

Actuarial Valuation

City of Waukegan

Waukegan Police Pension Fund

As of May 1, 2016

For the Year Ending April 30, 2017



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Section 1: Summary of Principal Valuation Results

MWM Consulting Group was retained to prepare an actuarial valuation as of May 1, 2016 for the Waukegan Police Pension Fund. The purpose of the actuarial valuation was to determine the financial position and the annual actuarial requirements of the pension fund under Illinois statute 40 ILCS 5/3, Section 125, and to develop a recommended minimum contribution amount.

For quick reference, some of the key results of the valuation, along with selected financial and demographic information for the year ending April 30, 2017 are summarized in this overview section along with (for comparison) the results from the prior year.

CONTRIBUTIONS	Item	Current Valuation as of 5/1/2016	Prior Year Valuation as of 5/1/2015
<i>The plan sponsor must contribute at least the statutorily required minimum contribution under Illinois statutes equal to the normal cost plus the amount necessary to amortize the unfunded accrued liability such that by 2040, the liabilities will be 90% funded.</i>	Actuarially Determined Contribution	Change in Assumptions \$10,066,578 (74.3%)	\$7,568,821 (61.6%)
	Statutory Minimum Contribution per 40 ILCS 5/3 Section 125	\$7,999,753 (59.0%)	\$6,019,553 (49.0%)
<i>() amounts expressed as a percentage of payroll</i>			

STATUTORY MINIMUM FUNDING COST ELEMENTS	Item	Current Valuation as of 5/1/2016	Prior Year Valuation as of 5/1/2015
<i>Illinois statutes require employers to contribute at least the amount necessary such that assets will equal at least 90% of the accrued liability by 2040. The minimum amount is determined under the Projected Unit Credit funding method, with smoothed assets, and is equal to the normal cost plus the amortization amount.</i>		Change in Assumptions	
	Accrued Liability	\$ 184,886,544	\$ 152,827,048
	Market Value of Assets	\$ 80,486,629	\$ 79,870,473
	Actuarial (Smoothed) Value of Assets	\$ 82,290,846	\$ 76,471,879
	Normal Cost	\$ 2,885,884	\$ 2,180,812
	Amortization Amount	\$ 4,543,630	\$ 3,365,249
	Statutory Minimum Contribution	\$ 7,999,753	\$ 6,019,553



ACTUARIALLY DETERMINED CONTRIBUTION COST ELEMENTS	Item	Current Valuation as of 5/1/2016		Prior Year Valuation as of 5/1/2015	
<p>The actuarially determined contribution amount is determined under the Entry Age Normal funding method, with smoothed assets, and is equal to the normal cost plus the amortization amount. 90% of the unfunded liability is amortized as a level dollar amount over 24 years on a closed basis.</p>		Change in Assumptions			
	Accrued Liability	\$	189,405,248	\$	156,909,027
	Market Value of Assets	\$	80,486,629	\$	79,870,473
	Actuarial (Smoothed) Value of Assets	\$	82,290,846	\$	76,471,879
	Normal Cost	\$	2,465,502	\$	1,801,563
	Amortization Amount	\$	6,904,693	\$	5,192,438
	Actuarially Determined Funding Policy Contribution	\$	10,066,578	\$	7,568,821

FINANCIAL THUMBNAIL RATIOS	Tests	5/1/2016 Valuation		5/1/2015 Valuation	
<p>This chart summarizes traditional financial ratios as applied to the pension plan. This liquidity ratio relates the cash flow position of the Fund by comparing the investment income plus employer and employee contributions to the annual benefit payments. Maintaining a ratio well above 100% prevents the liquidation of assets to cover benefit payments. The increase in benefits paid over the years is generally a result of the maturing of the pension plan.</p> <p>Coverage of the Accrued Liabilities by the Assets is the Coverage Ratio and is one indication of the long term funding progress of the plan.</p>	Liquidity Ratio (based upon year ended)	108%		202%	
	Coverage Ratio (Market Value Assets)	42.49%		50.90%	
	Annual Benefit Payments (expected)	\$	7,613,418	\$	7,136,209
	Annual Contributions (expected)				
	Members	\$	1,343,389	\$	1,218,113
	City	\$	10,066,578	\$	7,568,821

PARTICIPANT DATA SUMMARY	Item	Current Year Valuation as of 5/1/2016			Prior Year Valuation as of 5/1/2015		
		Tier 1	Tier 2	Total	Tier 1	Tier 2	Total
Active Members	Vested	118	0	118	112	0	112
	Non-Vested	<u>1</u>	<u>31</u>	<u>32</u>	<u>11</u>	<u>19</u>	<u>30</u>
	Total Active	119	31	150	123	19	142
	Terminated entitled to future benefits	20	10	30	19	11	30
	Retired	82	0	82	78	0	78
	Surviving Spouse	15	0	15	15	0	15
	Disabled	<u>31</u>	<u>0</u>	<u>31</u>	<u>32</u>	<u>0</u>	<u>32</u>
	Total	267	41	308	267	30	297



SECTION 2: VALUATION RESULTS

Significant Events and Issues Influencing Valuation Results

Actuarial valuations are snapshot calculations which incorporate and reflect the experience and events of the past year such as changes in the demographics of the plan participants, gains and losses in the plan assets, changes in actuarial assumptions about future experience and outside influences such as legislation. Some of the more significant issues affecting the Plan's contribution level are described here.

Asset Performance for yearend 4/30/2016

The approximate 0.23% return (not time weighted) on net assets was below the actuarial assumption of 7.00% in effect for the 2015/2016 year.

Change in Assumptions

The mortality assumption was changed to RP2000 Blue Collar projected to 2015 using scale AA with a 40% pre-retirement load. The retirement age assumption for ages 65 and over was changed to 100%. The discount rate/rate of return was changed from 7.0% to 6.5%. The impact of these changes was that the liabilities were increased by \$23,603,874 (\$11,330,238 discount rate, \$10,735 retirement age, \$12,262,901 mortality), the actuarially determined contribution by \$2,115,426 and the statutory minimum by \$1,621,054.

In addition the retirement age assumption for ages 65 and over was changed to 100%.

Employer Contributions

The employer contribution is expected to be paid according to the funding policy, and is expected to exceed the required statutory minimum amount.



ACTUARIAL CERTIFICATION

This is to certify that MWM Consulting Group has prepared an Actuarial Valuation of the Plan as of May 1, 2016 for the purposes of determining statutory contribution requirements for the Fund in accordance with the requirements of 40 ILCS 5/3, Section 125, of determining the funding policy contribution amount (the Actuarially Determined Contribution). The contributions determined are net of contributions made by active member police officers during the year.

The results shown in this report have been calculated under the supervisions of a qualified Actuary as defined in appropriate State statutes. All results are based upon demographic data submitted by the Fund / City, financial data submitted by the Fund, applications of actuarial assumptions, and generally accepted actuarial methods.

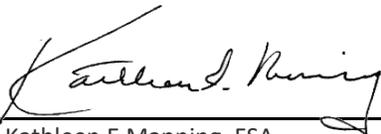
This valuation report has been prepared at the request of City of Waukegan to assist in administering the Plan and meeting specified financial and accounting requirements. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Fund sponsor and may only be provided to other parties in its entirety. The information and valuation results shown in this report are prepared with reliance upon information and data provided to us, which we believe to the best of our knowledge to be complete and accurate and include:

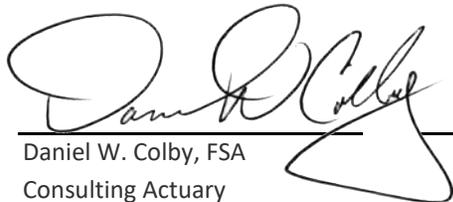
- Employee census data submitted by the City of Waukegan. This data was not audited by us but appears to be consistent with prior information, and sufficient and reliable for purposes of this report.
- Financial data submitted by the Waukegan Police Pension Fund.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Actuarial valuations involve calculations that require assumptions about future events. Certain of the assumptions or methods are mandated for specific purposes. Future actuarial measurements may differ significantly from the current measurements presented in the report due to such factors as experience that deviates from the assumptions, changes in assumptions, 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 contributions based on the Plan’s funded status) and changes in plan provisions or applicable law. This report does not include an analysis of the potential range of such future measurements.

We believe the assumptions and methods used are within the range of possible assumptions that are reasonable and appropriate for the purposes for which they have been used. In our opinion, all methods, assumptions and calculations are in accordance with requirements and the procedures followed and presentation of results are in conformity with generally accepted actuarial principles and practices. The undersigned actuary meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein. There is no relationship between the City of Waukegan and MWM Consulting Group that impacts our objectivity. I certify that the results presented in this report are accurate and correct to the best of my knowledge.

MWM CONSULTING GROUP


 Kathleen E Manning, FSA
 Managing Principal & Consulting Actuary
 MWM Consulting Group


 Daniel W. Colby, FSA
 Consulting Actuary
 MWM Consulting Group

9/8/2016
 Date



SECTION 3 - FINANCIAL AND ACTUARIAL EXHIBITS

Exhibit 1 - Statement of Market Value of Assets

Item	Plan Year Ending	
	4/30/2016	4/30/2015
1. Investments at Fair Value:		
a. Cash and Cash equivalents	\$ 0	\$ 0
b. Money Market Mutual Funds	3,530,132	4,406,745
c. Municipal Bonds	15,501,899	13,797,182
d. Certificates of Deposit	0	0
e. US Government and Agency Bonds	10,014,818	9,327,961
f. Common and Preferred Stocks	0	0
g. Insurance Contracts (at contract value):	9,590,306	8,559,528
h. Mutual Funds	41,666,438	43,611,453
i. Accrued Interest and receivables	194,512	186,334
j. Other	9,519	5,475
k. Subtotal Assets (a + b + c + d + e + f + g + h + i + j)	<u>\$ 80,507,624</u>	<u>\$ 79,894,678</u>
2. Liabilities:		
a. Expenses Payable	\$ 20,995	\$ 24,205
b. Liability for benefits due and unpaid	0	0
c. Other Liabilities	0	0
d. Total Liabilities	<u>\$ 20,995</u>	<u>\$ 24,205</u>
3. Net Market Value of Assets Available for Benefits: (1k – 2d)	<u>\$ 80,486,629</u>	<u>\$ 79,870,473</u>



Exhibit 2 - Statement of Change in Net Assets

Item	Plan Year Ending	
	4/30/2016	4/30/2015
Additions		
Contributions		
Employer	\$ 6,286,274	\$ 7,092,838
Plan Member	1,470,091	1,399,855
Other	0	0
Total Contributions	\$ 7,756,365	\$ 8,492,693
Investment Income		
Realized and Unrealized Gains/(Losses)	\$ (2,658,034)	\$ 3,593,914
Interest	792,112	741,430
Dividends	1,011,732	982,464
Other Income	10,007	21,938
Insurance Contracts	1,030,778	0
Investment Expenses	0	0
Net Investment Income	186,595	5,339,746
Total additions	\$ 7,942,960	\$ 13,832,439
Deductions		
Benefits	\$ 7,088,523	\$ 6,741,890
Refunds	0	0
Administrative and Investment Expenses	238,281	239,966
Total deductions	\$ 7,326,804	\$ 6,981,856
Total increase (decrease)	\$ 616,156	\$ 6,850,583
Net Market Value of Assets Available for Benefits:		
Beginning of year	\$ 79,870,473	\$ 73,019,890
End of year	\$ 80,486,629	\$ 79,870,473



Exhibit 3 – Actuarial Value of Assets

Under 40 ILCS 5/3, the statutory minimum required contribution is to be determined based upon **Actuarial Value of Assets**, which are asset values which have been smoothed over a five-year period, beginning with the year 2011. The **Actuarial Value of Assets** has been calculated below based upon the market value of assets at May 1, 2016 with adjustments for the preceding year's gains/losses, which are reflected at the rate of 20% per year.

1. Expected Return on Assets	
a. Market Value of Assets as of Beginning of Year	\$ 79,870,473
b. Income and Disbursements During the year	
i. Contributions Received (weighted 50%)	\$ 3,878,183
ii. Benefit Payments and Expenses (weighted 50%)	3,663,402
iii. Weighted net income (other than investment income) (i) – (ii)	214,781
c. Market Value adjusted for income and disbursements	\$ 80,085,254
d. Expected Return on Assets at assumed rate of 7.00%	\$ 5,605,968
2. Actual Return on Assets for year	
a. Market Value of Assets (Beginning of Year)	\$ 79,870,473
b. Income (less investment income)	7,756,365
c. Disbursements	7,326,804
d. Market Value of Assets (End of Year)	80,486,629
e. Actual Return on Assets (d) – (a) – (b) + (c)	186,595
f. Investment Gain/(Loss) for year 2(e) - 1(d)	\$ (5,419,373)
3. Actuarial Value of Assets	
a. Market Value of Assets as of End of Year	\$ 80,486,629
b. Deferred Investment gains/(losses)	
i. 80% of 2016 loss of \$(5,419,373)	4,335,498
ii. 60% of 2015 gain of \$175,474	(105,284)
iii. 40% of 2014 gain of \$5,402,263	(2,160,905)
iv. 20% of 2013 gain of \$1,325,458	(265,092)
v. Total	1,804,217
c. Actuarial Value of Assets for statutory funding 3(a) + 3(b)(iv)	\$ 82,290,846



Exhibit 4- Determination of the Statutory Minimum Required Contribution

Under 40 ILCS 5/3, the statutory minimum required contribution is to be determined based upon the Projected Unit Credit actuarial funding method, where the unfunded liability is amortized such that 90% of the liability will be funded as of 2040. Under the statute, 90% of the unfunded liability is to be amortized as a level percentage of payroll over the period through 2040. The mandated funding method, the Projected **Unit Credit funding method**, requires the annual cost of the plan to be developed in two parts: that attributable to benefits allocated to the current year (the normal cost); and that allocated to benefits attributable to prior service (the accrued liability).

Funding Elements for 40 ILCS 5/3

	Present Value of Benefits as of 5/1/2016	Projected Unit Credit (PUC) Normal Cost as of 5/1/2016	PUC Actuarial Accrued Liability as of 5/1/2016
1. Active Officers			
a) Normal & Early Retirement	\$ 94,026,326	\$ 3,441,758	\$ 59,832,111
b) Vested Withdrawal	3,124,743	173,156	2,171,659
c) Pre-Retirement Death	2,354,449	104,467	1,553,303
d) Disability	<u>9,810,805</u>	<u>509,892</u>	<u>6,233,670</u>
e) Total Active Police Officers	\$ 109,316,323	\$ 4,229,273	\$ 69,790,743
2. Inactive Police Officers and Survivors:			
a) Normal Retirees	\$ 85,217,293		\$ 85,217,293
b) Widows (survivors)	7,225,634		7,225,634
c) Deferred Vested	479,285		479,285
d) Disabled	<u>22,173,589</u>		<u>22,173,589</u>
e) Total - Nonactive	\$ 115,095,801		\$ 115,095,801
3. Total – All	\$ 224,412,124		\$ 184,886,544

Minimum Statutory Contribution under 40 ILCS 5/3

Item	Amount
1. Annual Payroll	\$ 13,555,896
2. Normal Cost (net of employee/member contributions)	2,885,884
3. Employee Contributions (expected)	1,343,389
4. Funding Actuarial Liability	184,886,544
5. 90% of Funding Actuarial Liability	166,397,890
6. Actuarial Value of Assets (Exhibit 3)	82,290,846
7. Unfunded Actuarial Balance	84,107,044
8. Amortization of Unfunded Balance over 24 years as a level percentage of payroll	4,543,630
9. Interest on (2), (3) and (8)	570,239
10. Minimum statutory tax levy contribution per 40 ILCS 5/3 – (2) + (8) + (9)	\$7,999,753 (59.0%)

*() amount as a percent of payroll



Exhibit 5- Determination of the Funding Policy Contribution

The Tax Levy has been based upon the funding policy actuarially determined contribution, rather than the amount determined as the minimum under 40 ILCS 5/3. The funding policy contribution is developed below, based upon the Entry Age Normal Funding Method, with the unfunded accrued liability amortized as a level percentage of payroll amount over the 25 years through 2040. The contribution is then the sum of the Normal Cost (developed under the entry age method, but where the total normal cost is not less than 17.5%) plus the amortization payment.

Funding Elements for Funding Policy Contribution

	Present Value of Benefits as of 5/1/2016	Entry Age Normal Cost as of 5/1/2016	Entry Age Accrued Liability as of 5/1/2016
1. Active Officers			
a) Normal & Early Retirement	\$ 94,026,326	\$ 2,841,641	\$ 68,168,201
b) Vested Withdrawal	3,124,743	262,040	608,272
c) Pre-Retirement Death	2,354,449	118,297	1,268,063
d) Disability	<u>9,810,805</u>	<u>586,913</u>	<u>4,264,911</u>
e) Total Active Police Officers	\$ 109,316,323	\$ 3,808,891	\$ 74,309,447
2. Inactive Police Officers and Survivors:			
a) Normal Retirees	\$ 85,217,293		\$ 85,217,293
b) Widows (survivors)	7,225,634		7,225,634
c) Deferred Vested	479,285		479,285
d) Disabled	<u>22,173,589</u>		<u>22,173,589</u>
e) Total - Nonactive	\$ 115,095,801		\$ 115,095,801
3. Total – All	\$ 224,412,124		\$ 189,405,248

Actuarially Determined Contribution

Item	Amount
1. Normal Cost (net of employee/member contributions)	\$ 2,465,502
2. Employee Contributions (expected)	1,343,389
3. Funding Actuarial Liability	189,405,248
4. 90% of Funding Actuarial Liability	170,464,723
5. Actuarial Value of Assets (Exhibit 3)	82,290,846
6. Unfunded Actuarial Balance	88,173,877
7. Amortization of Unfunded Balance over 24 years as a level percentage of payroll	6,904,693
8. Interest on (1), (2) and (7)	696,383
9. Actuarially Determined Funding Policy Contribution for Tax Levy (1) + (7) + (8)	\$10,066,578 (74.3%)



Exhibit 6 – Summary of Participant Data as of May 1, 2016

Participant Data

Item	As of 5/1/2016		
	<u>Tier 1</u>	<u>Tier 2</u>	<u>Total</u>
Active Members			
Vested	118	0	118
Non-Vested	<u>1</u>	<u>31</u>	<u>32</u>
Total Actives	119	31	150
Terminated Members entitled to future benefits	20	10	30
Retired Members	82	0	82
Surviving Spouses	15	0	15
Disabled Participants	<u>31</u>	<u>0</u>	<u>31</u>
Total	267	41	308

AGE AND SERVICE DISTRIBUTION AS OF MAY 1, 2016

Active Employee Participants

Age Group	Service									Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	
Under 20										0
20 - 24										0
25 - 29	14									14
30 - 34	13	5	4							22
35 - 39	3	8	15	8						34
40 - 44	2	2	4	19	6					33
45 - 49			6	8	10	5				29
50 - 54				5	6	5				16
55 - 59					1	1				2
60 - 64										0
65 & Over										0
Total	32	15	29	40	23	11	0	0	0	150

Average Age: 40.5 years

Average Length of Service: 13.6 years



SECTION 4 - SUMMARY OF PRINCIPAL PLAN PROVISIONS

This summary provides a general description of the major eligibility and benefit provisions of the pension fund upon which this valuation has been based. It is not intended to be, nor should it be interpreted as, a complete statement of all provisions

Definitions

Tier 1 – For Police Officers first entering Article 3 prior to January 1, 2011

Tier 2 – For Police Officers first entering Article 3 after December 31, 2010

Police Officer (3-106): Any person appointed to the police force and sworn and commissioned to perform police duties.

Persons excluded from Fund (3-109): Part-time officers, special police officer, night watchmen, traffic guards, clerks and civilian employees of the department. Also, police officers who fail to pay the required fund contributions or who elect the Self-Managed Plan option.

Creditable Service (3-110): Time served by a police officer, excluding furloughs in excess of 30 days, but including leaves of absences for illness or accident and periods of disability where no disability pension payments have been received and also including up to 3 years during which disability payments have been received provided contributions are made.

Pension (3-111)

Normal Pension Age

Tier 1 - Age 50 with 20 or more years of creditable service.

Tier 2 - Age 55 with 10 or more years of creditable service.

Normal Pension Amount

Tier 1 - 50% of the greater of the annual salary held in the year preceding retirement or the annual salary held on the last day of service, plus 2½% of such annual salary for service from 20 to 30 year (maximum

Tier 2 - 2½% of Final Average salary for each year of service. Final Average Salary is the highest salary based on the highest consecutive 96 months of the final 120 months of service

Early Retirement at age 50 with 10 or more years of service but with a penalty of ½% for each month prior

Annual Salary capped at \$106,800 increased yearly by the lesser of ½ of the Consumer Price Index- Urban (CPI-U) or 3%. Salary for valuations beginning in 2013 is \$109,971.43.

Minimum Monthly Benefit: \$1,000

Maximum Benefit Percentage: 75% of salary



Termination Retirement Pension Date

Separation of service after completion of between 8 and 20 years of creditable service.

Termination Pension Amount

Commencing at age 60, 2½% of annual salary held in the year preceding termination times years of creditable service or refund of contributions, or for persons terminating on or after July 1, 1987, 2½% of annual salary held on the last day of service times years of credible service, whichever is greater.

Pension Increase Non-Disabled

Tier 1 - 3% increase of the original pension amount after attainment of age 55 for each year elapsed since retirement, followed by an additional 3% of the original pension amount on each May 1 thereafter. Effective July 1, 1993, 3% of the amount of pension payable at the time of the increase including increases previously granted, rather than 3% of the originally granted pension amount.

Tier 2 - The lesser of ½ of the Consumer Price Index- Urban (CPI-U) or 3% increase of the original pension amount after attainment of age 60, followed by an additional 3% of the original pension amount on each

Disabled

3% increase of the original pension amount after attainment of age 60 for each year he or she received pension payments, followed by an additional 3% of the original pension amount in each May 1 thereafter.

Pension to Survivors (3-112)

Death of Retired Member

Tier 1 - 100% of pension amount to surviving spouse (or dependent children).

Tier 2 – 66 2/3% of pension amount to surviving spouse (or dependent children), subject to the following increase: the lesser of ½ of the Consumer Price Index- Urban (CPI-U) or 3% increase of the original pension amount after attainment of age 60, followed by an additional 3% of the original pension amount on each

Death While in Service (Not in line of duty)

With 20 years of creditable service, the pension amount earned as of the date of death.

With between 10 and 20 years of creditable service, 50% of the salary attached to the rank for the year prior to the date of death.

Death in Line of Duty

100% of the salary attached to the rank for the last day of service year prior to date of death.

Minimum Survivor Pension

\$1,000 per month to all surviving spouses.



Disability Pension - Line of Duty (3-114.1)

Eligibility

Suspension or retirement from police service due to sickness, accident or injury while on duty.

Pension

Greater of 65% of salary attached to rank at date of suspension or retirement and the retirement pension available. Minimum \$1,000 per month.

Disability Pension - Not on Duty (3-114.2)

Eligibility

Suspension or retirement from police service for any cause other than while on duty.

Pension

50% of salary attached to rank at date of suspension or retirement. Minimum \$1,000 per month.

Other Provisions

Marriage after Retirement (3-120)

No surviving spouse benefit available.

Refund (3-124)

At death prior to completion of 10 years of service, contributions are returned without interest to widow. At termination with less than 20 years of service, contributions are refunded upon request.

Contributions by Police Officers (3-125.1)

Beginning May 1, 2001, 9.91% of salary including longevity, but excluding overtime pay, holiday pay, bonus pay, merit pay or other cash benefit.



Actuarial Accrued Liability

See ***Entry Age Normal Cost Method*** and ***Projected Unit Credit Cost Method***.

Actuarial Assumptions

The economic and demographic predictions used to estimate the present value of the plan's future obligations. They include estimates of investment earnings, salary increases, mortality, withdrawal and other related items. The *Actuarial Assumptions* are used in connection with the *Actuarial Cost Method* to allocate plan costs over the working lifetimes of plan participants.

Actuarial Cost Method

The method used to allocate the projected obligations of the plan over the working lifetimes of the plan participants. Also referred to as an *Actuarial Funding Method*.

Actuarial Funding Method

See *Actuarial Cost Method*

Actuarial Gain (Loss)

The excess of the actual *Unfunded Actuarial Accrued Liability* over the expected *Unfunded Actuarial Accrued Liability* represents an *Actuarial Loss*. If the expected *Unfunded Actuarial Accrued Liability* is greater, an *Actuarial Gain* has occurred.

Actuarial Present Value

The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of *Actuarial Assumptions*.

Actuarial Value of Assets

The asset value derived by using the plan's *Asset Valuation Method*.

Asset Valuation Method

A valuation method designed to smooth random fluctuations in asset values. The objective underlying the use of an asset valuation method is to provide for the long-term stability of employer contributions.

Employee Retirement Income Security Act of 1974 (ERISA)

The primary federal legislative act establishing funding, participation, vesting, benefit accrual, reporting, and disclosure standards for pension and welfare plans.

Entry Age Normal Cost Method

One of the standard actuarial funding methods in which the *Present Value of Projected Plan Benefits* of each individual included in the *Actuarial Valuation* is allocated on a level basis over the earnings of the individual between entry age and assumed exit age(s). The portion of this *Actuarial Present Value* allocated to a valuation year is called the *Normal Cost*. The portion of this *Actuarial Present Value* not provided for at a valuation date by the *Actuarial Present Value* of future *Normal Costs* is called the



GLOSSARY
(Continued)

Normal Cost

The portion of the *Present Value of Projected Plan Benefits* that is allocated to a particular plan year by the *Actuarial Cost Method*. See *Entry Age Normal Cost Method* for a description of the Normal Cost under the *Entry Age Normal Cost Method*. See *Projected Unit Credit Cost Method* for a description of the Normal Cost under the *Projected Unit Credit Cost Method*.

Present Value of Future Normal Costs

The present value of future normal costs determined based on the *Actuarial Cost Method* for the plan. Under the *Entry Age Normal Cost Method*, this amount is equal to the excess of the *Present Value of Projected Plan Benefits* over the sum of the *Actuarial Value of Assets* and *Unfunded Actuarial Accrued*

Present Value of Projected Plan Benefits

The present value of future plan benefits reflecting projected credited service and salaries. The present value is determined based on the plan's actuarial assumptions.

Projected Unit Credit Cost Method

One of the standard actuarial funding methods in which the *Present Value of Projected Plan Benefits* of each individual included in the *Actuarial Valuation* is allocated by a consistent formula to valuation years. The *Actuarial Present Value* allocated to a valuation year is called the *Normal Cost*. The *Actuarial Present Value* of benefits allocated to all periods prior to a valuation year is called the *Actuarial Accrued Liability*.

Unfunded Actuarial Accrued Liability

The excess of the *Actuarial Accrued Liability* over the *Actuarial Value of Assets*.



SECTION 5 - SUMMARY OF ACTUARIAL ASSUMPTIONS AND COST METHODS

Nature of Actuarial Calculations

The results documented in this report are estimates based on data that may be imperfect and on assumptions about future events, some of which are mandated assumptions. Certain provisions may be approximated or deemed immaterial and therefore are not valued. Assumptions may be made about participant data or other factors. A range of results, different from those presented in this report could be considered reasonable. The numbers are not rounded, but this is for convenience and should not imply precisions, which is not inherent in actuarial calculations.

Actuarial Assumption Item	Annual Actuarial Valuation Statutory Minimum	Annual Actuarial Valuation Actuarially Determined Contribution																																																																																																
Interest	6.50% per annum	6.50% per annum																																																																																																
Mortality	RP2000 Mortality Table with Blue Collar Adjustments with mortality improvements projected to 2015, and 40% preretirement load	RP2000 Mortality Table with Blue Collar Adjustments with mortality improvements projected to 2015, and 40% preretirement load																																																																																																
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Actuarial Assumption Item	Annual Actuarial Valuation Statutory Minimum	Annual Actuarial Valuation Actuarially Determined Contribution																				
Salary Increase	<p>Rates of salary increases are based upon age only. An additional 2.5% reflecting inflationary increases, was added in addition to the rates illustrated below.</p> <table border="1" data-bbox="548 411 732 594"> <thead> <tr> <th>Age</th> <th></th> </tr> </thead> <tbody> <tr> <td>25</td> <td>4.86%</td> </tr> <tr> <td>40</td> <td>1.52%</td> </tr> <tr> <td>50</td> <td>1.18%</td> </tr> <tr> <td>55</td> <td>1.12%</td> </tr> </tbody> </table>	Age		25	4.86%	40	1.52%	50	1.18%	55	1.12%	<p>Rates of salary increases are based upon age only. An additional 2.5% reflecting inflationary increases, was added in addition to the rates illustrated below.</p> <table border="1" data-bbox="1133 411 1317 594"> <thead> <tr> <th>Age</th> <th></th> </tr> </thead> <tbody> <tr> <td>25</td> <td>4.86%</td> </tr> <tr> <td>40</td> <td>1.52%</td> </tr> <tr> <td>50</td> <td>1.18%</td> </tr> <tr> <td>55</td> <td>1.12%</td> </tr> </tbody> </table>	Age		25	4.86%	40	1.52%	50	1.18%	55	1.12%
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Payroll Growth	Total payroll is assumed to increase at 4.00% per annum	Total payroll is assumed to increase at 4.00% per annum																				
Percentage Married	85% are married, females are assumed to be 3 years younger	85% are married, females are assumed to be 3 years younger																				
Asset Valuation Method	Assets are valued at fair market value and smoothed over five years, reflecting gains and losses at 20% per year.	Assets are valued at fair market value and smoothed over five years, reflecting gains and losses at 20% per year.																				
Actuarial Cost Methods	<p>Projected Unit Credit Cost Method</p> <p>This is the mandated actuarial method to be used in determining the statutory contribution requirements and under PA 096-1495. This method determines the present value of projected benefits and prorates the projected benefit by service to date to determine the accrued liability. Amounts attributable to past service are amortized as a level percentage of pay with the goal of reaching 90% of the accrued liability by 2040.</p>	<p>Entry Age Normal Cost Method</p> <p>This method projects benefits from entry age to retirement age and attributes costs over total service, as a level percentage of pay. Amounts attributable to past service have been amortized over 25 years on a closed basis as a level percentage of pay.</p>																				

