,184	20	520,296	20	37,764
Total				\$ 4,979,757		\$ 361,476

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 11 - Manager/Finance

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 769,232	23	\$ 801,495	20	\$ 58,176
(Gain)/Loss	12/31/2016	(179,858)	22	(203,435)	20	(14,772)
(Gain)/Loss	12/31/2017	(217,732)	21	(244,635)	20	(17,760)
Amendment	12/31/2017	(40,696)	21	(45,718)	20	(3,324)
(Gain)/Loss	12/31/2018	(383)	20	(428)	20	(36)
Total				\$ 307,279		\$ 22,284

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 12 - Dispatch

Table 10-12: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 156,326	23	\$ 178,135	20	\$ 12,936
(Gain)/Loss	12/31/2016	35,977	22	40,690	20	2,952
(Gain)/Loss	12/31/2017	(9,451)	21	(10,618)	20	(768)
(Gain)/Loss	12/31/2018	36,964	20	41,343	20	3,000
Amendment	12/31/2018	(19,343)	20	(21,635)	20	(1,572)
Total				\$ 227,915		\$ 16,548

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 14 - General Non-union after 3/1/14

Table 10-14: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 1,115	23	\$ 1,541	20	\$ 108
(Gain)/Loss	12/31/2016	2,047	22	2,310	20	168
(Gain)/Loss	12/31/2017	1,476	21	1,654	20	120
(Gain)/Loss	12/31/2018	7,959	20	8,902	20	648
Total				\$ 14,407		\$ 1,044

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 21 - Police FOP after 3/1/2014

Table 10-21: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2020		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2017	\$ 9,069	15	\$ 9,996	14	\$ 936
(Gain)/Loss	12/31/2018	16,255	15	18,181	15	1,620
Total				\$ 28,177		\$ 2,556

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, 2018 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2018 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.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

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 <http://www.mersofmich.com/>.

Actuarial Valuation Date:	12/31/2018
Measurement Date of the Total Pension Liability (TPL):	12/31/2018
At 12/31/2018, the following employees were covered by the benefit terms:	
Inactive employees or beneficiaries currently receiving benefits:	92
Inactive employees entitled to but not yet receiving benefits (including refunds):	16
Active employees:	<u>65</u>
	173
Total Pension Liability as of 12/31/2017 measurement date:	\$ 45,578,216
Total Pension Liability as of 12/31/2018 measurement date:	\$ 46,793,548
Service Cost for the year ending on the 12/31/2018 measurement date:	\$ 492,669
Change in the Total Pension Liability due to:	
- Benefit changes ¹ :	\$ (19,149)
- Differences between expected and actual experience ² :	\$ 150,668
- Changes in assumptions ² :	\$ 0

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

²Changes 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.

Average expected remaining service lives of all employees (active and inactive):	3
Covered employee payroll: (Needed for Required Supplementary Information)	\$ 4,891,136

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 12/31/2018:	\$ 5,095,256	\$ -	\$ (4,312,374)

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.

02 - Plce FOP

1/1/2018	Benefit B-3 (80% max)
12/31/2017	Current FAC
12/1/2016	Service Credit Purchase Estimates - No
7/1/2006	Member Contribution Rate 5.50%
7/1/2002	Member Contribution Rate 5.00%
7/1/1992	Benefit B-4 (80% max)
7/1/1992	Benefit F50 (With 25 Years of Service)
7/1/1992	Member Contribution Rate 6.00%
6/30/1992	Member Contribution Rate 0.00%
1/1/1991	Temporary Benefit RS 50 (50% Post-Ret. Spouse Benefits) (01/01/1991 - 10/03/1991)
7/1/1987	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/1987	Benefit B-3 (80% max)
7/1/1987	Benefit F55 (With 25 Years of Service)
7/1/1977	Benefit B-2
7/1/1967	Benefit B-1
1/1/1946	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1946	10 Year Vesting
1/1/1946	Benefit B
1/1/1946	Member Contribution Rate 5.00%
	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 - Gnrl Non

7/1/2017	Non Standard Compensation Definition
7/1/2017	Benefit B-2
6/30/2017	Current FAC
12/1/2016	Service Credit Purchase Estimates - No
7/1/2006	Benefit B-4 (80% max)
7/1/2004	Temporary Benefit B-4 (80% max) (07/01/2004 - 09/03/2004)
12/1/2000	Temporary Benefit FAC-3 (3 Year Final Average Compensation) (12/01/2000 - 01/03/2001)
7/1/1999	Benefit B-3 (80% max)
7/1/1999	Member Contribution Rate 4.50%
1/1/1997	Temporary Benefit FAC-3 (3 Year Final Average Compensation) (01/01/1997 - 03/03/1997)
1/1/1997	Temporary Benefit B-3 (80% max) (01/01/1997 - 03/03/1997)
7/1/1994	Member Contribution Rate 4.00%
11/1/1993	Temporary Benefit B-3 (80% max) (11/01/1993 - 02/01/1994)
7/1/1993	Member Contribution Rate 5.00%
7/1/1991	Temporary Benefit RS 50 (50% Post-Ret. Spouse Benefits) (07/01/1991 - 10/03/1991)
9/1/1987	Benefit B-2
9/1/1987	Benefit F55 (With 25 Years of Service)
9/1/1987	Member Contribution Rate 6.00%

10 - Gnrl Non

7/1/1967	Benefit C-1 (Old)
1/1/1946	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1946	10 Year Vesting
1/1/1946	Benefit C (Old)
1/1/1946	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
	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 - Manager/Finance

7/1/2017	Non Standard Compensation Definition
7/1/2017	Benefit B-2
6/30/2017	Frozen FAC
12/1/2016	Service Credit Purchase Estimates - No
1/1/2003	20 Years & Out
1/1/2003	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2003	Benefit B-4 (80% max)
1/1/2001	Benefit B-3 (80% max)
7/1/1992	Member Contribution Rate 3.00%
6/30/1992	Member Contribution Rate 0.00%
7/1/1991	Temporary Benefit RS 50 (50% Post-Ret. Spouse Benefits) (07/01/1991 - 10/03/1991)
4/1/1988	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1988	10 Year Vesting
4/1/1988	Benefit B-2
4/1/1988	Benefit F55 (With 20 Years of Service)
4/1/1988	Member Contribution Rate 6.00%
	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 - Dispatch

6/1/2018	Non Standard Compensation Definition
6/1/2018	2.0% multiplier (80% max)
5/31/2018	Current FAC
12/1/2016	Service Credit Purchase Estimates - No
9/1/2003	Benefit B-3 (80% max)
9/1/2003	Member Contribution Rate 4.50%
7/1/1999	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1999	10 Year Vesting
7/1/1999	Benefit B-2
7/1/1999	Benefit F55 (With 25 Years of Service)
7/1/1999	Member Contribution Rate 4.00%
	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

14 - General Non-union after 3/1/14

7/1/2017	Non Standard Compensation Definition
12/1/2016	Service Credit Purchase Estimates - No

14 - General Non-union after 3/1/14

3/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
3/1/2014	10 Year Vesting
3/1/2014	Day of work defined as 8 Hours a Day for All employees.
3/1/2014	Benefit B-2
3/1/2014	Benefit F55 (With 25 Years of Service)
3/1/2014	Member Contribution Rate 4.50%
	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

21 - Police FOP after 3/1/2014

12/1/2016	Service Credit Purchase Estimates - No
3/1/2014	Benefit FAC-3 (3 Year Final Average Compensation)
3/1/2014	10 Year Vesting
3/1/2014	Day of work defined as 12 Hours a Day for All employees.
3/1/2014	Benefit B-2
3/1/2014	Benefit F50 (With 25 Years of Service)
3/1/2014	Member Contribution Rate 5.50%
	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

S1 - Surplus Unassociated

Fiscal Month - July

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	4.00%

Withdrawal Rate Scaling Factor

Division	Withdrawal Rate Scaling Factor
All Divisions	100%

Miscellaneous and Technical Assumptions

Loads – None.

Risk Commentary

Determination of the accrued liability, the employer contribution, and the funded ratio requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability, the actuarially determined contribution and the funded ratio that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

- **Investment Risk** – actual investment returns may differ from the expected returns;
- **Asset/Liability Mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
- **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
- **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
- **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

1. Ratio of the market value of assets to total payroll	5.0
2. Ratio of actuarial accrued liability to payroll	9.8
3. Ratio of actives to retirees and beneficiaries	0.7
4. Ratio of market value of assets to benefit payments	8.2
5. Ratio of net cash flow to market value of assets (boy)	-3.0%

RATIO OF MARKET VALUE OF ASSETS TO TOTAL PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of active to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

RATIO OF MARKET VALUE OF ASSETS TO BENEFIT PAYMENTS

The MERS' Actuarial Policy requires a total minimum contribution equal to the excess (if any) of three times the expected annual benefit payments over the projected market value of assets as of the participating municipality or court's Fiscal Year for which the contribution applies. The ratio of market value of assets to benefit payments as of the valuation date provides an indication of whether the division is at risk for triggering the minimum contribution rule in the near term. If the division triggers this minimum contribution rule, the required employer contributions could increase dramatically relative to previous valuations.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

State Reporting

The following information has been prepared to provide some of the information necessary to complete the pension reporting requirements for the State of Michigan’s Local Government Retirement System Annual Report (Form No. 5572). Additional resources are available at www.mersofmich.com and on the State [website](#).

Form 5572		
Line Reference	Description	Result
10 Membership as of December 31, 2018		
11	Indicate number of active members	65
12	Indicate number of inactive members	9
13	Indicate number of retirees and beneficiaries	92
14 Investment Performance for Calendar Year Ending December 31, 2018¹		
15	Enter actual rate of return - prior 1-year period	-3.64%
16	Enter actual rate of return - prior 5-year period	4.94%
17	Enter actual rate of return - prior 10-year period	8.25%
18 Actuarial Assumptions		
19	Actuarial assumed rate of investment return ²	7.75%
20	Amortization method utilized for funding the system's unfunded actuarial accrued liability, if any	Level Percent
21	Amortization period utilized for funding the system's unfunded actuarial accrued liability, if any ³	20
22	Is each division within the system closed to new employees? ⁴	No
23 Uniform Assumptions		
24	Enter retirement pension system's actuarial value of assets using uniform assumptions	\$26,633,481
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions	\$51,888,804
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending June 30,2019	\$2,059,512

1. The Municipal Employees’ Retirement System’s investment performance has been provided to GRS from MERS Investment Staff and included here for reporting purposes. This investment performance figures reported are net of fees on a rolling calendar-year basis for the previous 1-, 5-, and 10-year periods as required under PA 530.
2. Net of administrative and investment expenses.
3. Populated with the longest amortization period remaining in the amortization schedule, across all divisions in the plan. This is when each division and the plan in total is expected to reach 100% funded if all assumptions are met.
4. If all divisions within the employer are closed, “yes.” If at least one division is open (including shadow divisions) indicate “no.”