

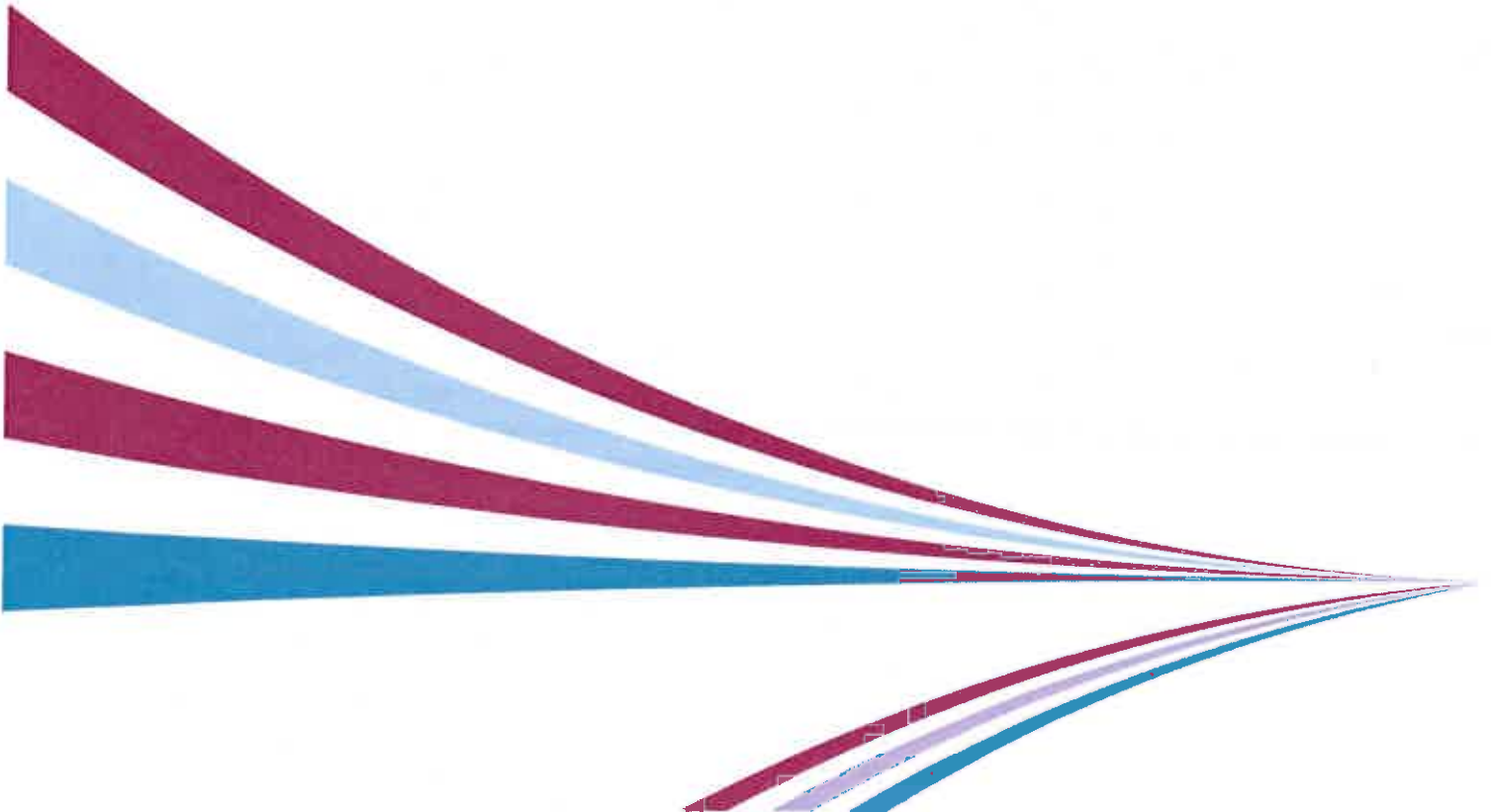
OBRA 1990 Retirement System of the County of Milwaukee

Actuarial Valuation Report

Plan Year

January 1, 2015

May 2015





Larry Langer
Principal and
Consulting Actuary

May 2015

The Retirement Board
Employees' Retirement System of the County of Milwaukee
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Certification of Actuarial Valuation

Ladies and Gentlemen:

This report presents the results of the annual actuarial valuation of the OBRA 1990 Retirement System of the County of Milwaukee as of January 1, 2015. The valuation takes into account all of the promised benefits to which members are entitled as of January 1, 2015; and as required by the Retirement Code is the basis for the Budget Contribution for fiscal year 2015.

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

In our opinion, the actuarial assumptions used are reasonable, taking into account the experience of the Plan and reasonable long-term expectations, and represent our best estimate of the anticipated long-term experience under the Plan. The valuation was based on the actuarial assumptions and methods as adopted by the Board of Trustees, including a valuation interest rate of 8% per annum compounded annually. The actuary performs an analysis of Plan experience periodically and recommends changes if, in the opinion of the actuary, assumption changes are needed to more accurately reflect expected future experience. The recommendations of the last review were implemented with the January 1, 2013 valuation and are to remain in place until the next Experience Review. The next Experience Study will be based on the period from January 1, 2012 to December 31, 2016 and upon approval by the Board will be the basis of valuations performed from January 1, 2018 through January 1, 2022. A summary of the actuarial assumptions and methods used in this actuarial valuation are shown in Table 17.

Assets and Membership Data

The Retirement System reported the individual data for members of the System as of the valuation date to the actuary. In reviewing the data, it appears that significant changes were made in correcting previous data elements from past years. This had the end result of drastically decreasing the active population and increasing the deferred vested inactive population. The accuracy and validity of the valuation results is dependent on the accuracy of the membership data.

For 2015 we received the data in multiple files. Missing information was updated with either supplemental information sent or by using assumptions based on the current and prior year's data.

The Retirement Board
Employees' Retirement System of the County of Milwaukee

While we did not verify the data at their source, we did perform tests for internal consistency and reasonableness. The amount of assets in the trust fund taken into account in the valuation was based on statements prepared for us by the Retirement System.

Funding Adequacy

The 2014 valuation performed last year resulted in an Actual Funding Contribution of \$373,500 against which \$440,000 was actually contributed.

The Actual Funding Contribution for 2015, based on the results of this valuation, is \$363,997. It is expected that \$440,000 will be contributed during 2016 on behalf of the 2015 plan year. The surplus of \$76,003 will be amortized over five years.

Budget Contribution

The 2016 Budget Contribution, expected to be contributed in 2017, is \$879,000.

Financial Results and Membership Data

Detailed summaries of the financial results of the valuation and membership data used in preparing the valuation are shown in the valuation report. The actuary prepared supporting schedules and required supplementary information included in the County of Milwaukee Annual Report of the Pension Board.

Qualifications

Qualified actuaries completed the valuation in accordance with accepted actuarial procedures as prescribed by the Actuarial Standards Board. The qualified actuaries are members of the American Academy of Actuaries and are experienced in performing actuarial valuations of public employee retirement systems. To the best of our knowledge, this report is complete and accurate and has been prepared in accordance with generally accepted actuarial principles and practice. The undersigned with actuarial designations are qualified to render the opinions contained in this report.

Respectfully submitted,



Larry Langer, ASA, EA, MAAA
Principal, Consulting Actuary



Emily Urbaniak
Senior Consultant, Retirement



Troy Jaros, FSA, EA, MAAA
Senior Consultant, Retirement Actuary

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Executive Summary

This report presents the actuarial valuation as of January 1, 2015 for the OBRA 1990 Retirement System of the County of Milwaukee. The principal valuation results include:

- The Actual Funding Contribution for fiscal year 2015, which is \$363,997.
- The Budget Contribution for fiscal year 2016, which is \$879,000.
- The total funded ratio of the plan determined as of January 1, 2015, which is 52.9% based on the accrued liability and the actuarial value of assets.
- The determination of the actuarial gain or loss as of January 1, 2015, which is a gain of \$399,405.

The valuation was based on membership and financial data submitted by the Retirement System.

Changes Since Last Year

Legislative and Administrative Changes

There were no legislative or administrative changes since the prior valuation.

The benefit provisions and contribution provisions are summarized in Table 18.

Actuarial Assumptions and Methods

No actuarial assumptions or methods have changed for 2015 since the previous valuation. In 2016, we are anticipating a plan change that will add the full amount of administrative expenses payable to the County to the annual contribution, rather than the current method of amortizing this amount over ten years.

The actuarial assumptions and methods are outlined in Table 17.

Contribution Amounts

The results of the valuation as of January 1, 2015 determine the Actual Funding Contribution for fiscal year 2015 and the Budget Contribution for fiscal year 2016. The Actual Funding Contribution for fiscal year 2015 is \$363,997. The Budget Contribution for fiscal year 2016 is \$879,000.

Reasons for Change in Budget Contribution Calculated by the Actuary

The Budget Contribution calculated by the actuary increased from \$402,000 for fiscal year 2015 to \$879,000 for fiscal year 2016. A reconciliation of the increase of \$515,000 is shown in the following table:

Item	Amount
1. 2015 Budget Contribution	\$ 402,000
2. Increase / (Decrease) during 2014 due to	
a. Unanticipated liability loss (gain)	\$ (15,000)
b. Asset loss (gain) other than expected	(16,000)
c. 2014 reimbursable expenses other than assumed	(7,000)
d. 2014 contribution variance other than assumed	-
e. Full recognition of bases other than assumed	-
f. Increase due to assumption changes	-
g. Total	<u>(38,000)</u>
3. 2015 Actual Contribution (1 + 2)	\$ 364,000
4. Expected Increase / (Decrease) during 2015 due to	
a. Normal cost and existing amortization schedule	\$ 7,000
b. Phase-in of deferred asset (gains) losses	-
c. 2015 reimbursable expenses	551,000
d. Expected contribution variance for 2015	(19,000)
e. Full recognition of certain amortization bases	(24,000)
f. Increase due to assumption changes	-
g. Total	<u>515,000</u>
5. 2016 Budget Contribution (3 + 4)	\$ 879,000

Summary of Principal Results

Summarized below are the principal financial results for the OBRA 1990 Retirement System of the County of Milwaukee based upon the actuarial valuation as of January 1, 2015. Comparable results from the January 1, 2014 valuation are also shown.

Item	January 1, 2015	January 1, 2014
Demographics		
Active Members		
• Number	394	326
• Average Annual Pay	\$ 9,962	\$ 10,669
Inactive Members		
• Members Receiving Benefits		
• Number	47	39
• Average Annual Benefit Payment	\$ 1,810	\$ 1,704
• Members With Deferred Benefits		
• Number	4,783	4,434
• Average Annual Benefit Payment	\$ 288	\$ 315
Actual Funding Contribution	(Fiscal Year 2015)	(Fiscal Year 2014)
• Normal Cost with Interest	\$ 92,281	\$ 88,705
• Net Amortization Payments	<u>271,716</u>	<u>284,795</u>
• Total Contribution	\$ 363,997	\$ 373,500
Actuarial Funded Status		
• Accrued Liability	\$ 3,483,712	\$ 3,410,663
• Actuarial Value of Assets	<u>1,842,376</u>	<u>1,602,994</u>
• Unfunded Accrued Liability	\$ 1,641,336	\$ 1,807,669
• Funded Ratio	52.9 %	47.0 %

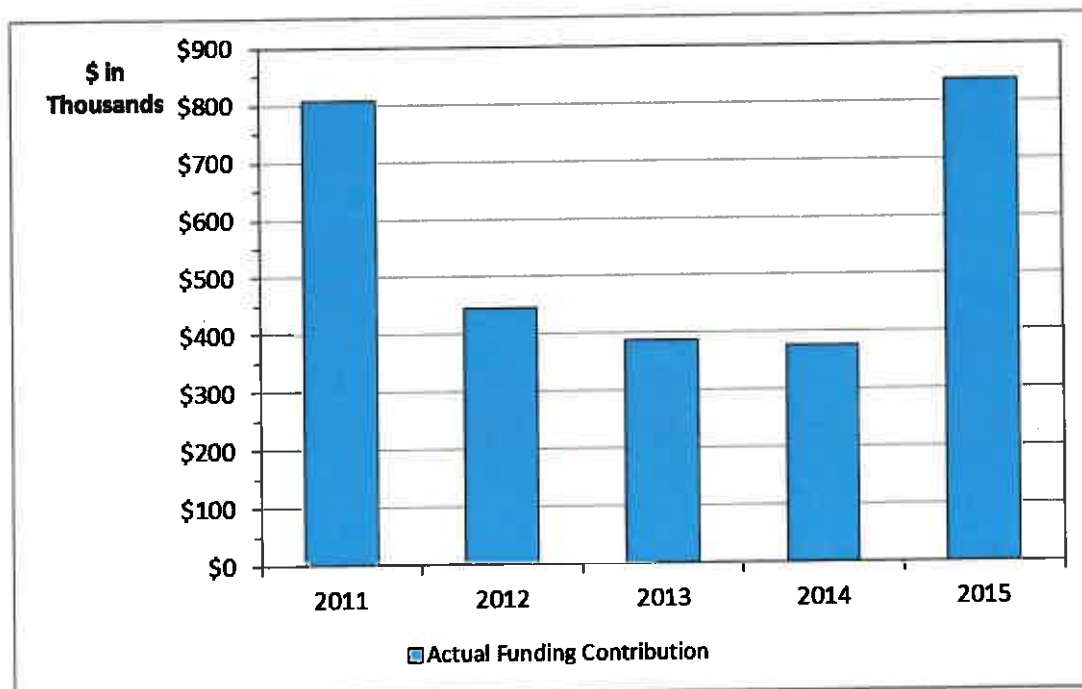
Five-Year History of Principal Financial Results

Five-Year History of Contribution Amounts

Valuation as of January 1	Actual Funding Contributions		
	Normal Cost with Interest	Net Amortization Payments	Total
2015	\$ 92,281	\$ 271,716	\$ 363,997
2014	88,705	284,795	373,500
2013	163,337	225,288	388,625
2012	183,014	263,438	446,452
2011	189,829	617,199	807,028

The following chart shows a five-year history of employer contribution amounts:

Five-Year History of Actual Funding Contributions



Funded Ratio

The financing objective of the System is to:

- Fully fund all current costs based on the normal contribution rate determined under the funding method; and
- Liquidate the unfunded accrued liability based on the amortization schedules as required by the retirement code, i.e., a schedule of 5, 10, or 30 years for each change in the unfunded accrued liability according to Section 3.1.

The total Actual Funding Contribution of \$363,997 when taken together with any contributions payable by members and asset returns, is the amount sufficient to achieve the financing objective for 2015.

The System's total funded ratio on the funding basis is measured by comparing the actuarial value of assets (same as market value) with the accrued liability. The accrued liability for pensions is the present value of benefits accumulated to date under the System's funding method.

On this basis, the System's funded ratio is 52.9% as of January 1, 2015. This funded ratio is based on an actuarial value of assets of \$1,842,376 and an accrued liability of \$3,483,712.

Reasons for Change in the Total Funded Ratio

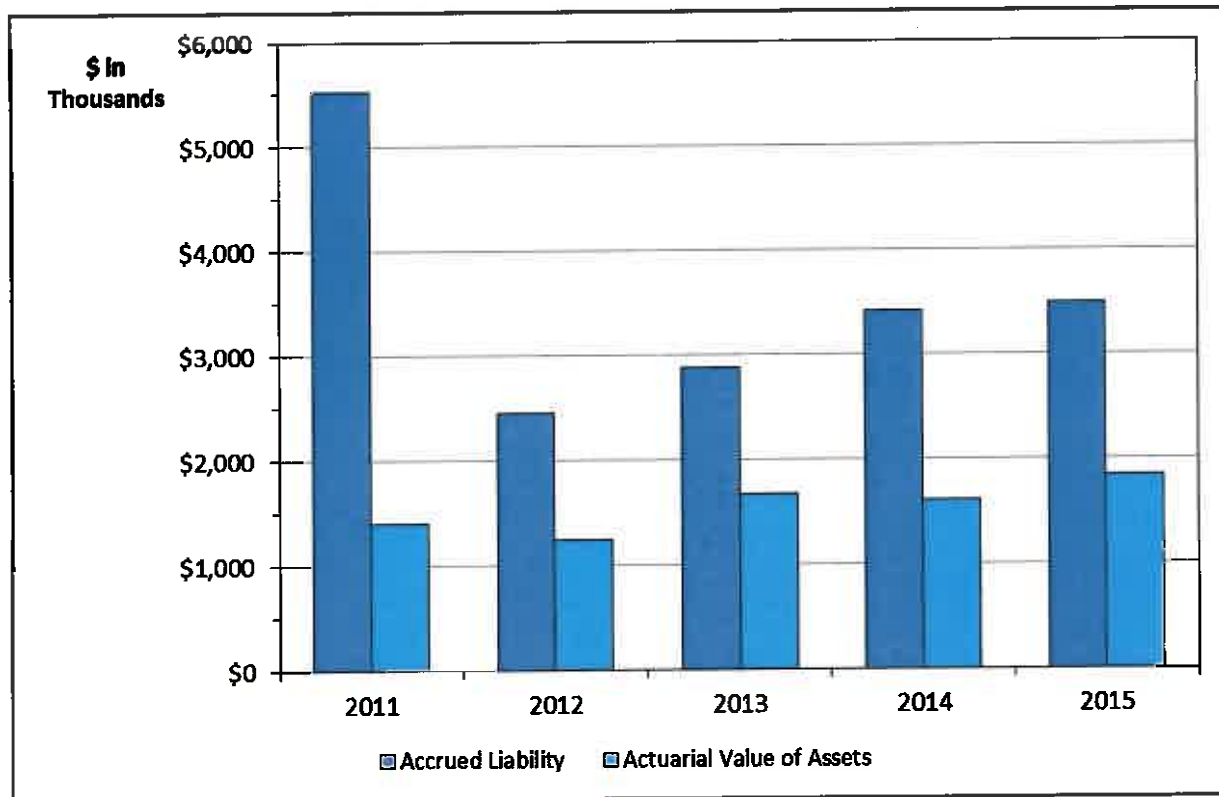
The total funded ratio increased from 47.0% as of January 1, 2014 to 52.9% as of January 1, 2015. Asset returns for 2014 were better than the expected return on asset assumption of 8.0%. The asset return paired with favorable plan liability experience is the reason for the increase in the total funded ratio.

Five-Year History of Total Funded Ratio

Valuation as of January 1	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio
2015	\$ 3,483,712	\$ 1,842,376	\$ 1,641,336	52.9%
2014	3,410,663	1,602,994	1,807,669	47.0
2013	2,868,585	1,661,607	1,206,978	57.9
2012	2,444,436	1,235,525	1,208,911	50.5
2011	5,519,524	1,402,225	3,617,299	25.4

The following chart shows a five-year history of the accrued liability and the actuarial value of assets:

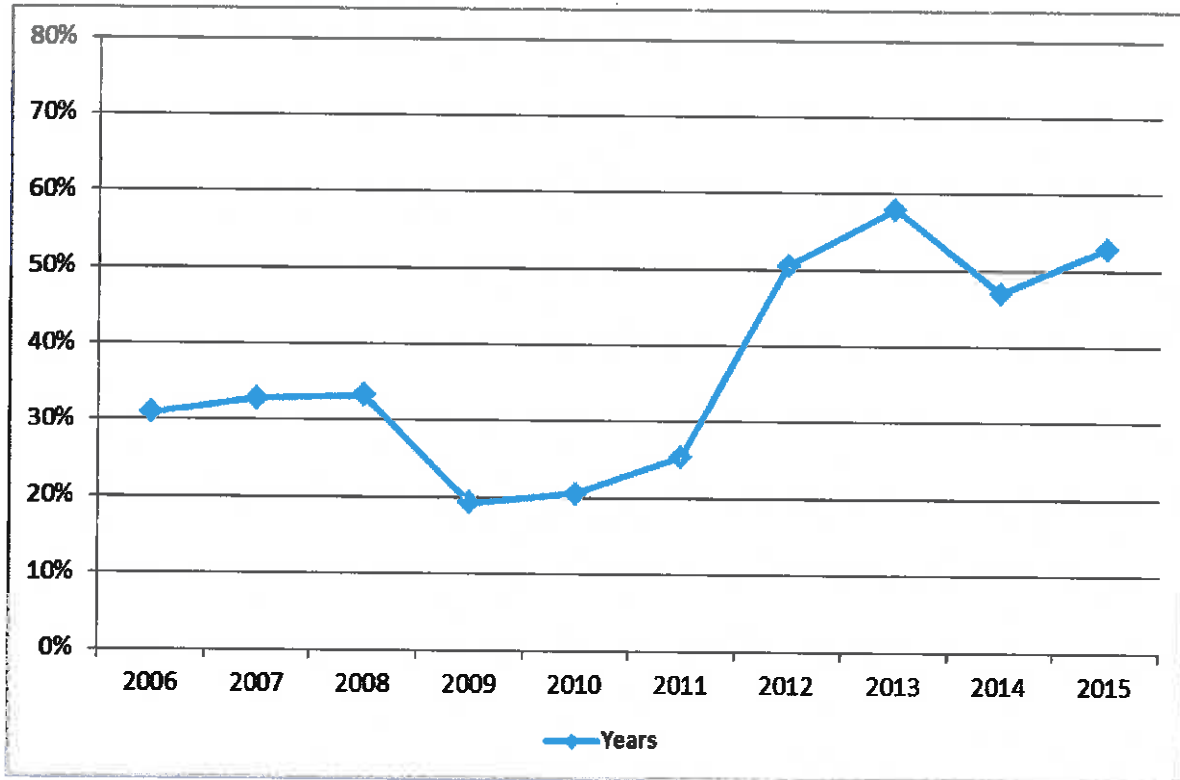
Five-Year History of Accrued Liability and Actuarial Value of Assets



The following chart shows a ten-year history of the total funded ratio:

Ten-Year History of Total Funded Ratio

(2006 - 2015)



Rate of Return

The estimated investment return of the fund (i.e. total return including both realized and unrealized gains and losses) for fiscal years 2010 through 2014 is shown in the table below. The return based on the actuarial value of assets used for determining annual contribution rates is also shown.

The rate of return on market value reflects the investment earnings on the market value of assets from the beginning of the fiscal year to the end of the fiscal year. The actuarial assets are the assets recognized for valuation purposes. Actuarial assets are the same as market value for purposes of this valuation. The rates of return shown below have been developed by the actuary for illustrative purposes only. They are based on simplifying assumptions and as such, likely will not exactly match the returns presented by your investment consultants. The reader is encouraged to use the returns developed by the investment consultants.

Five Year History of Assets and Returns

As of 12/31	Asset Values		Rates of Return		
	Market	Actuarial	Market	Actuarial	Assumed
2014	\$ 1,842,376	\$ 1,842,376	23.7%	23.7%	8.0%
2013	1,602,994	1,602,994	14.0%	14.0%	8.0%
2012	1,661,607	1,661,607	12.6%	12.6%	8.0%
2011	1,235,525	1,235,525	(8.2%)	(8.2%)	8.0%
2010	1,402,225	1,402,225	9.7%	9.7%	8.0%

Compound Rate of Return (five years): 9.9% 9.9%

GASB No. 67 and GASB No. 68 Disclosure

Please note that GASB Statement No. 25 (Financial Reporting for Defined Benefit Pension Plans) is applicable for fiscal years ending prior to 2014 and has been replaced by GASB Statement No. 67 (Financial Reporting for Pension Plans) for fiscal years ending 2014 and later. Similarly, GASB Statement No. 27 (Accounting for Pensions by State and Local Governmental Employers) is applicable for fiscal years ending prior to 2015 and has been replaced by GASB Statement No. 68 (Accounting and Financial Reporting for Pensions) for fiscal years ending 2015 and later.

The discount rate used to measure the total pension liability was 8.0%. The projection of cash flows used to determine the discount rate assumed that System contributions will continue to follow the current funding policy. Based on those assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members.

The liabilities and normal cost presented for purposes of GASB No. 67 are calculated under the Entry Age Normal methodology per GASB Statement No. 67, with all other assumptions and methods listed in Table 11.

Net Pension Liability (Asset)		
	December 31, 2014	December 31, 2013
Total Pension Liability	\$ 3,947,108	\$ 3,686,458
Plan Fiduciary Net Position	<u>1,842,376</u>	<u>1,602,994</u>
Net Pension Liability (Asset)	\$ 2,104,732	\$ 2,083,464
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	46.68%	43.48%

Please see Tables 11 – 16 for a summary of all GASB 67 results and assumptions.

TABLE 1 - Summary Of Results Of Actuarial Valuation

Item	January 1, 2015	January 1, 2014
Participant Data		
1. Number of Participants		
a) Active Participants	394	326
b) Participants with Deferred Benefits	4,783	4,434
c) Participants Receiving Benefits	47	39
d) Total	5,224	4,799
2. Total Compensation	\$ 3,925,214	\$ 3,477,968
3. Annual Annuities	\$ 85,058	\$ 66,446
Valuation Results		
4. Actuarial Accrued Liability		
a) Active Participants	\$ 443,185	\$ 596,708
b) Participants with Deferred Benefits	2,278,756	2,215,590
c) Participants Receiving Benefits	761,771	598,365
d) Total	\$ 3,483,712	\$ 3,410,663
5. Actuarial Value of Assets	\$ 1,842,376	\$ 1,602,994
6. Funded Status: (5 / 4)	52.9 %	47.0 %
7. Unfunded Actuarial Accrued Liability: (4 - 5)	\$ 1,641,336	\$ 1,807,669
8. Normal Cost for the Plan Year	\$ 85,445	\$ 82,134
Employer Actual Funding Contribution and Annual Required Contribution for Fiscal 2015		
9. Actual Funding Contribution Calculated by Actuary		
a) Normal Cost with Interest	\$ 92,281	\$ 88,705
b) Net Annual Amortization Payments	271,716	284,795
c) Total Contribution: ((a + b), not less than zero)	\$ 363,997	\$ 373,500

TABLE 2 - Security Of Promised Benefits - Unfunded Actuarial Accrued Liability - Funded Status

Item	January 1, 2015	January 1, 2014
1. Actuarial Accrued Liability		
a. Active Participants		
Retirement Benefits	\$ 358,004	\$ 519,415
Withdrawal Benefits	85,181	77,293
Total Active	443,185	596,708
b. Participants with Deferred Benefits	2,278,756	2,215,590
c. Participants Receiving Benefits	761,771	598,365
d. Total All Participants	3,483,712	3,410,663
2. Actuarial Value of Assets	1,842,376	1,602,994
3. Unfunded Actuarial Accrued Liability (1d - 2)	1,641,336	1,807,669
4. Funded Status: (2 / 1d)	52.9%	47.0%

Both valuations were based on the same methods and plan provisions.

The interest rate used as of January 1, 2015 and January 1, 2014 was 8.00%

TABLE 3 - Actuarial Gain/(Loss) For Plan Year Ending

Item	December 31, 2014	December 31, 2013
1. Actuarial Accrued Liability at the Beginning of the Year	\$ 3,410,663	\$ 2,868,585
2. Increases/(Decreases) During the Year		
a. Normal Cost for the Year	82,134	151,238
b. Member Contributions	-	-
c. Benefit Payments and Refunds	(126,636)	(133,976)
d. Assumed Interest to End of Year*	274,456	236,330
e. Plan and Assumption Changes	-	-
f. Total: (a + b + c + d + e)	<u>229,954</u>	<u>253,592</u>
3. Expected Liability at the End of the Year: (1 + 2)	3,640,617	3,122,177
4. Actuarial Accrued Liability at the End of the Year	3,483,712	3,410,663
5. Liability Gain/(Loss): (3 - 4)	\$ 156,905	\$ (288,486)
6. Actuarial Value of Assets at the Beginning of the Year	\$ 1,602,994	\$ 1,661,607
7. Increases/(Decreases) During the Year		
a. County Contributions	440,000	360,000
b. Member Contributions	-	-
c. Benefit Payments and Refunds	(126,636)	(133,976)
d. Administrative Expenses	(439,754)	(507,799)
e. Assumed Interest to End of Year*	<u>123,272</u>	<u>127,673</u>
f. Total: (a + b + c + d + e)	<u>(3,118)</u>	<u>(154,102)</u>
8. Expected Actuarial Assets at the End of the Year (6 + 7)	1,599,876	1,507,505
9. Actuarial Value of Assets at the End of the Year	1,842,376	1,602,994
10. Actuarial Asset Gain/(Loss): (9 - 8)	\$ 242,500	\$ 95,489
11. Total Gain/(Loss): (5 + 10)	\$ 399,405	\$ (192,997)

* 8.00% per annum interest rate assumed for 2014 and 2013 plan years

TABLE 4 - Amortization Schedule For Actual Funding Contribution For 2015 Plan Year

Type of Payment	Amortization Period				Balances		Payment
	Date Created	Initial Years	Remaining Years	Last Payment	Initial	Outstanding	
1. Charges							
Reestablished unfunded	1/1/2004	30	19	2033	1,009,474	1,140,317	96,037
Loss	1/1/2005	30	20	2034	19,357	21,585	1,762
Expense	1/1/2006	10	1	2015	276,403	38,144	41,196
Assumption Change	1/1/2006	30	21	2035	318,945	350,299	27,783
Expense	1/1/2007	10	2	2016	307,150	81,633	45,774
Assumption Change	1/1/2007	30	22	2036	67,011	72,442	5,594
Expense	1/1/2008	10	3	2017	449,781	172,741	67,031
Expense	1/1/2009	10	4	2018	590,678	291,563	88,028
Loss	1/1/2009	30	24	2038	406,803	434,947	32,007
Expense	1/1/2010	10	5	2019	627,953	373,648	93,584
Loss	1/1/2010	30	25	2039	16,048	17,022	1,227
Expense	1/1/2011	10	6	2020	519,351	357,802	77,399
Expense	1/1/2012	10	7	2021	732,297	568,191	109,134
Expense	1/1/2013	10	8	2022	504,824	432,340	75,234
Assumption Change	1/1/2013	30	28	2042	163,746	168,226	11,447
Expense	1/1/2014	10	9	2023	507,799	472,746	75,677
Variance	1/1/2014	5	4	2018	28,625	23,746	7,169
Loss	1/1/2014	30	29	2043	192,997	195,719	13,100
Expense	1/1/2015	10	10	2024	439,754	439,754	65,536
Total Charges						\$ 5,652,865	\$ 934,719
2. Credits							
Gain	1/1/2006	30	21	2035	\$ 16,036	\$ 17,615	\$ 1,396
Gain	1/1/2007	30	22	2036	134,681	145,597	11,243
Gain	1/1/2008	30	23	2037	129,979	139,856	10,534
Variance	1/1/2011	5	1	2015	69,581	16,131	17,421
Gain	1/1/2011	30	26	2040	103,867	109,146	7,703
Variance	1/1/2012	5	2	2016	1,214,972	542,642	304,298
Gain	1/1/2012	30	27	2041	2,137,898	2,222,653	153,939
Variance	1/1/2013	5	3	2017	433,548	279,834	108,585
Gain	1/1/2013	30	28	2042	70,229	72,150	4,910
Gain	1/1/2015	30	30	2044	399,405	399,405	26,319
Variance	1/1/2015	5	5	2019	66,500	66,500	16,655
Total						\$ 4,011,529	\$ 663,003
3. Net (1 - 2)						\$ 1,641,336	\$ 271,716

Annual amortization payments of the reestablished unfunded actuarial accrued liability (UAAL), and changes to the UAAL arising from plan changes, assumption changes, and actuarial gains/losses are amortized as a level percentage of payroll, assuming payroll growth of 3% per year over a 30-year period.

Administrative expenses incurred by the County related to the System are payable by the System to the County. The County then reimburses the System for this payment on a level dollar basis over 10 years.

The variance between the amount contributed to the System for a plan year, and the actual contribution requirement for that year is amortized on a level dollar basis over 5 years.

TABLE 5 - Statement Of Normal Cost For Current And Prior Plan Year Actual Funding Calculations

Item	January 1, 2015	January 1, 2014
1. Unit Credit Normal Cost		
a. Active Participants		
Retirement Benefits	\$ 60,080	\$ 61,130
Withdrawal Benefits	<u>25,365</u>	<u>21,004</u>
Total	85,445	82,134
2. Interest to the End of the Plan Year	6,836	6,571
3. Normal Cost for the Plan Year: (1 + 2)	92,281	88,705

TABLE 6 - Contribution Requirements – End-Of-Year Basis Actual And Budget Amounts For Current Plan Year Budget Amount For Next Plan Year

Item	2016 Budget	2015	
		Actual	Budget
1. Normal Cost with Interest	\$ 100,000	\$ 92,281	\$ 97,000
2. Net Annual Amortizations	<u>779,000</u>	<u>271,716</u>	<u>305,000</u>
3. Total Contribution (1 + 2, not less than zero)	\$ 879,000	\$ 363,997	\$ 402,000

The budgeted contributions shown above for the 2016 and 2015 plan years were estimated based on participant data as of January 1, 2015, and January 1, 2014, respectively.

TABLE 7 - Summary Statement Of Market Value Of Plan Assets

Asset Category	December 31, 2014	December 31, 2013
1. Cash and Cash Equivalents	\$ (9,149)	\$ 2,622
2. Investments at Fair Value	1,406,861	1,232,289
3. Contributions Receivable	<u>444,664</u>	<u>368,083</u>
4. Net Assets Available for Benefits (1 + 2 + 3)	\$ 1,842,376	\$ 1,602,994

TABLE 8 - Summary Reconciliation Of Market Value Of Plan Assets

Item	For Year Ending December 31, 2014	For Year Ending December 31, 2013
1. Market Value of Assets at the Beginning of the Year	\$ 1,602,994	\$ 1,661,607
2. Contributions for Plan Year		
a. County	\$ 440,000	\$ 360,000
b. Member	-	-
c. Total	<u>440,000</u>	<u>360,000</u>
3. Disbursements for Plan Year		
a. Benefit payments and refunds	\$ 126,636	\$ 133,976
b. Administrative expenses payable to County	<u>439,754</u>	<u>507,799</u>
c. Total	566,390	641,775
4. Market Value of Assets at the End of the Year	1,842,376	1,602,994
5. Net Investment Income* (4 - 1 - 2c + 3c)	365,772	223,162
6. Expected Net Investment Income (8.00% per annum)	123,272	127,673
7. Gain (Loss) on Market Value of Assets (5 - 6)	242,500	95,489
8. Estimated Rate of Return	23.7%	14.0%

*Net Investment Income is the change in the value of assets for reasons other than contributions and disbursements.

TABLE 9 - Actuarial Value Of Plan Assets

	January 1, 2015	January 1, 2014
1. Actuarial Value of Assets	\$ 1,842,376	\$ 1,602,994

The actuarial value of plan assets is equal to the market value of plan assets.

TABLE 10 - Employer Contributions For 2014 Plan Year And Variance From The Funding Calculation Contribution

Item					Amount
1. Total Funding Calculation, End-of-Year Basis, for 2014 Plan Year (from January 1, 2014 actuarial valuation report)					\$ 373,500
2. Total Employer Contributions Made, End-of-Year Basis					
Contribution Made	Fraction of a Year Invested	Contribution Amount	Interest to Year End*	End of Year Amount	
Bi-weekly	50.0%	\$ -	\$ -	\$ -	
2/15/2015	0.0%	440,000	-	440,000	
4/15/2015	0.0%	-	-	-	
5/15/2015	0.0%	-	-	-	
6/15/2015	0.0%	-	-	-	
7/15/2015	0.0%	-	-	-	
Total		\$ 440,000	\$ -	\$ 440,000	
3. Variance from Funding Calculation Amount** (2 - 1)					\$ 66,500

* Interest to 12/31/2014 at 8.00% per annum

** Variance will be amortized on a level dollar basis over five years.

TABLE 11 – Actuarial Methods and Assumptions for GASB 67/68 Disclosure Purposes

The total pension liability as of December 31, 2014 was determined by rolling forward the total pension liability as of January 1, 2014 to December 31, 2014 using the following actuarial methods and assumptions, applied to all periods included in the measurement. All other assumptions such as retirement rates, termination rates, and disability rates used to determine the total pension liability are set forth in Table 17 – Description of Actuarial Assumptions and Methods.

Valuation Date:	January 1, 2014
Actuarial Cost Method:	Entry Age Normal – Level Percentage of Pay
Amortization Method:	For pension expense; the difference between expected and actual liability experience and changes of assumptions are amortized over the average of the expected remaining service lives of all members. The difference between projected and actual earnings is amortized over a closed period of five years.
Mortality:	<p>Healthy pensioners: The sex-distinct UP-1994 Mortality Table with Projection scale AA to 2012 and then fully generational thereafter using scale AA.</p> <p>Active members: 70% of the rates applicable to healthy pensioners.</p>
Experience Study:	The actuarial assumptions used were based on the results of an actuarial experience study for the period January 1, 2006 through December 31, 2011.

TABLE 12 - GASB 67 Net Pension Liability as of December 31, 2014

Schedule of Changes in Net Pension Liability as of December 31, 2014	
Total Pension Liability	
Service Cost	\$ 97,190
Interest	297,436
Changes of Benefit Terms	-
Difference between Expected and Actual Experience	-
Change of Assumptions	-
Benefit Payments, including Refund of Member Contributions	(133,976)
Net Change in Total Pension Liability	<u>260,650</u>
Total Pension Liability - Beginning of Year	\$ 3,686,458
Total Pension Liability - End of Year	\$ 3,947,108
Plan Fiduciary Net Position	
Employer Contributions	\$ 360,000
Member Contributions	-
Net Investment Income	453,112
Benefit Payments, including Refund of Member Contributions	(133,976)
Administrative Expenses	(439,754)
Other	-
Net Change in Plan Fiduciary Net Position	<u>239,382</u>
Plan Fiduciary Net Position - Beginning of Year	\$ 1,602,994
Plan Fiduciary Net Position - End of Year	\$ 1,842,376

Net Pension Liability (Asset)		
	December 31, 2014	December 31, 2013
Total Pension Liability	\$ 3,947,108	\$ 3,686,458
Plan Fiduciary Net Position	<u>1,842,376</u>	<u>1,602,994</u>
Net Pension Liability (Asset)	\$ 2,104,732	\$ 2,083,464
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	46.68%	43.48%

TABLE 13 – Sensitivity of the net pension liability as of December 31, 2014 to changes in the discount rate

Sensitivity of the Net Pension Liability to Changes in the Discount Rate			
	1% Decrease	Current	1% Increase
Discount Rate	7.00%	8.00%	9.00%
Net Pension Liability (Asset)	2,941,638	2,104,732	1,479,757

TABLE 14 – Estimate of the Pension Expense for year ended December 31, 2015

Estimated Pension Expense for The Fiscal Year Ended December 31, 2015	
Service Cost	\$ 104,965
Interest	318,945
Difference between Expected and Actual Experience	-
Change of Assumptions	-
Estimated Contributions Member	-
Projected Earnings on Plan Investments	(127,453)
Difference between Expected and Actual Earnings	-
Administrative Expense	375,133
Other	-
Changes of Benefit Terms	-
Total Pension Expense	671,590

TABLE 15 – Projection of Fiduciary Net Position

<u>Year</u>	<u>Projected Beginning Fiduciary Net Position</u>	<u>Projected Total Contributions</u>	<u>Projected Benefit Payments</u>	<u>Projected Administrative Expense</u>	<u>Projected Investment Earnings</u>	<u>Projected Ending Fiduciary Net Position</u>
2015	\$ 1,842,376	\$ 440,000	\$ 133,078	\$ 375,133	\$ 142,169	\$ 1,916,334
2016	1,916,334	440,000	137,733	340,986	509,466	2,387,081
2017	2,387,081	801,563	153,093	316,883	398,850	3,117,518
2018	3,117,518	1,015,452	164,170	296,439	252,884	3,925,245
2019	3,925,245	1,025,375	183,753	281,205	137,350	4,623,012
2020	4,623,012	855,914	204,934	266,837	259,880	5,267,035
2021	5,267,035	753,993	222,516	253,784	317,003	5,861,731
2022	5,861,731	658,363	235,198	242,962	337,402	6,379,336
2023	6,379,336	536,053	237,318	237,372	424,307	6,865,006
2024	6,865,006	459,323	253,437	236,076	467,040	7,301,856
2025	7,301,856	387,105	287,838	236,548	500,998	7,665,573
2026	7,665,573	315,247	315,965	226,082	595,979	8,034,752
2027	8,034,752	310,376	333,931	214,216	621,200	8,418,181
2028	8,418,181	301,896	361,254	213,253	637,489	8,783,059
2029	8,783,059	280,103	370,941	211,626	687,886	9,168,481
2030	9,168,481	279,896	401,566	212,565	716,728	9,550,974
2031	9,550,974	278,899	420,065	204,975	747,979	9,952,812
2032	9,952,812	279,279	429,768	202,550	770,789	10,370,562
2033	10,370,562	270,703	431,475	202,268	816,746	10,824,268
2034	10,824,268	274,731	453,200	207,742	666,816	11,104,873
2035	11,104,873	93,385	469,938	203,581	857,580	11,382,319
2036	11,382,319	81,011	473,734	200,908	833,500	11,622,188
2037	11,622,188	22,510	475,993	207,367	900,309	11,861,647
2038	11,861,647	11,717	471,110	209,484	952,487	12,145,257
2039	12,145,257	33,754	502,759	216,847	918,143	12,377,548
2040	12,377,548	-	530,113	211,311	969,407	12,605,531
2041	12,605,531	-	546,446	207,971	987,005	12,838,119
2042	12,838,119	-	576,530	210,850	1,244,626	13,295,365
2043	13,295,365	240,194	591,398	208,031	1,014,475	13,750,605
2044	13,750,605	214,241	610,318	208,639	1,040,652	14,186,541
2045	14,186,541	178,788	653,695	208,607	1,113,155	14,616,182
2046	14,616,182	182,664	709,112	206,036	1,148,735	15,032,433
2047	15,032,433	189,923	745,647	199,769	1,185,020	15,461,960
2048	15,461,960	201,600	816,490	197,537	1,198,195	15,847,728
2049	15,847,728	194,869	897,828	179,284	1,230,407	16,195,892
2050	16,195,892	192,680	955,223	162,402	1,238,694	16,509,641
2051	16,509,641	173,177	1,063,637	152,766	1,261,400	16,727,815
2052	16,727,815	155,533	1,158,124	124,791	1,283,309	16,883,742
2053	16,883,742	146,051	1,234,923	106,171	1,273,109	16,961,808
2054	16,961,808	116,907	1,321,534	88,909	1,286,492	16,954,764
2055	16,954,764	98,299	1,384,073	72,753	1,287,397	16,883,634
2056	16,883,634	83,613	1,495,360	64,556	1,278,173	16,685,504
2057	16,685,504	69,759	1,574,546	40,576	1,267,469	16,407,610
2058	16,407,610	64,158	1,625,416	26,126	1,226,006	16,046,232
2059	16,046,232	41,321	1,646,471	19,294	1,206,002	15,627,790
2060	15,627,790	28,216	1,651,739	12,061	1,178,047	15,170,253
2061	15,170,253	20,838	1,639,240	6,591	1,141,500	14,686,760
2062	14,686,760	13,026	1,605,547	1,466	1,106,046	14,198,819
2063	14,198,819	7,118	1,561,592	-	1,069,109	13,713,454
2064	13,713,454	1,583	1,516,139	-	1,036,014	13,234,912

TABLE 15 – Projection of Fiduciary Net Position - continued

<u>Year</u>	<u>Projected Beginning Fiduciary Net Position</u>	<u>Projected Total Contributions</u>	<u>Projected Benefit Payments</u>	<u>Projected Administrative Expense</u>	<u>Projected Investment Earnings</u>	<u>Projected Ending Fiduciary Net Position</u>
2065	\$ 13,234,912	\$ -	\$ 1,468,978	\$ -	\$ 1,001,164	\$ 12,767,098
2066	12,767,098	-	1,419,950	-	965,663	12,312,811
2067	12,312,811	-	1,368,869	-	931,323	11,875,265
2068	11,875,265	-	1,315,582	-	898,410	11,458,093
2069	11,458,093	-	1,260,096	-	867,213	11,065,210
2070	11,065,210	-	1,202,299	-	838,050	10,700,961
2071	10,700,961	-	1,142,167	-	811,269	10,370,063
2072	10,370,063	-	1,079,938	-	787,239	10,077,364
2073	10,077,364	-	1,015,754	-	766,341	9,827,951
2074	9,827,951	-	949,864	-	748,972	9,627,059
2075	9,627,059	-	882,726	-	735,535	9,479,868
2076	9,479,868	-	814,684	-	726,429	9,391,613
2077	9,391,613	-	746,294	-	722,052	9,367,371
2078	9,367,371	-	678,007	-	722,791	9,412,155
2079	9,412,155	-	610,305	-	729,030	9,530,880
2080	9,530,880	-	543,969	-	741,130	9,728,041
2081	9,728,041	-	479,687	-	759,425	10,007,779
2082	10,007,779	-	418,070	-	784,221	10,373,930
2083	10,373,930	-	359,862	-	815,797	10,829,865
2084	10,829,865	-	305,617	-	854,400	11,378,648
2085	11,378,648	-	255,828	-	900,256	12,023,076
2086	12,023,076	-	210,915	-	953,572	12,765,733
2087	12,765,733	-	171,038	-	1,014,549	13,609,244
2088	13,609,244	-	136,255	-	1,083,394	14,556,383
2089	14,556,383	-	106,500	-	1,160,333	15,610,216
2090	15,610,216	-	81,559	-	1,245,618	16,774,275
2091	16,774,275	-	61,111	-	1,339,545	18,052,709
2092	18,052,709	-	44,732	-	1,442,462	19,450,439
2093	19,450,439	-	31,902	-	1,554,784	20,973,321
2094	20,973,321	-	22,136	-	1,676,997	22,628,182
2095	22,628,182	-	14,923	-	1,809,669	24,422,928
2096	24,422,928	-	9,765	-	1,953,451	26,366,614
2097	26,366,614	-	6,189	-	2,109,086	28,469,511
2098	28,469,511	-	3,794	-	2,277,412	30,743,129
2099	30,743,129	-	2,255	-	2,459,362	33,200,236
2100	33,200,236	-	1,301	-	2,655,968	35,854,903
2101	35,854,903	-	728	-	2,868,364	38,722,539
2102	38,722,539	-	397	-	3,097,788	41,819,930
2103	41,819,930	-	211	-	3,345,586	45,165,305
2104	45,165,305	-	110	-	3,613,220	48,778,415
2105	48,778,415	-	56	-	3,902,271	52,680,630
2106	52,680,630	-	29	-	4,214,449	56,895,050
2107	56,895,050	-	14	-	4,551,603	61,446,639
2108	61,446,639	-	7	-	4,915,731	66,362,363
2109	66,362,363	-	4	-	5,308,989	71,671,348
2110	71,671,348	-	2	-	5,733,708	77,405,054
2111	77,405,054	-	1	-	6,192,404	83,597,457
2112	83,597,457	-	-	-	6,687,797	90,285,254
2113	90,285,254	-	-	-	-	-

TABLE 16 – Actuarial Present Values of Projected Benefit Payments

Year	Projected Beginning Fiduciary Net Position	Projected Benefit Payments	Funded Portion of	Unfunded Portion of	Present Value of	Present Value of	Present Value of
			Projected Benefit Payments	Projected Benefit Payments	Funded Benefit Payments at 8.00%	Unfunded Benefit Payments at 3.34%	Benefit Payments Using Single Discount Rate of 8.00%
2015	\$ 1,842,376	\$ 133,078	\$ 133,078	\$ -	\$ 133,078	\$ -	133,078
2016	1,916,334	137,733	137,733	-	127,531	-	127,531
2017	2,387,081	153,093	153,093	-	131,253	-	131,253
2018	3,117,518	164,170	164,170	-	130,323	-	130,323
2019	3,925,245	183,753	183,753	-	135,064	-	135,064
2020	4,623,012	204,934	204,934	-	139,475	-	139,475
2021	5,267,035	222,516	222,516	-	140,223	-	140,223
2022	5,861,731	235,198	235,198	-	137,236	-	137,236
2023	6,379,336	237,318	237,318	-	128,216	-	128,216
2024	6,865,006	253,437	253,437	-	126,782	-	126,782
2025	7,301,856	287,838	287,838	-	133,325	-	133,325
2026	7,665,573	315,965	315,965	-	135,512	-	135,512
2027	8,034,752	333,931	333,931	-	132,609	-	132,609
2028	8,418,181	361,254	361,254	-	132,832	-	132,832
2029	8,783,059	370,941	370,941	-	126,291	-	126,291
2030	9,168,481	401,566	401,566	-	126,590	-	126,590
2031	9,550,974	420,065	420,065	-	122,613	-	122,613
2032	9,952,812	429,768	429,768	-	116,153	-	116,153
2033	10,370,562	431,475	431,475	-	107,976	-	107,976
2034	10,824,268	453,200	453,200	-	105,012	-	105,012
2035	11,104,873	469,938	469,938	-	100,824	-	100,824
2036	11,382,319	473,734	473,734	-	94,110	-	94,110
2037	11,622,188	475,993	475,993	-	87,554	-	87,554
2038	11,861,647	471,110	471,110	-	80,237	-	80,237
2039	12,145,257	502,759	502,759	-	79,285	-	79,285
2040	12,377,548	530,113	530,113	-	77,406	-	77,406
2041	12,605,531	546,446	546,446	-	73,880	-	73,880
2042	12,838,119	576,530	576,530	-	72,174	-	72,174
2043	13,295,365	591,398	591,398	-	68,551	-	68,551
2044	13,750,605	610,318	610,318	-	65,504	-	65,504
2045	14,186,541	653,695	653,695	-	64,962	-	64,962
2046	14,616,182	709,112	709,112	-	65,250	-	65,250
2047	15,032,433	745,647	745,647	-	63,529	-	63,529
2048	15,461,960	816,490	816,490	-	64,412	-	64,412
2049	15,847,728	897,828	897,828	-	65,582	-	65,582
2050	16,195,892	955,223	955,223	-	64,606	-	64,606
2051	16,509,641	1,063,637	1,063,637	-	66,610	-	66,610
2052	16,727,815	1,158,124	1,158,124	-	67,155	-	67,155
2053	16,883,742	1,234,923	1,234,923	-	66,304	-	66,304
2054	16,961,808	1,321,534	1,321,534	-	65,698	-	65,698
2055	16,954,764	1,384,073	1,384,073	-	63,710	-	63,710
2056	16,883,634	1,495,360	1,495,360	-	63,734	-	63,734
2057	16,685,504	1,574,546	1,574,546	-	62,138	-	62,138
2058	16,407,610	1,625,416	1,625,416	-	59,394	-	59,394
2059	16,046,232	1,646,471	1,646,471	-	55,707	-	55,707
2060	15,627,790	1,651,739	1,651,739	-	51,745	-	51,745
2061	15,170,253	1,639,240	1,639,240	-	47,550	-	47,550
2062	14,686,760	1,605,547	1,605,547	-	43,123	-	43,123
2063	14,198,819	1,561,592	1,561,592	-	38,835	-	38,835
2064	13,713,454	1,516,139	1,516,139	-	34,912	-	34,912

TABLE 16 – Actuarial Present Values of Projected Benefit Payments - continued

Year	Projected Beginning Fiduciary Net Position	Projected Benefit Payments	Funded Portion of Projected Benefit Payments	Unfunded Portion of Projected Benefit Payments	Present Value of Funded Benefit Payments at 8.00%	Present Value of Unfunded Benefit Payments at 3.34%	Present Value of Benefit Payments Using Single Discount Rate of 8.00%
2065	\$ 13,234,912	\$ 1,468,978	\$ 1,468,978	\$ -	\$ 31,320	\$ -	\$ 31,320
2066	12,767,098	1,419,950	1,419,950	-	28,032	-	28,032
2067	12,312,811	1,368,869	1,368,869	-	25,022	-	25,022
2068	11,875,265	1,315,582	1,315,582	-	22,267	-	22,267
2069	11,458,093	1,260,096	1,260,096	-	19,748	-	19,748
2070	11,065,210	1,202,299	1,202,299	-	17,446	-	17,446
2071	10,700,961	1,142,167	1,142,167	-	15,346	-	15,346
2072	10,370,063	1,079,938	1,079,938	-	13,435	-	13,435
2073	10,077,364	1,015,754	1,015,754	-	11,701	-	11,701
2074	9,827,951	949,864	949,864	-	10,131	-	10,131
2075	9,627,059	882,726	882,726	-	8,718	-	8,718
2076	9,479,868	814,684	814,684	-	7,450	-	7,450
2077	9,391,613	746,294	746,294	-	6,319	-	6,319
2078	9,367,371	678,007	678,007	-	5,315	-	5,315
2079	9,412,155	610,305	610,305	-	4,430	-	4,430
2080	9,530,880	543,969	543,969	-	3,656	-	3,656
2081	9,728,041	479,687	479,687	-	2,985	-	2,985
2082	10,007,779	418,070	418,070	-	2,409	-	2,409
2083	10,373,930	359,862	359,862	-	1,920	-	1,920
2084	10,829,865	305,617	305,617	-	1,510	-	1,510
2085	11,378,648	255,828	255,828	-	1,170	-	1,170
2086	12,023,076	210,915	210,915	-	893	-	893
2087	12,765,733	171,038	171,038	-	671	-	671
2088	13,609,244	136,255	136,255	-	495	-	495
2089	14,556,383	106,500	106,500	-	358	-	358
2090	15,610,216	81,559	81,559	-	254	-	254
2091	16,774,275	61,111	61,111	-	176	-	176
2092	18,052,709	44,732	44,732	-	119	-	119
2093	19,450,439	31,902	31,902	-	79	-	79
2094	20,973,321	22,136	22,136	-	51	-	51
2095	22,628,182	14,923	14,923	-	32	-	32
2096	24,422,928	9,765	9,765	-	19	-	19
2097	26,366,614	6,189	6,189	-	11	-	11
2098	28,469,511	3,794	3,794	-	6	-	6
2099	30,743,129	2,255	2,255	-	4	-	4
2100	33,200,236	1,301	1,301	-	2	-	2
2101	35,854,903	728	728	-	1	-	1
2102	38,722,539	397	397	-	0	-	0
2103	41,819,930	211	211	-	0	-	0
2104	45,165,305	110	110	-	0	-	0
2105	48,778,415	56	56	-	0	-	0
2106	52,680,630	29	29	-	0	-	0
2107	56,895,050	14	14	-	0	-	0
2108	61,448,639	7	7	-	0	-	0
2109	66,362,363	4	4	-	0	-	0
2110	71,671,348	2	2	-	0	-	0
2111	77,405,054	1	1	-	0	-	0
2112	83,597,457	-	-	-	0	-	0
2113	90,285,254	-	-	-	-	-	-

TABLE 17 - Description Of Actuarial Assumptions And Methods

ASSUMPTIONS

Interest Rate: 8.0% per annum, compounded annually. The components are 3.0% for inflation and 5.0% for the real rate of return.

Salary Increase: 4.50% per annum, compounded annually.

Payroll Growth: 3% per annum.

Separation From Service: Retirement age is assumed to be age 65. Illustrative rates of assumed separation from service (mortality and turnover) are shown in the following tables.

Annual Rates per 100 Participants

Attained Age	Mortality	
	Males	Females
45	0.13	0.11
50	0.19	0.19
55	0.31	0.38
60	0.59	0.76
65	1.11	1.26
70	1.86	1.96
75	2.87	3.40
80	5.03	5.86
85	8.61	10.72

Healthy pensioners:

The sex-distinct UP-1994 Mortality Table with Projection scale AA to 2012 and then fully generational thereafter using scale AA.

Active members:

70% of the rates applicable to healthy pensioners.

Annual Rates per 100 Participants

Withdrawal						
Attained Age	Select Rates by Year of Employment + Ultimate					
	0	1	2	3	4	Ult.
20	33.75	31.50	28.50	24.00	19.05	15.00
25	31.35	29.46	26.88	22.86	18.54	14.25
30	27.30	25.47	22.92	18.99	15.36	12.00
35	22.35	20.64	18.03	14.01	10.17	6.00
40	17.85	16.26	13.80	10.26	7.23	3.90
45	17.25	14.85	11.94	8.43	5.37	2.52
50	16.50	13.38	10.98	7.89	4.47	1.07
55	14.85	12.45	9.78	6.93	3.63	0.23

METHODS

Calculations: The actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement system, and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

Actuarial Cost Method: Liabilities and contributions shown in this report are computed using the Unit Credit Cost Method. The outstanding balance of the unfunded actuarial accrued liability (UAAL) as of January 1, 2004 and any changes to the UAAL arising from plan changes, assumption changes, and actuarial gains/losses are amortized as a level percentage of payroll over a 30-year period.

The full administrative expenses incurred by the County related to the System are payable by the System to the County. The County then reimburses the System for this payment in the annual contribution.

The variance between the amount contributed to the System for a plan year, and the actual contribution requirement for that year is amortized on a level dollar basis over 5 years.

Asset Valuation Method: The actuarial asset value is the market value of assets plus any receivable contributions.

DATA

Census and Assets: The valuation was based on members of the System as of January 1, 2015 and does not take into account future members. All census data was supplied by the System and was subject to reasonable consistency checks. Asset data was supplied by the System. An assumption was made for deferred vested inactive members for which no salary or benefit info was provided. For these members, it is assumed that their benefit amount is equal to the average benefit amount of the deferred vested population for which benefit information is available.

TABLE 18 - Summary Of Benefit And Contribution Provisions

MEMBERSHIP

Any person employed by the County for whom the County is not obligated to collect and withhold FICA taxes. However, such persons shall not include: 1) an employee hired to relieve him from unemployment; 2) an employee of a hospital, home, or institution where he is an inmate; 3) an employees who is a temporary employee to handle fire, storm, snow, earthquake or similar emergencies; 4) an employee paid on a fee basis as self-employed; or 5) an employee who is a member of a collective bargaining unit covered by an agreement which does not provide for his inclusion.

VESTING SERVICE

One year of service is credited on and after January 1, 1992 for each plan year during which the employee is employed at any time. However, the employee shall not receive credit for any plan year in which the County is obligated to collect and withhold FICA taxes. If, during such plan year, FICA taxes are withheld for only a portion of the year, the employee shall receive a pro rata credit for the portion of the year worked when no FICA taxes were withheld.

BENEFIT SERVICE

Same as vesting service.

EARNINGS

Earnable compensation shall include the compensation earned during the period for which no FICA tax was withheld, exclusive of any amounts reimbursed for moving expenses. However, such compensation shall be limited to the Social Security taxable wage base for the plan year.

Average compensation is the average of the total earnings accumulated during the plan years of employment with the County, with the exception of years prior to January 1, 1992.

BENEFITS

Normal Retirement

Eligibility

Age 65.

Amount

2% of the member's average compensation multiplied by years of service (not in excess of 30).

Deferred Vested Benefit

Upon termination of employment, a member is eligible for a deferred vested pension commencing at age 65. Such benefit shall be calculated the same as for normal retirement, considering average compensation and service at termination.

TABLE 19 - Summary Of Membership Data As Of January 1, 2015

Active Participants

Item	Total
Number of Participants	394
Average Annual Salaries *	\$ 9,962
Average Age	29.0
Average Service	3.5

* The salaries shown in the table above represent total annual pay increased by the salary assumption.

Inactive Participants

Item	Number	Annual Annuities	Average Annuities
Participants with Deferred Benefits	4,783	\$ 1,377,633	\$ 288
Participants receiving benefits	<u>47</u>	<u>85,058</u>	<u>1,810</u>
Total	4,830	\$ 1,462,691	\$ 303

EXHIBIT I - Active Membership Data

Number And Average Annual Salary* As Of January 1, 2015

Age	Years of Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
Under 25	188 \$6,242	32 \$14,227								220 \$7,404
25-29	31 \$14,898	17 -	9 -							57 \$15,222
30-34	15 -	6 -	7 -	3 -						31 \$13,579
35-39	10 -		4 -							14 -
40-44	6 -	1 -			1 -					8 -
45-49	9 -	2 -		1 -						12 -
50-54	13 -	5 -		1 -	1 -					20 -
55-59	13 -		1 -		1 -					15 -
60-64	6 -	1 -	3 -							10 -
Over 64	6 -	1 -								7 -
Total	297 \$8,095	65 \$14,928	24 \$15,711	5 -	3 -					394 \$9,962

* Compensation in cells with fewer than 20 records has been suppressed.

EXHIBIT II - 5-Year History Of Membership Data

Active Participants

Valuation as of January 1	Number of Active Participants	Percentage Change In Membership	Total Annual Payroll	Percentage Change in Payroll
2015	394	20.86%	\$ 3,925,214	12.86%
2014	326	(74.87%)	3,477,968	(55.04%)
2013	1,297	(15.23%)	7,735,644	(13.46%)
2012	1,530	(0.65%)	8,939,076	0.03%
2011	1,540	31.29%	8,936,147	29.49%

Retired Participants

Valuation as of January 1	Number on roll	Additions	Deletions	Percentage Change in Membership	Annual Annuities	Percentage Change in Annuities
2015	47	8	-	20.51%	\$ 85,058	28.01%
2014	39	1	-	2.63%	66,446	8.37%
2013	38	10	-	35.71%	61,316	65.45%
2012	28	26	-	1300.00%	37,061	863.62%
2011	2	-	-	0.00%	3,846	0.00%

EXHIBIT III - Detailed Tabulations Of The Data

TABLE III-A

**The Number And Annual Salaries
Of Members In Active Service Distributed By
Age As Of January 1, 2015**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
16	1			
17	15		12	
18	14		13	
19	14		19	
20	18		12	
21	11		15	
22	13		11	
23	14		7	
24	22	272,589	9	
25	7		2	
26	7		5	
27	7		4	
28	7		5	
29	8		5	
30	3		3	
31	2		2	
32	5		4	
33	2		5	
34	4		1	
35	3		2	
36			3	
37	1			
38	1		1	
39	3			
40	2		1	
41			1	
42	1			
43	2			
44			1	
45	1		1	
46	2		1	
47	1			
48	2			
49	2		2	
50			1	
51	4		1	

TABLE III-A

**The Number And Annual Salaries
Of Members In Active Service Distributed By
Age As Of January 1, 2015**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
52	3		1	
53	3		1	
54	5		1	
55	2		3	
56	2			
57	1			
58	1		2	
59	4			
60	1		1	
61	2			
62	1		1	
63	2			
64	2			
65	2			
71	1			
72			1	
74	1		1	
79			1	
Total	232	\$ 2,400,521	162	\$ 1,524,693

TABLE III-B

**The Number And Annual Salaries
Of Members In Active Service Distributed By
Years Of Credited Service As Of January 1, 2015**

(Compensation in cells with fewer than 20 records has been suppressed)

Years of Service	Men		Women	
	Number	Compensation	Number	Compensation
0	8		2	
1	105	\$ 714,620	67	\$ 340,162
2	27	252,470	38	404,351
3	22	286,252	12	
4	6		10	
5	10		4	
6	9		4	
7	8		3	
8	11		7	
9	5		4	
10	7		1	
11	5		1	
12	1		3	
13	3			
14	1		2	
15				
16	2		1	
17	1			
18	1			
19				
20			1	
21			1	
22				
23			1	
Total	232	\$ 2,400,521	162	\$ 1,524,693

TABLE III-C

The Number And Annual Benefits Payable To
Participants With Deferred Benefits
As Of January 1, 2015

Age	Men		Women	
	Number	Annuity	Number	Annuity
16	1	\$ 16		
17	38	2,038	36	\$ 1,389
18	78	3,586	48	1,996
19	110	8,179	85	5,362
20	132	13,585	118	13,386
21	133	19,227	119	16,072
22	178	25,908	159	22,017
23	240	37,799	196	28,443
24	237	40,705	188	28,877
25	203	34,840	168	26,555
26	188	38,245	155	27,608
27	132	29,101	118	21,794
28	131	43,563	75	20,557
29	90	36,364	68	23,242
30	65	25,164	51	29,087
31	51	28,260	51	36,129
32	51	21,117	38	17,122
33	43	29,258	27	10,880
34	35	28,965	35	25,749
35	32	25,051	23	18,592
36	28	15,097	20	8,610
37	21	17,951	14	6,983
38	17	14,007	20	10,213
39	23	13,918	14	10,764
40	26	15,947	9	3,323
41	20	20,207	16	6,457
42	14	9,460	10	5,766
43	10	2,877	5	3,037
44	19	13,897	10	4,507
45	18	6,826	7	5,148
46	26	7,828	7	4,893
47	19	11,251	10	3,057
48	14	6,888	10	3,560
49	17	10,746	7	4,969
50	17	8,422	7	13,212
51	16	9,742	11	4,266
52	18	22,262	10	7,968
53	17	14,013	11	6,076
54	15	4,578	10	4,452
55	20	10,712	10	7,713
56	22	17,013	11	5,245

TABLE III-C

**The Number And Annual Benefits Payable To
Participants With Deferred Benefits
As Of January 1, 2015**

Age	Men		Women	
	Number	Annuity	Number	Annuity
57	12	\$ 6,261	7	\$ 1,365
58	18	9,141	8	10,399
59	15	12,342	9	4,316
60	19	11,029	10	5,861
61	15	11,000	7	3,798
62	14	10,404	7	3,047
63	17	14,722	8	3,140
64	7	2,832	6	2,830
65	15	4,576	1	176
66	6	1,343		
67	6	4,286	2	1,499
68	2	490		
69				
70	1	76		
71	2	122		
72	3	1,324		
73	3	333		
74	3	403	1	133
75	2	207		
76				
77				
78				
79	1	1		
80				
81	1	52		
82				
83				
84	1	1	1	4
85				
86	1	431		
Total	2,729	\$ 835,989	2,054	\$ 541,644

TABLE III-D

**The Number And Annual Benefits Payable To
Participants Receiving Benefits
As Of January 1, 2015**

Age	Men		Women	
	Number	Annulty	Number	Annulty
65	1	\$ 1,028		
66	5	9,003	2	\$ 7,398
67	5	10,979	3	7,744
68	7	14,151	3	4,821
69	3	4,221	2	3,273
70	4	6,438	2	3,468
71	2	2,046	1	690
72			1	1,405
73	2	3,495	1	967
74	1	1,585		
75	1	975		
76				
77				
78				
79				
80	1	1,371		
Total	32	\$ 55,292	15	\$ 29,766

EXHIBIT IV - Glossary

Accrued Liability	The difference between (a) the present value of future plan benefits, and (b) the present value of future normal cost. It is the portion of the present value of future plan benefits attributable to service accrued as of the valuation date. Sometimes referred to as “actuarial accrued liability.”
Accrued Service	The service credited under the plan which was rendered before the date of the actuarial valuation.
Actual Funding Contribution	The Actual Funding Contribution for a plan year is calculated using census and asset information as of the first day of the plan year, and includes Normal Cost, with interest to the end of the plan year, and a net amortization payment.
Actuarial Assumptions	Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.
Actuarial Cost Method	A mathematical budgeting procedure for allocating the dollar amount of the “present value of future plan benefits” between the present value of future normal cost and the accrued liability. Sometimes referred to as the “actuarial funding method.”
Actuarial Equivalent	A series of payments is called an actuarial equivalent of another series of payments if the two series have the same actuarial present value.
Actuarial Value of Assets	The value of current plan assets recognized for valuation purposes. Based on market value.
Amortization	Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

EXHIBIT IV – Glossary (cont'd)

Annual Required Contribution	The Annual Required Contribution, or ARC, is the amount determined in accordance with Governmental Accounting Standards Board Statements Nos. 25 and 27.
Budget Contribution	The Budget Contribution for a year is based on census and asset information as of the first day of the PRIOR plan year, rolled forward to the next plan year based on all actuarial assumptions being met. For example, the Budget Contribution for 2015 is based on census and asset information as of January 1, 2014, rolled forward to January 1, 2015.
Contribution Variance	The difference between the Actual Contribution and the Budget Contribution for a plan year is referred to as the Contribution Variance. A Contribution Variance resulting from an overpayment is amortized over 5 years as a level dollar credit. A Contribution Variance resulting from an underpayment is amortized over 5 years as a level dollar charge.
Experience Gain (Loss)	A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.
Normal Cost	The annual cost assumed, under the actuarial funding method, for current and subsequent plan years. Sometimes referred to as "current service cost."
Present Value	The amount of funds presently required to provide a payment or series of payments in the future. The present value is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.
Unfunded Accrued Liability	The difference between the actuarial accrued liability and valuation assets.