



MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN
ANNUAL ACTUARIAL VALUATION REPORT DECEMBER 31, 2015
FRASER, CITY OF (5003)



Spring, 2016

Fraser, City of

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

This report presents the results of the Annual Actuarial Valuation, prepared as of December 31, 2015. The report includes the determination of liabilities and contribution rates resulting from the participation of Fraser, City of (5003) in the Municipal Employees' Retirement System of Michigan ("MERS"). MERS is a nonprofit organization, independent from the State, that has provided retirement plans for municipal employees for more than 65 years. Fraser, City of is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees under the Michigan Constitution and the MERS Plan Document.

The purpose of the December 31, 2015 annual actuarial valuation is to:

- Measure funding progress
- Establish contribution requirements for the fiscal year beginning July 1, 2017
- Provide actuarial information in connection with applicable Governmental Accounting Standards Board (GASB) statements

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

The valuation uses financial data, plan provision data, and participant data as of December 31, 2015 furnished by MERS. In accordance with Actuarial Standards of Practice No. 23, the data was checked for internal and year to year consistency as well as general reasonableness, but was not otherwise audited. CBIZ Retirement Plan Services does not assume responsibility for the accuracy or completeness of the data used in this valuation.

The actuarial assumptions and methods are adopted by the MERS Retirement Board, and are reviewed every five years in an Experience Study. The most recent study was completed in 2015, and this December 31, 2015 valuation report reflects changes in assumptions and methods. Please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:

www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2015AnnualActuarialValuation-Appendix.pdf.



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

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

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

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

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

Sincerely,

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

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Executive Summary

New Actuarial Assumptions and Methods

The actuarial assumptions and methods are adopted by the MERS Retirement Board, and are reviewed every five years in an Experience Study. The Experience Study is a comprehensive, detailed analysis that reviews MERS' funding policy and compares actual experience with the current actuarial assumptions; the study recommends adjustments as necessary. The most recent study was completed in 2015, and this December 31, 2015 valuation report reflects several changes in actuarial assumptions.

The main assumption and method changes were:

- The mortality table was adjusted to reflect longer lifetimes.
- The assumed annual rate of investment return, net of all expenses, was lowered from 8% to 7.75%.
- The asset smoothing was changed from 10 to 5 years.
- The amortization period was moved to a fixed period amortization for the December 31, 2014 annual valuations.
 - o The period will continue to gradually decrease for both open and closed divisions until the current unfunded accrued liability (UAL) is completely paid off.
 - o Moving to this type of "fixed period amortization" means that all unfunded liabilities will be fully funded by a specific date in the future.
 - o Once the amortization period drops below 15 years (10 years for closed divisions), any future liability and asset gains or losses will be spread over a 15-year fixed period for open divisions and a 10-year fixed period for closed divisions — creating "layers" of UAL on an annual basis.
 - o This transparent method allows tracking of what changed your UAL, and sets a fixed period in time in which that UAL change will be fully funded.

Various other actuarial assumptions were revised, but the revisions had a smaller impact than the two assumption changes above (first two bullets). For a summary of all of the actuarial assumptions and methods, please refer to the division-specific assumptions described on the last page of this report, and to the [Appendix](#).

The new amortization period layers and the new 5-year asset smoothing do not impact this 2015 annual valuation, other than the 6 year projections. These method changes will first impact the December 31, 2016 annual valuations.

The impacts of the assumption changes on the funded ratio and the required employer contributions are displayed on the next few pages. While these changes in assumptions will mean larger liabilities and contributions than anticipated by the prior assumptions for most employers, they will ensure each employer makes reasonable progress towards funding the unfunded liabilities of the employer. When

discussing changes in assumptions it is important to remember that, although the assumptions used impact the annual contributions, the true cost of the plan will be based on what will actually happen in the future – independent of the assumptions used. MERS recognizes that many municipalities are already taking steps to reduce their UAL. The MERS Board approved a “phase in” of the total impact of the assumption changes over the next 5 years (impacting fiscal years beginning 2017 – 2021) as an option for you. Of course, if the employer pays less in the first 4 years, they will likely have to pay somewhat more in later years.

MERS created a dedicated resource page on their website, www.mersofmich.com, regarding this topic, with links to frequently asked questions, upcoming events and additional details.

Impacts from the Assumption Changes

The new actuarial assumptions changed your December 31, 2015 percent funded from 58% to 56%, a change of -2%.

The new assumptions changed your total monthly employer contribution requirement, before any phase-in, from \$171,548 to \$189,517, a change of \$17,969 (a 10% increase). Under the 5-year phase-in the first year increase is instead 2% (from \$171,548 to \$175,145 monthly).

Additional detail is shown on the following pages.

Funded Ratio and Required Employer Contributions

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

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

Your Funded Ratio:

For comparison purposes, we have included your December 31, 2015 funded ratio if it had been calculated under the previous assumptions. Note: Your actual funded level as of December 31, 2015 is the amount listed under the new assumptions.

	New Assumptions	Previous Assumptions	
	12/31/2015	12/31/2015	12/31/2014
Funded Ratio	56%	58%	58%

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

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

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

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

Your Required Employer Contributions:

Your computed employer contributions are shown in the following table. Employee contributions, if any, are in addition to the computed employer contributions. Note: Your minimum required contribution is the amount listed under the new assumptions, with phase-in. For comparison purposes, we have included your computed employer contribution if it had been calculated under the previous assumptions.

	Percentage of Payroll				Monthly \$ Based on Valuation Payroll			
	New Assumptions		Previous Assumptions		New Assumptions		Previous Assumptions	
	Phase-in	Full Impact			Phase-in	Full Impact		
Valuation Date:	12/31/2015	12/31/2015	12/31/2015	12/31/2014	12/31/2015	12/31/2015	12/31/2015	12/31/2014
Fiscal Year Beginning:	July 1, 2017	July 1, 2017	July 1, 2017	July 1, 2016	July 1, 2017	July 1, 2017	July 1, 2017	July 1, 2016
Division								
02 - Plc Dfrd&Rtd	-	-	-	-	\$ 0	\$ 0	\$ 0	\$ 0
10 - Supervisor/Management	167.55%	183.31%	163.01%	268.51%	32,183	35,211	31,425	30,156
11 - Clerical/Court	10.38%	11.77%	10.00%	2.78%	3,652	4,140	3,531	1,026
20 - POLC	63.17%	68.31%	61.66%	54.67%	64,060	69,272	62,756	53,756
21 - POAM	26.84%	28.70%	26.28%	26.85%	54,859	58,659	53,908	53,153
22 - Dispatch	11.91%	12.82%	11.63%	10.23%	2,915	3,139	2,858	2,339
23 - DPW	31.12%	34.00%	30.28%	24.85%	17,476	19,096	17,070	12,683
Municipality Total					\$ 175,145	\$ 189,517	\$ 171,548	\$ 153,113

Under the new assumptions, both the full impact and the phased in employer contribution requirements are shown in the table above. The phase in allows the employer to spread the increase of the new actuarial assumptions over 5 fiscal years. By default, MERS will invoice you the phased in contribution amount. However, MERS strongly encourages employers to contribute more than the minimum required contribution, including paying the full amount of the impact of the changes, if possible.

Employee contribution rates reflected in the valuations are shown below:

Valuation Date:	Employee Contribution Rate	
	12/31/2015	12/31/2014
Division		
02 - Plc Dfrd&Rtd	3% < ; 5% >	3% < ; 5% >
10 - Supervisor/Management	7.00%	5.00%
11 - Clerical/Court	7.00%	7.00%
20 - POLC	7.00%	7.00%
21 - POAM	7.00%	7.00%
22 - Dispatch	7.00%	7.00%
23 - DPW	7.00%	7.00%

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. **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 entire employer would be \$ 305,925, instead of \$ 189,517.
- To accelerate to a 100% funding ratio in 20 years, estimated monthly employer contributions for the entire employer would be \$ 202,600, instead of \$ 189,517.

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

How and Why Do These Numbers Change?

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

- Changes in benefit provisions (see Table 2)
- Changes in actuarial assumptions and methods (see the [Appendix](#))
- Experience of the plan (investment experience and demographic experience); this is the difference between actual experience of the plan and the actuarial assumptions

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

Comments on Asset Smoothing

The actuarial value of assets, used to determine both your funded ratio and your required employer contribution, is based on a smoothed value of assets (10-year smoothing prior to 2016; 5-year smoothing beginning in 2016). A smoothing method reduces the volatility of the valuation results, which affects your required employer contribution and funded ratio. The smoothed actuarial rate of return for 2015 was 5.21%.

As of December 31, 2015 the actuarial value of assets is 113% of market value. 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.

If the December 31, 2015 valuation results were based on market value on that date instead of smoothed funding value: i) the funded percent of your entire municipality would be 49% (instead of 56%); and ii) your total employer contribution requirement for the fiscal year starting July 1, 2017 would be \$ 2,542,548 (instead of \$ 2,274,204).

The asset smoothing method is a powerful tool for reducing the volatility of your required employer contributions. **However, if the current 13% difference between the smoothed value and the market value of assets is not made up, the result would be gradual increases in your employer contribution requirement over the next few years (to around the levels described above).**

Risk Characteristics of Defined Benefit Plans

It is important to understand that retirement plans, by their nature, are exposed to certain risks. While risks cannot be eliminated entirely, they can be mitigated through various strategies. Below are a few examples of risk (this is not an all-inclusive list):

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

The MERS Retirement Board adopts certain assumptions and methods to mitigate the economic and demographic risks, and the contribution volatility risks. For example, the investment risk is the largest economic risk and is mitigated by having a balanced portfolio and a clearly defined investment strategy. Demographic risks vary based on the age of the workforce and are mitigated by preparing special studies called experience studies on a regular basis to determine if the assumptions used are reasonable compared to the experience. Risk may be mitigated through a plan design that provides benefits that are sustainable in the long run. An Experience Study is completed every five years to review the assumptions and methods. The next Experience Study will be completed in 2020.

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

The calculations in this report are based on assumptions about long-term economic and demographic behavior. These assumptions will never materialize in a given year, except by coincidence. Therefore the results will vary from one year to the next. The volatility of the results depends upon the characteristics of the plan. For example:

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

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

Many assumptions are important in determining the required employer contributions.

For example:

- Lower investment returns would result in higher required employer contributions, and vice-versa.

- Smaller than projected pay increases would lower required employer contributions.
- Reductions in the number of active employees would lower required contribution dollars, but would usually increase the contribution rate expressed as a percentage of (the now lower) payroll.
- Retirements at earlier ages than projected would usually increase required employer contributions.
- More non-vested terminations of employment than projected would decrease required contributions.
- More disabilities or survivor (death) benefits than projected would increase required contributions.
- Longer lifetimes after retirement than projected would increase required employer contributions.

In the table below, we show the impact of varying one actuarial assumption: the future annual rate of investment return. Lower investment returns would result in higher required employer contributions, and vice-versa.

The relative impact of each investment return scenario below will vary from year to year, as the participant demographics change. The impact of each scenario should be analyzed for a given year, not from year to year. The results in the table are based on the December 31, 2015 valuation, and are for the municipality in total, not by division. These results do not reflect a 5-year phase in of the impact of the new actuarial assumptions.

	Assumed Future Annual Smoothed Rate of Investment Return			
	Lower Future Annual Returns		Valuation Assumption	Higher Returns
	5.75%	6.75%	7.75%	8.75%
12/31/2015 Valuation Results				
Accrued Liability	\$ 68,543,002	\$ 61,047,163	\$ 54,774,413	\$ 49,477,932
Valuation Assets	\$ 30,616,978	\$ 30,616,978	\$ 30,616,978	\$ 30,616,978
Unfunded Accrued Liability	\$ 37,926,024	\$ 30,430,185	\$ 24,157,435	\$ 18,860,954
Funded Ratio	45%	50%	56%	62%
Monthly Normal Cost	\$ 102,754	\$ 73,828	\$ 51,731	\$ 34,649
Monthly Amortization Payment	\$ 180,820	\$ 158,270	\$ 135,447	\$ 111,446
Total Employer Contribution¹	\$ 285,551	\$ 234,253	\$ 189,517	\$ 148,623

¹ If assets exceed accrued liabilities for a division, the division's amortization payment is negative and is used to reduce the division's employer contribution requirement. If the overfunding credit is larger than the normal cost, the division's full credit is included in the municipality's amortization payment above but the division's total contribution requirement is zero. This can cause the displayed normal cost and amortization payment to not add up to the displayed total employer contribution.

Six Year Projection Scenarios

The table on the following page illustrates the plan's projected liabilities and computed employer contributions for the next six fiscal years, under the new actuarial assumptions and under three future economic/assumption scenarios. All four projections take into account the past financial losses that will continue to affect the smoothed rate of return for the next four years. Under the 7.75% scenarios, two sets of projections are shown:

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

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

Valuation Year Ending 12/31	Fiscal Year Beginning 7/1	Actuarial Accrued Liability	Valuation Assets	Funded Percentage	Computed Annual Employer Contribution
7.75% Assumed Interest Discount Rate and Future Annual Market Rate of Return					
WITH 5-YEAR PHASE-IN					
2015	2017	\$ 54,774,413	\$ 30,616,978	56%	\$ 2,101,740
2016	2018	56,540,965	31,058,532	55%	2,314,536
2017	2019	58,354,226	31,443,703	54%	2,536,008
2018	2020	60,220,370	31,810,862	53%	2,768,868
2019	2021	62,163,859	32,304,186	52%	3,011,136
2020	2022	64,175,416	33,884,090	53%	3,137,856
NO 5-YEAR PHASE-IN					
2015	2017	\$ 54,774,413	\$ 30,616,978	56%	\$ 2,274,204
2016	2018	56,540,965	31,058,532	55%	2,431,572
2017	2019	58,354,226	31,540,015	54%	2,599,404
2018	2020	60,220,370	32,068,449	53%	2,781,564
2019	2021	62,163,859	32,667,752	53%	2,976,828
2020	2022	64,175,416	34,313,818	54%	3,102,588
6.75% Assumed Interest Discount Rate and Future Annual Market Rate of Return					
NO 5-YEAR PHASE-IN					
2015	2017	\$ 61,047,163	\$ 30,616,978	50%	\$ 2,811,036
2016	2018	62,961,091	30,764,712	49%	2,981,928
2017	2019	64,924,529	31,232,403	48%	3,160,716
2018	2020	66,943,949	32,024,204	48%	3,354,072
2019	2021	69,043,883	32,874,988	48%	3,564,408
2020	2022	71,214,780	34,818,565	49%	3,709,452
5.75% Assumed Interest Discount Rate and Future Annual Market Rate of Return					
NO 5-YEAR PHASE-IN					
2015	2017	\$ 68,543,002	\$ 30,616,978	45%	\$ 3,426,612
2016	2018	70,625,560	30,470,806	43%	3,613,920
2017	2019	72,761,804	30,970,890	43%	3,807,720
2018	2020	74,958,625	32,112,899	43%	4,016,916
2019	2021	77,240,851	33,298,046	43%	4,245,372
2020	2022	79,598,756	35,467,011	45%	4,426,320

Employer Contribution Details (Without a 5-year Phase-In) For the Fiscal Year Beginning July 1, 2017

Table 1

Division	Amort. Period for Unfund. Liab. ^{4,5}	Employer Contributions ¹			Blended Employer Contribut. ⁶	Employee Contribution Rate	Employee Contribut. Conversion Factor ²
		Normal Cost	Unfunded Accrued Liability	Total Computed Employer Contribut.			
Percentage of Payroll							
02 - Plc Dfrd&Rtd	4	-	-	-		3% < ; 5% >	
10 - Supervisor/Managem	23	9.39%	173.92%	183.31%		7.00%	0.95%
11 - Clerical/Court	23	9.58%	2.19%	11.77%		7.00%	0.92%
20 - POLC	23	12.16%	56.15%	68.31%		7.00%	0.87%
21 - POAM	23	12.93%	15.77%	28.70%		7.00%	0.85%
22 - Dispatch	23	9.26%	3.56%	12.82%		7.00%	0.91%
23 - DPW	23	9.85%	24.15%	34.00%		7.00%	0.91%
Estimated Monthly Contribution³							
02 - Plc Dfrd&Rtd	4	\$ 0	\$ (2,339)	\$ 0			
10 - Supervisor/Managem	23	1,804	33,407	35,211			
11 - Clerical/Court	23	3,370	770	4,140			
20 - POLC	23	12,331	56,941	69,272			
21 - POAM	23	26,427	32,232	58,659			
22 - Dispatch	23	2,267	872	3,139			
23 - DPW	23	5,532	13,564	19,096			
Total Municipality		\$ 51,731	\$ 135,447	\$ 189,517			
Estimated Annual Contribution³		\$ 620,772	\$ 1,625,364	\$ 2,274,204			

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, invoices will be based on the above dollar amounts which are based on projected fiscal year payroll. See description of Open Divisions and Closed Divisions in the [Appendix](#).

⁴ If projected assets exceed projected liabilities as of the beginning of the July 1, 2017 fiscal year, the negative unfunded accrued liability is amortized (spread) over 10 years. This amortization is used to reduce the employer contribution rate. Note that if the overfunding credit is larger than the normal cost, the full credit is shown above but the total contribution requirement is zero. This will cause the displayed normal cost and unfunded accrued liability contributions to not add across.

⁵ If the division is closed to new hires, with new hires not covered by MERS Defined Benefit Plan or Hybrid Plan provisions, the amortization period will decrease as follows: Under Amortization Option A, the period will decrease by 2 years each valuation year, until it reaches 6 or 5 years. Then it decreases by 1 year each valuation year until the UAL is paid off. Under Amortization Option B, the period will decrease by 2 years each valuation year, until it reaches 16 or 15 years. Thereafter, the period will reduce by 1 year each valuation year, until the UAL is paid off. This will result in amortization payments that increase faster than the usual 3.75% each year. If the division is closed to new hires, with new hires (and transfers) covered by MERS Defined Benefit Plan or Hybrid Plan provisions, the standard open division amortization period will apply.

⁶ For linked divisions, the employer will be invoiced the Total Required Employer Contribution 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 800-767-2308.

Note that the Employer Contribution Details shown in Table 1 do **not** reflect phase-in over 5 fiscal years (beginning in 2017) of the increased contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 1 above. The contribution requirements including the 5-year phase-in are shown on page 8.

Please see the Comments on Asset Smoothing.

Benefit Provisions

Table 2

02 - Plc Dfrd&Rtd: Closed to new hires		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	Svc x (1.00% times FAC<\$4,200, plus 1.50% times FAC>\$4,200)	Svc x (1.00% times FAC<\$4,200, plus 1.50% times FAC>\$4,200)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	3% under \$4,200; 5% over \$4,200	3% under \$4,200; 5% over \$4,200
Act 88:	No	No
10 - Supervisor/Management: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	50/25 55/10	50/25 55/10
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Employee Contributions:	7%	5%
Act 88:	Yes (Adopted 4/13/1967)	Yes (Adopted 4/13/1967)
11 - Clerical/Court: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	50/25 55/15	50/25 55/15
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Employee Contributions:	7%	7%
Act 88:	Yes (Adopted 4/13/1967)	Yes (Adopted 4/13/1967)

Table 2 (continued)

20 - POLC: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	55	55
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	7%	7%
Act 88:	Yes (Adopted 4/13/1967)	Yes (Adopted 4/13/1967)
21 - POAM: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (75% max)	2.50% Multiplier (75% max)
Normal Retirement Age:	55	55
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
COLA for Future Retirees:	2% (Non-Compound)	2% (Non-Compound)
Employee Contributions:	7%	7%
Act 88:	Yes (Adopted 7/1/2014)	Yes (Adopted 7/1/2014)
22 - Dispatch: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (no max)	2.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	50/25 55/10	50/25 55/10
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Employee Contributions:	7%	7%
Act 88:	Yes (Adopted 4/13/1967)	Yes (Adopted 4/13/1967)
23 - DPW: Open Division		
	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.75% Multiplier (80% max)	2.75% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	50/25 55/10	50/25 55/10
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Employee Contributions:	7%	7%
Act 88:	Yes (Adopted 4/13/1967)	Yes (Adopted 4/13/1967)

Participant Summary

Table 3

Division	2015 Valuation		2014 Valuation		2015 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
02 - Plc Dfrd&Rtd							
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	4	13,202	4	13,202	78.1		
10 - Supervisor/Managemen							
Active Employees	3	\$ 210,194	2	\$ 134,772	40.0	6.5	7.0
Vested Former Employees	6	68,224	7	0	47.5	0.0	9.9
Retirees and Beneficiaries	33	877,142	31	846,647	64.9		
11 - Clerical/Court							
Active Employees	9	\$ 384,957	10	\$ 442,581	38.2	9.4	9.4
Vested Former Employees	5	41,509	4	0	47.9	1.9	9.5
Retirees and Beneficiaries	11	186,049	10	168,912	73.3		
20 - POLC							
Active Employees	11	\$ 1,109,721	11	\$ 1,179,932	43.8	18.7	18.7
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	31	1,452,494	29	1,249,758	65.8		
21 - POAM							
Active Employees	27	\$ 2,236,591	29	\$ 2,375,577	42.7	15.7	15.8
Vested Former Employees	2	33,000	1	29,987	37.0	1.2	9.3
Retirees and Beneficiaries	13	359,994	12	359,994	68.8		
22 - Dispatch							
Active Employees	5	\$ 267,956	5	\$ 274,336	41.1	9.8	9.8
Vested Former Employees	1	11,872	1	0	50.4	0.0	11.8
Retirees and Beneficiaries	1	40,041	1	40,041	58.2		
23 - DPW							
Active Employees	9	\$ 614,640	9	\$ 612,438	44.3	17.6	18.0
Vested Former Employees	5	55,197	5	0	51.1	0.0	10.7
Retirees and Beneficiaries	11	312,047	11	312,047	64.9		
Total Municipality							
Active Employees	64	\$ 4,824,059	66	\$ 5,019,636	42.2	14.7	14.8
Vested Former Employees	19	209,802	18	29,987	47.6	0.6	10.0
Retirees and Beneficiaries	104	3,240,969	98	2,990,601	67.0		
Total Participants	187		182				

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

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

Reported Assets (Market Value)

Table 4

Division	2015 Valuation		2014 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
02 - Plc Dfrd&Rtd	\$ 259,870	\$ 0	\$ 277,188	\$ 0
10 - Supervisor/Management	3,147,701	118,217	2,968,080	28,602
11 - Clerical/Court	1,924,364	212,926	2,212,899	191,125
20 - POLC	9,124,586	640,555	9,779,818	538,580
21 - POAM	5,886,903	1,067,862	5,572,250	827,431
22 - Dispatch	743,321	143,950	784,862	102,616
23 - DPW	3,384,741	311,238	3,644,395	242,358
Municipality Total	\$ 24,471,486	\$ 2,494,748	\$ 25,239,492	\$ 1,930,712
Combined Reserves	\$ 26,966,234		\$ 27,170,204	

¹ Reserve for Employer Contributions and Benefit Payments

² Reserve for Employee Contributions

The December 31, 2015 valuation assets are equal to 1.135382 times the reported market value of assets (compared to 1.059937 as of December 31, 2014). The derivation of valuation assets is described, and detailed calculations of valuation assets are shown, in the [Appendix](#).

Flow of Valuation Assets

Table 5

Year Ended 12/31	Employer Contributions		Employee Contributions	Investment Income	Benefit Payments	Employee Contribution Refunds	Net Transfers	Valuation Asset Balance
	Required	Additional						
2014	\$ 27,105,032	0	\$ 0	\$ 1,941,362	\$ (538,524)	\$ 0	\$ 0	\$ 28,798,705
2015	3,402,661	4,351	690,780	1,536,478	(3,344,392)	0	(471,605)	30,616,978

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.

In the actuarial valuation additional employer contributions are combined with required contributions and used to reduce computed future required employer contributions.

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

Actuarial Accrued Liabilities and Valuation Assets As of December 31, 2015

Table 6

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
02 - Plc Dfrd&Rtd				
Active Employees	\$ 0	\$ 204,982	0.0%	\$ (204,982)
Vested Former Employees	0	0	0.0%	0
Retirees And Beneficiaries	90,070	90,070	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 90,070	\$ 295,052	327.6%	\$ (204,982)
10 - Supervisor/Management				
Active Employees	\$ 285,228	\$ 58,196	20.4%	\$ 227,032
Vested Former Employees	341,403	58,956	17.3%	282,447
Retirees And Beneficiaries	9,295,196	3,590,913	38.6%	5,704,283
Pending Refunds	0	0	0.0%	0
Total	\$ 9,921,827	\$ 3,708,065	37.4%	\$ 6,213,762
11 - Clerical/Court				
Active Employees	\$ 742,316	\$ 656,519	88.4%	\$ 85,797
Vested Former Employees	197,619	197,619	100.0%	0
Retirees And Beneficiaries	1,572,503	1,572,503	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 2,512,438	\$ 2,426,641	96.6%	\$ 85,797
20 - POLC				
Active Employees	\$ 6,120,317	\$ 640,555	10.5%	\$ 5,479,762
Vested Former Employees	0	0	0.0%	0
Retirees And Beneficiaries	14,877,671	10,446,610	70.2%	4,431,061
Pending Refunds	0	0	0.0%	0
Total	\$ 20,997,988	\$ 11,087,165	52.8%	\$ 9,910,823
21 - POAM				
Active Employees	\$ 10,076,380	\$ 4,400,100	43.7%	\$ 5,676,280
Vested Former Employees	173,633	173,633	100.0%	0
Retirees And Beneficiaries	3,322,582	3,322,582	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 13,572,595	\$ 7,896,315	58.2%	\$ 5,676,280
22 - Dispatch				
Active Employees	\$ 605,548	\$ 460,648	76.1%	\$ 144,900
Vested Former Employees	95,468	95,468	100.0%	0
Retirees And Beneficiaries	435,714	435,714	100.0%	0
Pending Refunds	15,562	15,562	100.0%	0
Total	\$ 1,152,292	\$ 1,007,392	87.4%	\$ 144,900

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
23 - DPW				
Active Employees	\$ 2,677,660	\$ 346,805	13.0%	\$ 2,330,855
Vested Former Employees	446,279	446,279	100.0%	0
Retirees And Beneficiaries	3,403,264	3,403,264	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 6,527,203	\$ 4,196,348	64.3%	\$ 2,330,855
Total Municipality				
Active Employees	\$ 20,507,449	\$ 6,767,805	33.0%	\$ 13,739,644
Vested Former Employees	1,254,402	971,955	77.5%	282,447
Retirees and Beneficiaries	32,997,000	22,861,656	69.3%	10,135,344
Pending Refunds	<u>15,562</u>	<u>15,562</u>	100.0%	<u>0</u>
Total Participants	\$ 54,774,413	\$ 30,616,978	55.9%	\$ 24,157,435

¹ Includes both employer and employee assets.

Please see the Comments on Asset Smoothing.

See the MERS Fiscal Responsibility Policy on the MERS website at:

http://www.mersofmich.com/Portals/0/Assets/PageResources/MERS/PlanDocument/Pension/MERSPlanDocument_Section46.pdf .

Actuarial Accrued Liabilities - Comparative Schedule

Table 7

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 49,905,166	\$ 28,798,705	58%	\$ 21,106,461
2015	54,774,413	30,616,978	56%	24,157,435

Notes: Actuarial assumptions were revised for the 2004, 2008, 2009, 2010, 2011, 2012 and 2015 actuarial valuations.

Division 02 - Plc Dfrd&Rtd

Table 8-02: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 87,969	\$ 293,802	334%	\$ (205,833)
2015	90,070	295,052	328%	(204,982)

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		
2014	0	\$ 0	\$ 0	0.00%
2015	0	0	\$ 0	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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 10 - Supervisor/Management

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 9,094,283	\$ 3,176,294	35%	\$ 5,917,989
2015	9,921,827	3,708,065	37%	6,213,762

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		
2014	2	\$ 134,772	268.51%	5.00%
2015	3	210,194	183.31%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 11 - Clerical/Court

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 2,272,913	\$ 2,548,114	112%	\$ (275,201)
2015	2,512,438	2,426,641	97%	85,797

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		
2014	10	\$ 442,581	2.78%	7.00%
2015	9	384,957	11.77%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 20 - POLC

Table 8-20: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 19,386,868	\$ 10,936,852	56%	\$ 8,450,016
2015	20,997,988	11,087,165	53%	9,910,823

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

Table 9-20: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2014	11	\$ 1,179,932	54.67%	7.00%
2015	11	1,109,721	68.31%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 21 - POAM

Table 8-21: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 12,412,485	\$ 6,783,259	55%	\$ 5,629,226
2015	13,572,595	7,896,315	58%	5,676,280

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		
2014	29	\$ 2,375,577	26.85%	7.00%
2015	27	2,236,591	28.70%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 22 - Dispatch

Table 8-22: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 981,973	\$ 940,671	96%	\$ 41,302
2015	1,152,292	1,007,392	87%	144,900

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

Table 9-22: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2014	5	\$ 274,336	10.23%	7.00%
2015	5	267,956	12.82%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

Division 23 - DPW

Table 8-23: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2014	\$ 5,668,675	\$ 4,119,713	73%	\$ 1,548,962
2015	6,527,203	4,196,348	64%	2,330,855

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

Table 9-23: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2014	9	\$ 612,438	24.85%	7.00%
2015	9	614,640	34.00%	7.00%

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 valuation do **not** reflect phase-in over 5 fiscal years (beginning in 2017) 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 8.

See the Benefit Provision History on page 33 for past benefit provision changes.

GASB 68 Information

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

Actuarial Valuation Date:	12/31/2015
Measurement Date of Total Pension Liability (TPL):	12/31/2015

At 12/31/2015, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits:	104
Inactive employees entitled to but not yet receiving benefits:	19
Active employees:	<u>64</u>
	187

Total Pension Liability as of 12/31/2014 measurement date:	\$ 48,661,939
Total Pension Liability as of 12/31/2015 measurement date:	\$ 53,366,998
Service Cost for the year ending on the 12/31/2015 measurement date:	\$ 859,087

Change in the Total Pension Liability due to:

- Benefit changes ¹ :	\$ (852)
- Differences between expected and actual experience ² :	\$ 1,095,026
- Changes in assumptions ² :	\$ 2,184,098

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.

Average expected remaining service lives of all employees (active and inactive):	4
Covered employee payroll: (Needed for Required Supplementary Information)	\$ 4,824,059

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 12/31/2015:	\$ 6,008,070	-	\$ (5,083,660)

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 - Plc Dfrd&Rtd

7/1/1966	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1966	10 Year Vesting
7/1/1966	Benefit C (Old)
7/1/1966	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
7/1/1966	Fiscal Month - July

10 - Supervisor/Management

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Day of work defined as 120 Hours a Month for All employees.
7/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2014	Exclude Temporary Employees requiring less than 12 months
7/1/2014	6 Year Vesting
7/1/2014	Benefit B-4 (80% max)
7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 10 Years of Service)
7/1/2014	Participant Contribution Rate 7%
4/13/1967	Covered by Act 88
7/1/1966	Fiscal Month - July

11 - Clerical/Court

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Day of work defined as 128 Hours a Month for All employees.
7/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2014	Non Standard Compensation Definition
7/1/2014	Exclude Temporary Employees requiring less than 12 months
7/1/2014	6 Year Vesting
7/1/2014	Benefit B-4 (80% max)
7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 15 Years of Service)
7/1/2014	Member Contribution Rate 7.00%
4/13/1967	Covered by Act 88
7/1/1966	Fiscal Month - July

20 - POLC

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Day of work defined as 120 Hours a Month for All employees.
7/1/2014	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/2014	Non Standard Compensation Definition
7/1/2014	Exclude Temporary Employees requiring less than 12 months

20 - POLC

7/1/2014	10 Year Vesting
7/1/2014	Benefit B-4 (80% max)
7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 10 Years of Service)
7/1/2014	Member Contribution Rate 7.00%
4/13/1967	Covered by Act 88
7/1/1966	Fiscal Month - July

21 - POAM

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Covered by Act 88
7/1/2014	Day of work defined as 120 Hours a Month for All employees.
7/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2014	Non Standard Compensation Definition
7/1/2014	Exclude Temporary Employees requiring less than 12 months
7/1/2014	10 Year Vesting
7/1/2014	Benefit B-4 (75% max)
7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 10 Years of Service)
7/1/2014	Member Contribution Rate 7.00%
7/1/2014	E2 2% COLA for future retirees
7/1/1966	Fiscal Month - July

22 - Dispatch

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Day of work defined as 128 Hours a Month for All employees.
7/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2014	Non Standard Compensation Definition
7/1/2014	Exclude Temporary Employees requiring less than 12 months
7/1/2014	6 Year Vesting
7/1/2014	2.5% Multiplier (no max)
7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 10 Years of Service)
7/1/2014	Member Contribution Rate 7.00%
4/13/1967	Covered by Act 88
7/1/1966	Fiscal Month - July

23 - DPW

11/13/2014	Blanket Resolution (Generic Service)
7/1/2014	Day of work defined as 128 Hours a Month for All employees.
7/1/2014	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2014	Non Standard Compensation Definition
7/1/2014	Exclude Temporary Employees requiring less than 12 months
7/1/2014	6 Year Vesting
7/1/2014	2.75% Multiplier (80% max)

23 - DPW

7/1/2014	Benefit F50 (With 25 Years of Service)
7/1/2014	Benefit F55 (With 10 Years of Service)
7/1/2014	Member Contribution Rate 7.00%
4/13/1967	Covered by Act 88
7/1/1966	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
10 - Supervisor/Management	3.00%
11 - Clerical/Court	3.00%
20 - POLC	14.00%
21 - POAM	8.00%
22 - Dispatch	7.00%
23 - DPW	0.00%

Withdrawal Rate Scaling Factor

Division	Withdrawal Rate Scaling Factor
All Divisions	30%

Miscellaneous and Technical Assumptions

Loads – None.

Amortization Policy for Closed Divisions

Closed Division	Amortization Option
All Closed Divisions	Option A