



Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2019 - Manistee CRC (5103)





Spring, 2020

Manistee CRC

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 Manistee CRC (5103) as of December 31, 2019. 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. Manistee CRC 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, 2019,
- Establish contribution requirements for the fiscal year beginning October 1, 2021,
- 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, 2019. 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. A study was completed in 2015, as prepared by the prior actuary, and is the basis of the demographic 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. **At the February 27, 2020 board meeting, the MERS Retirement Board adopted demographic assumptions effective with the December 31, 2020 annual actuarial valuation, which will impact contributions beginning in 2022.** 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-2019AnnualActuarialValuation-Appendix.pdf>

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

This report does not reflect the recent and still developing impact of COVID-19, which is likely to influence demographic and economic experience, at least in the short-term. We will continue to monitor these developments and their impact on the MERS Defined Benefit and Hybrid plans. Actual experience will be reflected in each subsequent annual valuation, as experience emerges.

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 Manistee CRC 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.

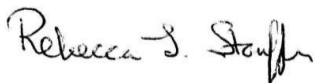
This report was prepared at the request of the MERS Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). GRS is not responsible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

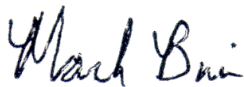
Sincerely,



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



Rebecca L. Stouffer, ASA, FCA, MAAA



Mark Buis, FSA, FCA, EA, MAAA



Table of Contents

Executive Summary	1
Table 1: Employer Contribution Details For the Fiscal Year Beginning October 1, 2021.....	8
Table 2: Benefit Provisions.....	9
Table 3: Participant Summary.....	11
Table 4: Reported Assets (Market Value)	12
Table 5: Flow of Valuation Assets	13
Table 6: Actuarial Accrued Liabilities and Valuation Assets as of December 31, 2019.....	14
Table 7: Actuarial Accrued Liabilities - Comparative Schedule.....	16
Tables 8 and 9: Division-Based Comparative Schedules	17
Table 10: Division-Based Layered Amortization Schedule.....	23
GASB 68 Information.....	29
Benefit Provision History.....	30
Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method	32
Risk Commentary	33
State Reporting	35



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.

	12/31/2019	12/31/2018
Funded Ratio*	65%	65%

* Reflects assets from Surplus divisions, if any.

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 fully phased-in with this valuation.

Effective this valuation, the MERS Retirement Board has adopted a reduction in the investment rate of return assumption from 7.75% to 7.35% and a reduction in the rate of wage inflation from 3.75% to 3.00%. Changes to these assumptions are effective for contributions beginning in 2021 and may be phased-in. This valuation reflects the first year of phase-in.

By default, MERS will invoice you based on the amount in the “No Phase-in” columns. This amount will be considered the minimum required contribution unless you request to be billed the “Phase-in” rates. If you wish to be billed using the phased-in rates, please contact MERS, at which point the alternate minimum required contribution will be the amount in the “Phase-in” columns. Please note that this approach is different than in years past.

	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:	12/31/2019	12/31/2019	12/31/2018	12/31/2018	12/31/2019	12/31/2019	12/31/2018	12/31/2018
Fiscal Year Beginning:	October 1, 2021	October 1, 2021	October 1, 2020	October 1, 2020	October 1, 2021	October 1, 2021	October 1, 2020	October 1, 2020
Division								
01 - General	-	-	-	-	\$ 26,878	\$ 28,780	\$ 24,517	\$ 25,143
10 - NonUnEmp	-	-	-	-	4,396	4,780	3,924	3,979
11 - Sr Adm Emp	-	-	-	-	0	0	16,499	16,965
12 - General hired after 7/1/09	-	-	-	-	2,429	2,486	2,057	2,075
13 - Non Union hired after 7/1/09	10.88%	11.05%	11.15%	11.26%	1,572	1,596	1,485	1,499
14 - Gnrl hired on/aftr 9/18/17	6.00%	6.05%	5.89%	5.89%	1,933	1,948	1,681	1,681
Municipality Total					\$ 37,208	\$ 39,590	\$ 50,163	\$ 51,342

Employee contribution rates:

Valuation Date:	Employee Contribution Rate	
	12/31/2019	12/31/2018
Division		
01 - General	4.00%	3.00%
10 - NonUnEmp	0.00%	0.00%
11 - Sr Adm Emp	5.90%	5.90%
12 - General hired after 7/1/09	5.00%	5.00%
13 - Non Union hired after 7/1/09	5.00%	5.00%
14 - Gnrl hired on/aftr 9/18/17	5.00%	5.00%

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 2021 for the entire employer would be \$56,733, instead of \$39,590.

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 a significant portion 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 **7.35%** 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 from 7.75% 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.

Assumption Change in 2020

A 5-year experience study analyzing historical experience from 2013 through 2018 was completed in February 2020. In addition to changes to the economic assumptions which will take effect with the Fiscal year 2021 contribution rates, the experience study recommends updated demographic assumptions, including adjustments to the following actuarial assumptions: mortality, retirement, disability, and termination rates. A complete description of the proposed assumptions may be found in the Appendix to the valuation. Changes to the demographic assumptions resulting from the experience study have been approved by the MERS Retirement Board and are to be effective beginning with the December 31, 2020 actuarial valuation first



impacting 2022 contributions. This report includes a “What If” scenario of the approved 2020 assumption changes in an effort to show employers the anticipated impact on contribution rates.

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 2019 was 4.77%, while the actual market rate of return was 13.41%**. 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, 2019, 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 7.35% investment return assumption, or contribution requirements will continue to increase.

If the December 31, 2019 valuation results were based on market value instead of actuarial value:

- The funded percent of your entire municipality would be 64% (instead of 65%); and
- Your total employer contribution requirement for the fiscal year starting October 1, 2021 would be \$483,684 (instead of \$475,080).

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 demographic assumptions. Lower investment returns would result in higher required employer contributions, and vice-versa. Alternate demographic assumptions may result in higher or lower employer contributions depending on the demographic characteristics of the plan participants.

The relative impact of the economic and demographic scenarios 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, 2019 valuation, and are for the



municipality in total, not by division. These results do not reflect a 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.

In addition to economic assumption changes effective with Fiscal Year 2021 contributions, the Retirement Board has also adopted a change to certain demographic and other assumptions effective for the December 31, 2020 valuation which will impact the Fiscal Year 2022 contributions. Please see the section labeled “Assumption Change in 2020” for more information. The scenario shown using these assumptions as of December 31, 2019 is illustrative only. The actual impact of this change when reflected in the 2020 Annual Actuarial Valuation report will be different.

12/31/2019 Valuation Results	Assumed Future Annual Smoothed Rate of Investment Return		
	Lower Future Annual Returns ³	2020 Adopted Demographic Assumptions	Valuation Assumptions
Investment Return Assumption	5.35%	7.35%	7.35%
Wage Increase Assumption	3.00%	3.00%	3.00%
Accrued Liability	\$ 16,303,525	\$ 13,719,301	\$ 13,422,350
Valuation Assets ¹	\$ 8,686,080	\$ 8,686,080	\$ 8,686,080
Unfunded Accrued Liability	\$ 7,617,445	\$ 5,033,221	\$ 4,736,270
Funded Ratio	53%	63%	65%
Monthly Normal Cost	\$ 16,261	\$ 9,315	\$ 9,225
Monthly Amortization Payment	\$ 58,200	\$ 31,497	\$ 28,974
Total Employer Contribution²	\$ 74,461	\$ 41,469	\$ 39,590

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.

³ Based on current demographic assumptions.

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 and demographic assumption 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.

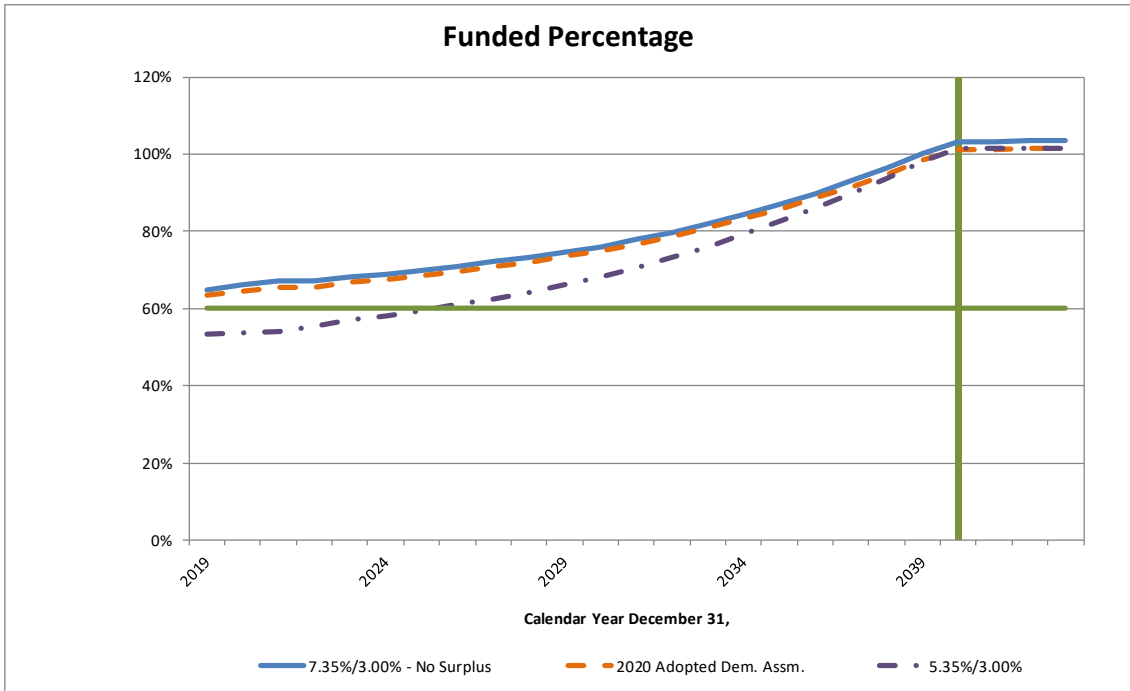
The 7.35%/3.00% scenario provides an estimate of computed employer contributions based on current actuarial assumptions, and a projected 7.35% market return. The other two scenarios may be useful if the municipality chooses to budget more conservatively, and make contributions in addition to the minimum requirements. The 2020 adopted demographic assumption and 5.35%/3.00% projection scenarios provide an indication of the potential required employer contribution if these assumptions were met over the long-term.



Valuation Year Ending 12/31	Fiscal Year Beginning 10/1	Actuarial Accrued Liability	Valuation Assets ²	Funded Percentage	Computed Annual Employer Contribution
7.35%¹/3.00% - Current Demographic Assumptions					
NO 5-YEAR PHASE-IN					
2019	2021	\$ 13,422,350	\$ 8,686,080	65%	\$ 475,080
2020	2022	\$ 13,600,000	\$ 8,970,000	66%	\$ 490,000
2021	2023	\$ 13,700,000	\$ 9,230,000	67%	\$ 507,000
2022	2024	\$ 13,900,000	\$ 9,310,000	67%	\$ 531,000
2023	2025	\$ 14,000,000	\$ 9,550,000	68%	\$ 541,000
2024	2026	\$ 14,100,000	\$ 9,740,000	69%	\$ 555,000
7.35%¹/3.00% - Adopted 2020 Demographic Assumptions					
NO 5-YEAR PHASE-IN					
2019	2021	\$ 13,719,301	\$ 8,686,080	63%	\$ 497,628
2020	2022	\$ 13,900,000	\$ 8,970,000	65%	\$ 513,000
2021	2023	\$ 14,100,000	\$ 9,240,000	66%	\$ 532,000
2022	2024	\$ 14,300,000	\$ 9,350,000	65%	\$ 557,000
2023	2025	\$ 14,400,000	\$ 9,610,000	67%	\$ 567,000
2024	2026	\$ 14,600,000	\$ 9,830,000	68%	\$ 583,000
5.35%¹/3.00% - Current Demographic Assumptions					
NO 5-YEAR PHASE-IN					
2019	2021	\$ 16,303,525	\$ 8,686,080	53%	\$ 893,532
2020	2022	\$ 16,400,000	\$ 8,800,000	54%	\$ 722,000
2021	2023	\$ 16,600,000	\$ 8,980,000	54%	\$ 750,000
2022	2024	\$ 16,700,000	\$ 9,250,000	55%	\$ 779,000
2023	2025	\$ 16,800,000	\$ 9,550,000	57%	\$ 795,000
2024	2026	\$ 16,900,000	\$ 9,810,000	58%	\$ 816,000

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

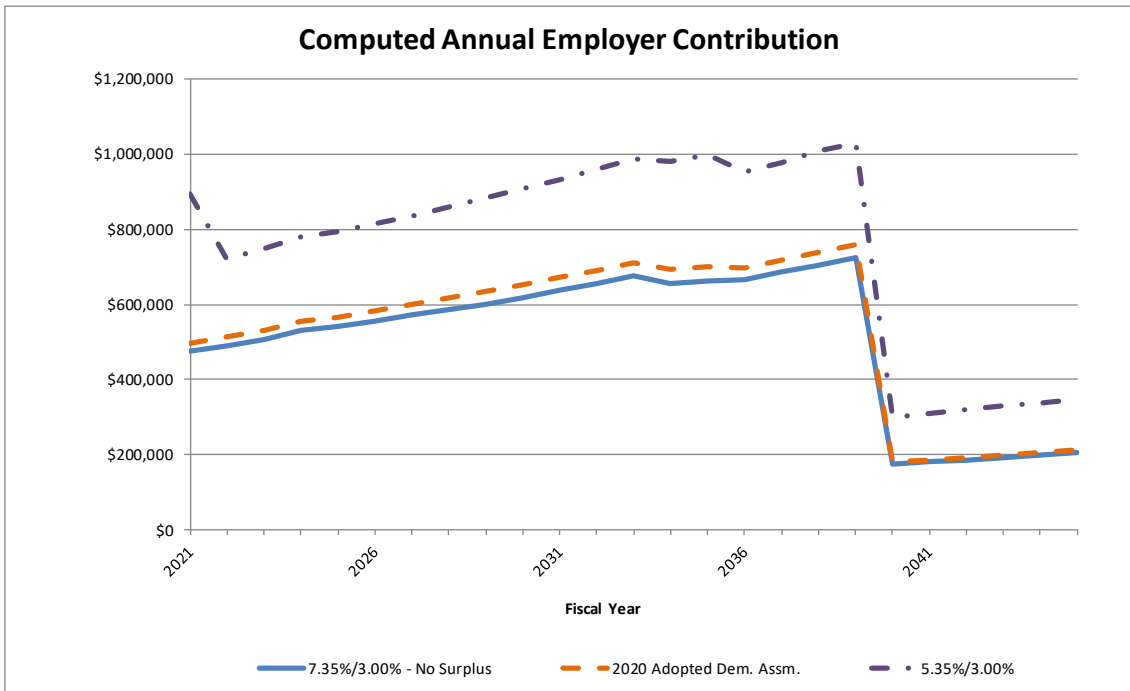
² Valuation Assets do not include assets from Surplus divisions, if any.



Notes:

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

The green indicator lines have been added at 60% funded and 21 years following the valuation date for PA 202 purposes.



Notes:

All projected contributions are shown with no phase-in.

Table 1: Employer Contribution Details For the Fiscal Year Beginning October 1, 2021

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 - General	10.81%	4.00%	-	-	-	-	34.39%	32.35%	
10 - NonUnEmp	9.09%	0.00%	-	-	-	-	24.51%	22.94%	
11 - Sr Adm Emp	0.00%	5.90%	-	-	-	-	-	-	
12 - General hired after 7/1/09	13.26%	5.00%	-	-	-	-	34.39%	32.35%	
13 - Non Union hired after 7/1/09	15.98%	5.00%	10.98%	0.07%	11.05%	10.88%	24.51%	22.94%	0.87%
14 - Gnrl hired on/aftr 9/18/17	10.84%	5.00%	5.84%	0.21%	6.05%	6.00%	34.39%	32.35%	0.83%
Estimated Monthly Contribution³									
01 - General			\$ 2,872	\$ 25,908	\$ 28,780	\$ 26,878			
10 - NonUnEmp			1,052	3,728	4,780	4,396			
11 - Sr Adm Emp			0	(1,391)	0	0			
12 - General hired after 7/1/09			1,835	651	2,486	2,429			
13 - Non Union hired after 7/1/09			1,586	10	1,596	1,572			
14 - Gnrl hired on/aftr 9/18/17			1,880	68	1,948	1,933			
Total Municipality			\$ 9,225	\$ 28,974	\$ 39,590	\$ 37,208			
Estimated Annual Contribution³			\$ 110,700	\$ 347,688	\$ 475,080	\$ 446,496			

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 No 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

01 - General: Closed to new hires, linked to Division 14

	2019 Valuation	2018 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	4.00%	3.00%
Act 88:	No	No

10 - NonUnEmp: Closed to new hires, linked to Division 13

	2019 Valuation	2018 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	0.00%	0.00%
Act 88:	No	No

11 - Sr Adm Emp: Closed to new hires

	2019 Valuation	2018 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	5.90%	5.90%
RS50% Percentage:	50%	50%
Act 88:	No	No



12 - General hired after 7/1/09: Closed to new hires, linked to Division 14

	2019 Valuation	2018 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	No	No

13 - Non Union hired after 7/1/09: Open Division, linked to Division 10

	2019 Valuation	2018 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	No	No

14 - GnrI hired on/aftr 9/18/17: Open Division, linked to Division 01, 12

	2019 Valuation	2018 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):	55/30	55/30
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	No	No



Table 3: Participant Summary

Division	2019 Valuation		2018 Valuation		2019 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
01 - General							
Active Employees	13	\$ 567,325	15	\$ 645,223	53.8	20.1	20.1
Vested Former Employees	2	52,978	2	52,979	58.3	23.3	23.9
Retirees and Beneficiaries	36	681,233	35	644,400	71.8		
Pending Refunds	0		0				
10 - NonUnEmp							
Active Employees	3	\$ 158,262	3	\$ 155,616	56.4	25.7	25.7
Vested Former Employees	2	29,670	2	29,670	51.8	9.1	13.4
Retirees and Beneficiaries	3	50,499	3	50,499	67.9		
Pending Refunds	0		0				
11 - Sr Adm Emp							
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	5	176,384	5	207,599	77.5		
Pending Refunds	0		0				
12 - General hired after 7/1/09							
Active Employees	7	\$ 293,466	7	\$ 269,189	50.2	6.9	8.9
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	0		0				
13 - Non Union hired after 7/1/09							
Active Employees	2	\$ 129,555	2	\$ 121,224	48.3	3.7	7.0
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	0		0				
14 - Gnrl hired on/aftr 9/18/17							
Active Employees	6	\$ 207,515	4	\$ 129,751	45.3	1.4	4.4
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	0		0				
Total Municipality							
Active Employees	31	\$ 1,356,123	31	\$ 1,321,003	51.2	13.0	14.2
Vested Former Employees	4	82,648	4	82,649	55.1	16.2	18.7
Retirees and Beneficiaries	44	908,116	43	902,498	72.2		
Pending Refunds	0		0				
Total Participants	79		78				

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	2019 Valuation		2018 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
01 - General	\$ 5,683,538	\$ 34,487	\$ 5,316,560	\$ 18,276
10 - NonUnEmp	1,145,655	0	1,046,289	0
11 - Sr Adm Emp	1,299,627	0	1,158,732	0
12 - General hired after 7/1/09	211,710	64,353	150,807	48,937
13 - Non Union hired after 7/1/09	76,313	27,277	48,062	20,474
14 - Gnrl hired on/aftr 9/18/17	15,223	14,911	4,579	6,013
Municipality Total³	\$ 8,432,067	\$ 141,028	\$ 7,725,029	\$ 93,700
Combined Assets³	\$8,573,094		\$7,818,729	

¹ Reserve for Employer Contributions and Benefit Payments.

² Reserve for Employee Contributions.

³ Totals may not add due to rounding.

The December 31, 2019 valuation assets (actuarial value of assets) are equal to 1.013179 times the reported market value of assets (compared to 1.095342 as of December 31, 2018). Refer to the Appendix for a description of the valuation asset derivation and a detailed calculation of valuation assets.

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						
2009	\$ 666,812		\$ 0	\$ 284,493	\$ (585,294)	\$ 0	\$ 0	\$ 5,203,375
2010	706,644		159	339,508	(589,763)	0	0	5,659,923
2011	463,451	\$ 240,000	1,566	337,527	(597,574)	0	(160)	6,104,733
2012	481,109	140,000	2,473	300,351	(637,577)	0	0	6,391,089
2013	568,099	100,000	2,811	400,307	(679,827)	0	0	6,782,479
2014	807,629	0	7,134	409,487	(688,035)	0	0	7,318,694
2015	831,470	0	9,697	399,309	(722,218)	0	0	7,836,952
2016	778,940	0	11,177	441,225	(753,996)	0	0	8,314,298
2017	464,381	101,136	18,774	497,704	(851,687)	0	0	8,544,606
2018	510,823	14,646	38,597	309,826	(854,316)	0	0	8,564,182
2019	516,725	15,621	51,499	397,878	(859,825)	0	0	8,686,080

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, 2019**

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
01 - General	\$ 2,429,051	\$ 529,643	\$ 6,805,469	\$ 0	\$ 9,764,163	\$ 5,793,383	59.3%	\$ 3,970,780
10 - NonUnEmp	870,093	161,838	582,518	0	1,614,449	1,160,754	71.9%	453,695
11 - Sr Adm Emp	0	0	1,518,728	0	1,518,728	1,316,755	86.7%	201,973
12 - General hired after 7/1/09	379,246	0	0	0	379,246	279,702	73.8%	99,544
13 - Non Union hired after 7/1/09	107,297	0	0	0	107,297	104,955	97.8%	2,342
14 - Gnrl hired on/aftr 9/18/17	38,467	0	0	0	38,467	30,531	79.4%	7,936
Total	\$ 3,824,154	\$ 691,481	\$ 8,906,715	\$ 0	\$ 13,422,350	\$ 8,686,080	64.7%	\$ 4,736,270

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 13, 10	\$ 977,390	\$ 161,838	\$ 582,518	\$ 0	\$ 1,721,746	\$ 1,265,709	73.5%	\$ 456,037
Linked Divisions 14, 01, 12	2,846,764	529,643	6,805,469	0	10,181,876	6,103,616	59.9%	4,078,260

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
2005	\$ 9,037,120	\$ 4,056,018	45%	\$ 4,981,102
2006	9,449,572	4,318,522	46%	5,131,050
2007	9,621,291	4,572,900	48%	5,048,391
2008	10,052,447	4,837,364	48%	5,215,083
2009	10,154,214	5,203,375	51%	4,950,839
2010	10,570,991	5,659,923	54%	4,911,068
2011	10,954,938	6,104,733	56%	4,850,205
2012	11,349,113	6,391,089	56%	4,958,024
2013	11,427,592	6,782,479	59%	4,645,113
2014	11,722,837	7,318,694	62%	4,404,143
2015	12,690,803	7,836,952	62%	4,853,851
2016	12,767,800	8,314,298	65%	4,453,502
2017	12,919,691	8,544,606	66%	4,375,085
2018	13,156,259	8,564,182	65%	4,592,077
2019	13,422,350	8,686,080	65%	4,736,270

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012, 2015 and 2019 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.

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.

Tables 8 and 9: Division-Based Comparative Schedules

Division 01 - General

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2009	\$ 7,184,666	\$ 4,743,460	66%	\$ 2,441,206
2010	7,536,694	5,189,328	69%	2,347,366
2011	7,827,364	5,581,060	71%	2,246,304
2012	8,157,745	5,817,627	71%	2,340,118
2013	8,558,058	6,058,454	71%	2,499,604
2014	8,779,820	6,166,720	70%	2,613,100
2015	9,495,682	6,196,565	65%	3,299,117
2016	9,748,362	6,214,156	64%	3,534,206
2017	9,301,698	5,953,045	64%	3,348,653
2018	9,372,759	5,843,470	62%	3,529,289
2019	9,764,163	5,793,383	59%	3,970,780

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 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		
2009	31	\$ 1,146,705	20.74%	0.00%
2010	31	1,183,010	20.23%	0.00%
2011	30	1,185,644	\$ 19,882	0.00%
2012	28	1,108,625	\$ 19,843	0.00%
2013	27	1,087,126	\$ 20,862	0.00%
2014	24	1,005,564	\$ 21,136	0.00%
2015	24	1,032,774	\$ 26,492	0.00%
2016	20	833,243	\$ 26,846	0.00%
2017	16	665,786	\$ 23,750	2.00%
2018	15	645,223	\$ 25,143	3.00%
2019	13	567,325	\$ 28,780	4.00%

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.

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 - NonUnEmp

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2009	\$ 688,307	\$ 501,960	73%	\$ 186,347
2010	740,212	553,461	75%	186,751
2011	796,180	604,119	76%	192,061
2012	837,459	650,364	78%	187,095
2013	794,365	697,261	88%	97,104
2014	834,056	744,217	89%	89,839
2015	936,146	785,582	84%	150,564
2016	812,300	821,325	101%	(9,025)
2017	1,363,647	1,116,863	82%	246,784
2018	1,492,551	1,146,044	77%	346,507
2019	1,614,449	1,160,754	72%	453,695

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 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		
2009	3	\$ 140,649	16.05%	0.00%
2010	3	144,434	16.18%	0.00%
2011	3	145,193	\$ 2,055	0.00%
2012	3	147,175	\$ 2,060	0.00%
2013	2	77,784	\$ 1,039	0.00%
2014	2	79,095	\$ 1,065	0.00%
2015	2	84,580	\$ 1,544	0.00%
2016	2	83,697	\$ 376	0.00%
2017	4	194,550	\$ 3,360	0.00%
2018	3	155,616	\$ 3,979	0.00%
2019	3	158,262	\$ 4,780	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.

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 - Sr Adm Emp

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2009	\$ 2,281,241	\$ (42,045)	-2%	\$ 2,323,286
2010	2,294,085	(82,866)	-4%	2,376,951
2011	2,277,571	(106,554)	-5%	2,384,125
2012	2,287,389	(111,496)	-5%	2,398,885
2013	1,993,168	(19,119)	-1%	2,012,287
2014	1,975,333	339,753	17%	1,635,580
2015	2,062,686	752,631	37%	1,310,055
2016	1,965,751	1,129,207	57%	836,544
2017	1,941,839	1,261,323	65%	680,516
2018	1,897,571	1,269,207	67%	628,364
2019	1,518,728	1,316,755	87%	201,973

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 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		
2009	0	\$ 0	\$ 15,957	0.00%
2010	0	0	\$ 17,982	0.00%
2011	0	0	\$ 24,971	0.00%
2012	0	0	\$ 44,496	0.00%
2013	0	0	\$ 50,207	0.00%
2014	0	0	\$ 12,521	0.00%
2015	0	0	\$ 15,584	0.00%
2016	0	0	\$ 15,428	5.90%
2017	0	0	\$ 15,361	5.90%
2018	0	0	\$ 16,965	5.90%
2019	0	0	\$ 0	5.90%

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.

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 - General hired after 7/1/09

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2009	\$ 0	\$ 0	0%	\$ 0
2010	0	0	0%	0
2011	53,823	26,108	49%	27,715
2012	66,520	34,594	52%	31,926
2013	82,062	45,575	56%	36,487
2014	120,111	59,385	49%	60,726
2015	165,560	82,401	50%	83,159
2016	192,669	112,872	59%	79,797
2017	248,172	158,497	64%	89,675
2018	298,717	218,789	73%	79,928
2019	379,246	279,702	74%	99,544

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 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		
2009	0	\$ 0	\$ 0	0.00%
2010	0	0	\$ 0	0.00%
2011	2	42,403	9.45%	5.00%
2012	2	49,457	9.82%	5.00%
2013	2	53,453	10.12%	5.00%
2014	2	69,486	11.35%	5.00%
2015	4	138,036	9.86%	5.00%
2016	5	175,790	9.89%	5.00%
2017	7	223,239	\$ 1,764	5.00%
2018	7	269,189	\$ 2,075	5.00%
2019	7	293,466	\$ 2,486	5.00%

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.

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 13 - Non Union hired after 7/1/09

Table 8-13: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2009	\$ 0	\$ 0	0%	\$ 0
2010	0	0	0%	0
2011	0	0	0%	0
2012	0	0	0%	0
2013	(61)	308	0%	(369)
2014	13,517	8,619	64%	4,898
2015	30,729	19,773	64%	10,956
2016	48,718	36,738	75%	11,980
2017	64,217	54,245	85%	9,972
2018	81,910	75,070	92%	6,840
2019	107,297	104,955	98%	2,342

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 actuarial valuations.

Table 9-13: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
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	1	33,235	13.61%	5.00%
2014	1	73,194	13.90%	5.00%
2015	1	75,140	14.53%	5.00%
2016	1	75,145	14.51%	5.00%
2017	1	75,452	14.21%	5.00%
2018	2	121,224	11.26%	5.00%
2019	2	129,555	11.05%	5.00%

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.

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 - Gnrl hired on/aftr 9/18/17

Table 8-14: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
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	0	0	0%	0
2015	0	0	0%	0
2016	0	0	0%	0
2017	118	633	536%	(515)
2018	12,751	11,602	91%	1,149
2019	38,467	30,531	79%	7,936

Notes: Actuarial assumptions were revised for the 2009, 2010, 2011, 2012, 2015 and 2019 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		
2009	0	\$ 0	\$0.00	0.00%
2010	0	0	\$0.00	0.00%
2011	0	0	\$0.00	0.00%
2012	0	0	\$0.00	0.00%
2013	0	0	\$0.00	0.00%
2014	0	0	\$0.00	0.00%
2015	0	0	\$0.00	0.00%
2016	0	0	\$0.00	0.00%
2017	3	82,080	6.67%	5.00%
2018	4	129,751	5.89%	5.00%
2019	6	207,515	6.05%	5.00%

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.

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.

Table 10: Division-Based Layered Amortization Schedule

Division 01 - General

Table 10-01: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 3,299,117	23	\$ 3,548,933	19	\$ 273,684
(Gain)/Loss	12/31/2016	127,419	22	147,152	19	11,352
(Gain)/Loss	12/31/2017	(267,039)	21	(306,336)	19	(23,628)
Amendment	12/31/2017	830	21	943	19	72
(Gain)/Loss	12/31/2018	163,539	20	186,761	19	14,400
Amendment	12/31/2018	(446)	20	(510)	19	(36)
(Gain)/Loss	12/31/2019	133,807	19	151,490	19	11,688
Assumption	12/31/2019	293,556	19	306,643	19	23,652
Amendment	12/31/2019	(3,308)	19	(3,745)	19	(288)
Total				\$ 4,031,331		\$ 310,896

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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 - NonUnEmp

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2017	\$ 241,078	15	\$ 265,278	13	\$ 26,772
(Gain)/Loss	12/31/2018	88,405	15	99,241	14	9,480
(Gain)/Loss	12/31/2019	26,723	15	30,254	15	2,748
Assumption	12/31/2019	58,174	15	63,108	15	5,736
Total				\$ 457,881		\$ 44,736

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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 - Sr Adm Emp

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2019	\$ (118,956)	10	\$ (134,676)	10	\$ (16,692)
Total				\$ (134,676)		\$ (16,692)

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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 - General hired after 7/1/09

Table 10-12: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 83,159	23	\$ 85,315	19	\$ 6,576
(Gain)/Loss	12/31/2016	(3,780)	22	(4,366)	19	(336)
(Gain)/Loss	12/31/2017	10,144	21	11,635	19	900
(Gain)/Loss	12/31/2018	(11,004)	20	(12,565)	19	(972)
(Gain)/Loss	12/31/2019	10,961	19	12,410	19	960
Assumption	12/31/2019	8,436	19	8,917	19	684
Total				\$ 101,346		\$ 7,812

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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 13 - Non Union hired after 7/1/09

Table 10-13: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 10,956	23	\$ 12,625	19	\$ 972
(Gain)/Loss	12/31/2016	186	22	225	19	12
(Gain)/Loss	12/31/2017	(2,593)	21	(2,978)	19	(228)
(Gain)/Loss	12/31/2018	(3,052)	20	(3,486)	19	(264)
(Gain)/Loss	12/31/2019	(7,152)	19	(8,097)	19	(624)
Assumption	12/31/2019	2,930	19	3,324	19	252
Total				\$ 1,613		\$ 120

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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 - Gnrl hired on/aftr 9/18/17

Table 10-14: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 10/1/2021		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2018	\$ 1,193	15	\$ 1,340	14	\$ 132
(Gain)/Loss	12/31/2019	6,187	15	7,005	15	636
Assumption	12/31/2019	539	15	556	15	48
Total				\$ 8,901		\$ 816

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, 2019 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2019 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:	12/31/2019
Measurement Date of the Total Pension Liability (TPL):	12/31/2019
At 12/31/2019, the following employees were covered by the benefit terms:	
Inactive employees or beneficiaries currently receiving benefits:	44
Inactive employees entitled to but not yet receiving benefits (including refunds):	4
Active employees:	<u>31</u>
	79
Total Pension Liability as of 12/31/2018 measurement date:	\$ 12,865,269
Total Pension Liability as of 12/31/2019 measurement date:	\$ 13,120,496
Service Cost for the year ending on the 12/31/2019 measurement date:	\$ 147,427
Change in the Total Pension Liability due to:	
- Benefit changes ¹ :	\$ (3,349)
- Differences between expected and actual experience ² :	\$ (413,628)
- Changes in assumptions ² :	\$ 383,877
Average expected remaining service lives of all employees (active and inactive):	3

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.

Covered employee payroll: (Needed for Required Supplementary Information)	\$ 1,356,123
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Sensitivity of the Net Pension Liability to changes in the discount rate:

	1% Decrease <u>(6.60%)</u>	Current Discount Rate <u>(7.60%)</u>	1% Increase <u>(8.60%)</u>
Change in Net Pension Liability as of 12/31/2019:	\$ 1,278,813	\$ -	\$ (1,102,446)

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 - General

10/1/2019	Participant Contribution Rate 4%
10/1/2018	Participant Contribution Rate 3%
10/1/2017	Participant Contribution Rate 2%
12/1/2016	Service Credit Purchase Estimates - Yes
8/1/2014	Fiscal Month - October
12/1/2012	Exclude Temporary Employees requiring less than 6 months
7/1/1999	Benefit F55 (With 30 Years of Service)
7/1/1997	Benefit B-4 (80% max)
7/1/1995	Benefit B-2
1/1/1989	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1989	10 Year Vesting
1/1/1989	Benefit C-1 (New)
1/1/1989	Member Contribution Rate 0.00%
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

10 - NonUnEmp

12/1/2016	Service Credit Purchase Estimates - Yes
8/1/2014	Fiscal Month - October
12/1/2012	Exclude Temporary Employees requiring less than 6 months
7/1/1999	Benefit F55 (With 30 Years of Service)
1/1/1998	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1998	10 Year Vesting
1/1/1998	Benefit B-4 (80% max)
1/1/1998	Member Contribution Rate 0.00%
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

11 - Sr Adm Emp

12/31/2018	Accelerated to 5-year Amortization
12/1/2016	Service Credit Purchase Estimates - Yes
8/1/2014	Fiscal Month - October
12/1/2012	Exclude Temporary Employees requiring less than 6 months
9/1/2000	Benefit RS 50 (50% Post-Ret. Spouse Benefits)
10/1/1999	Member Contribution Rate 5.90%
10/1/1999	E2 2.5% COLA for future retirees (10/01/1999)
7/1/1999	Benefit F55 (With 30 Years of Service)
3/1/1998	Benefit FAC-3 (3 Year Final Average Compensation)
3/1/1998	Member Contribution Rate 1.21%
1/1/1998	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1998	10 Year Vesting
1/1/1998	Benefit B-4 (80% max)



11 - Sr Adm Emp

1/1/1998 Member Contribution Rate 0.00%
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

12 - General hired after 7/1/09

12/1/2016 Service Credit Purchase Estimates - Yes
8/1/2014 Fiscal Month - October
12/1/2012 Exclude Temporary Employees requiring less than 6 months
7/1/2009 Day of work defined as 8 Hours a Day for All employees.
7/1/2009 Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2009 10 Year Vesting
7/1/2009 Benefit B-4 (80% max)
7/1/2009 Benefit F55 (With 30 Years of Service)
7/1/2009 Member Contribution Rate 5.00%
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

13 - Non Union hired after 7/1/09

12/1/2016 Service Credit Purchase Estimates - Yes
8/1/2014 Fiscal Month - October
12/1/2012 Exclude Temporary Employees requiring less than 6 months
7/1/2009 Day of work defined as 8 Hours a Day for All employees.
7/1/2009 Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2009 10 Year Vesting
7/1/2009 Benefit B-4 (80% max)
7/1/2009 Benefit F55 (With 30 Years of Service)
7/1/2009 Member Contribution Rate 5.00%
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

14 - Gnrl hired on/aftr 9/18/17

10/1/2017 Day of Work defined as 10 8 hour days
10/1/2017 Benefit FAC-5 (5 Year Final Average Compensation)
10/1/2017 Non Standard Compensation Definition
10/1/2017 Exclude Temporary Employees requiring less than 6 months
10/1/2017 10 Year Vesting
10/1/2017 Defined Benefit Normal Retirement Age - 60
10/1/2017 Service Credit Purchase Estimates - Yes
10/1/2017 Benefit B-2
10/1/2017 Benefit F55 (With 30 Years of Service)
10/1/2017 Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years
10/1/2017 Participant Contribution Rate 5%
8/1/2014 Fiscal Month - October



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
11 - Sr Adm Emp	Accelerated to 5-Year Amortization

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

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:

	<u>12/31/2019</u>	<u>12/31/2018</u>
1. Ratio of the market value of assets to total payroll	6.3	5.9
2. Ratio of actuarial accrued liability to payroll	9.9	10.0
3. Ratio of actives to retirees and beneficiaries	0.7	0.7
4. Ratio of market value of assets to benefit payments	10.0	9.2
5. Ratio of net cash flow to market value of assets (boy)	-3.5%	-3.4%

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, 2019		
11	Indicate number of active members	31
12	Indicate number of inactive members (excluding pending refunds)	4
13	Indicate number of retirees and beneficiaries	44
14 Investment Performance for Calendar Year Ending December 31, 2019¹		
15	Enter actual rate of return - prior 1-year period	14.02%
16	Enter actual rate of return - prior 5-year period	6.39%
17	Enter actual rate of return - prior 10-year period	7.97%
18 Actuarial Assumptions		
19	Actuarial assumed rate of investment return ²	7.35%
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	19
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	\$8,635,772
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions	\$14,187,481
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending September 30, 2020	\$532,092

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 investment expenses 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.”