



Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2020 - Battle Creek, City of (1302)





Spring, 2021

Battle Creek, City of

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

This report presents the results of the Annual Actuarial Valuation, prepared for Battle Creek, City of (1302) as of December 31, 2020. The report includes the determination of liabilities and contribution rates resulting from the participation in the Municipal Employees' Retirement System of Michigan ("MERS"). This report contains the minimum actuarially determined contribution requirement, in alignment with the MERS Plan Document, Actuarial Policy, the Michigan Constitution, and governing statutes. Battle Creek, City of is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees.

The purposes of this valuation are to:

- Measure funding progress as of December 31, 2020,
- Establish contribution requirements for the fiscal year beginning July 1, 2022,
- Provide information regarding the identification and assessment of risk,
- Provide actuarial information in connection with applicable Governmental Accounting Standards Board (GASB) statements, and
- Provide information to assist the local unit of government with state reporting requirements.

This valuation assumed the continuing ability of the plan sponsor to make the contributions necessary to fund this plan. A determination regarding whether or not the plan sponsor is actually able to do so is outside our scope of expertise and was not performed.

The findings in this report are based on data and other information through December 31, 2020. The valuation was based upon information furnished by MERS concerning Retirement System benefits, financial transactions, plan provisions and active members, terminated members, retirees and beneficiaries. We checked for internal reasonability and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the information provided by MERS.

The Municipal Employees' Retirement Act, PA 427 of 1984 and the MERS' Plan Document Article VI sec. 71 (1)(d), provides the MERS Board with the authority to set actuarial assumptions and methods after consultation with the actuary. As the fiduciary of the plan, MERS Retirement Board sets certain assumptions for funding and GASB purposes. These assumptions are checked regularly through a comprehensive study, called an Experience Study. Studies were completed in 2018 and 2020, and are the basis of the economic and demographic assumptions and methods currently in place. Updated economic assumptions were adopted by the MERS Retirement Board at the February 28, 2019 board meeting and were effective with the December 31, 2019 annual actuarial valuation. **At the February 27, 2020 board meeting, the MERS Retirement Board adopted demographic assumptions effective with the December 31, 2020 annual actuarial valuation, which will impact contributions beginning in 2022.**

The Michigan Department of Treasury provides required assumptions to be used for purposes of Public Act 202 reporting. These assumptions are for reporting purposes only and do not impact required contributions. Please refer to the State Reporting page found at the end of this report for information for this filing.

For a full list of all the assumptions used, please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:

<http://www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2020AnnualActuarialValuation-Appendix.pdf>

The actuarial assumptions used for this valuation, including the assumed rate of investment return, are reasonable for purposes of the measurement.

This report reflects the impact of COVID-19 experience through December 31, 2020. It does not reflect the ongoing impact of COVID-19, which is likely to influence demographic and economic experience, at least in the short-term. We will continue to monitor these developments and their impact on the MERS Defined Benefit and Hybrid plans. Actual future experience will be reflected in each subsequent annual valuation, as experience emerges.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of Battle Creek, City of as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

David T. Kausch, Rebecca L. Stouffer, and Mark Buis are members of the American Academy of Actuaries. These actuaries meet the Academy's Qualification Standards to render the actuarial opinions contained herein. The signing actuaries are independent of the plan sponsor. GRS maintains independent consulting agreements with certain local units of government for services unrelated to the actuarial consulting services provided in this report.

The Retirement Board of the Municipal Employees' Retirement System of Michigan confirms that the System provides for payment of the required employer contribution as described in Section 20m of Act No. 314 of 1965 (MCL 38.1140m).



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

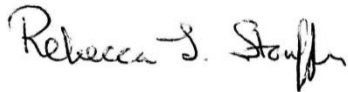
This report was prepared at the request of the MERS Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). GRS is not responsible for the consequences of any unauthorized use. This report should not be relied on for any purpose other than the purposes described herein. Determinations of financial results, associated with the benefits described in this report, for purposes other than those identified above may be significantly different.

If you have reason to believe that the plan provisions are incorrectly described, that important plan provisions relevant to this valuation are not described, that conditions have changed since the calculations were made, that the information provided in this report is inaccurate or is in anyway incomplete, or if you need further information in order to make an informed decision on the subject matter in this report, please contact your Regional Manager at 1.800.767.MERS (6377).

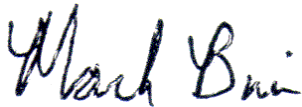
Sincerely,



David T. Kausch, FSA, FCA, EA, MAAA



Rebecca L. Stouffer, ASA, FCA, MAAA



Mark Buis, FSA, FCA, EA, MAAA



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Executive Summary

Funded Ratio

The funded ratio of a plan is the percentage of the dollar value of the actuarial accrued liability that is covered by the actuarial value of assets. While funding ratio may be a useful plan measurement, understanding a plan's funding trend may be more important than a particular point in time. Refer to Table 7 to find a history of this information.

	12/31/2020	12/31/2019
Funded Ratio*	54%	55%

* Reflects assets from Surplus divisions, if any.

Throughout this report are references to valuation results generated prior to the 2018 valuation date. Results prior to 2018 were received directly from the prior actuary or extracted from the previous valuation system by MERS's technology service provider.

Required Employer Contributions

Your required employer contributions are shown in the following table. Employee contributions, if any, are in addition to the employer contributions.

Effective for the December 31, 2020 valuation, the MERS Retirement Board has adopted updated demographic assumptions. Changes to these assumptions are effective for contributions beginning in 2022. Effective with the 2019 valuation, the MERS Retirement Board adopted updated economic assumptions. The combined impact of these assumption changes may be phased in. This valuation reflects the second year of phase-in for the economic assumption update and the first year of phase-in for the demographic assumption update. The remaining combined phase-in period is four years for all assumption changes.

By default, MERS will invoice you based on the amount in the “No Phase-in” columns. This amount will be considered the minimum required contribution unless you request to be billed the “Phase-in” rates. If you wish to be billed using the phased-in rates, please contact MERS, at which point the alternate minimum required contribution will be the amount in the “Phase-in” columns.

	Percentage of Payroll				Monthly \$ Based on Projected Payroll			
	Phase-in	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in
	12/31/2020	12/31/2020	12/31/2019	12/31/2019	12/31/2020	12/31/2020	12/31/2019	12/31/2019
Valuation Date:	July 1, 2022	July 1, 2022	July 1, 2021	July 1, 2021	July 1, 2022	July 1, 2022	July 1, 2021	July 1, 2021
Fiscal Year Beginning:	2022	2022	2021	2021	2022	2022	2021	2021
Division								
01 - Gnrl NonUn.	37.65%	40.52%	35.96%	37.55%	\$ 167,482	\$ 180,247	\$ 161,850	\$ 169,011
10 - General AFSCME	-	-	-	-	89,725	97,891	92,058	98,418
11 - Gnrl Transit	-	-	-	-	25,231	27,922	21,716	23,264
12 - Gnrl BCSA	-	-	-	-	118,417	125,668	108,821	114,566
13 - Gnrl Housing	-	-	-	-	15,430	17,542	14,369	15,683
14 - SEIU Local	-	-	-	-	79,650	90,504	78,178	83,578
15 - City Mngr.	132.19%	137.31%	130.57%	132.48%	35,474	36,848	33,862	34,357
16 - Cntrl Disp.	-	-	-	-	5,303	6,305	4,646	5,213
17 - Corr.Offrcs	0.00%	0.00%	0.00%	0.00%	0	0	0	0
18 - General AFSCME after 12/1/10	4.33%	4.33%	4.70%	4.64%	16,224	16,224	16,397	16,196
19 - Gen. SEIU hired after 7/1/201	3.24%	3.24%	3.98%	3.99%	8,163	8,163	11,130	11,172
20 - Gen. BCSA hired after 1/1/201	6.36%	6.53%	6.76%	6.78%	3,600	3,696	3,873	3,885
HA - GNL Trans hired after 3/1/10	6.24%	6.24%	6.44%	6.39%	8,732	8,732	7,903	7,843
Total Municipality -								
Estimated Monthly Contribution					\$ 573,431	\$ 619,742	\$ 554,803	\$ 583,186
Total Municipality -								
Estimated Annual Contribution					\$ 6,881,172	\$ 7,436,904	\$ 6,657,636	\$ 6,998,232

Employee contribution rates:

Valuation Date:	Employee Contribution Rate	
	12/31/2020	12/31/2019
Division		
01 - Gnrl NonUn.	7.00%	6.00%
10 - General AFSCME	4.00%	3.00%
11 - Gnrl Transit	4.50%	4.00%
12 - Gnrl BCSA	6.16%	5.16%
13 - Gnrl Housing	1.50%	1.50%
14 - SEIU Local	5.00%	4.50%
15 - City Mngr.	2.00%	1.00%
16 - Cntrl Disp.	7.20%	7.20%
17 - Corr.Offrcs	4.12%	3.62%
18 - General AFSCME after 12/1/10	3.00%	3.00%
19 - Gen. SEIU hired after 7/1/201	4.50%	4.00%
20 - Gen. BCSA hired after 1/1/201	3.50%	2.50%
HA - GNL Trans hired after 3/1/10	0.00%	0.00%



The employer may contribute more than the minimum required contributions, as these additional contributions will earn investment income and may result in lower future contribution requirements. Employers making contributions in excess of the minimum requirements may elect to apply the excess contribution immediately to a particular division, or segregate the excess into one or more of what MERS calls “Surplus” divisions. An election in the first case would immediately reduce any unfunded accrued liability and lower the amortization payments throughout the remaining amortization period. An election to set up Surplus divisions would not immediately lower future contributions, however the assets from the Surplus division could be transferred to an unfunded division in the future to reduce the unfunded liability in future years, or to be used to pay all or a portion of the minimum required contribution in a future year. For purposes of this report, the assets in any Surplus division have been included in the municipality’s total assets, unfunded accrued liability and funded status, however, these assets are not used in calculating the minimum required contribution.

MERS strongly encourages employers to contribute more than the minimum contribution shown above.

Assuming that experience of the plan meets actuarial assumptions:

- To accelerate to a 100% funding ratio in 10 years, estimated monthly employer contributions for the fiscal year beginning in 2022 for the entire employer would be \$896,704, instead of \$619,742.

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.

These impacts are reflected in various tables in the report. For more information, please contact your Regional Manager.

Comments on Investment Rate of Return Assumption

A defined benefit plan is funded by employer contributions, participant contributions, and investment earnings. Investment earnings have historically provided a significant portion of the funding. The larger the share of benefits being provided from investment returns, the smaller the required contributions, and vice versa. Determining the contributions required to prefund the promised retirement benefits requires an assumption of what investment earnings are expected to add to the fund over a long period of time. This is called the **Investment Return Assumption**.

The MERS Investment Return Assumption is **7.35%** per year. This, along with all of our other actuarial assumptions, is reviewed at least every five years in an Experience Study that compares the assumptions used against actual experience and recommends adjustments if necessary. If your municipality would like to explore contributions at lower assumed investment return assumptions, please review the “what if” projection scenarios later in this report.

Assumption Change in 2020

A 5-year experience study analyzing historical experience from 2013 through 2018 was completed in February 2020. In addition to changes to the economic assumptions which took effect with the fiscal year 2021 contribution rates, the experience study recommended updated demographic assumptions, including adjustments to the following actuarial assumptions: mortality, retirement, disability, and termination rates. Changes to the demographic assumptions resulting from the experience study have been approved by the MERS Retirement Board and are effective beginning with the December 31, 2020 actuarial valuation, first impacting 2022 contributions. A complete description of the assumptions may be found in the Appendix to the valuation.

Comments on Asset Smoothing

To avoid dramatic spikes and dips in annual contribution requirements due to short term fluctuations in asset markets, MERS applies a technique called **asset smoothing**. This spreads out each year's investment gains or losses over the prior year and the following four years. This smoothing method is used to determine your actuarial value of assets (valuation assets), which is then used to determine both your funded ratio and your required contributions. **The (smoothed) actuarial rate of return for 2020 was 8.17%, while the actual market rate of return was 12.70%.** To see historical details of the market rate of return, compared to the smoothed actuarial rate of return, refer to this report's Appendix, or view the "[How Smoothing Works](#)" video on the [Defined Benefit resource page](#) of the MERS website.

As of December 31, 2020, the actuarial value of assets is 97% of market value due to asset smoothing. This means that the rate of return on the actuarial value of assets should exceed the actuarial assumption in the next few years provided that the annual market returns exceed the 7.35% investment return assumption. When all assumptions are met, contribution rates are expected to stay approximately level as a percent of payroll (dollar amounts are expected to increase with wage inflation of 3.0% each year).

If the December 31, 2020 valuation results were based on market value instead of actuarial value:

- The funded percent of your entire municipality would be 55% (instead of 54%); and
- Your total employer contribution requirement for the fiscal year starting July 1, 2022 would be \$7,209,000 (instead of \$7,436,904).

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

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

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



Many assumptions are important in determining the required employer contributions. In the following table, we show the impact of varying the Investment Return assumption. Lower investment returns would result in higher required employer contributions, and vice-versa. The three economic scenarios below provide a quantitative risk assessment for the impact of investment returns on the plan's future financial condition for funding purposes.

The relative impact of the economic scenarios 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, 2020 valuation, and are for the municipality in total, not by division. These results do not reflect a phase-in of the impact of the new actuarial assumptions.

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. Projections are not predictions. Future valuations will be based on actual future experience.

12/31/2020 Valuation Results	Lower Future Annual Returns		Valuation Assumptions
Investment Return Assumption	5.35%	6.35%	7.35%
Accrued Liability	\$ 204,352,969	\$ 183,158,485	\$ 165,362,658
Valuation Assets ¹	\$ 89,166,048	\$ 89,166,048	\$ 89,166,048
Unfunded Accrued Liability	\$ 115,186,921	\$ 93,992,437	\$ 76,196,610
Funded Ratio	44%	49%	54%
Monthly Normal Cost	\$ 197,071	\$ 141,949	\$ 100,345
Monthly Amortization Payment	\$ 680,196	\$ 597,427	\$ 518,171
Total Employer Contribution²	\$ 877,267	\$ 739,376	\$ 619,742

¹ The Valuation Assets include assets from Surplus divisions, if any.

² If assets exceed accrued liabilities for a division, the division may have an overfunding credit 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.

Projection Scenarios

The next two pages show projections of the plan's funded ratio and computed employer contributions under the actuarial assumptions used in the valuation and alternate economic assumption scenarios. All three projections take into account the past investment experience that will continue to affect the actuarial rate of return in the short term.

The 7.35% scenario provides an estimate of computed employer contributions based on current actuarial assumptions, and a projected 7.35% market return. The other two scenarios may be useful if the municipality chooses to budget more conservatively, and make contributions in addition to the minimum requirements. The 6.35% and 5.35% projection scenarios provide an indication of the potential required employer contribution if these assumptions were met over the long-term.

Your municipality includes one or more Surplus divisions. The assets in a Surplus division may be used to



reduce future employer contributions or to accelerate the date by which the municipality becomes 100% funded. The timing and use of these Surplus assets is discretionary.

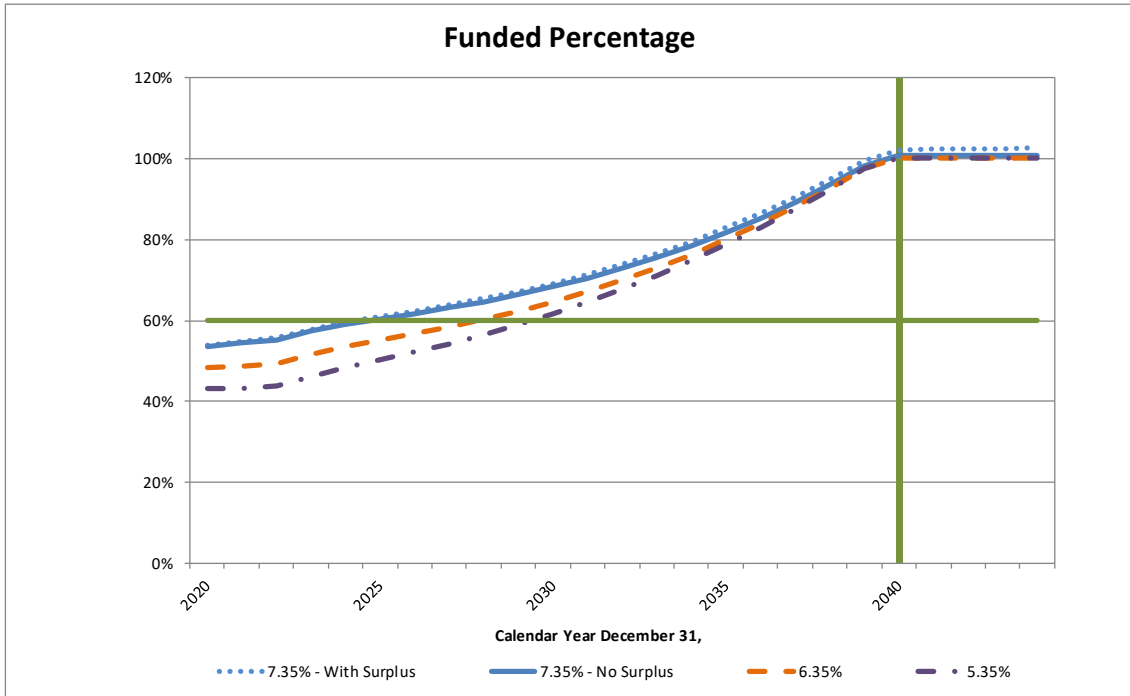
The Funded Percentage graph shows projections of funded status under the 7.35% investment return assumption, both including the Surplus assets (contributed as of the valuation date), and without the Surplus assets. The graph including the Surplus assets assumes these Surplus assets grow with interest and are not used to lower future employer contributions. We modeled the projections including the Surplus assets in this fashion because the use of these assets is discretionary by the employer and we do not know when and how the employer will use them. Once the employer uses these Surplus assets, any future employer contributions are expected to be lower than those shown in the projections.

Valuation Year Ending 12/31	Fiscal Year Beginning 7/1	Actuarial Accrued Liability	Valuation Assets ²	Funded Percentage	Estimated Annual Employer Contribution
7.35%¹ - NO PHASE-IN					
2020	2022	\$ 165,362,658	\$ 88,495,260	54%	\$ 7,436,904
2021	2023	\$ 167,400,000	\$ 91,200,000	54%	\$ 7,560,000
2022	2024	\$ 169,500,000	\$ 93,800,000	55%	\$ 7,770,000
2023	2025	\$ 171,400,000	\$ 98,200,000	57%	\$ 7,810,000
2024	2026	\$ 173,000,000	\$ 102,300,000	59%	\$ 7,910,000
2025	2027	\$ 174,500,000	\$ 105,400,000	60%	\$ 8,130,000
6.35%¹ - NO PHASE-IN					
2020	2022	\$ 183,158,485	\$ 88,495,260	48%	\$ 8,872,512
2021	2023	\$ 185,200,000	\$ 90,300,000	49%	\$ 9,080,000
2022	2024	\$ 187,400,000	\$ 92,700,000	49%	\$ 9,340,000
2023	2025	\$ 189,200,000	\$ 97,600,000	52%	\$ 9,440,000
2024	2026	\$ 190,900,000	\$ 102,300,000	54%	\$ 9,580,000
2025	2027	\$ 192,300,000	\$ 106,000,000	55%	\$ 9,840,000
5.35%¹ - NO PHASE-IN					
2020	2022	\$ 204,352,969	\$ 88,495,260	43%	\$ 10,527,204
2021	2023	\$ 206,500,000	\$ 89,400,000	43%	\$ 10,800,000
2022	2024	\$ 208,600,000	\$ 91,700,000	44%	\$ 11,200,000
2023	2025	\$ 210,500,000	\$ 97,400,000	46%	\$ 11,300,000
2024	2026	\$ 212,100,000	\$ 102,900,000	49%	\$ 11,500,000
2025	2027	\$ 213,500,000	\$ 107,500,000	50%	\$ 11,800,000

¹ Represents both the interest rate for discounting liabilities and the future investment return assumption on the Market Value of assets.

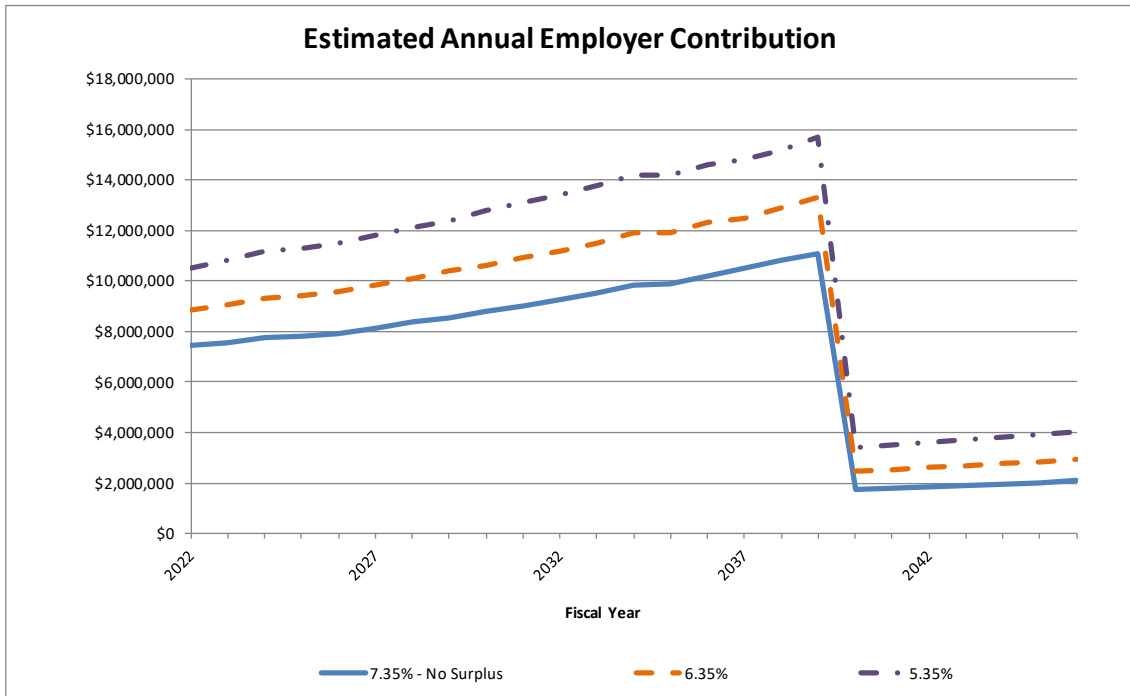
² Valuation Assets do not include assets from Surplus divisions, if any.





Notes:

All projected funded percentages are shown with no phase-in.
 Assumes assets from Surplus divisions will not be used to lower employer contributions during the projection period.
 The green indicator lines have been added at 60% funded and 20 years following the valuation date for PA 202 purposes.



Notes:

All projected contributions are shown with no phase-in.
 Projected employer contributions do not reflect the use of any assets from the Surplus divisions.

Table 1: Employer Contribution Details for the Fiscal Year Beginning July 1, 2022

Division	Total Normal Cost	Employee Contribut. Rate	Employer Contributions ¹			Computed Employer Contribut. With Phase-In	Blended ER Rate No Phase-In ⁵	Blended ER Rate With Phase-In ⁵	Employee Contribut. Conversion Factor ²
			Employer Normal Cost ⁶	Payment of the Unfunded Accrued Liability ⁴	Computed Employer Contribut. No Phase-In				
Percentage of Payroll									
01 - Gnr/ NonUn.	13.34%	7.00%	6.34%	34.18%	40.52%	37.65%			0.82%
10 - General AFSCME	11.48%	4.00%	-	-	-	-	21.95%	20.37%	
11 - Gnl Transit	12.89%	4.50%	-	-	-	-	21.26%	19.70%	
12 - Gnr/ BCSA	12.13%	6.16%	-	-	-	-	75.54%	71.25%	
13 - Gnl Housing	14.16%	1.50%	-	-	-	-			
14 - SEIU Local	12.24%	5.00%	-	-	-	-	29.39%	26.16%	
15 - City Mngr.	17.51%	2.00%	15.51%	121.80%	137.31%	132.19%			0.89%
16 - Cntrl Disp.	0.00%	7.20%	-	-	-	-			
17 - Corr.Offrcs	9.18%	4.12%	5.06%	-15.07%	0.00%	0.00%			0.95%
18 - General AFSCME after 12/1/10	7.20%	3.00%	4.20%	0.13%	4.33%	4.33%	21.95%	20.37%	0.86%
19 - Gen. SEIU hired after 7/1/201	7.66%	4.50%	3.16%	0.08%	3.24%	3.24%	29.39%	26.16%	0.86%
20 - Gen. BCSA hired after 1/1/201	10.03%	3.50%	6.53%	0.00%	6.53%	6.36%	75.54%	71.25%	0.89%
HA - GNL Trans hired after 3/1/10	6.17%	0.00%	6.17%	0.07%	6.24%	6.24%	21.26%	19.70%	
Estimated Monthly Contribution³									
01 - Gnr/ NonUn.			\$ 28,201	\$ 152,046	\$ 180,247	\$ 167,482			
10 - General AFSCME			10,895	86,996	97,891	89,725			
11 - Gnl Transit			2,723	25,199	27,922	25,231			
12 - Gnr/ BCSA			6,844	118,824	125,668	118,417			
13 - Gnl Housing			4,831	12,711	17,542	15,430			
14 - SEIU Local			6,049	84,455	90,504	79,650			
15 - City Mngr.			4,162	32,686	36,848	35,474			
16 - Cntrl Disp.			0	6,305	6,305	5,303			
17 - Corr.Offrcs			620	(1,846)	0	0			
18 - General AFSCME after 12/1/10			15,722	502	16,224	16,224			
19 - Gen. SEIU hired after 7/1/201			7,968	195	8,163	8,163			
20 - Gen. BCSA hired after 1/1/201			3,696	0	3,696	3,600			
HA - GNL Trans hired after 3/1/10			8,634	98	8,732	8,732			
Total Municipality			\$ 100,345	\$ 518,171	\$ 619,742	\$ 573,431			
Estimated Annual Contribution³			\$ 1,204,140	\$ 6,218,052	\$ 7,436,904	\$ 6,881,172			

¹ The above employer contribution requirements are in addition to the employee contributions, if any.



- ² If employee contributions are increased/decreased by 1.00% of pay, the employer contribution requirement will decrease/increase by the Employee Contribution Conversion Factor. The conversion factor is usually under 1%, because employee contributions may be refunded at termination of employment, and not used to fund retirement pensions. Employer contributions will all be used to fund pensions.
- ³ For divisions that are open to new hires, estimated contributions are based on projected fiscal year payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts. For divisions that will have no new hires (i.e., closed divisions), 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 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 For linked divisions, the employer will be invoiced the Computed Employer Contribution No Phase-in 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-MERS (6377).
- ⁶ For divisions with a negative employer normal cost, employee contributions cover the normal cost and a portion of the payment of any unfunded accrued liability.

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

Table 2: Benefit Provisions

01 - Gnrl NonUn.: Open Division

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	7.00%	6.00%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

10 - General AFSCME: Closed to new hires, linked to Division 18

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	4.00%	3.00%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

11 - Gnl Transit: Closed to new hires, linked to Division HA

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	4.50%	4.00%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

12 - Gnrl BCSA: Closed to new hires, linked to Division 20

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	6.16%	5.16%
RS50% Percentage:	50%	50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

13 - Gnrl Housing: Closed to new hires

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	1.50%	1.50%
DC Plan for New Hires:	12/1/2013	12/1/2013
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

14 - SEIU Local: Closed to new hires, linked to Division 19

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	5.00%	4.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)



15 - City Mngr.: Open Division

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25 55/15	50/25 55/15
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.00%	1.00%
RS50% Percentage:	50%	50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

16 - Cntrl Disp.: Closed to new hires

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	7.20%	7.20%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

17 - Corr.Offrcs: Open Division

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	4.12%	3.62%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)



18 - General AFSCME after 12/1/10: Open Division, linked to Division 10

	2020 Valuation	2019 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	3.00%	3.00%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

19 - Gen. SEIU hired after 7/1/201: Open Division, linked to Division 14

	2020 Valuation	2019 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	4.50%	4.00%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

20 - Gen. BCSA hired after 1/1/201: Open Division, linked to Division 12

	2020 Valuation	2019 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	3.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

HA - GNL Trans hired after 3/1/10: Open Division, linked to Division 11

	2020 Valuation	2019 Valuation
Benefit Multiplier:	1.25% Multiplier (no max)	1.25% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	0.00%	0.00%
Act 88:	Yes (Adopted 7/10/1983)	Yes (Adopted 7/10/1983)



Table 3: Participant Summary

Division	2020 Valuation		2019 Valuation		2020 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
01 - Gnrl NonUn.							
Active Employees	62	\$ 4,956,886	63	\$ 5,015,439	48.1	12.2	13.6
Vested Former Employees	14	283,404	14	283,484	53.4	10.6	14.8
Retirees and Beneficiaries	88	2,676,598	89	2,548,872	74.5		
Pending Refunds	12		11				
10 - General AFSCME							
Active Employees	36	\$ 1,966,400	39	\$ 2,083,790	52.2	19.7	20.0
Vested Former Employees	7	127,230	7	127,230	51.0	14.0	14.3
Retirees and Beneficiaries	131	2,678,036	134	2,719,135	70.4		
Pending Refunds	13		13				
11 - Gnl Transit							
Active Employees	7	\$ 507,353	8	\$ 453,462	57.9	19.7	19.7
Vested Former Employees	0	0	1	19,700	0.0	0.0	0.0
Retirees and Beneficiaries	33	613,955	32	600,323	67.2		
Pending Refunds	8		9				
12 - Gnrl BCSA							
Active Employees	19	\$ 1,591,095	20	\$ 1,532,858	51.8	20.1	20.1
Vested Former Employees	4	66,404	4	66,404	56.9	13.1	18.7
Retirees and Beneficiaries	48	1,869,415	46	1,790,551	67.7		
Pending Refunds	0		0				
13 - Gnl Housing							
Active Employees	8	\$ 556,800	9	\$ 576,289	56.2	20.1	20.1
Vested Former Employees	1	23,380	1	23,380	57.8	18.6	18.6
Retirees and Beneficiaries	7	278,069	6	259,842	72.5		
Pending Refunds	3		3				
14 - SEIU Local							
Active Employees	24	\$ 1,146,545	29	\$ 1,502,243	53.2	18.3	18.4
Vested Former Employees	7	88,972	8	105,422	48.8	11.7	12.7
Retirees and Beneficiaries	102	2,406,110	98	2,302,409	69.5		
Pending Refunds	16		17				
15 - City Mngr.							
Active Employees	2	\$ 299,063	2	\$ 289,000	55.7	9.0	10.9
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	9	522,213	9	522,213	68.6		
Pending Refunds	0		0				

Table 3 (continued)

Division	2020 Valuation		2019 Valuation		2020 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
16 - Cntrl Disp.							
Active Employees	0	\$ 0	0	\$ 0	0.0	0.0	0.0
Vested Former Employees	3	29,230	4	40,279	55.4	8.6	14.4
Retirees and Beneficiaries	7	133,634	5	120,482	63.0		
Pending Refunds	6		6				
17 - Corr. Offrcs							
Active Employees	2	\$ 136,552	2	\$ 125,445	33.7	7.4	7.4
Vested Former Employees	3	26,176	3	26,176	47.0	6.1	19.6
Retirees and Beneficiaries	2	36,309	2	36,309	63.8		
Pending Refunds	1		1				
18 - General AFSCME after 12/1/10							
Active Employees	79	\$ 3,828,506	75	\$ 3,542,516	41.1	4.4	5.5
Vested Former Employees	1	2,977	1	2,977	46.9	4.1	23.2
Retirees and Beneficiaries	1	2,649	1	2,649	65.6		
Pending Refunds	31		31				
19 - Gen. SEIU hired after 7/1/201							
Active Employees	60	\$ 2,594,579	62	\$ 2,808,111	42.6	5.1	6.0
Vested Former Employees	1	2,266	1	2,266	55.9	3.1	6.7
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	15		10				
20 - Gen. BCSA hired after 1/1/201							
Active Employees	4	\$ 317,233	5	\$ 342,622	59.1	4.8	10.3
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	1		1				
HA - GNL Trans hired after 3/1/10							
Active Employees	28	\$ 1,413,668	28	\$ 1,243,368	42.1	3.5	3.5
Vested Former Employees	5	6,529	4	2,653	36.3	2.5	4.5
Retirees and Beneficiaries	1	5,071	1	5,071	65.4		
Pending Refunds	0		0				
Total Municipality							
Active Employees	331	\$ 19,314,680	342	\$ 19,515,143	46.4	10.2	11.0
Vested Former Employees	46	656,568	48	699,972	50.5	10.1	14.0
Retirees and Beneficiaries	429	11,222,059	423	10,907,856	70.3		
Pending Refunds	106		102				
Total Participants	912		915				

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

² Descriptions can be found under Miscellaneous and Technical Assumptions in the Appendix.

Table 4: Reported Assets (Market Value)

Division	2020 Valuation		2019 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
01 - Gnrl NonUn.	\$ 17,904,937	\$ 2,362,410	\$ 16,386,866	\$ 2,201,928
10 - General AFSCME	22,402,989	1,044,910	21,577,987	1,058,928
11 - GnI Transit	5,005,900	175,491	4,758,781	194,315
12 - Gnrl BCSA	10,187,430	842,932	9,522,522	866,068
13 - GnI Housing	5,156,034	146,936	4,666,598	145,743
14 - SEIU Local	17,484,169	671,574	16,848,551	782,409
15 - City Mngr.	1,113,016	13,727	1,002,202	9,190
16 - Cntrl Disp.	1,387,648	3,786	1,319,142	14,270
17 - Corr.Offrcs	826,509	59,042	762,492	53,689
18 - General AFSCME after 12/1/10	1,482,309	522,616	1,103,692	445,030
19 - Gen. SEIU hired after 7/1/201	963,138	461,759	713,639	351,820
20 - Gen. BCSA hired after 1/1/201	165,068	46,057	121,174	45,503
HA - GNL Trans hired after 3/1/10	580,693	0	427,407	0
S1 - Surplus Unassociated	609,967	0	474,863	0
S2 - Surplus AFSCME	9,426	0	0	0
S3 - Surplus Transit	698	0	0	0
S4 - Surplus BCSA	4,215	0	0	0
S5 - Surplus SEIU	65,552	0	23,817	0
Municipality Total³	\$ 85,349,699	\$ 6,351,239	\$ 79,709,733	\$ 6,168,893
Combined Assets³	\$91,700,938		\$85,878,625	

¹ Reserve for Employer Contributions and Benefit Payments.

² Reserve for Employee Contributions.

³ Totals may not add due to rounding.

The December 31, 2020 valuation assets (actuarial value of assets) are equal to 0.972357 times the reported market value of assets (compared to 1.013179 as of December 31, 2019). Refer to the Appendix for a description of the valuation asset derivation and a detailed calculation of valuation assets.

Assets in the Surplus division(s) are employer assets that have been reserved separately and may be used within the plan at the employer's discretion at some point in the future. These assets are not used in calculating the employer contribution for the fiscal year beginning July 1, 2022.

Table 5: Flow of Valuation Assets

Year Ended 12/31	Employer Contributions		Employee Contributions	Investment Income (Valuation Assets)	Benefit Payments	Employee Contribution Refunds	Net Transfers	Valuation Asset Balance
	Required	Additional						
2010	\$ 2,868,331		\$ 453,617	\$ 4,281,248	\$ (6,516,632)	\$ (59,121)	\$ 49,333	\$ 88,247,674
2011	4,106,953	\$ 0	420,760	3,474,621	(7,369,893)	(49,719)	(2,802,205)	86,028,191
2012	3,425,331	133,259	396,893	3,504,637	(8,079,082)	(11,672)	26,998	85,424,555
2013	3,646,578	1,904,258	398,173	5,034,108	(8,415,175)	(38,371)	1	87,954,127
2014	3,776,984	0	419,888	4,832,408	(8,762,592)	(13,880)	198,983	88,405,918
2015	4,004,442	99,850	443,676	4,113,925	(9,048,762)	(56,391)	52,309	88,014,967
2016	4,353,308	16,169	487,265	4,189,261	(9,572,000)	(8,787)	39,636	87,519,819
2017	5,035,846	346,606	546,536	5,040,598	(9,983,596)	(65,125)	2	88,440,686
2018	5,404,480	194,470	635,312	3,151,829	(10,495,785)	(16,549)	66,168	87,380,611
2019	5,367,992	162,593	717,521	3,940,352	(10,819,917)	(20,289)	281,556	87,010,419
2020	5,772,166	109,124	828,776	6,615,138	(11,101,024)	(68,551)	0	89,166,048

Notes:

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

Additional employer contributions, if any, are shown separately starting in 2011. Prior to 2011, additional contributions are combined with the required employer contributions.

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

The Valuation Asset balance includes assets from Surplus divisions, if any.

Years where historical information is not available will be displayed with zero values.



**Table 6: Actuarial Accrued Liabilities and Valuation Assets
as of December 31, 2020**

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
01 - Gnrl NonUn.	\$ 14,450,065	\$ 2,190,052	\$ 25,711,225	\$ 49,400	\$ 42,400,742	\$ 19,707,097	46.5%	\$ 22,693,645
10 - General AFSCME	8,940,932	789,431	26,142,452	29,412	35,902,227	22,799,729	63.5%	13,102,498
11 - Gnl Transit	2,429,990	0	6,334,562	2,385	8,766,937	5,038,162	57.5%	3,728,775
12 - Gnrl BCSA	8,025,724	673,038	19,774,144	0	28,472,906	10,725,450	37.7%	17,747,456
13 - Gnl Housing	3,617,752	293,587	2,756,412	1,016	6,668,767	5,156,379	77.3%	1,512,388
14 - SEIU Local	5,317,375	541,986	24,356,568	36,582	30,252,511	17,653,864	58.4%	12,598,647
15 - City Mngr.	693,163	0	5,423,360	0	6,116,523	1,095,597	17.9%	5,020,926
16 - Cntrl Disp.	0	323,641	1,560,859	3,786	1,888,286	1,352,971	71.7%	535,315
17 - Corr.Offrcs	144,984	101,863	447,827	3,521	698,195	861,071	123.3%	(162,876)
18 - General AFSCME after 12/1/10	1,890,656	12,984	28,036	82,240	2,013,916	1,949,503	96.8%	64,413
19 - Gen. SEIU hired after 7/1/201	1,375,839	19,948	0	28,862	1,424,649	1,385,508	97.3%	39,141
20 - Gen. BCSA hired after 1/1/201	170,711	0	0	12,743	183,454	205,289	111.9%	(21,835)
HA - GNL Trans hired after 3/1/10	493,685	25,231	54,629	0	573,545	564,640	98.4%	8,905
S1 - Surplus Unassociated	0	0	0	0	0	593,106		(593,106)
S2 - Surplus AFSCME	0	0	0	0	0	9,166		(9,166)
S3 - Surplus Transit	0	0	0	0	0	678		(678)
S4 - Surplus BCSA	0	0	0	0	0	4,098		(4,098)
S5 - Surplus SEIU	0	0	0	0	0	63,740		(63,740)
Total	\$ 47,550,876	\$ 4,971,761	\$ 112,590,074	\$ 249,947	\$ 165,362,658	\$ 89,166,048	53.9%	\$ 76,196,610

The following results show the combined accrued liabilities and assets for each set of linked divisions. These results are already shown in the table on the prior page(s).

Table 6 (continued)

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
Linked Divisions 18, 10	\$ 10,831,588	\$ 802,415	\$ 26,170,488	\$ 111,652	\$ 37,916,143	\$ 24,749,232	65.3%	\$ 13,166,911
Linked Divisions 19, 14	6,693,214	561,934	24,356,568	65,444	31,677,160	19,039,372	60.1%	12,637,788
Linked Divisions 20, 12	8,196,435	673,038	19,774,144	12,743	28,656,360	10,930,739	38.1%	17,725,621
Linked Divisions HA, 11	2,923,675	25,231	6,389,191	2,385	9,340,482	5,602,802	60.0%	3,737,680

Please see the Comments on Asset Smoothing in the Executive Summary of this report.

The December 31, 2020 valuation assets (actuarial value of assets) are equal to 0.972357 times the reported market value of assets. Refer to the Appendix for a description of the valuation asset derivation and a detailed calculation of valuation assets.



Table 7: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2006	\$ 103,019,360	\$ 78,530,625	76%	\$ 24,488,735
2007	108,343,302	83,685,510	77%	24,657,792
2008	114,485,126	85,758,953	75%	28,726,173
2009	117,667,634	87,170,898	74%	30,496,736
2010	121,967,784	88,247,674	72%	33,720,110
2011	125,554,938	86,028,191	69%	39,526,747
2012	125,080,017	85,424,555	68%	39,655,462
2013	128,362,120	87,954,127	69%	40,407,993
2014	132,642,371	88,405,918	67%	44,236,453
2015	142,257,026	88,014,967	62%	54,242,059
2016	144,605,126	87,519,819	61%	57,085,307
2017	147,753,489	88,440,686	60%	59,312,803
2018	151,060,394	87,380,611	58%	63,679,783
2019	157,393,873	87,010,419	55%	70,383,454
2020	165,362,658	89,166,048	54%	76,196,610

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

The Valuation Assets include assets from Surplus divisions, if any.

Years where historical information is not available will be displayed with zero values.

Throughout this report are references to valuation results generated prior to the 2018 valuation date. Results prior to 2018 were received directly from the prior actuary or extracted from the previous valuation system by MERS's technology service provider.

Tables 8 and 9: Division-Based Comparative Schedules

Division 01 - Gnrl NonUn.

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 28,139,605	\$ 18,498,320	66%	\$ 9,641,285
2011	28,719,364	17,717,784	62%	11,001,580
2012	28,445,176	17,201,716	61%	11,243,460
2013	28,920,190	17,110,935	59%	11,809,255
2014	30,180,098	17,320,168	57%	12,859,930
2015	33,548,161	17,578,580	52%	15,969,581
2016	34,669,914	17,918,013	52%	16,751,901
2017	35,807,575	18,179,432	51%	17,628,143
2018	36,981,207	18,370,270	50%	18,610,937
2019	39,518,912	18,833,776	48%	20,685,136
2020	42,400,742	19,707,097	46%	22,693,645

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-01: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	48	\$ 3,321,913	25.71%	2.00%
2011	47	3,325,529	28.91%	2.00%
2012	49	3,513,560	29.29%	2.00%
2013	50	3,505,149	30.35%	2.00%
2014	52	3,749,622	30.62%	2.00%
2015	56	3,938,414	35.64%	3.00%
2016	60	4,381,947	34.68%	3.00%
2017	62	4,569,675	34.66%	4.00%
2018	63	4,857,655	34.32%	5.00%
2019	63	5,015,439	37.55%	6.00%
2020	62	4,956,886	40.52%	7.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 10 - General AFSCME

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 31,695,838	\$ 26,016,328	82%	\$ 5,679,510
2011	32,153,521	25,978,676	81%	6,174,845
2012	32,140,644	26,043,511	81%	6,097,133
2013	32,923,896	26,215,800	80%	6,708,096
2014	33,785,664	26,306,791	78%	7,478,873
2015	36,066,837	26,079,521	72%	9,987,316
2016	36,467,677	25,501,801	70%	10,965,876
2017	36,188,384	25,030,035	69%	11,158,349
2018	35,723,096	23,785,991	67%	11,937,105
2019	35,785,702	22,935,247	64%	12,850,455
2020	35,902,227	22,799,729	64%	13,102,498

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-10: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	113	\$ 4,907,939	15.70%	2.50%
2011	96	4,447,277	\$ 60,959	2.50%
2012	91	3,935,769	\$ 57,221	2.50%
2013	78	3,433,686	\$ 58,710	2.50%
2014	74	3,506,111	\$ 65,035	2.50%
2015	64	3,048,947	\$ 81,776	2.50%
2016	59	2,871,821	\$ 86,243	2.75%
2017	52	2,534,173	\$ 85,715	2.75%
2018	43	2,310,685	\$ 91,171	2.75%
2019	39	2,083,790	\$ 98,418	3.00%
2020	36	1,966,400	\$ 97,891	4.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 11 - Gnl Transit

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 6,398,996	\$ 5,089,138	80%	\$ 1,309,858
2011	6,792,528	5,220,156	77%	1,572,372
2012	7,046,884	5,309,103	75%	1,737,781
2013	7,368,535	5,405,653	73%	1,962,882
2014	7,425,844	5,507,426	74%	1,918,418
2015	7,900,780	5,491,536	70%	2,409,244
2016	8,074,463	5,438,120	67%	2,636,343
2017	8,027,992	5,332,626	66%	2,695,366
2018	7,901,136	5,136,832	65%	2,764,304
2019	8,160,092	5,018,372	61%	3,141,720
2020	8,766,937	5,038,162	57%	3,728,775

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-11: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	31	\$ 1,245,573	\$ 14,966	2.50%
2011	30	1,248,167	\$ 17,132	2.50%
2012	29	1,247,665	\$ 18,161	2.50%
2013	24	1,067,838	\$ 18,189	2.50%
2014	21	922,129	\$ 16,948	2.50%
2015	19	818,690	\$ 20,243	2.50%
2016	14	654,579	\$ 20,305	2.50%
2017	11	568,014	\$ 20,135	2.50%
2018	8	388,202	\$ 19,739	2.50%
2019	8	453,462	\$ 23,264	4.00%
2020	7	507,353	\$ 27,922	4.50%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 12 - Gnrl BCSA

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 18,287,546	\$ 11,222,688	61%	\$ 7,064,858
2011	19,498,544	10,596,421	54%	8,902,123
2012	19,174,093	10,216,513	53%	8,957,580
2013	19,738,162	10,086,955	51%	9,651,207
2014	20,213,419	9,992,873	49%	10,220,546
2015	21,020,916	9,873,654	47%	11,147,262
2016	22,131,768	10,062,324	46%	12,069,444
2017	23,122,708	10,337,099	45%	12,785,609
2018	25,217,053	10,570,414	42%	14,646,639
2019	26,727,967	10,525,502	39%	16,202,465
2020	28,472,906	10,725,450	38%	17,747,456

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-12: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	22	\$ 1,319,575	37.41%	4.16%
2011	24	1,546,987	\$ 55,466	4.16%
2012	23	1,434,721	\$ 54,268	4.16%
2013	23	1,461,271	\$ 59,354	4.16%
2014	22	1,442,714	\$ 63,841	4.16%
2015	21	1,369,555	\$ 72,746	4.16%
2016	22	1,464,338	\$ 78,955	5.16%
2017	22	1,636,242	\$ 86,042	5.16%
2018	22	1,739,995	\$ 101,346	5.16%
2019	20	1,532,858	\$ 114,566	5.16%
2020	19	1,591,095	\$ 125,668	6.16%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 13 - Gnl Housing

Table 8-13: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 3,669,970	\$ 1,818,280	50%	\$ 1,851,690
2011	3,955,186	1,884,314	48%	2,070,872
2012	4,075,358	2,111,297	52%	1,964,061
2013	4,339,820	4,379,313	101%	(39,493)
2014	4,645,898	4,456,553	96%	189,345
2015	5,178,067	4,502,532	87%	675,535
2016	5,325,263	4,570,819	86%	754,444
2017	5,511,549	4,715,587	86%	795,962
2018	5,738,201	4,768,193	83%	970,008
2019	6,107,591	4,875,762	80%	1,231,829
2020	6,668,767	5,156,379	77%	1,512,388

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-13: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	13	\$ 602,973	28.82%	1.50%
2011	13	615,755	31.57%	1.50%
2012	12	647,094	31.37%	1.50%
2013	13	703,972	9.60%	1.50%
2014	11	650,340	\$ 8,211	1.50%
2015	11	671,847	\$ 12,544	1.50%
2016	10	613,062	\$ 11,874	1.50%
2017	9	581,402	\$ 11,927	1.50%
2018	9	570,602	\$ 13,308	1.50%
2019	9	576,289	\$ 15,683	1.50%
2020	8	556,800	\$ 17,542	1.50%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 14 - SEIU Local

Table 8-14: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 24,778,206	\$ 20,308,324	82%	\$ 4,469,882
2011	26,591,360	20,734,278	78%	5,857,082
2012	26,669,481	20,637,251	77%	6,032,230
2013	27,111,309	20,750,141	77%	6,361,168
2014	27,956,726	20,831,443	75%	7,125,283
2015	29,572,682	20,382,825	69%	9,189,857
2016	28,733,313	19,754,399	69%	8,978,914
2017	29,123,358	19,534,681	67%	9,588,677
2018	28,801,347	18,563,790	64%	10,237,557
2019	29,291,747	17,863,318	61%	11,428,429
2020	30,252,511	17,653,864	58%	12,598,647

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-14: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	100	\$ 4,298,849	15.31%	2.50%
2011	84	3,642,189	\$ 57,214	2.50%
2012	78	3,448,701	\$ 55,641	2.50%
2013	70	3,170,776	\$ 56,299	2.50%
2014	67	3,128,958	\$ 61,491	2.50%
2015	60	2,876,019	\$ 75,943	2.50%
2016	47	2,255,302	\$ 68,730	3.00%
2017	41	2,046,849	\$ 72,286	3.00%
2018	34	1,735,412	\$ 75,459	3.50%
2019	29	1,502,243	\$ 83,578	4.50%
2020	24	1,146,545	\$ 90,504	5.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 15 - City Mngr.

Table 8-15: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 5,464,593	\$ 1,697,637	31%	\$ 3,766,956
2011	5,508,689	1,582,539	29%	3,926,150
2012	5,510,200	1,459,650	27%	4,050,550
2013	5,659,625	1,321,703	23%	4,337,922
2014	5,766,202	1,011,334	18%	4,754,868
2015	5,778,113	800,626	14%	4,977,487
2016	5,768,822	633,488	11%	5,135,334
2017	5,761,769	842,843	15%	4,918,926
2018	5,765,992	1,076,925	19%	4,689,067
2019	5,947,910	1,024,720	17%	4,923,190
2020	6,116,523	1,095,597	18%	5,020,926

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-15: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	2	\$ 242,478	93.59%	0.00%
2011	2	247,780	97.84%	0.00%
2012	2	256,419	106.72%	0.00%
2013	2	239,173	121.87%	0.00%
2014	2	231,433	138.91%	0.00%
2015	2	250,936	375.83%	0.00%
2016	2	261,147	152.10%	0.00%
2017	2	267,898	143.67%	0.00%
2018	2	273,550	201.41%	0.00%
2019	2	289,000	132.48%	1.00%
2020	2	299,063	137.31%	2.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 16 - Cntrl Disp.

Table 8-16: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 3,050,392	\$ 2,883,558	95%	\$ 166,834
2011	1,801,204	1,546,437	86%	254,767
2012	1,436,711	1,541,444	107%	(104,733)
2013	1,472,927	1,538,184	104%	(65,257)
2014	1,500,422	1,531,662	102%	(31,240)
2015	1,626,639	1,500,876	92%	125,763
2016	1,535,118	1,468,956	96%	66,162
2017	1,695,002	1,451,098	86%	243,904
2018	1,716,553	1,396,324	81%	320,229
2019	1,806,249	1,350,985	75%	455,264
2020	1,888,286	1,352,971	72%	535,315

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-16: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	0	\$ 0	\$ 67	0.00%
2011	0	0	\$ 1,156	0.00%
2012	0	0	\$ 0	0.00%
2013	0	0	\$ 0	0.00%
2014	0	0	\$ 0	0.00%
2015	0	0	\$ 995	0.00%
2016	0	0	\$ 482	7.20%
2017	0	0	\$ 2,292	7.20%
2018	0	0	\$ 3,327	7.20%
2019	0	0	\$ 5,213	7.20%
2020	0	0	\$ 6,305	7.20%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 17 - Corr.Offrcs

Table 8-17: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 481,556	\$ 711,082	148%	\$ (229,526)
2011	490,940	717,874	146%	(226,934)
2012	435,200	722,728	166%	(287,528)
2013	447,884	737,311	165%	(289,427)
2014	462,403	752,232	163%	(289,829)
2015	484,089	761,040	157%	(276,951)
2016	502,874	773,471	154%	(270,597)
2017	564,276	816,984	145%	(252,708)
2018	605,858	820,853	135%	(214,995)
2019	647,412	826,937	128%	(179,525)
2020	698,195	861,071	123%	(162,876)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-17: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	1	\$ 61,084	0.00%	3.12%
2011	1	56,073	0.00%	3.12%
2012	0	0	\$ 0	0.00%
2013	1	59,571	0.00%	3.12%
2014	1	58,695	0.00%	3.12%
2015	1	55,018	0.00%	3.12%
2016	1	70,915	0.00%	3.12%
2017	2	118,639	0.00%	3.12%
2018	2	132,460	0.00%	3.12%
2019	2	125,445	0.00%	3.62%
2020	2	136,552	0.00%	4.12%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 18 - General AFSCME after 12/1/10

Table 8-18: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0	0%	\$ 0
2011	30,809	38,693	126%	(7,884)
2012	97,827	114,705	117%	(16,878)
2013	224,963	232,289	103%	(7,326)
2014	378,614	363,551	96%	15,063
2015	547,342	532,171	97%	15,171
2016	651,476	670,887	103%	(19,411)
2017	964,264	946,054	98%	18,210
2018	1,334,569	1,233,806	92%	100,763
2019	1,598,956	1,569,133	98%	29,823
2020	2,013,916	1,949,503	97%	64,413

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-18: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	0	\$ 0	\$ 0	0.00%
2011	16	631,087	4.67%	2.50%
2012	26	996,013	4.46%	2.50%
2013	34	1,365,798	4.67%	2.50%
2014	36	1,611,962	4.92%	2.50%
2015	49	2,110,015	5.29%	2.50%
2016	56	2,351,415	5.36%	2.50%
2017	64	2,873,816	5.26%	2.50%
2018	74	3,452,289	5.29%	2.50%
2019	75	3,542,516	4.64%	3.00%
2020	79	3,828,506	4.33%	3.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 19 - Gen. SEIU hired after 7/1/201

Table 8-19: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0	0%	\$ 0
2011	1,988	0	0%	1,988
2012	26,191	39,491	151%	(13,300)
2013	85,341	103,141	121%	(17,800)
2014	196,839	204,319	104%	(7,480)
2015	337,562	319,482	95%	18,080
2016	480,731	460,534	96%	20,197
2017	646,414	599,392	93%	47,022
2018	849,830	766,136	90%	83,694
2019	1,206,115	1,079,501	90%	126,614
2020	1,424,649	1,385,508	97%	39,141

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-19: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	0	\$ 0	\$ 0	0.00%
2011	5	138,822	5.09%	2.50%
2012	16	510,841	4.86%	2.50%
2013	28	928,192	4.59%	2.50%
2014	35	1,269,348	4.78%	2.50%
2015	35	1,339,053	5.01%	2.50%
2016	43	1,680,900	4.64%	3.00%
2017	50	1,987,507	4.73%	3.00%
2018	57	2,415,318	4.30%	3.50%
2019	62	2,808,111	3.99%	4.00%
2020	60	2,594,579	3.24%	4.50%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division 20 - Gen. BCSA hired after 1/1/201

Table 8-20: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0	0%	\$ 0
2011	0	0	0%	0
2012	0	0	0%	0
2013	14,554	17,078	117%	(2,524)
2014	38,187	38,604	101%	(417)
2015	62,944	57,950	92%	4,994
2016	87,530	78,575	90%	8,955
2017	114,802	101,388	88%	13,414
2018	126,497	133,592	106%	(7,095)
2019	170,186	168,873	99%	1,313
2020	183,454	205,289	112%	(21,835)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-20: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	0	\$ 0	\$ 0	0.00%
2011	0	0	\$ 0	0.00%
2012	0	0	\$ 0	0.00%
2013	1	65,925	4.33%	2.50%
2014	3	166,152	5.18%	2.50%
2015	3	204,667	5.44%	2.50%
2016	3	212,173	5.45%	2.50%
2017	3	217,191	5.50%	2.50%
2018	5	321,977	6.51%	2.50%
2019	5	342,622	6.78%	2.50%
2020	4	317,233	6.53%	3.50%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division HA - GNL Trans hired after 3/1/10

Table 8-HA: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 1,082	\$ 2,319	214%	\$ (1,237)
2011	10,805	11,019	102%	(214)
2012	22,252	27,146	122%	(4,894)
2013	54,914	55,624	101%	(710)
2014	92,055	88,962	97%	3,093
2015	132,894	134,174	101%	(1,280)
2016	176,177	188,432	107%	(12,255)
2017	225,396	259,030	115%	(33,634)
2018	299,055	341,397	114%	(42,342)
2019	425,034	433,040	102%	(8,006)
2020	573,545	564,640	98%	8,905

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Table 9-HA: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	2	\$ 67,555	6.26%	0.00%
2011	3	125,196	6.89%	0.00%
2012	7	266,832	7.08%	0.00%
2013	9	370,383	6.77%	0.00%
2014	12	463,172	6.38%	0.00%
2015	14	566,021	6.93%	0.00%
2016	15	635,176	6.37%	0.00%
2017	22	915,691	6.56%	0.00%
2018	26	1,077,600	6.29%	0.00%
2019	28	1,243,368	6.39%	0.00%
2020	28	1,413,668	6.24%	0.00%

1 For open divisions, a percent of pay contribution is shown. For closed divisions, a monthly dollar contribution is shown.

2 For each valuation year, the computed employer contribution is based on the employee rate. If the employee rate changes during the applicable fiscal year, the computed employer contribution will be adjusted.

Note: The contributions shown in Table 9 for the 12/31/2015 through 12/31/2020 valuations do not reflect the phase-in of the change in contribution requirements associated with the new actuarial assumptions. The full contribution without phase-in is shown in Table 9 above.

See the Benefit Provision History, later in this report, for past benefit provision changes.

Years where historical information is not available will be displayed with zero values.

Division S1 - Surplus Unassociated

Table 8-S1: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0		\$ 0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	294,437		(294,437)
2018	0	416,088		(416,088)
2019	0	481,122		(481,122)
2020	0	593,106		(593,106)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Years where historical information is not available will be displayed with zero values.

Division S2 - Surplus AFSCME

Table 8-S2: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0		\$ 0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	0		0
2019	0	0		0
2020	0	9,166		(9,166)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Years where historical information is not available will be displayed with zero values.

Division S3 - Surplus Transit

Table 8-S3: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0		\$ 0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	0		0
2019	0	0		0
2020	0	678		(678)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Years where historical information is not available will be displayed with zero values.

Division S4 - Surplus BCSA

Table 8-S4: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0		\$ 0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	0		0
2019	0	0		0
2020	0	4,098		(4,098)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Years where historical information is not available will be displayed with zero values.

Division S5 - Surplus SEIU

Table 8-S5: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0		\$ 0
2011	0	0		0
2012	0	0		0
2013	0	0		0
2014	0	0		0
2015	0	0		0
2016	0	0		0
2017	0	0		0
2018	0	0		0
2019	0	24,131		(24,131)
2020	0	63,740		(63,740)

Notes: Actuarial assumptions were revised for the 2010, 2011, 2012, 2015, 2019 and 2020 actuarial valuations.

Years where historical information is not available will be displayed with zero values.

Table 10: Division-Based Layered Amortization Schedule

Division 01 - Gnrl NonUn.

Table 10-01: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 15,969,581	23	\$ 16,800,888	18	\$ 1,343,124
(Gain)/Loss	12/31/2016	375,584	22	422,979	18	33,816
(Gain)/Loss	12/31/2017	639,742	21	715,681	18	57,216
Amendment	12/31/2017	(16,827)	21	(18,830)	18	(1,500)
(Gain)/Loss	12/31/2018	789,675	20	879,433	18	70,308
Amendment	12/31/2018	(11,551)	20	(12,868)	18	(1,032)
(Gain)/Loss	12/31/2019	827,263	19	914,221	18	73,092
Assumption	12/31/2019	1,084,340	19	1,082,842	18	86,568
Amendment	12/31/2019	(16,736)	19	(18,491)	18	(1,476)
Experience	12/31/2020	1,849,357	18	2,056,950	18	164,436
Total				\$ 22,822,805		\$ 1,824,552

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 10 - General AFSCME

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 9,987,316	23	\$ 10,627,997	18	\$ 849,636
(Gain)/Loss	12/31/2016	653,157	22	735,578	18	58,800
Amendment	12/31/2016	(3,650)	22	(4,110)	18	(324)
(Gain)/Loss	12/31/2017	(42,807)	21	(47,890)	18	(3,828)
(Gain)/Loss	12/31/2018	664,814	20	740,377	18	59,184
(Gain)/Loss	12/31/2019	(237,954)	19	(262,965)	18	(21,024)
Assumption	12/31/2019	1,039,343	19	1,079,241	18	86,280
Amendment	12/31/2019	(2,702)	19	(2,990)	18	(240)
Experience	12/31/2020	173,894	18	193,414	18	15,468
Total				\$ 13,058,652		\$ 1,043,952

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 11 - Gnl Transit

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 2,409,244	23	\$ 2,539,677	18	\$ 203,028
(Gain)/Loss	12/31/2016	162,926	22	183,482	18	14,664
(Gain)/Loss	12/31/2017	10,426	21	11,660	18	936
(Gain)/Loss	12/31/2018	39,748	20	44,269	18	3,540
(Gain)/Loss	12/31/2019	117,082	19	129,388	18	10,344
Assumption	12/31/2019	242,978	19	251,459	18	20,100
Amendment	12/31/2019	(799)	19	(880)	18	(72)
Experience	12/31/2020	560,599	18	623,527	18	49,848
Total				\$ 3,782,582		\$ 302,388

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 12 - Gnrl BCSA

Table 10-12: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 11,147,262	23	\$ 11,663,934	18	\$ 932,460
(Gain)/Loss	12/31/2016	695,820	22	783,627	18	62,652
Amendment	12/31/2016	1,542	22	1,733	18	144
(Gain)/Loss	12/31/2017	509,676	21	570,173	18	45,588
(Gain)/Loss	12/31/2018	1,693,160	20	1,885,610	18	150,744
(Gain)/Loss	12/31/2019	507,365	19	560,691	18	44,820
Assumption	12/31/2019	828,147	19	824,543	18	65,916
Experience	12/31/2020	1,389,641	18	1,545,631	18	123,564
Total				\$ 17,835,942		\$ 1,425,888

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 13 - Gnl Housing

Table 10-13: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 675,535	20	\$ 731,459	13	\$ 73,812
(Gain)/Loss	12/31/2016	6,402	18	6,785	13	684
(Gain)/Loss	12/31/2017	17,679	16	18,785	13	1,896
(Gain)/Loss	12/31/2018	172,396	15	185,118	13	18,684
(Gain)/Loss	12/31/2019	57,519	14	62,348	13	6,288
Assumption	12/31/2019	196,079	14	206,585	13	20,844
Experience	12/31/2020	270,124	13	300,446	13	30,324
Total				\$ 1,511,526		\$ 152,532

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 14 - SEIU Local

Table 10-14: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 9,189,857	23	\$ 9,769,129	18	\$ 780,984
(Gain)/Loss	12/31/2016	(537,210)	22	(604,991)	18	(48,360)
Amendment	12/31/2016	5,043	22	5,673	18	456
(Gain)/Loss	12/31/2017	508,934	21	569,339	18	45,516
(Gain)/Loss	12/31/2018	556,118	20	619,322	18	49,512
Amendment	12/31/2018	(3,597)	20	(4,009)	18	(324)
(Gain)/Loss	12/31/2019	227,812	19	251,762	18	20,124
Assumption	12/31/2019	844,849	19	871,423	18	69,660
Amendment	12/31/2019	3,128	19	3,461	18	276
Experience	12/31/2020	1,075,340	18	1,196,049	18	95,616
Total				\$ 12,677,158		\$ 1,013,460

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 15 - City Mngr.

Table 10-15: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 4,977,487	23	\$ 4,124,262	18	\$ 329,712
(Gain)/Loss	12/31/2016	77,986	22	87,822	18	7,020
(Gain)/Loss	12/31/2017	63,871	21	71,462	18	5,712
(Gain)/Loss	12/31/2018	105,525	20	117,520	18	9,396
(Gain)/Loss	12/31/2019	90,091	19	99,560	18	7,956
Assumption	12/31/2019	177,565	19	168,890	18	13,500
Amendment	12/31/2019	(1,515)	19	(1,672)	18	(132)
Experience	12/31/2020	214,495	18	238,572	18	19,068
Total				\$ 4,906,416		\$ 392,232

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 16 - Cntrl Disp.

Table 10-16: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 125,763	16	\$ 115,426	7	\$ 19,272
(Gain)/Loss	12/31/2016	(69,400)	14	(64,338)	7	(10,740)
(Gain)/Loss	12/31/2017	178,820	12	169,117	7	28,236
(Gain)/Loss	12/31/2018	66,509	10	66,008	8	9,840
(Gain)/Loss	12/31/2019	64,145	10	67,424	9	9,108
Assumption	12/31/2019	63,503	10	64,584	9	8,724
Experience	12/31/2020	81,418	10	90,557	10	11,220
Total				\$ 508,778		\$ 75,660

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Table 10-17: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ (276,951)	10	\$ (260,990)	10	\$ (32,340)
(Gain)/Loss	12/31/2016	23,820	15	24,114	11	2,772
(Gain)/Loss	12/31/2017	33,527	15	35,086	12	3,768
(Gain)/Loss	12/31/2018	36,193	15	38,870	13	3,924
(Gain)/Loss	12/31/2019	(31,422)	15	(34,235)	14	(3,264)
Assumption	12/31/2019	23,941	15	27,267	14	2,604
Amendment	12/31/2019	(755)	10	(790)	9	(108)
Experience	12/31/2020	4,851	15	5,396	15	492
Total				\$ (165,282)		\$ (22,152)

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 18 - General AFSCME after 12/1/10

Table 10-18: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2017	\$ 18,637	15	\$ 19,505	12	\$ 2,088
(Gain)/Loss	12/31/2018	81,419	15	87,428	13	8,820
(Gain)/Loss	12/31/2019	(76,464)	15	(83,289)	14	(7,956)
Assumption	12/31/2019	11,572	15	12,433	14	1,188
Amendment	12/31/2019	(14,128)	10	(14,854)	9	(2,004)
Experience	12/31/2020	38,477	15	42,796	15	3,888
Total				\$ 64,019		\$ 6,024

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 19 - Gen. SEIU hired after 7/1/201

Table 10-19: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 18,080	23	\$ 26,224	18	\$ 2,100
(Gain)/Loss	12/31/2016	(875)	22	(980)	18	(84)
Amendment	12/31/2016	(5,553)	22	(6,258)	18	(504)
(Gain)/Loss	12/31/2017	28,079	21	31,411	18	2,508
(Gain)/Loss	12/31/2018	44,223	20	49,246	18	3,936
Amendment	12/31/2018	(9,705)	20	(10,803)	18	(864)
(Gain)/Loss	12/31/2019	36,020	19	39,799	18	3,180
Assumption	12/31/2019	15,752	19	16,663	18	1,332
Amendment	12/31/2019	(12,655)	19	(13,991)	18	(1,116)
Experience	12/31/2020	(91,619)	18	(101,903)	18	(8,148)
Total				\$ 29,408		\$ 2,340

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division 20 - Gen. BCSA hired after 1/1/201

Table 10-20: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Experience	12/31/2020	(21,913)	15	(24,373)	15	(2,208)
Total				\$ (24,373)		\$ (2,208)

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

Division HA - GNL Trans hired after 3/1/10

Table 10-HA: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 7/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Experience	12/31/2020	11,586	15	12,886	15	1,176
Total				\$ 12,886		\$ 1,176

¹ For each type of UAL (layer), this is the original balance as of the date the layer was established.

² According to the MERS amortization policy, each type of UAL (layer) is amortized over a specific period (see Appendix on MERS website).

³ This is the remaining balance as of the valuation date, projected to the beginning of the fiscal year shown above.

The unfunded accrued liability (UAL) as of December 31, 2020 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2020 valuation to take into account the expected future contributions that are based on past valuations. Each type of UAL (layer) is amortized over the appropriate period. Please see the Appendix on the MERS website for a detailed description of the amortization policy.

Note: The original balance and original amortization periods prior to 12/31/2018 were received from the prior actuary.

GASB Statement No. 68 Information

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

Actuarial Valuation Date:	12/31/2020
Measurement Date of the Total Pension Liability (TPL):	12/31/2020

At 12/31/2020, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits:	429
Inactive employees entitled to but not yet receiving benefits (including refunds):	152
Active employees:	<u>331</u>
	912

Total Pension Liability as of 12/31/2019 measurement date:	\$ 153,769,909
Total Pension Liability as of 12/31/2020 measurement date:	\$ 161,362,030
Service Cost for the year ending on the 12/31/2020 measurement date:	\$ 2,020,330
Change in the Total Pension Liability due to:	
- Benefit changes ¹ :	\$ (95,157)
- Differences between expected and actual experience ² :	\$ 154,694
- Changes in assumptions ² :	\$ 5,342,989

Average expected remaining service lives of all employees (active and inactive):	3
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¹ A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year.

² Changes in liability due to differences between actual and expected experience, and changes in assumptions, are recognized in pension expense over the average remaining service lives of all employees.

Covered employee payroll (Needed for Required Supplementary Information):	\$ 19,314,680
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Note: Covered employee payroll may differ from the GASB Statement No. 68 definition.

Sensitivity of the Net Pension Liability to changes in the discount rate:

	1% Decrease (6.60%)	Current Discount Rate (7.60%)	1% Increase (8.60%)
Change in Net Pension Liability as of 12/31/2020:	\$ 17,058,217	\$ 0	\$ (14,471,883)

Note: The current discount rate shown for GASB Statement No. 68 purposes is higher than the MERS assumed rate of return. This is because for GASB Statement No. 68 purposes, the discount rate must be gross of administrative expenses, whereas for funding purposes it is net of administrative expenses.

Benefit Provision History

The following benefit provision history is provided by MERS. Any corrections to this history or discrepancies between this information and information displayed elsewhere in the valuation report should be reported to MERS. All provisions are listed by date of adoption.

01 - Gnrl NonUn.

7/1/2020	Participant Contribution Rate 7%
5/1/2020	Temporary Benefit Modification - COVID
7/1/2019	Participant Contribution Rate 6%
7/1/2018	Participant Contribution Rate 5%
7/1/2017	Participant Contribution Rate 4%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2015	Participant Contribution Rate 3%
4/1/2010	Non Standard Compensation Definition
7/1/2000	Temporary Benefit F55 (With 20 Years of Service) (07/01/2000 - 09/03/2000)
1/1/1996	Benefit B-4 (80% max)
1/1/1996	Member Contribution Rate 2.00%
7/1/1994	Member Contribution Rate 1.50%
6/1/1993	Temporary Benefit RS 50 (50% Post-Ret. Spouse Benefits) (06/01/1993 - 08/03/1993)
6/1/1993	Benefit FAC-3 (3 Year Final Average Compensation)
6/1/1993	Benefit B-3 (80% max)
1/1/1989	Flexible E 2% COLA Adopted (01/01/1989)
3/1/1987	Benefit F55 (With 25 Years of Service)
3/1/1987	Member Contribution Rate 0.00%
2/1/1986	Benefit C-2/Base B-1
5/6/1975	Exclude Temporary Employees
8/1/1973	Benefit C-1 (Old)
7/10/1973	Covered by Act 88
7/1/1962	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1962	10 Year Vesting
7/1/1962	Benefit C (Old)
7/1/1962	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

10 - General AFSCME

7/1/2020	Participant Contribution Rate 4%
5/1/2020	Temporary Benefit Modification - COVID
12/1/2019	Participant Contribution Rate 3%
12/1/2016	Service Credit Purchase Estimates - Yes
9/1/2016	Participant Contribution Rate 2.75%
1/1/2011	Non Standard Compensation Definition
10/1/1995	Member Contribution Rate 2.50%
6/1/1995	Benefit B-4 (80% max)
6/1/1995	Member Contribution Rate 2.00%
1/1/1994	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1994	Benefit B-3 (80% max)



10 - General AFSCME

1/1/1994	Member Contribution Rate 1.50%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
2/1/1986	Benefit FAC-5 (5 Year Final Average Compensation)
2/1/1986	10 Year Vesting
2/1/1986	Benefit C-2/Base B-1
2/1/1986	Benefit F55 (With 25 Years of Service)
2/1/1986	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

11 - Gnl Transit

7/1/2020	Participant Contribution Rate 4.5%
5/1/2020	Temporary Benefit Modification - COVID
7/1/2019	Participant Contribution Rate 4%
12/1/2016	Service Credit Purchase Estimates - Yes
11/1/2009	Non Standard Compensation Definition
12/1/2001	Temporary 8 Year Vesting (12/01/2001 - 02/03/2002)
11/1/2000	Member Contribution Rate 2.50%
10/1/1998	Member Contribution Rate 1.75%
9/1/1998	Benefit B-4 (80% max)
1/1/1997	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1997	Benefit B-3 (80% max)
1/1/1997	Member Contribution Rate 1.50%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
11/1/1986	Benefit C-2/Base B-1
4/1/1986	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1986	10 Year Vesting
4/1/1986	Benefit F55 (With 25 Years of Service)
4/1/1986	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

12 - Gnrl BCSA

7/1/2020	Participant Contribution Rate 6.16%
5/1/2020	Temporary Benefit Modification - COVID
10/1/2019	Participant Contribution Rate 5.66%
12/1/2016	Service Credit Purchase Estimates - Yes
9/1/2016	Participant Contribution Rate 5.16%
6/1/2010	Non Standard Compensation Definition
5/1/2003	Benefit RS 50 (50% Post-Ret. Spouse Benefits)
5/1/2003	Member Contribution Rate 4.16%
7/1/1996	Member Contribution Rate 2.50%
1/1/1996	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1996	Benefit B-4 (80% max)
1/1/1996	Member Contribution Rate 2.00%



12 - Gnrl BCSA

1/1/1994	Benefit B-3 (80% max)
1/1/1994	Member Contribution Rate 1.50%
1/1/1989	Flexible E 2% COLA Adopted (01/01/1989)
6/1/1987	Benefit F55 (With 25 Years of Service)
6/1/1986	Benefit FAC-5 (5 Year Final Average Compensation)
6/1/1986	10 Year Vesting
6/1/1986	Benefit C-2/Base B-1
5/11/1986	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

13 - Gnl Housing

12/1/2020	Non-Accelerated Amortization
5/1/2020	Temporary Benefit Modification - COVID
12/1/2016	Service Credit Purchase Estimates - Yes
12/1/2013	Option B Yes
12/1/2013	Accelerated to 15-year Amortization
12/1/2013	DC Adoption Date 12-01-2013
8/1/2005	Temporary 24 Years & Out (08/01/2005 - 10/03/2005)
5/1/2000	E2 2.5% COLA for future retirees (05/01/2000)
10/1/1998	Benefit B-4 (80% max)
7/1/1994	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/1994	Benefit B-3 (80% max)
7/1/1994	Member Contribution Rate 1.50%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
1/1/1987	Flexible E 2% COLA Adopted (01/01/1987)
12/1/1986	Benefit F55 (With 25 Years of Service)
5/1/1986	Benefit FAC-5 (5 Year Final Average Compensation)
5/1/1986	10 Year Vesting
5/1/1986	Benefit C-2/Base B-1
5/1/1986	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

14 - SEIU Local

7/1/2020	Participant Contribution Rate 5%
5/1/2020	Temporary Benefit Modification - COVID
7/1/2019	Participant Contribution Rate 4.5%
7/1/2018	Participant Contribution Rate 3.5%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2016	Participant Contribution Rate 3%
1/1/2012	Non Standard Compensation Definition
1/1/1997	Member Contribution Rate 2.50%
1/1/1996	Benefit B-4 (80% max)
1/1/1996	Member Contribution Rate 2.00%



14 - SEIU Local

1/1/1994	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1994	Benefit B-3 (80% max)
1/1/1994	Member Contribution Rate 1.50%
1/1/1989	Flexible E 2% COLA Adopted (01/01/1989)
9/1/1987	Benefit F55 (With 25 Years of Service)
11/1/1986	Benefit C-2/Base B-1
10/17/1986	Benefit FAC-5 (5 Year Final Average Compensation)
10/17/1986	10 Year Vesting
10/17/1986	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

15 - City Mngr.

7/1/2020	Participant Contribution Rate 2%
5/1/2020	Temporary Benefit Modification - COVID
7/1/2019	Participant Contribution Rate 1%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/1996	Benefit RS 50 (50% Post-Ret. Spouse Benefits)
7/1/1996	Benefit B-4 (80% max)
7/1/1996	Benefit F50 (With 25 Years of Service)
5/1/1993	Benefit FAC-3 (3 Year Final Average Compensation)
5/1/1993	10 Year Vesting
5/1/1993	Benefit B-3 (80% max)
5/1/1993	Benefit F55 (With 15 Years of Service)
5/1/1993	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88
7/1/1962	Fiscal Month - July
	Defined Benefit Normal Retirement Age - 60

16 - Cntrl Disp.

12/1/2020	Non-Accelerated Amortization
5/1/2020	Temporary Benefit Modification - COVID
12/31/2018	Accelerated to 5-year Amortization
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2004	Member Contribution Rate 7.20%
1/1/2004	E2 2.5% COLA for future retirees (01/01/2004)
1/1/2003	Member Contribution Rate 2.50%
1/1/2002	Member Contribution Rate 1.75%
1/1/2001	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2001	Benefit B-4 (80% max)
1/1/2001	Member Contribution Rate 1.00%
1/1/1994	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1994	10 Year Vesting
1/1/1994	Benefit C-2/Base B-1
1/1/1994	Benefit F55 (With 25 Years of Service)
1/1/1994	Member Contribution Rate 0.00%
7/10/1973	Covered by Act 88



16 - Cntrl Disp.

7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

17 - Corr.Offrcs

7/1/2020 Participant Contribution Rate 4.12%
5/1/2020 Temporary Benefit Modification - COVID
10/1/2019 Participant Contribution Rate 3.62%
12/1/2016 Service Credit Purchase Estimates - Yes
3/1/2001 Benefit B-3 (80% max)
3/1/2001 Member Contribution Rate 3.12%
1/1/1994 Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1994 10 Year Vesting
1/1/1994 Benefit C-2/Base B-1
1/1/1994 Benefit F55 (With 25 Years of Service)
1/1/1994 Member Contribution Rate 0.00%
7/10/1973 Covered by Act 88
7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

18 - General AFSCME after 12/1/10

5/1/2020 Temporary Benefit Modification - COVID
12/1/2019 Participant Contribution Rate 3%
12/1/2016 Service Credit Purchase Estimates - Yes
1/1/2011 Non Standard Compensation Definition
12/1/2010 Day of work defined as 80 Hours a Month for All employees.
12/1/2010 Benefit FAC-3 (3 Year Final Average Compensation)
12/1/2010 10 Year Vesting
12/1/2010 Benefit C-1 (New)
12/1/2010 Member Contribution Rate 2.50%
7/10/1973 Covered by Act 88
7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

19 - Gen. SEIU hired after 7/1/201

7/1/2020 Participant Contribution Rate 4.5%
5/1/2020 Temporary Benefit Modification - COVID
7/1/2019 Participant Contribution Rate 4%
7/1/2018 Participant Contribution Rate 3.5%
12/1/2016 Service Credit Purchase Estimates - Yes
7/1/2016 Participant Contribution Rate 3%
1/1/2012 Non Standard Compensation Definition
7/1/2011 Day of work defined as 80 Hours a Month for All employees.
7/1/2011 Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2011 10 Year Vesting
7/1/2011 Benefit C-1 (New)
7/1/2011 Member Contribution Rate 2.50%



19 - Gen. SEIU hired after 7/1/201

7/10/1973 Covered by Act 88
7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

20 - Gen. BCSA hired after 1/1/201

7/1/2020 Participant Contribution Rate 3.5%
5/1/2020 Temporary Benefit Modification - COVID
10/1/2019 Participant Contribution Rate 3%
12/1/2016 Service Credit Purchase Estimates - Yes
1/1/2012 Non Standard Compensation Definition
1/1/2012 Member Contribution Rate 2.50%
7/1/2011 Benefit FAC-3 (3 Year Final Average Compensation)
7/1/2011 10 Year Vesting
7/1/2011 Benefit C-1 (New)
7/10/1973 Covered by Act 88
7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

HA - GNL Trans hired after 3/1/10

5/1/2020 Temporary Benefit Modification - COVID
1/1/2012 Non Standard Compensation Definition
3/1/2010 Benefit FAC-3 (3 Year Final Average Compensation)
3/1/2010 6 Year Vesting
3/1/2010 1.25% Multiplier
7/10/1983 Covered by ACT 88
7/1/1962 Fiscal Month - July
Defined Benefit Normal Retirement Age - 60
No Early Reduced Conditions

S1 - Surplus Unassociated

7/1/1962 Fiscal Month - July

S2 - Surplus AFSCME

7/1/1962 Fiscal Month - July

S3 - Surplus Transit

7/1/1962 Fiscal Month - July

S4 - Surplus BCSA

7/1/1962 Fiscal Month - July

S5 - Surplus SEIU

7/1/1962 Fiscal Month - July



Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method

Details on MERS plan provisions, actuarial assumptions, and actuarial methodology can be found in the Appendix. Some actuarial assumptions are specific to this municipality and its divisions. These are listed below.

Increase in Final Average Compensation

Division	FAC Increase Assumption
All Divisions	3.00%

Miscellaneous and Technical Assumptions

Loads – None.

Amortization Policy for Closed Not Linked Divisions: The default funding policy for closed not linked divisions, including open divisions with zero active members, is to follow a non-accelerated amortization, where each closed period decreases by one-year each year until the period is exhausted. In select instances, closed not linked division(s) may follow an accelerated amortization policy.

Risk Commentary

Determination of the accrued liability, the employer contribution, and the funded ratio requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability, the actuarially determined contribution and the funded ratio that result from the differences between actual experience and the actuarial assumptions.

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 due to changing conditions; 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 contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

- **Investment Risk** – actual investment returns may differ from the expected returns;
- **Asset/Liability Mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
- **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
- **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
- **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Generally accepted plan maturity measures include the following:

	<u>12/31/2020</u>	<u>12/31/2019</u>	<u>12/31/2018</u>
1. Ratio of the market value of assets to total payroll	4.7	4.4	4.1
2. Ratio of actuarial accrued liability to payroll	8.6	8.1	7.8
3. Ratio of actives to retirees and beneficiaries	0.8	0.8	0.8
4. Ratio of market value of assets to benefit payments	8.2	7.9	7.6
5. Ratio of net cash flow to market value of assets (boy)	-5.2%	-5.4%	-4.8%

RATIO OF MARKET VALUE OF ASSETS TO TOTAL PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of actives to retirees. A mature open plan may have close to the same number of actives to retirees resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives resulting in a ratio below 1.0.

RATIO OF MARKET VALUE OF ASSETS TO BENEFIT PAYMENTS

The MERS' Actuarial Policy requires a total minimum contribution equal to the excess (if any) of three times the expected annual benefit payments over the projected market value of assets as of the participating municipality or court's Fiscal Year for which the contribution applies. The ratio of market value of assets to benefit payments as of the valuation date provides an indication of whether the division is at risk for triggering the minimum contribution rule in the near term. If the division triggers this minimum contribution rule, the required employer contributions could increase dramatically relative to previous valuations.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.



State Reporting

The following information has been prepared to provide some of the information necessary to complete the Public Act 202 pension reporting requirements for the State of Michigan’s Local Government Retirement System Annual Report (Form No. 5572). Additional resources are available at www.mersofmich.com and on the State [website](#).

Form 5572		
Line Reference	Description	Result
10	Membership as of December 31, 2020	
11	Indicate number of active members	331
12	Indicate number of inactive members (excluding pending refunds)	46
13	Indicate number of retirees and beneficiaries	429
14	Investment Performance for Calendar Year Ending December 31, 2020¹	
15	Enter actual rate of return - prior 1-year period	13.59%
16	Enter actual rate of return - prior 5-year period	9.35%
17	Enter actual rate of return - prior 10-year period	7.91%
18	Actuarial Assumptions	
19	Actuarial assumed rate of investment return ²	7.35%
20	Amortization method utilized for funding the system's unfunded actuarial accrued liability, if any	Level Percent
21	Amortization period utilized for funding the system's unfunded actuarial accrued liability, if any ³	18
22	Is each division within the system closed to new employees? ⁴	No
23	Uniform Assumptions	
24	Enter retirement pension system's actuarial value of assets using uniform assumptions	\$88,542,574
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions ⁵	\$171,250,481
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending June 30, 2021	\$7,616,124

1. The Municipal Employees’ Retirement System’s investment performance has been provided to GRS from MERS Investment Staff and is included here for reporting purposes. The investment performance figures reported are net of investment expenses on a rolling calendar-year basis for the previous 1-, 5-, and 10-year periods as required under PA 530.
2. Net of administrative and investment expenses.
3. Populated with the longest amortization period remaining in the amortization schedule, across all divisions in the plan. This is when each division and the plan in total is expected to reach 100% funded if all assumptions are met.
4. If all divisions within the employer are closed, “yes.” If at least one division is open (including shadow divisions) indicate “no.”
5. Line 25 actuarial accrued liability is determined under PA 202 uniform assumptions which differ from the valuation assumptions. In particular, the assumed rate of return for PA 202 purposes is 7.00%.

