MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN

ANNUAL ACTUARIAL VALUATION REPORT DECEMBER 31, 2013

FLUSHING, CHTR TWP OF (2515)

Spring, 2014

Flushing, Chtr Twp 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, 2013. The report includes the determination of liabilities and contribution rates resulting from the participation of Flushing, Chtr Twp of (2515) in the Municipal Employees' Retirement System of Michigan ("MERS"). MERS is an independent public nonprofit organization that has partnered with Michigan municipalities for more than 65 years, helping them provide safe, secure retirement plans for their employees. Flushing, Chtr Twp 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, 2013 annual actuarial valuation is to:

- measure funding progress,
- establish contribution requirements for the fiscal year beginning April 1, 2015, and
- provide actuarial information in connection with applicable Governmental Accounting Standards Board 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, 2013 furnished by MERS' administrative staff. 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. Tegrit Group 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 Retirement Board. 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-2013AnnualActuarialValuation-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).

Our advice 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 related third parties such as the auditor for the municipality). Tegrit Group 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 MERS at: http://www.mersofmich.com/MERS/About-MERS/Contact-Us

Sincerely,

Alan Sonnanstine, MAAA, ASA
Cathy Nagy, MAAA, FSA
Jim Koss, MAAA, ASA
Rebecca Stouffer, MAAA, ASA

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Executive Summary

Funded Ratio and Required Employer Contributions

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

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

Your Funded Ratio:

	12/31/2013	12/31/2012
Funded Ratio	57%	57%

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.

As a result of the plan's funding policy, the funded ratio is expected to approach 100% over time. How quickly a plan attains the 100% goal depends on many factors such as:

- The current funded ratio,
- The future experience of the plan, and
- 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 minimum required employer contributions are shown on the following page. Employee contributions, if any, are shown in Table 2, and are in addition to the required employer contribution on the next page.

	Percentage of Payroll		Monthly $ Based on Valuation Payroll	
Valuation Date:	**12/31/2013**	**12/31/2012**	**12/31/2013**	**12/31/2012**
Fiscal Year Beginning:	**April 1, 2015**	**April 1, 2014**	**April 1, 2015**	**April 1, 2014**
Division				
01 - Teamsters-Union	55.48%	63.67%	$ 7,592	$ 8,503
02 - Plc Offcrs	8.22%	14.49%	2,001	2,410
20 - Command	117.81%	90.97%	6,800	6,758
Municipality Total			**$ 16,393**	**$ 17,671**

You may contribute more than the minimum required contributions, as these additional contributions will earn investment income, and later you may have to contribute less than otherwise. 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 contributions for the entire employer would be $ 29,190, instead of $ 16,393.
- To accelerate to a 100% funding ratio in 20 years, estimated monthly contributions for the entire employer would be $ 18,479, instead of $ 16,393.

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), and
- 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 the Investment Markets

At this time, MERS maintains the 8% annual return assumption in the belief that over the long-term this is achievable. For example, MERS' 30 year return was 9.3% on December 31, 2013. The MERS portfolio returned 14.8% in 2013; the two year (12.9%), three year (9.2%), four year (10.4%), and five year (11.7%) returns all exceed the 8% annual return assumption. It has now been five years since the peak of the financial crisis and the stock market decline still weighs down MERS' medium term returns. This was a one in fifty year event comparable only to the Stock Market Crash of 1929 during the Great Depression. The stock market and economy have stabilized since 2008 and are on the long road to recovery. MERS regularly monitors the investment return assumption to make sure it is reasonable compared to long term expectations.

The actuarial value of assets, used to determine both your funded ratio and your required employer contribution, is based on a 10-year smoothed value of assets. Only a portion (six-tenths, for 2008 - 2013) of the 2008 investment market losses was recognized in this actuarial valuation report. This reduces the volatility of the valuation results, which affects your required employer contribution and funded ratio.

As of December 31, 2013 the actuarial value of assets is 106% of market value. This means that meeting the actuarial assumption in the next few years will require average annual market returns that exceed the 8% investment return assumption.

If the December 31, 2013 valuation results were based on market value on that date instead of 10-year smoothed funding value: i) the funded percent of your entire municipality would be 53% (instead of 57%); and ii) your total employer contribution requirement for the fiscal year starting April 1, 2015 would be $ 209,412 (instead of $ 196,716).

The asset smoothing method is a powerful tool for reducing the volatility of your required employer contributions. **However, if the current 6% 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).**

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

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.

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.

Other assumptions are also important in determining the required employer contributions.

For example:

- 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 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.

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, 2013 valuation, and are for the municipality in total, not by division.

	Assumed Future Annual Smoothed Rate of Investment Return			
	Lower Future Annual Returns		**Valuation Assumption**	**Higher Returns**
12/31/2013 Valuation Results	**6%**	**7%**	**8%**	**9%**
Accrued Liability	$ 7,469,218	$ 6,687,955	$ 6,027,706	$ 5,466,496
Valuation Assets	$ 3,419,467	$ 3,419,467	$ 3,419,467	$ 3,419,467
Unfunded Accrued Liability	$ 4,049,751	$ 3,268,488	$ 2,608,239	$ 2,047,029
Funded Ratio	46%	51%	57%	63%
Monthly Normal Cost	$ 6,815	$ 4,985	$ 3,588	$ 2,510
Monthly Amortization Payment	$ 16,370	$ 14,636	$ 12,805	$ 10,587
Total Employer Contribution[1]	$ 23,185	$ 19,621	$ 16,393	$ 13,097

[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.

Employer Contribution Details
For the Fiscal Year Beginning April 1, 2015

Table 1

Division	Amort. Period for Unfund. Liab.[4,5]	Employer Contributions[1]			Blended Employer Contribut.[7]	GASB ARC[6]	Member Contribut. Conversion Factor[2]
		Normal Cost	Unfunded Accrued Liability	Total Required Employer Contribut.			
Percentage of Payroll							
01 - Teamsters-Union	25	11.65%	43.83%	55.48%			
02 - Plc Offcrs	25	5.41%	2.81%	8.22%			
20 - Command	25	11.73%	106.08%	117.81%			
Estimated Monthly Contribution[3]							
01 - Teamsters-Union	25	$ 1,594	$ 5,998	$ 7,592			0.93%
02 - Plc Offcrs	25	1,317	684	2,001			0.77%
20 - Command	25	677	6,123	6,800			0.73%
Total Municipality		**$ 3,588**	**$ 12,805**	**$ 16,393**			
Estimated Annual Contribution[3]		**$ 43,056**	**$ 153,660**	**$ 196,716**			

1 The above Employer contribution requirements are in addition to the Member contributions, if any, shown in Table 2.

2 If Member contributions are increased/decreased by 1.00% of pay, the Employer contribution requirement will decrease/increase by the Member Contribution Conversion Factor.

3 For divisions that are open to new hires, estimated contributions are based on valuation payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts (usually higher). 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 April 1, 2015 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 a minimum 5-year amortization is attained. Under Amortization Option B, the period will decrease by 2 years each valuation year, until reaching 15 years. Thereafter, the period will reduce by 1 year each valuation year, until a minimum 5-year amortization is attained. This will result in amortization payments that increase faster than the usual 4.5% 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 reporting and disclosure purposes under Statement Nos. 25 and 27 of the Governmental Accounting Standards Board, the annual required contribution (ARC) for this division is based on a 30 year level dollar amortization.

7 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.

Please see the Comments on the Investment Markets.

Benefit Provisions

Table 2

01 - Teamsters-Union: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Bridged Benefit: 3.00% Multiplier (80% max) Frozen FAC; to 2.50% Multiplier (80% max)	3.00% Multiplier (80% max)
Bridged Benefit Date:	12/31/2011	
Normal Retirement Age:	60	60
Vesting:	8 years	8 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Member Contributions:	3%	0%
Act 88:	Yes (Adopted 11/9/2006)	Yes (Adopted 11/9/2006)

02 - Plc Offcrs: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Bridged Benefit: 3.00% Multiplier (80% max) Frozen FAC; to 2.50% Multiplier (80% max)	3.00% Multiplier (80% max)
Bridged Benefit Date:	05/31/2012	
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	8%	8%
Act 88:	Yes (Adopted 11/9/2006)	Yes (Adopted 11/9/2006)

20 - Command: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Bridged Benefit: 3.00% Multiplier (80% max) Frozen FAC; to 2.50% Multiplier (80% max)	3.00% Multiplier (80% max)
Bridged Benefit Date:	04/30/2013	
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
Early Retirement (Reduced):	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Member Contributions:	2%	2%
Act 88:	Yes (Adopted 11/9/2006)	Yes (Adopted 11/9/2006)

Membership Summary

Table 3

Division	2013 Valuation Number	2013 Valuation Annual Payroll[1]	2012 Valuation Number	2012 Valuation Annual Payroll[1]	2013 Valuation Average Age	2013 Valuation Average Benefit Service[2]	2013 Valuation Average Eligibility Service[2]
01 - Teamsters-Union							
Active Members	4	$ 164,216	4	$ 160,257	46.9	10.6	16.1
Vested Former Members	1	402	1	403	29.6	1.3	3.0
Retirees and Beneficiaries	11	215,614	11	215,613	70.8		
02 - Plc Offcrs							
Active Members	5	$ 292,043	3	$ 199,547	45.4	14.5	14.5
Vested Former Members	3	15,729	4	35,102	44.5	4.3	14.5
Retirees and Beneficiaries	1	46,547	1	46,547	52.1		
20 - Command							
Active Members	1	$ 69,263	1	$ 89,153	55.4	23.6	23.6
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	2	131,974	2	128,980	59.1		
Total Municipality							
Active Members	**10**	**$ 525,522**	**8**	**$ 448,957**	**47.0**	**13.9**	**16.1**
Vested Former Members	**4**	**16,131**	**5**	**35,505**	**40.8**	**3.6**	**11.6**
Retirees and Beneficiaries	**14**	**394,135**	**14**	**391,140**	**67.8**		
Total Particpants	**28**		**27**				

1 Annual payroll for active members; annual deferred benefits payable for vested former members; 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	2013 Valuation		2012 Valuation	
	Employer and Retiree[1]	Employee[2]	Employer and Retiree[1]	Employee[2]
01 - Teamsters-Union	$ 828,022	$ 71,648	$ 824,996	$ 61,845
02 - Plc Offcrs	1,013,529	164,832	920,260	148,750
20 - Command	1,095,843	46,448	1,034,711	45,300
Municipality Total	**$ 2,937,394**	**$ 282,928**	**$ 2,779,967**	**$ 255,895**
Combined Reserves	**$ 3,220,322**		**$ 3,035,862**	

1 Reserve for Employer Contributions and Benefit Payments

2 Reserve for Employee Contributions

The December 31, 2013 valuation assets are equal to 1.061840 times the reported market value of assets (compared to 1.143563 as of December 31, 2012). 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	Contributions		Investment Income	Benefit Payments	Member Contrib. Refunds	Net Transfers	Valuation Asset Balance
	Employer	Member					
2003	$ 48,598	$ 10,000	$ 63,771	$ 0	$ 0	$ 0	$ 719,144
2004	116,202	870,107	136,989	(10,391)	(330,605)	0	1,501,446
2005	163,879	11,112	108,798	(19,937)	0	0	1,765,298
2006	231,570	11,696	147,095	(19,773)	(813)	0	2,135,073
2007	345,709	10,932	173,770	(64,687)	(4,759)	0	2,596,038
2008	342,728	12,603	166,926	(75,406)	0	12,068	3,054,957
2009	150,044	29,253	151,549	(218,140)	0	0	3,167,663
2010	126,100	30,544	171,030	(295,873)	0	77,683	3,277,147
2011	362,330	22,376	189,992	(343,208)	0	0	3,508,637
2012	192,628	20,957	138,746	(389,268)	0	0	3,471,700
2013	138,014	17,389	183,505	(391,141)	0	0	3,419,467

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

Actuarial Accrued Liabilities and Valuation Assets
As of December 31, 2013

Table 6

Division	Actuarial Accrued Liability	Valuation Assets[1]	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
01 - Teamsters-Union				
Active Members	$ 311,261	$ 56,830	18.3%	$ 254,431
Vested Former Members	382	0	0.0%	382
Retirees And Beneficiaries	1,859,372	883,659	47.5%	975,713
Pending Refunds	14,817	14,817	100.0%	0
Total	**$ 2,185,832**	**$ 955,306**	**43.7%**	**$ 1,230,526**
02 - Plc Offcrs				
Active Members	$ 813,374	$ 654,261	80.4%	$ 159,113
Vested Former Members	53,681	53,681	100.0%	0
Retirees And Beneficiaries	543,289	543,289	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	**$ 1,410,344**	**$ 1,251,231**	**88.7%**	**$ 159,113**
20 - Command				
Active Members	$ 638,220	$ 46,448	7.3%	$ 591,772
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	1,793,310	1,166,482	65.0%	626,828
Pending Refunds	0	0	0.0%	0
Total	**$ 2,431,530**	**$ 1,212,930**	**49.9%**	**$ 1,218,600**
Total Municipality				
Active Members	**$ 1,762,855**	**$ 757,539**	**43.0%**	**$ 1,005,316**
Vested Former Members	**54,063**	**53,681**	**99.3%**	**382**
Retirees and Beneficiaries	**4,195,971**	**2,593,430**	**61.8%**	**1,602,541**
Pending Refunds	**14,817**	**14,817**	**100.0%**	**0**
Total Participants	**$ 6,027,706**	**$ 3,419,467**	**56.7%**	**$ 2,608,239**

1 Includes both employer and member assets.

Please see the Comments on the Investment Markets.

See the MERS Fiscal Responsibility Policy on the MERS website at:
http://www.mersofmich.com/Portals/0/Assets/PageResources/MERS/PlanDocument/Pension/sec_43c.pdf.

Actuarial Accrued Liabilities - Comparative Schedule

Table 7

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities	UAL as Percent of Annual Payroll
1999	$ 442,191	$ 370,892	84%	$ 71,299	26%
2000	576,894	444,710	77%	132,184	39%
2001	697,290	524,467	75%	172,823	50%
2002	819,377	596,775	73%	222,602	59%
2003	1,035,184	719,144	69%	316,040	63%
2004	2,463,464	1,501,446	61%	962,018	98%
2005	3,086,437	1,765,298	57%	1,321,139	129%
2006	4,195,751	2,135,073	51%	2,060,678	191%
2007	4,378,201	2,596,038	59%	1,782,163	165%
2008	4,997,997	3,054,957	61%	1,943,040	206%
2009	5,166,921	3,167,663	61%	1,999,258	309%
2010	5,588,191	3,277,147	59%	2,311,044	440%
2011	5,908,136	3,508,637	59%	2,399,499	556%
2012	6,113,489	3,471,700	57%	2,641,789	588%
2013	6,027,706	3,419,467	57%	2,608,239	496%

Notes: Actuarial assumptions were revised for the 2000, 2004, 2008, 2009, 2010, 2011, and 2012 actuarial valuations.

GASB 25 and GASB 27 Information

The following information has been prepared to provide the information necessary to comply with GASB Statements Number 25 and 27. Statement 25 is effective for fiscal years beginning after June 15, 1996 and Statement 27 is effective for fiscal years beginning after June 15, 1997.

All entries and the annual employer contribution amount were based on the actuarial methods and assumptions used in the December 31, 2013 actuarial valuation. The entry age normal actuarial method was used to determine the disclosure entries.

GASB 25 Information (as of 12/31/2013)

Actuarial Accrued Liability		
Retirees and beneficiaries currently receiving benefits	$	4,195,971
Terminated employees (vested former members) not yet receiving benefits		54,063
Non-Vested terminated employees (pending refunds of accumulated member contributions)		14,817
Current employees -		
Accumulated employee contributions including allocated investment income		253,430
Employer financed		1,509,425
Total Actuarial Accrued Liability	$	6,027,706
Net Assets Available for Benefits at Actuarial Value	$	3,419,467
(Market Value is 3,220,322)		
Unfunded (Overfunded) Actuarial Accrued Liability	$	2,608,239

GASB 27 Information (as of 12/31/2013)

Fiscal Year Beginning		April 1, 2015
Annual Required Contribution (ARC)	$	196,716[1]

1 Based on valuation payroll (based on projected fiscal year payroll for divisions that will have no new hires). For divisions that are open to new hires the actual required contribution will be based on current monthly payroll (during the fiscal year beginning April 1, 2015) times the computed employer contribution rate(s) shown in Table 1. The ARC shown here is the sum of the ARC's calculated separately for each division.

GASB 27 Information (Used in the 12/31/2013 Annual Actuarial Valuation)

Amortization Factors Used to Compute Employer Contribution Requirements
Used for Funding Calculations and Most ARC Calculations (see below)
(Payments Increase 4.5% per Year)

Amortization Factor Used - Underfunded or Overfunded Liabilities (5 years)	0.221706
Amortization Factor Used - Underfunded or Overfunded Liabilities (6 years)	0.187731
Amortization Factor Used - Underfunded or Overfunded Liabilities (7 years)	0.163488
Amortization Factor Used - Underfunded or Overfunded Liabilities (8 years)	0.145330
Amortization Factor Used - Underfunded or Overfunded Liabilities (9 years)	0.131227
Amortization Factor Used - Underfunded or Overfunded Liabilities (10 years)	0.119963
Amortization Factor Used - Underfunded or Overfunded Liabilities (11 years)	0.110763
Amortization Factor Used - Underfunded or Overfunded Liabilities (12 years)	0.103112
Amortization Factor Used - Underfunded or Overfunded Liabilities (13 years)	0.096652
Amortization Factor Used - Underfunded or Overfunded Liabilities (14 years)	0.091128
Amortization Factor Used - Underfunded or Overfunded Liabilities (15 years)	0.086353
Amortization Factor Used - Underfunded or Overfunded Liabilities (16 years)	0.082185
Amortization Factor Used - Underfunded or Overfunded Liabilities (17 years)	0.078519
Amortization Factor Used - Underfunded or Overfunded Liabilities (18 years)	0.075270
Amortization Factor Used - Underfunded or Overfunded Liabilities (19 years)	0.072372
Amortization Factor Used - Underfunded or Overfunded Liabilities (20 years)	0.069773
Amortization Factor Used - Underfunded or Overfunded Liabilities (21 years)	0.067430
Amortization Factor Used - Underfunded or Overfunded Liabilities (22 years)	0.065308
Amortization Factor Used - Underfunded or Overfunded Liabilities (23 years)	0.063378
Amortization Factor Used - Underfunded or Overfunded Liabilities (24 years)	0.061616
Amortization Factor Used - Underfunded or Overfunded Liabilities (25 years)	0.060002

Amortization Factor Used to Compute the GASB Annual Required Contribution (ARC)
For Divisions that are Closed to New Hires
(and new hires are not covered by MERS DB or Hybrid provisions in a linked division)
If Division is Less than 100% Funded, and Uses a Funding Period over 15 Years

Amortization Factor Used - Underfunded Liabilities (30 year level $)	0.085453

Assumptions: Continuous Payments; Interest at 8% Per Year

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 - Teamsters-Union

1/1/2012	Member Contribution Rate 3.00%
1/1/2012	Benefit B-4 (80% max)
1/1/2012	Day of Work defined as 150 hours in a month
12/31/2011	Frozen FAC
11/9/2006	Covered by Act 88
4/1/2006	3.0% Multiplier (80% max)
4/1/2004	Benefit F55 (With 15 Years of Service)
4/1/2004	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/2004	8 Year Vesting
4/1/2004	Benefit B-4 (80% max)
4/1/2004	Day of work defined as 7 Hours a Day for all employees
4/1/2004	Member Contribution Rate 0.00%
4/1/1996	Fiscal Month - April

02 - Plc Offcrs

6/1/2012	Benefit B-4 (80% max)
6/1/2012	Day of Work defined as 150 hours in a month.
5/31/2012	Frozen FAC
4/1/2009	Member Contribution Rate 8.00%
11/9/2006	Covered by Act 88
4/1/2006	3.0% Multiplier (80% max)
4/1/1996	10 Year Vesting
4/1/1996	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/1996	Benefit B-4 (80% max)
4/1/1996	Member Contribution Rate 2.00%
4/1/1996	Benefit F50 (With 25 Years of Service)
4/1/1996	Fiscal Month - April

20 - Command

5/1/2013	Benefit B-4 (80% max)
5/1/2013	A Day of Work defined as 150 hours in a month
4/30/2013	Frozen FAC
1/1/2007	E2 2.5% COLA for future retirees (04/01/2006)
11/9/2006	Covered by Act 88
4/1/2006	3.0% Multiplier (80% max)
1/1/2005	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2005	10 Year Vesting
1/1/2005	3.2% Multiplier (80% max)
1/1/2005	Member Contribution Rate 2.00%
1/1/2005	Benefit F50 (With 25 Years of Service)

20 - Command

4/1/1996	Fiscal Month - April

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.