# The Town of Middletown

## Pension Plan

Actuarial Valuation Report

Plan Year July 1, 2015 – June 30, 2016

January 2016

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January 2016

Ms. Lynne Dible
Finance Director
Town Hall
Town of Middletown
350 East Main Road
Middletown, RI 02840

Dear Ms. Dible:

Buck Consultants, LLC (Buck) was retained to complete this actuarial valuation of the Town of Middletown Pension Plan. This report presents the results of the valuation for the plan year and the fiscal year ending June 30, 2016, including the recommended contribution.

## Purpose of this Report

The plan sponsor can use this report for determining plan contributions. The report may also be used to prepare the plan's and the plan sponsor's audited financial statements.

Use of this report for any other purpose or by anyone other than the plan sponsor may not be appropriate and may result in mistaken conclusions because of failure to understand applicable assumptions, methods, or inapplicability of the report for that purpose. No one may make any representations or warranties based on any statements or conclusions contained in this report without Buck Consultants' written consent.

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the economic and demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions or applicable law. Because of limited scope, Buck performed no analysis of the potential range of such future differences. An analysis of the potential range of such future differences is beyond the scope of this valuation.

## Data Used

Buck performed the valuation using participant and financial data supplied by the Town and John Hancock. Buck did not audit the data, although they were reviewed for reasonableness and consistency with the prior year data. The results of the valuation are dependent upon the accuracy of the data.

## Actuarial Certification

Based on the individually reasonable assumptions used in the preparation of this report, and on the data furnished us, we certify that projection of the costs under this plan has been made using generally accepted actuarial principles and practices, and that our recommended contributions make adequate provision for the funding of future benefits.

The valuation was prepared under the supervision of Christopher Kozlow, a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries and David L. Driscoll, a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries. Mr. Kozlow and Mr. Driscoll have both met the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. This report has been prepared in accordance with all applicable Actuarial Standards of Practice, and we are available to answer questions about it.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully submitted,

BUCK CONSULTANTS, LLC

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Director, Retirement Actuary

David L. Driscoll, FSA, EA, MAAA
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# Table of Contents

# Section 1 – Summary

This report presents the results of the actuarial valuation of the Pension Plan for the plan year beginning July 1, 2015. In summary, the following is a comparison of the recommended contributions, expenses, assets, liabilities, and participant data for the plan year beginning July 1, 2015 and the prior plan year.

| | 2015 Plan Year | 2014 Plan Year |
|---|---|---|
| Normal Cost | $128,387 | $144,564 |
| Actuarial Accrued Liability | 58,219,395 | 57,937,304 |
| Plan Assets[1] | 54,265,648 | 53,730,902 |
| Actuarial Value of Assets | 52,962,976 | 48,979,273 |
| Unfunded Actuarial Accrued Liability | 5,256,419 | 8,958,031 |
| | | |
| Valuation Payroll | $997,032 | $1,111,587 |
| | | |
| Recommended Contribution | | |
| Determined on the valuation date | $2,339,907 | $2,904,159 |
| % of Valuation Payroll | 234.69% | 261.26% |
| | | |
| Expected Employee Contributions | $67,783 | $70,754 |
| | | |
| Funded Status on Entry Age Basis[2] | | |
| ▪ Fire Department | 89.6% | 82.5% |
| ▪ Public Works | 101.5% | 97.2% |
| ▪ Police Department | 90.3% | 83.7% |
| ▪ School Custodial | 100.0% | 100.0% |
| ▪ School Clerical | 100.0% | 100.0% |
| ▪ Town Hall | 87.7% | 86.5% |
| ▪ Total | 91.0% | 84.5% |

[1] General Account assets are determined at book value. Separate Account assets are determined at market value.

[2] Actuarial value of assets divided by entry age normal liability. Difference in funded status if market value of assets was employed rather than actuarial value of assets would be immaterial. Funded status as presented here does not represent a funded status calculated on a settlement basis.

# Section 1 – Summary (continued)

## Recommended Contribution

The recommended contribution decreased from $2,904,159 for the 2014 plan year to $2,339,907 for the 2015 plan year.

Details regarding the recommended contribution are shown in Section 2.

## Plan Assets

John Hancock furnished the financial data. The actuarial value of plan assets increased from $48,979,273 as of June 30, 2014 to $52,962,976 as of June 30, 2015.

Details regarding plan assets are shown in Section 3, Plan Assets.

## Plan Participants

The plan sponsor and John Hancock provided the data concerning plan participants as of the valuation date.

| VALUATION DATE | July 1, 2015 | July 1, 2014 |
|---|---|---|
| Number of Participants | | |
| Active | 13 | 16 |
| Terminated Vested | 4 | 5 |
| Disabled | 5 | 5 |
| Retirees and Beneficiaries | 135 | 136 |
| Total | 157 | 162 |

A reconciliation of the plan participants and a summary of participant characteristics are included in Section 4 of this report.

# Section 1 – Summary (continued)

## Actuarial Assumptions and Methods

The economic and demographic assumptions used in this actuarial valuation are based upon a review of the existing portfolio and current economic conditions as well as the experience study that was performed in 2015 and published in June, 2015. The basis for the mortality assumption this year has been changed. The mortality rates used for the prior year were based on RP-2000 Combined Mortality Table projected generationally using Scale AA. The mortality assumption was changed to: for male annuitants and non-annuitants, 115% of RP-2000 Combined Healthy for Males with White Collar adjustments, projected generationally with Scale AA from 2000, and for female annuitants and non-annuitants, 95% of RP-2000 Combined Healthy for Females with White Collar adjustments, projected generationally with Scale AA from 2000. The mortality assumption change was made in accordance with the experience study published in June, 2015. This change increased the actuarial accrued liability by $199,472.

Plan expenses are assumed to be equal to the prior year's actual expenses, increased for inflation by 3% and rounded to the nearest $1,000,

The rest of the actuarial assumptions and methods are the same as those used in the prior actuarial valuation.

Section 5 contains a summary of the actuarial assumptions and methods used in this actuarial valuation.

## Plan Provisions

The actuarial valuation results contained in this report are based on the plan provisions in effect on July 1, 2015. These plan provisions are the same as those used in the prior actuarial valuation. A summary of the plan provisions is in Section 6.

## Plan Experience

Plan experience in the 2014-2015 plan year was more favorable than that anticipated under the funding assumptions used in the valuation, which led to the development of an overall experience gain for the year.

The primary source of the gain was the recognition of past investment gains as a function of the asset smoothing method. The plan experienced a 3.2% rate of return on plan assets, or approximately $2.3 million less than the amount expected under the valuation assumptions. However, recognition of 80% of this loss is deferred to later years, and when combined with the recognition of gains experienced in prior years, the effective return on the actuarial value of assets is 10.6%, compared to the assumed 7.50%. The following table quantifies the various sources of gains and losses.

| **Source**<br>(positive numbers indicate a gain, negative numbers a loss) | **Change in Unfunded Accrued Liability** |
|---|---|
| Demographic | |
| • Inactive mortality | $ (291,675) |
| • Active mortality | (7,854) |
| • Retirement | (129,380) |
| • Termination | (14,089) |
| • Disability | 1,223 |
| • Other (e.g., data changes) | 0 |
| • Total | $ (441,775) |
| Salary growth | 106,609 |
| Contributions in excess of expected amounts | 805,859 |
| Investment growth | 1,427,665 |
| Total experience gain/(loss) | $ 1,898,358 |

# Section 2 – Recommended Contribution

| Recommended Contribution | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| 1. Normal cost | $66,495 | $42,847 | $19,045 | $0 | $0 | $0 | $128,387 |
| 2. Amortization of unfunded accrued liability[1] | 888,105 | (25,204) | 967,608 | 0 | 0 | 49,761 | 1,880,270 |
| 3. Estimated expenses[2] | 67,558 | 15,038 | 79,612 | 1,523 | 1,127 | 3,142 | 168,000 |
| 4. Normal contribution (1. + 2. + 3.) | $1,022,158 | $32,681 | $1,066,265 | $1,523 | $1,127 | $52,903 | $2,176,657 |
| 5. Interest on 4. to end of the year | 76,662 | 2,451 | 79,970 | 114 | 85 | 3,968 | 163,250 |
| 6. Recommended employer contribution | $1,098,820 | $35,132 | $1,146,235 | $1,637 | $1,212 | $56,871 | $2,339,907 |
| Estimated employee contributions | $31,564 | $28,899 | $7,320 | $0 | $0 | $0 | $67,783 |
| Ongoing cost for active employees as a percent of payroll (entry age normal cost, plus expenses, projected to year end) | 35.4% | 12.8% | 101.1% | N/A | N/A | N/A | 32.0% |

[1] Elements of the unfunded actuarial liability are amortized over a closed six-year period beginning July 1, 2012.
[2] Allocated on the ratio of plan assets.

# Section 2 – Recommended Contribution (continued)

| Plan Liabilities | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| 1. Actuarial accrued liability as of the valuation date | | | | | | | |
| Retired participants and beneficiaries | $19,617,128 | $2,113,240 | $25,544,561 | $479,792 | $355,300 | $1,107,176 | $49,217,197 |
| Non-contributing and terminated participants entitled to deferred vested pensions | 133,627 | 0 | 277,923 | 386 | 0 | 0 | 411,936 |
| Disabled participants | 469,616 | 0 | 1,470,962 | 0 | 0 | 22,394 | 1,962,972 |
| Present active participants | 3,560,449 | 2,557,199 | 509,642 | 0 | 0 | 0 | 6,627,290 |
| Total | $23,780,820 | $4,670,439 | $27,803,088 | $480,178 | $355,300 | $1,129,570 | $58,219,395 |
| 2. Assets available to meet liability in (1.) | $21,298,064 | $4,740,898 | $25,098,077 | $480,178 | $355,300 | $990,459 | $52,962,976 |
| 3. Unfunded actuarial accrued liability (1.) - (2.) | $2,482,756 | ($70,459) | $2,705,011 | $0 | $0 | $139,111 | $5,256,419 |
| 4. Funded status (2.) ÷ (1.) | 89.6% | 101.5% | 90.3% | 100.0% | 100.0% | 87.7% | 91.0% |
| 5. Normal cost | $66,495 | $42,847 | $19,045 | $0 | $0 | $0 | $128,387 |

# Section 2 – Recommended Contribution (continued)

| Amortization Amounts | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| 1. Prior year unfunded actuarial accrued liability | $4,140,260 | $126,921 | $4,541,529 | $0 | $0 | $149,321 | $8,958,031 |
| 2. Prior year normal cost plus expense | 90,585 | 47,506 | 68,697 | 709 | 507 | 5,560 | 213,564 |
| 3. Interest on 1. and 2. to end of the year | 317,313 | 13,082 | 345,767 | 53 | 38 | 11,616 | 687,869 |
| 4. Expected contributions | 1,333,526 | 88,964 | 1,429,803 | 762 | 545 | 50,559 | 2,904,159 |
| 5. Expected unfunded actuarial accrued liability (1.) + (2.) + (3.) – (4.) | $3,214,632 | $98,545 | $3,526,190 | $0 | $0 | $115,938 | $6,955,305 |
| 6. Actual unfunded actuarial accrued liability (before assumption, plan or method changes) | $2,448,432 | ($55,445) | $2,559,897 | $0 | $0 | $104,063 | $5,056,947 |
| 7. (Gain)/Loss (6.) – (5.) | ($766,200) | ($153,990) | ($966,293) | $0 | $0 | ($11,875) | ($1,898,358) |
| 8. Increase/(decrease) in unfunded actuarial accrued liability due to assumption change | $34,324 | ($15,014) | $145,114 | $0 | $0 | $35,048 | 199,472 |

# Section 3 – Plan Assets

## Reconciliation of Plan Assets

| | | IPG Contract | Trusteed Funds | Total |
|---|---|---|---|---|
| 1. | Assets as of July 1, 2014 | | | |
| | a. Fund assets as of July 1, 2014 | $14,147,777 | $39,248,996 | $53,396,773 |
| | b. Receivables (employer) | 0 | 326,027 | 326,027 |
| | c. Receivables (employee) | 0 | 8,102 | 8,102 |
| | d. Plan assets | $14,147,777 | $39,583,125 | $53,730,902 |
| 2. | Income | | | |
| | a. Employer Contributions | $0 | $3,575,921 | $3,575,921 |
| | b. Employee Contributions | 0 | 92,124 | 92,124 |
| | c. Investment Return | 628,112 | 1,190,335 | 1,818,447 |
| | d. Transfers | 4,250,000 | (4,250,000) | 0 |
| | e. Total | $4,878,112 | $603,380 | $5,486,492 |
| 3. | Expenses | | | |
| | a. Benefit Payments | $4,655,198 | $0 | $4,655,198 |
| | b. Administrative Expenses | 28,503 | 134,395 | 162,898 |
| | c. Investment Expenses | 0 | 133,650 | 133,650 |
| | d. Total | $4,683,701 | $268,045 | $4,951,746 |
| 4. | Assets as of June 30, 2015 | | | |
| | a. Fund assets (1d. + 2e. – 3d.) | $14,342,188 | $39,923,460 | $54,265,648 |
| | b. Receivables (employer) | 0 | 0 | 0 |
| | c. Receivables (employee) | 0 | 0 | 0 |
| | d. Plan assets | $14,342,188 | $39,923,460 | $54,265,648 |

# Section 3 – Plan Assets (continued)

| Development of the Actuarial Value of Assets | |
|---|---|
| 1. Plan assets as of July 1, 2014 | $48,979,273 |
| 2. Employee contributions | 92,124 |
| 3. Employer contributions | 3,575,921 |
| 4. Expenses | 162,898 |
| 5. Benefit payments | 4,655,198 |
| 6. Expected investment return at 7.50% | 3,986,691 |
| 7. Actual investment return | 1,684,797 |
| 8. Investment gain/(loss) [(7.) - (6.)] | ($2,301,894) |

9. Deferral of gains/(losses)

| Year Ending | Gain/(Loss) | Percent Deferred | Amount Deferred |
|---|---|---|---|
| 2015 | ($2,301,894) | 80% | ($1,841,515) |
| 2014 | 3,906,070 | 60% | 2,343,642 |
| 2013 | 3,412,048 | 40% | 1,364,819 |
| 2012 | (2,821,370) | 20% | (564,274) |
| 2011 | 3,540,459 | 0% | 0 |
| Total Deferral Amount | | | $1,302,672 |

10. Asset values as of July 1, 2015

| | |
|---|---|
| a. Plan assets | $54,265,648 |
| b. 80% of plan assets | $43,412,519 |
| c. 120% of plan assets | $65,118,777 |
| d. Actuarial value of assets [(10.a.) – (9.), but not less than 10.b., nor greater than 10.c.] | $52,962,976 |

# Section 3 – Plan Assets (continued)

| Allocation of the Actuarial Value of Assets | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| 1. Allocated plan assets as of July 1, 2014 | $21,545,827 | $4,872,295 | $25,776,814 | $391,217 | $88,323 | $1,056,426 | $53,730,902 |
| 2. Employee contributions | 54,013 | 30,438 | 7,673 | 0 | 0 | 0 | 92,124 |
| 3. Employer contributions | 1,641,985 | 109,542 | 1,760,531 | 938 | 671 | 62,254 | 3,575,921 |
| 4. Expenses | 65,716 | 14,743 | 78,023 | 1,084 | 194 | 3,138 | 162,898 |
| 5. Benefit payments | 1,834,495 | 248,130 | 2,323,633 | 74,796 | 50,237 | 123,907 | 4,655,198 |
| 6. Expected investment return at 7.50% | 1,608,279 | 360,814 | 1,909,507 | 26,531 | 4,758 | 76,802 | 3,986,691 |
| 7. Actual investment return | | | | | | | 1,684,797 |
| 8. Allocated investment return [Total(7.) ÷ Total(6.)] × Allocated(6.) | 679,667 | 152,482 | 806,968 | 11,212 | 2,011 | 32,457 | 1,684,797 |
| 9. Expected plan assets as of June 30, 2015 [(1.) + (2.) + (3.) – (4.) – (5.) + (8.)] | $22,021,281 | $4,901,884 | $25,950,330 | $327,487 | $40,574 | $1,024,092 | $54,265,648 |
| 10. Allocated actuarial value of assets [Allocated(9.) ÷ Total(9.)] × Total actuarial value of assets | $21,492,650 | $4,784,212 | $25,327,380 | $319,626 | $39,600 | $999,508 | $52,962,976 |
| 11. Adjusted allocated assets[1] | $21,298,064 | $4,740,898 | $25,098,077 | $480,178 | $355,300 | $990,459 | $52,962,976 |

[1] For the two groups who have transferred to the State Plan, allocated assets are set equal to the present value of future benefits, and the remaining assets are allocated over the other four groups.

# Section 4 – Plan Participant Data

## A. Reconciliation of Participant Data

| Active Participants | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Total as of last valuation | 5 | 7 | 3 | 0 | 0 | 1 | 16 |
| Vested terminations | | | | | | | |
| Non-vested Terminations | | | | | | | |
| Deaths | | | | | | | |
| Retirements | | | (2) | | | (1) | (3) |
| New disabled | | | | | | | |
| Transfers to/from State Plan | | | | | | | |
| New entrants | | | | | | | |
| Total in this valuation | 5 | 7 | 1 | 0 | 0 | 0 | 13 |

| Terminated Vested Participants | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Total as of last valuation | 1 | 0 | 2 | 1 | 0 | 1 | 5 |
| Vested terminations | | | | | | | |
| Deaths | | | | | | | |
| Retirements | | | | | | | |
| Cash outs | | | | | | (1) | (1) |
| Adjustments | | | | | | | |
| Total in this valuation | 1 | 0 | 2 | 1 | 0 | 0 | 4 |

# Section 4 – Plan Participant Data (continued)

## A. Reconciliation of Participant Data (continued)

| Disabled Participants | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Total as of last valuation | 1 | 0 | 3 | 0 | 0 | 1 | 5 |
| Deaths | | | | | | | |
| Retirements | | | | | | | |
| New disabled | | | | | | | |
| Adjustments | | | | | | | |
| Total in this valuation | 1 | 0 | 3 | 0 | 0 | 1 | 5 |

| Retirees and Beneficiaries | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Total as of last valuation | 48 | 9 | 59 | 6 | 7 | 7 | 136 |
| Deaths | | | (3) | | (1) | | (4) |
| Retirements | | | 2 | | | 1 | 3 |
| New beneficiaries | | | | | | | |
| New alternate payees | | | | | | | |
| Adjustments | | | | | | | |
| Total in this valuation | 48 | 9 | 58 | 6 | 6 | 8 | 135 |

# Section 4 – Plan Participant Data (continued)

## B. Inactive Participant Statistics as of the Valuation Date

| Average Age | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Terminated vested participants | 52.3 | | 50.7 | 44.9 | | | 49.7 |
| Retirees | 65.0 | 72.2 | 62.4 | 81.3 | 82.1 | 72.1 | 66.2 |
| Beneficiaries | 73.6 | 82.9 | 70.8 | 87.0 | | 88.3 | 76.0 |
| Disabled participants | 48.1 | | 51.0 | | | 83.9 | 57.0 |

| Average Monthly Benefit | Fire | Public Works | Police | School Custodial | School Clerical | Town Hall | Total |
|---|---|---|---|---|---|---|---|
| Terminated vested participants | $1,298 | | $846 | $14 | | | $751 |
| Retirees | 3,514 | $2,468 | 3,620 | 1,329 | $696 | $1,561 | 3,166 |
| Beneficiaries | 811 | 937 | 943 | 459 | | 1,126 | 862 |
| Disabled participants | 3,141 | | 3,374 | | | 224 | 2,698 |

# Section 5 – Actuarial Assumptions and Methods

## Actuarial Funding Assumptions

**The experience study report dated June, 2015 outlines the most recent comprehensive review of the actuarial assumptions used.**

### Funding valuation interest rate

7.50% per annum

### Compensation increase rate

5.00% per annum

### Retirement age:

Police and Fire Department

Rates according to the following table:

| Years of Service | Percent Retiring |
|---|---|
| Less than 20 | 0% |
| 20 | 25% |
| 21 – 24 | 50% |
| 25 or more | 100% |

100% upon the attainment of age 58 regardless of service.

All Others

100% at the age at which unreduced benefits are first available.

### Mortality

115% of RP-2000 Combined Mortality for Males with White Collar adjustments, projected generationally with Scale AA from 2000 and 95% of RP-2000 Combined Mortality for Females with White Collar adjustments, projected generationally with Scale AA from 2000.

### Disability Incidence

United Auto Workers 1955 Table

### Turnover

Sarason Table T-1 Table

### Marriage Assumption

90% of males and 75% of females are married, with males four years older than their female spouse.

### Expenses

Prior year's expenses, increased for inflation by 3.0%, rounded to the nearest thousand dollars.

# Section 5 – Actuarial Assumptions and Methods (continued)

### Participant Data

Retiree census data was supplied by John Hancock. All other employee data used in these calculations was supplied by the employer.

## Funding Methods

### Actuarial Cost Method

Entry age normal. The actuarial present value of projected benefits of each individual is allocated on a level basis over the covered salary of the individual between date of hire and assumed date they cease active employment. The portion of this actuarial present value not provided for at the valuation date by the actuarial present value of future entry age normal cost is called the accrued liability.

## Assets

### Funding

General Account assets are determined at book value. Separate Account assets are determined at market value. The Actuarial Value of assets is determined using a method that spreads over a period of five years the difference between the actual investment income and the expected income (based on the valuation interest rate applied to the prior year's market value of assets). Resulting value constrained to be within corridor from 80% to 120% of market value.

### Amortization Period

The unfunded accrued liability is amortized over a closed six-year period beginning with the July 1, 2012 valuation.

## Changes Since the Prior Valuation

The mortality rates used for the prior year were based on RP-2000 Combined Mortality Table projected generationally using Scale AA. The mortality assumption was changed to: for male annuitants and non-annuitants, 115% of RP-2000 Combined Healthy for Males with White Collar adjustments, projected generationally with Scale AA from 2000, and for female annuitants and non-annuitants, 95% of RP-2000 Combined Healthy for Females with White Collar adjustments, projected generationally with Scale AA from 2000. The mortality assumption change was made in accordance with the experience study published in June, 2015.

In addition, an inflationary component was added to the determination of the expense load.

These changes increased the recommended employer contribution by $82,578.

# Section 6 – Summary of Plan Provisions

| | Fire Department | Police Department | School Custodial, Town Hall, and School Clerical | Public Works |
|---|---|---|---|---|
| **Eligibility** | The later of the date the employee elects to make contributions to the plan, or the first day of the month coincident with or following the date of hire. Elected employees and Certified employees of the School Department are not eligible to participate.<br><br>Employees hired after July 1, 2001 become members of the State plan and do not participate in this plan. | | | |
| **Average Annual Compensation (AAC)** | Average earnings during the three-consecutive year period in which the average is the highest. | | | |
| **Normal Retirement Date** | 20 years of service. | 20 years of service. | Age 65 with five years of service. | Earlier of age 65 or 30 years of service. |
| **Normal Retirement Benefit** | 2.75% of AAC multiplied by the number of completed years and months of service. Maximum benefit is 75% of AAC. | 3.00% (2.50% if less than 20 years of service) of AAC multiplied by the number of completed years and months of service. Maximum benefit for employees hired after 7/1/1986 is 70% of AAC. | 2.00% of AAC multiplied by the number of completed years and months of service. Maximum benefit for employees hired after 7/1/1986 is 70% of AAC. | 2.50% of AAC multiplied by the number of completed years and months of service. Maximum benefit for employees hired after 7/1/1986 is 70% of AAC. |
| **Normal Form of Annuity** | 67½% Contingent Annuity, payable to the later of the date the spouse remarries or dies, or the date all dependent children attain age 18. | 67½% Contingent Annuity, payable to the later of the date the spouse remarries or dies, or the date all dependent children attain age 18. | Modified Cash Refund | Modified Cash Refund |
| **Employee Contributions** | 9% of Compensation | 7% of Compensation | 4% of Compensation | 6% of Compensation |
| **Interest on Employee Contributions** | 5% per year | 5% per year | 5% per year | 5% per year |

# Section 6 – Summary of Plan Provisions (continued)

| | Fire Department | Police Department | School Custodial, Town Hall, and School Clerical | Public Works |
|---|---|---|---|---|
| **Early Retirement Date** | None. | None. | Within five years of normal retirement date and completion of ten years of service. | Within five years of normal retirement date and completion of ten years of service. |
| **Early Retirement Benefit** | None. | None. | Accrued annuity reduced by 0.5% for each month by which the Early Retirement Date precedes the Normal Retirement Date. | Accrued annuity reduced by 0.5% for each month by which the Early Retirement Date precedes the Normal Retirement Date. |
| **Disability Eligibility** | Totally disabled for six months and eligible to receive disability payments under Social Security after completion of 10 years of service. | Totally disabled for six months and eligible to receive disability payments under Social Security after completion of 10 years of service. | Totally disabled for six months and eligible to receive disability payments under Social Security after completion of 10 years of service. | Totally disabled for six months and eligible to receive disability payments under Social Security after completion of 10 years of service. |
| **Disability Benefit** | Accrued benefit at date of disability, payable immediately, unreduced for early commencement.<br>If disability incurred in the line of duty, the benefit is ⅔ of final compensation. | Accrued benefit at date of disability, payable immediately, unreduced for early commencement. | Accrued benefit at date of disability, payable immediately, unreduced for early commencement. | Accrued benefit at date of disability, payable immediately, unreduced for early commencement. |

| | Fire Department | Police Department | School Custodial, Town Hall, and School Clerical | Public Works |
|---|---|---|---|---|
| **Pre-Retirement Spouse's Benefit Eligibility (In-Service Death While Married)** | Completion of 20 years of service. | Completion of 20 years of service. | Within five years of Normal Retirement Date after completion of 10 years of service. | Within five years of Normal Retirement Date after completion of 10 years of service. |
| **Pre-Retirement Spouse's Benefit** | 67½% of accrued benefit payable to the later of the date the spouse remarries or dies, or the date all dependent children attain age 18. | 67½% of accrued benefit payable to the later of the date the spouse remarries or dies, or the date all dependent children attain age 18. | 50% of accrued benefit reduced for early commencement and adjusted for payment over spouse's lifetime. | 50% of accrued benefit reduced for early commencement and adjusted for payment over spouse's lifetime. |
| **Death Benefit (Not Eligible for Spouse's Benefit)** | Refund of accumulated employee contributions. | Refund of accumulated employee contributions. | Refund of accumulated employee contributions. | Refund of accumulated employee contributions. |
| **Vesting Provisions** | Participant is fully vested in accumulated employee contributions. Participant is 100% vested in Employer provided portion of the benefit after completion of 10 years of service. | Participant is fully vested in accumulated employee contributions. Participant is 100% vested in Employer provided portion of the benefit after completion of 10 years of service. | Participant is fully vested in accumulated employee contributions. Participant is 100% vested in Employer provided portion of the benefit after completion of 10 years of service. | Participant is fully vested in accumulated employee contributions. Participant is 100% vested in Employer provided portion of the benefit after completion of 10 years of service. |