

# Town of Narragansett Pension Plan

July 1, 2017 Actuarial Valuation Report

# **Town of Narragansett**

Actuarial Valuation as of July 1, 2017

# CONTACT

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Actuarial Certification	1
Executive Summary	3
Summary Results	
Changes Since Prior Valuation and Key Notes	
Assets and Liabilities	5
Present Value of Future Benefits	
Funding Liability	
Asset Information	
Reconciliation of Gain/Loss	
Contribution Requirements	10
Development of Actuarially Determined Contribution	
Demographic Information	11
Participant Reconciliation	13
Plan Provisions	15
Actuarial Assumptions	20
Other Measurements	25
Schedule of Amortizations	
Actuarially Determined Contribution by Division	

At the request of the plan sponsor, this report summarizes the Town of Narragansett Pension Plan as of July 1, 2017. The purpose of this report is to communicate the following results of the valuation:

- Funded Status; and
- Actuarially Determined Contribution as of July 1, 2017 for the plan year ending June 30, 2019

This report has been prepared in accordance with the applicable Federal and State laws. Consequently, it may not be appropriate for other purposes. Please contact Nyhart prior to disclosing this report to any other party or relying on its content for any purpose other than that explained above. Failure to do so may result in misrepresentation or misinterpretation of this report.

The results in this report were prepared using information provided to us by other parties. The census information has been provided to us by the Town. Asset information has been provided to us by the Town. We have reviewed the provided data for reasonableness when compared to prior information provided, but have not audited the data. Where relevant data may be missing, we have made assumptions we believe to be reasonable. We are not aware of any significant issues with and have relied on the data provided. Any errors in the data provided may result in a different result than those provided in this report. A summary of the data used in the valuation is included in this report.

The actuarial assumptions and methods were chosen by the Board. In our opinion, all actuarial assumptions and methods are individually reasonable and in combination represent our best estimate of anticipated experience of the plan. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following:

- plan experience differing from that anticipated by the economic or demographic assumptions;
- changes in economic or demographic assumptions;
- 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); and
- changes in plan provisions or applicable law.

We did not perform an analysis of the potential range of future measurements due to the limited scope of our engagement. This report has been prepared in accordance with generally accepted actuarial principles and practice.

Neither Nyhart nor any of its employees have any relationship with the plan or its sponsor which could impair or appear to impair the objectivity of this report.

To the extent that this report or any attachment concerns tax matters, it is not intended to be used and cannot be used by a taxpayer for the purpose of avoiding penalties that may be imposed by law.

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The undersigned are compliant with the continuing education requirements of the Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States and are available for any questions.

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Elizabeth A. Wiley, ASA

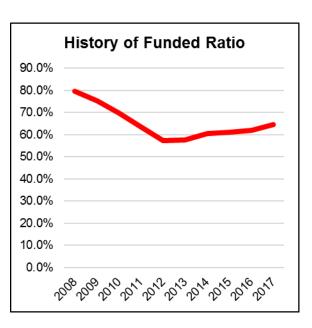
Carter M. Angell, FSA, EA, MAAA

December 19, 2017 Date

### **Summary Results**

The actuarial valuation's primary purpose is to produce a scorecard measure displaying the funding progress of the plan toward the ultimate goal of paying benefits at retirement. The accrued liability is based on an entry age level percentage of pay method.

Valuation Date For Plan Year Ending	July 1, 2016 June 30, 2018	July 1, 2017 June 30, 2019
Funded Status Measures	June 30, 2010	June 30, 2013
Entry Age Accrued Liability	\$128,970,688	\$134,830,699
Actuarial Value of Assets	79,965,053	87,163,231
Unfunded Accrued Liability	\$49,005,635	\$47,667,468
Funded Percentage (AVA)	62.0%	64.6%
Funded percentage (MVA)	57.5%	62.2%
Cost Measures		
Actuarially Determined Contribution	\$5,858,887	\$6,057,902
Actuarially Determined Contribution (as a percentage		
of projected payroll)	41.4%	42.1%
Asset Performance		
Market Value of Assets (MVA)	\$74,187,800	\$83,930,122
Actuarial Value of Assets (AVA)	\$79,965,053	\$87,163,231
Actuarial Value/Market Value	107.8%	103.9%
Participant Information		
Active Participants	253	250
Terminated Vested Participants	18	17
Retirees, Beneficiaries, and Disabled Participants	193	195
Total	464	462
Total Expected Payroll For Plan Year Ending	\$13,835,881	N/A
Projected Payroll For Plan Year Ending	\$14,151,902	\$14,389,316



#### **Changes Since Prior Valuation and Key Notes**

There have been no changes to the plan provisions since the last valuation.

The mortality for municipal members has been updated from the RP-2014 Mortality Table with generational improvements from 2006 based on assumptions from the 2015 SSA Trustee's Report to the RP-2014 Mortality Table with generational improvements from 2006 based on assumptions from the 2016 SSA Trustee's Report. This change caused a decrease in the funding liability and the actuarially determined contribution.

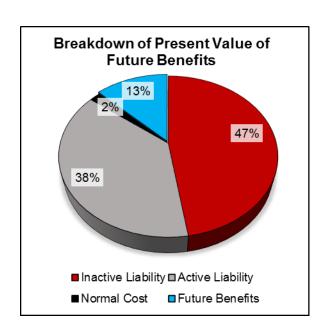
The mortality for police and fire members has been updated from the RP-2014 Blue Collar Mortality Table with generational improvements from 2006 based on assumptions from the 2015 SSA Trustee's Report to the RP-2014 Blue Collar Mortality Table with generational improvements from 2006 based on assumptions from the 2016 SSA Trustee's Report. This change caused a decrease in the funding liability and the actuarially determined contribution.

The mortality for disabled participants has been updated from the RP-2014 Disabled Mortality Table with generational improvements from 2006 based on assumptions from the 2015 SSA Trustee's Report to the RP-2014 Disabled Mortality Table with generational improvements from 2006 based on assumptions from the 2016 SSA Trustee's Report. This change caused a decrease in the funding liability and the actuarially determined contribution.

## **Present Value of Future Benefits**

The Present Value of Future Benefits represents the future benefits payable to the existing participants.

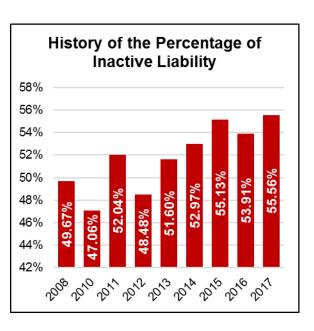
	July 1, 2017
Present Value of Future Benefits	
Active participants	
Retirement	\$79,559,389
Disability	2,115,539
Death	589,007
Termination	504,144
Refund of contributions	0
Total active	\$82,768,079
nactive participants	
Retired participants	\$68,118,489
Beneficiaries	1,260,649
Disabled participants	3,615,491
Terminated vested participants	1,923,823
Total inactive	\$74,918,452
Total	\$157,686,531
Present value of future payrolls	\$83,388,885



## **Funding Liability**

The Funding Liability measures the present value of benefits earned as of the valuation date, using a specified set of actuarial assumptions.

	July 1, 2017
Entry Age Normal Liabilities	
Active participants	
Retirement	\$59,004,131
Disability	672,602
Death	128,052
Termination	107,462
Refund of contributions	0
Total Active	\$59,912,247
Inactive participants	
Retired participants	\$68,118,489
Beneficiaries	1,260,649
Disabled participants	3,615,491
Terminated vested participants	1,923,823
Total Inactive	\$74,918,452
Total	\$134,830,699



Total Normal Cost

\$2,955,588

### **Asset Information**

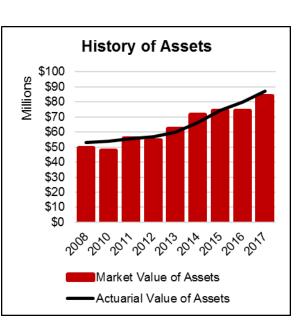
The amount of assets backing the pension promise is the most significant driver of volatility and future costs within a pension plan. The investment performance of the assets directly offsets the ultimate cost.

	July 1, 2017
Market Value Reconciliation	
Market value of assets, beginning of prior year	\$74,187,800
Contributions	
Employer contributions	5,399,268
Member contributions	1,474,196
Non-employer contributing entity	0
Total	6,873,464
Investment income	7,815,628
Benefit payments	(4,946,770)
Market value of asset, beginning of current year	\$83,930,122
Return on Market Value	10.4%

#### Actuarial value of assets

Value at beginning of current year

\$87,163,231



## Asset Information (continued) – 20% Phase in

Plan Assets are used to develop funded percentages and contribution requirements.

	July 1, 2017
Expected market value of assets	
•	\$74,187,800
(b) Contributions	6,873,464
(c) Benefit payments	(4,946,770)
(d) Expected return	5,409,677
(e) Expected market value of assets, beginning of current year	\$81,524,171
Market value of assets, beginning of current year	\$83,930,122
Actual return on market value	\$7,815,628
Amount subject to phase in [(3)-(1d)]	\$2,405,951
Phase in of asset gain/(loss)	
(a) Current year (80% x \$2,405,951)	\$1,924,761
(b) First prior year (60% x \$(7,068,914))	(4,241,348)
(c) Second prior year (40% x \$(5,010,641))	(2,004,256)
(d) Third prior year (20% x \$5,438,668)	1,087,734
(e) Total phase-in	\$(3,233,109)
Preliminary actuarial value of assets, beginning of current year [(2)-(5e)]	\$87,163,231
80% Market value of assets	\$67,144,098
120% Market value of assets	\$100,716,146
Adjustment to actuarial value of assets due to 20% corridor	\$0
Final actuarial value of assets (6) - (9)	\$87,163,231
Return on actuarial value of assets	6.5%
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	<ul> <li>(c) Benefit payments</li> <li>(d) Expected return</li> <li>(e) Expected market value of assets, beginning of current year</li> <li>Market value of assets, beginning of current year</li> <li>Actual return on market value</li> <li>Amount subject to phase in [(3)-(1d)]</li> <li>Phase in of asset gain/(loss) <ul> <li>(a) Current year (80% × \$2,405,951)</li> <li>(b) First prior year (60% × \$(7,068,914))</li> <li>(c) Second prior year (40% × \$(5,010,641)))</li> <li>(d) Third prior year (20% × \$5,438,668)</li> <li>(e) Total phase-in</li> </ul> </li> <li>Preliminary actuarial value of assets, beginning of current year [(2)-(5e)]</li> <li>80% Market value of assets</li> <li>120% Market value of assets</li> <li>Adjustment to actuarial value of assets due to 20% corridor</li> <li>Final actuarial value of assets (6) - (9)</li> </ul>

## **Reconciliation of Gain/Loss**

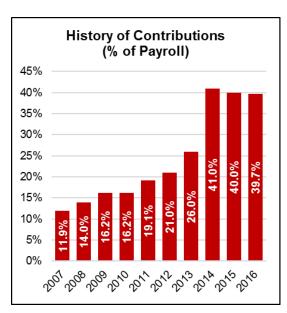
	July 1, 201
.iability (gain)/loss	
Actuarial liability, beginning of prior year	\$128,970,688
Normal cost	2,971,240
Benefit payments	(4,946,770)
Expected Interest	9,324,830
Change in actuarial assumptions	(426,132)
Change in plan provisions	0
Expected actuarial liability, beginning of current year	\$135,893,856
Actual actuarial liability	\$134,830,699
Liability (gain)/loss	\$(1,063,157)
sset (gain)/loss	
Actuarial value of assets, beginning of prior year	\$79,965,053
Contributions	6,873,464
Benefit payments	(4,946,770)
Expected investment return	4,790,294
Expected actuarial value of assets, beginning of current year	\$86,682,041
Actual actuarial value of assets, beginning of current year	\$87,163,231
Asset (gain)/loss	\$(481,190)
otal (gain)/loss	\$(1,544,347)
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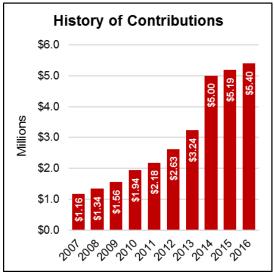
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## **Development of Actuarially Determined Contribution**

The actuarially determined contribution is the annual amount necessary to fund the plan according to funding policies and/or applicable laws.

Valuation Date For Plan Year Ending		July 1, 2017 June 30, 2019		
Funded Position				
1. Entry age accrued	liability	\$134,830,699		
2. Actuarial value of	assets	\$87,163,231		
3. Unfunded actuaria	al accrued liability (UAAL)	\$47,667,468		
Employer Contributio	ıs			
1. Normal Cost				
(a) Total normal o	ost	\$2,955,588		
(b) Expected part	icipant contributions	1,050,405		
(c) Net normal co	st	\$1,905,183		
2. Amortization of U	AAL	3,523,138		
3. Applicable interes	t	390,839		
4. Calculated contrib	ution at valuation date	\$5,819,160		
5. Total payroll		\$13,835,881		
6. Calculated contrib	ution as a percentage of total payroll (4) / (5)	42.1%		
7. Projected payroll		\$14,389,316		
8. Actuarially determ	ined contribution (6) x (7)	\$6,057,902		





#### **Demographic Information**

The foundation of a reliable actuarial report is the participant information provided by the plan sponsor. Monitoring trends in demographic information is crucial for long-term pension planning.

	July 1, 2017	
Participant Counts		
Active Participants	250	
Retired Participants	170	
Beneficiaries	12	
Disabled Participants	13	
Terminated Vested Participants	17	
Total Participants	462	
Active Participant Demographics		
Average Age	48.5	
Average Service	11.6	
Average Compensation	\$55,344	
Total Payroll	\$13,835,881	



	July 1, 2017	
Retiree Statistics		
Average Age	66.4	
Average Monthly Benefit	\$2,362	
Beneficiary Statistics		
Average Age	76.3	
Average Monthly Benefit	\$965	
Disabled Participants Statistics		
Average Age	66.1	
Average Monthly Benefit	\$2,084	
Terminated Vested Participants Statistics		
Average Age	54.4	
Average Monthly Benefit	\$1,349	
Terminated Participants Due a Return of Employee Cor	ntributions Statistics	
Average Age	61.6	
Total Employee Contributions Payable	\$62,104	

## **Participant Reconciliation**

	Active	Terminated Vested	Disabled	Retired	Survivor	Totals
Prior Year	253	18	13	167	13	464
Active						
To Terminated Vested	(2)	2	0	0	0	0
To Retired	(11)	0	0	11	0	0
To Lump Sum Cash-Out	0	0	0	0	0	0
Terminated Vested						
To Active	0	0	0	0	0	0
To Retired	0	0	0	0	0	0
To Lump Sum Cash-Out	0	(5)	0	0	0	(5)
Retired						
To Death	0	0	0	(8)	0	(8)
Survivor						
To Death	0	0	0	0	(2)	(2)
Additions	10	2	0	0	1	13
Departures	0	0	0	0	0	0
Current Year	250	17	13	170	12	462

## **Active Participant Schedule**

Active participant information grouped based on age and service.

		Years of Service										
Age Group	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Up	Total	Average Pay
Under 25	0	3	0	0	0	0	0	0	0	0	3	\$59,242
25 to 29	2	11	7	0	0	0	0	0	0	0	20	\$53,929
30 to 34	1	12	9	4	0	0	0	0	0	0	26	\$61,431
35 to 39	1	3	6	9	2	0	0	0	0	0	21	\$57,573
40 to 44	0	8	2	6	8	2	1	0	0	0	27	\$64,241
45 to 49	0	5	3	6	6	6	2	0	0	0	28	\$58,832
50 to 54	2	5	5	5	7	2	7	1	0	0	34	\$59,315
55 to 59	1	8	8	7	6	7	2	1	0	0	40	\$45,885
60 to 64	2	6	5	9	6	2	4	1	0	0	35	\$44,202
65 to 69	0	2	5	2	0	0	1	0	0	0	10	\$24,905
70 & up	0	1	2	1	0	0	2	0	0	0	6	\$23,531
Total	9	64	52	49	35	19	19	3	0	0	250	\$52,935

#### Name of plan

Town of Narragansett Pension Plan

#### **Effective date**

The plan was originally effective as of July 1, 1984.

#### Participation

All permanent, regular and probationary status employees who work for at least five months of a year and for at least twenty hours per week who elect to contribute to the Plan at the prescribed rates are eligible to participate in the Plan.

School Department employees who have been, are, or will be eligible for membership in the State Teacher's Retirement System shall be excluded from this Plan.

The Plan shall exclude any Police Officer covered under the 1666 Plan who has refused to join the Plan.

#### Normal retirement benefit

For all employees hired prior to July 1, 2011: A benefit equal to 2.5% of Final Average Compensation multiplied by years of credited service (subject to a maximum benefit of 75% of Final Average Compensation).

For Council 94 and Local 1033 employees hired on or after July 1, 2011: A benefit equal to 2.0% of Final Average Compensation multiplied by years of credited service up to 20 and 2.5% of Final Average Compensation multiplied by years of service in excess of 20, limited to 14 (subject to a maximum benefit of 75% of Final Average Compensation).

For Council 94 and Local 1033 employees hired on or after July 1, 2014: A benefit equal to 2.0% of Final Average Compensation multiplied by years of credited service (subject to a maximum benefit of 75% of Final Average Compensation).

For School employees hired on or after July 1, 2015: A benefit equal to 2.0% of Final Average Compensation multiplied by years of credited service (subject to a maximum benefit of 75% of Final Average Compensation).

For Police and Fire Union members hired on or after July 1, 2013: A benefit equal to 2.0% of Final Average Compensation multiplied by years of credited service.

#### Normal retirement date

Municipal Employees	A member may retire upon the later of attainment of age 58 or the completion of 10 years of credited service, but, in any case, he can retire immediately after completing 20 years of credited service
	For Local 1033 members hired on or after 7/1/2014: A member may retire after completing 25 years of service
	For Council 94 members hired on or after 7/1/2014: A member may retire upon the later of attainment of age 65 or the completion of 10 years of credited service, but, in any case, he can retire immediately after completing 25 years of credited service
	For School employees hired on or after 7/1/2015: A member may retire upon the later of attainment of age 65 or the completion of 10 years of credited service, or at any age after the completion of 25 years of credited service.
Firefighters	For Firefighters hired prior to July 1, 2011: A Firefighter may retire upon completion of 20 years of credited service
	For Firefighters hired on or after July 1, 2011, except Blanchette and Hultzman: A Firefighter may retire 23 years from their date of hire with a minimum 20 years of credited service
	For Firefighters hired on or after July 1, 2013: A Firefighter may retire upon completion of 25 years of credited service
Police Officers	
(including Chapter 1666)	For Police Union members hired before July 1, 2013: A Police Union member may retire upon the earlier of attainment of age 58 or the completion of 20 years of credited service
	For Police Union members hired on or after July 1, 2013: A Police Union member may retire upon the completion of 25 years of credited service

#### Average monthly salary

Average annual basic compensation during the highest three consecutive years of service.

#### **Early retirement**

A member who has attained age 55 with 10 years of credited service, or has attained age 50 with 20 years of credited service may elect to retire and receive a monthly benefit equal to the actuarial equivalent of the accrued benefit determined as of the normal retirement date.

## **Disability retirement**

Non-Occupational Causes

Municipal Employees	After the completion of seven years of credited service but prior to attainment of age 58, a disabled member is entitled to the greater of (a) 2.5% of Final Average Compensation multiplied by years of credited service (subject to a minimum of 25% and maximum of 50%) or (b) 1 2/3% of Final Average Compensation multiplied by years of credited service (subject to a minimum of 25%)
Firefighters and Police Officers	After the completion of seven years of credited service but prior to attainment of age 58 (age 55 for firefighters), a benefit equal to 2.5% of Final Average Compensation multiplied by years of credited service (subject to a minimum of 25% and a maximum of 50%)
Occupational Causes	A benefit equal to 66 2/3% of the annualized rate of compensation determined as of the date of disability, reduced by the monthly value of any payments provided for the member under any worker's compensation law.
Preretirement death benefit	
Municipal Employees	
Non-Occupational Causes	Upon the death of a member his beneficiary shall be entitled to the greater of (a) a refund of employee contributions with interest plus a lump sum benefit equal to \$400 times years of credited service (subject to a minimum of \$2,000 and a maximum of \$8,000) or (b) for a member with 10 or more years of credited service, a refund of employee contributions with interest, plus a monthly benefit equal to 50% of the member's accrued benefit.
Occupational Causes	Upon the death of a member, his beneficiary shall receive a refund of employee contributions with interest, plus a benefit equal to 50% of compensation.
Firefighters and Police Officers	Upon the death of a Firefighter or Police Officer who has completed 10 years of credited service, the beneficiary may elect either a refund of employee contributions with interest or a benefit equal to 50% of the accrued benefit. Special rules apply for death after meeting the eligibility for retirement.

#### **Termination Benefit**

For vested participants: Accrued benefit payable at normal retirement date

For non-vested participants: A return of employee contributions with interest payable as a lump sum

#### Vesting

For non-Firefighters: 100% vested after 10 years of Credited Service

For Firefighters: 100% vested after 20 years of Credited Service (25 years of Credited Service for Firefighters hired on or after 7/1/2013)

#### Compensation

Annual base compensation excluding longevity, incentive and holiday pay. School employees shall have longevity pay included in compensation.

#### **Credited service**

Contributing employees will receive credit for all service rendered to the Town from date of membership subject to certain special provisions.

#### **Cost of Living Adjustments**

Municipal Employees	Who retire on or after July 1, 2002 shall receive annual 3% compounded COLAs beginning on the July 1 of the year that the employee turns 58 years old.
	Council 94 employees hired on or after 7/1/2014 shall receive annual 3% simple COLAs beginning on the July 1 of the year that the employee turns 58 years old.
	School employees hired on or after 7/1/2015 shall receive a compounded COLA on each July 1 <sup>st</sup> based on the COLA given to Social Security recipients, if any.
Firefighters	Who retire on or after July 1, 2002 and before July 1, 2015 shall receive annually a 3% compounded COLA beginning on the July 1 of the year that the firefighter turns 52 years old.
	Who retire on or after July 1, 2015 shall receive annually a 3% simple COLA beginning on the July 1 of the year that the firefighter turns 52 years old, subject to the suspension below.
	The COLA has been suspended for 8 years for active members as of July 1, 2013.

# Police OfficersWho retire on or after July 1, 2002, if employed before July 1, 2013, shall receive annual 3% compounded COLAs<br/>beginning on the earlier of July 1 or the year that the employee turns 52 years old of July 1 of the year that is the<br/>fifth anniversary of the police officer's retirement, subject to the suspension below.

Employees hired on or after July 1, 2013 shall receive a 3% simple COLA at retirement and when eligible

The COLA has been suspended for 8 years for active members as of July 1, 2013

#### **Optional forms of payment**

In lieu of the normal form of benefit, any member who is married at the time of retirement may elect a pension that provides, upon the member's death, for 67.5% of the pension to continue to the dependent spouse or dependent children.

#### **Participant contributions**

As of July 1, 2017

Municipal Employees	10% of salary; for Council 94 and Local 1033 employees, 11% of salary
Firefighters	11% of salary, holiday, incentive & longevity
Police Officers	11% of base salary, holiday, incentive & longevity
Laborers & Clerical	10% of base salary & longevity
Mid-managers	10% of base salary & longevity
Non Union	10% of base salary
School	10% of base salary & longevity

Contributions cease once a participant has reached 30 years of service

Except where otherwise indicated, the following assumptions were selected by the plan sponsor with the concurrence of the actuary. Prescribed assumptions are based on the requirements of the relevant law, the Internal Revenue Code, and applicable regulation. The actuary was not able to evaluate the prescribed assumptions for reasonableness for the purpose of the measurement.

#### Valuation Date

July 1, 2017

#### Participant and Asset Information Collected as of

July 1, 2017

Cost Method (CO)

Individual Entry Age Cost Method % of pay

#### Amortization Method (CO)

20 year closed level percent of pay amortization of Unfunded Actuarial Accrued Liability. For this purpose, pay is assumed to grow at 4.00% annually

#### **Asset Valuation Method**

The actuarial value of assets is equal to the fair market value of assets on the valuation date adjusted for a 5-year phase in of gains and losses on fair market value of assets.

#### Interest Rates (CO)

7.20%

This assumption has been set by the plan sponsor in conjunction with their asset advisor. Detailed evaluation of this assumption was outside the scope of our engagement.

#### Annual Pay Increases (FE)

Age	Percent
20-29	6.00%
30-34	5.50%
35-39	5.00%
40-44	4.50%
45+	4.00%

The annual pay increases are based on a study of actual experience for the plan from July 1, 2007 – July 1, 2014. See the experience study report dated March 31, 2015.

#### Expense and/or Contingency Loading (FE)

#### None

#### Mortality Rates (FE)

#### Healthy Lives

Municipal Employees	RP-2014 Mortality Table with Social Security Generational Improvements from 2006 based on 2016 Trustee's Report
Firefighters and Police	RP-2014 Blue Collar Mortality Table with Social Security Generational Improvements from 2006 based on 2016 Trustee's Report
Disabled Lives	
Municipal Employees	RP-2014 Disabled Mortality Table with Social Security Generational Improvements from 2006 based on 2016 Trustee's Report
Firefighters and Police	RP-2014 Disabled Mortality Table with Social Security Generational Improvements from 2006 based on 2016 Trustee's Report

As the plan is not large enough to have credible experience, mortality assumptions are set to reflect general population trends.

#### **Retirement Rates (FE)**

Municipal Employees	100% retirement at the earlier of the completion of 20 years of service or attainment of age 58 with at least 10 years of service		
Firefighters and Police	100% retirement at the earlier of the completion of 20 years of service or attainment of age 58.		
The retirement rates are based on a study of actual experience for the plan from July 1, 2007 – July 1, 2014. See the experience study report dated March 31, 2015.			

#### **Disability Rates (FE)**

50% of the rates in accordance with the 1985 Pension Disability Table

<u>Age</u>	<u>Percent</u>
25	0.05%
35	0.11%
45	0.25%
55	0.75%

As the plan is not large enough to have credible experience, disability rates are determined based on the results of broad population studies.

#### Withdrawal Rates (FE)

Municipal Employees	Rates ir	n accordance with the T2 Table of <i>The Pension Actuary's Handbook.</i>
	Age	Percent
	25	5.29%
	35	4.70%

45	1.77%
55	0.00%

Firefighters and Police None

The withdrawal rates are based on a study of actual experience for the plan from July 1, 2007 – July 1, 2014. See the experience study report dated March 31, 2015.

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#### Marital Status and Ages (FE)

85% of Participants assumed to be married with wives assumed to be 4 years younger than husbands.

## Cost of Living Adjustment (CO)

For Council 94:	3% increase is assumed once the participant is eligible with a simple COLA occurring once the benefit reaches \$35,000
For Local 1033:	3% increase is assumed once the participant is eligible.  For employees retiring after January 1, 2012, a 3% increase with a simple COLA occurring once the benefit reaches \$45,000
For Police and Fire:	the COLA is suspended for active members as of July 1, 2013 for 8 years
For Fire members expected t retire before July 1, 2015:	o the COLA is 3% compounded when eligible and subject to the suspension noted above
For Fire members expected t retire on or after July 1, 2015:	o : the COLA is 3% simple when eligible and subject to the suspension noted above
For Police members hired on or after July 1, 2013:	a 3% simple COLA when eligible
For School employees hired on or after July 1, 2015:	2% increase is assumed once the participant is eligible
For all other employees:	3% compound COLA is assumed once eligible

#### **Other procedures**

Benefits projected to assumed retirement age for active participants have been limited so as not to exceed maximum benefit limits imposed by Code Section 415(b) and/or maximum compensation limits of Code Section 401(a)(17).

FE indicates an assumption representing an estimate of future experience MD indicates an assumption representing observations of estimates inherent in market data CO indicates an assumption representing a combination of an estimate of future experience and observations of market data The actuarial report also shows the necessary items required for plan reporting and any state requirements.

- ✓ Schedule of Amortizations
- ✓ Actuarially Determined Contribution by Division

## Schedule of Amortizations

			July 1, 2017
	Remaining Period	Outstanding	Annual
<u>Date Established</u>	<u>Years</u>	<u>Balance</u>	<u>Payment</u>
7/1/2014	17	\$43,792,489	\$3,246,882
7/1/2015	18	3,243,451	230,278
7/1/2016	19	1,788,247	121,944
7/1/2017	20	<u>(1,156,719)</u>	<u>(75,966)</u>
	Total	\$47,667,468	\$3,523,138

## Actuarially Determined Contribution by Division

		Town	Police	Fire	Beach	Water	Wastewater	Library	School	Total
(1)	Total Normal Cost	871,760	850,886	465,900	5,963	42,029	122,671	7,776	588,603	2,955,588
(2)	Expected Employee Contributions	<u>333,210</u>	<u>287,305</u>	<u>175,084</u>	<u>2,647</u>	<u>15,366</u>	<u>40,956</u>	<u>3,380</u>	<u>192,457</u>	<u>1,050,405</u>
(3)	Employer Normal Cost = (1) – (2)	538,550	563,581	290,816	3,316	26,663	81,715	4,396	396,146	1,905,183
(4)	Net Amortization Payment	<u>873,945</u>	<u>863,639</u>	<u>781,174</u>	<u>6,951</u>	<u>85,427</u>	<u>138,914</u>	<u>72,503</u>	<u>700,585</u>	<u>3,523,138</u>
(5)	Interest at Valuation rate on (3) + (4)	<u>101,700</u>	<u>102,760</u>	<u>77,183</u>	<u>739</u>	<u>8,070</u>	<u>15,885</u>	<u>5,537</u>	<u>78,965</u>	<u>390,839</u>
(6)	Calculated contribution at valuation date (3) + (4) + (5)	1,514,195	1,529,980	1,149,173	11,006	120,160	236,514	82,436	1,175,696	5,819,160
(7)	Valuation Payroll	4,048,795	3,011,445	2,595,604	26,044	240,854	487,819	216,357	3,208,963	13,835,881
(8)	Calculated contribution at valuation date as a percentage of valuation payroll (6) ÷ (7)	37.4%	50.8%	44.3%	42.3%	49.9%	48.5%	38.1%	36.6%	42.1%
(9)	Projected Payroll	4,210,746	3,131,903	2,699,428	27,086	250,488	507,332	225,011	3,337,322	14,389,316
(10)	Actuarially determined contribution (8) x (9), with adjustments due to rounding	1,576,731	1,592,429	1,197,073	11,469	125,108	246,286	85,831	1,222,975	6,057,902