

City of Dunbar, West Virginia

Firemen's Pension and Relief Fund

GASB Statement Nos. 67 and 68 Plan Reporting and
Accounting Schedules

June 30, 2018



October 30, 2018

Ms. Connie L. Fulknier, City Clerk
City of Dunbar
P.O. Box 483
Dunbar, WV 25064

Lt. Josh W. Bowers
Pension Board Secretary
City of Dunbar Firemen's Pension and Relief Fund

Dear Ms. Fulknier and Lt. Bowers:

This report provides accounting and financial information that is intended to comply with the Governmental Accounting Standards Board (GASB) Statements No. 67 and 68 for the City of Dunbar, West Virginia Firemen's Pension and Relief Fund ("Plan"). These calculations have been made on a basis that is consistent with our understanding of these accounting standards.

GASB Statement No. 67 is the accounting standard that applies to the stand-alone financial reports issued by retirement systems, on behalf of fiscal years beginning after June 15, 2013. GASB Statement No. 68 establishes accounting and financial reporting for State and local government employers who provide their employees (including former employees) pension benefits through a trust, and applies to fiscal years beginning after June 15, 2014.

This report contains GASB Statement Nos. 67 and 68 reporting information applicable to the plan year ending June 30, 2018, and the sponsor's fiscal year ending June 30, 2018.

Our calculation of the liability associated with the benefits described in this report was performed for the purpose of satisfying the requirements of GASB Statement Nos. 67 and 68. The calculation of the Plan's liability for this report may not be applicable for funding purposes of the Plan. A calculation of the Plan's liability for purposes other than satisfying the requirements of GASB Statement Nos. 67 and 68 may produce significantly different results. This report may be provided to parties other than the City of Dunbar, West Virginia Firemen's Pension and Relief Fund ("Plan") only in its entirety and only with the permission of the Plan. GRS is not responsible for unauthorized use of this report.

West Virginia Code §8-22-20 (c)(4), requires a review of the actuarial assumptions and methods at least once every five years and that the Actuary shall provide a report to the Oversight Board with recommendations on any changes to the actuarial process. Consequently, an experience review was performed for the period July 1, 2009, through June 30, 2014. The actuarial assumptions and methods were recommended by the Actuary in the report *2016 Experience Review for the Years July 1, 2009, to July 1, 2014*, and approved by the Municipal Pensions Oversight Board, and were first applied beginning with the actuarial valuation for the plan year ending June 30, 2016.

Our actuarial valuation and projections assume the sponsor will make the contributions required by State statute. To the extent the sponsor does not make the statutory required contribution the results contained in this report could be significantly different. This report does not evaluate the plan sponsor's ability or willingness to make contributions to the Pension and Relief Fund.

This report is based upon information, furnished to us by the Plan, concerning retirement and ancillary benefits, active members, deferred vested members, retirees and beneficiaries, and financial data. If your understanding of this information is different, please let us know. This information was checked for internal consistency, but it was not audited.

To the best of our knowledge, the information contained in this report is accurate and fairly represents the actuarial position of the City of Dunbar, West Virginia Firemen's Pension and Relief Fund for GASB Statement Nos. 67 and 68 accounting purposes. All calculations have been made in conformity with generally accepted actuarial principles and practices as well as with the Actuarial Standards of Practice issued by the Actuarial Standards Board.

This report complements the actuarial valuation report that was provided to the plan sponsor and should be considered in conjunction with that report. Please see the actuarial valuation report as of June 30, 2017, for additional discussion of the nature of actuarial calculations and additional information related to participant data, economic and demographic assumptions and benefit provisions.

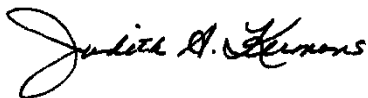
Heidi G. Barry and Judith A. Kermans are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

The signing individuals are independent of the plan sponsor.

Respectfully submitted,



Heidi G. Barry, ASA, MAAA, FCA



Judith A. Kermans, EA, MAAA, FCA



Auditor's Note – This information is presented in draft form for review by the Plan's auditor. Please let us know if there are any items that the auditor changes so that we may maintain consistency with the Plan's financial statements.

This actuarial valuation report assumes the following:

- The Plan Sponsor first adopted GASB Statement No. 68 effective for the fiscal year end June 30, 2015.
- The Net Pension Liability as of the first year of adoption, i.e., fiscal year end June 30, 2015, was based on a projection of actuarial liabilities from July 1, 2014, to June 30, 2015, and the market value of assets as of June 30, 2015.
- The Pension Expense for fiscal year end June 30, 2015, recognizes deferred inflows and outflows for the fiscal year end June 30, 2015.
- The Pension Expense for fiscal years after June 30, 2015, recognizes deferred inflows and outflows beginning with the fiscal year end June 30, 2015.

The Plan Sponsor may need to adjust the results in this report if a different policy is implemented. Examples of different policies include:

- Adopting GASB Statement No. 68 effective for fiscal years ending prior to June 30, 2015.
- Using an earlier measurement date, such as using a measurement date of June 30, 2014, for purposes of completing financial reporting for the fiscal year end June 30, 2015.
- Recognizing deferred inflows and outflows prior to the initial year of adoption, such as recognizing deferred inflows and outflows starting with the fiscal year end June 30, 2014.



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SECTION A

EXECUTIVE SUMMARY

Executive Summary as of June 30, 2018

Actuarial Valuation Date	June 30, 2017
Pension Plan's Fiscal Year Ending Date (Measurement Date & Reporting Date)	June 30, 2018

Membership^a

Number of		
- Retirees and Beneficiaries		23
- Inactive, Nonretired Members		-
- Active Members		10
- Total		33
Expected Payroll	\$	470,997

Net Pension Liability

Total Pension Liability ^b	\$	13,480,039
Plan Fiduciary Net Position		818,621
Net Pension Liability	\$	12,661,418
Plan Fiduciary Net Position as a Percentage of Total Pension Liability		6.07%
Net Pension Liability as a Percentage of Covered Payroll		2,688.22%

Development of the Single Discount Rate

Single Discount Beginning of Year	4.50%
Single Discount Rate End of Year	4.50%
Long-Term Expected Rate of Return	4.50%
Long-Term Municipal Bond Rate Beginning of Year ^c	3.56%
Long-Term Municipal Bond Rate End of Year ^c	3.62%
Year Plan is projected to be fully funded	2042
Year assets are expected to be depleted for closed plan	N/A

GASB No. 68 Pension Expense	\$	1,016,477
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Deferred Outflows and Deferred Inflows of Resources to be recognized in Future Pension Expenses

	Deferred Outflows of Resources	Deferred (Inflows) of Resources
Difference between expected and actual non-investment experience	\$ -	\$ (79,891)
Changes in assumptions	554,365	-
Net difference between projected and actual earnings on pension plan investments	17,102	(10,403)
Total	\$ 571,468	\$ (90,294)

^a Census data measured as of June 30, 2017.

^b Total pension liability projected from July 1, 2017, to June 30, 2018, based on the results of July 1, 2017, actuarial valuation.

^c Based on the 20-Year Municipal GO Index of mixed maturity general obligation municipal bonds as of the weekly rate closest to but not later than the Measurement Date.

Discussion

Accounting Standard

For pension plans that are administered through trusts or equivalent arrangements, Governmental Accounting Standards Board (GASB) Statement No. 67 establishes standards of financial reporting for separately issued financial reports and specifies the required approach for measuring the pension liability. Similarly, GASB Statement No. 68 establishes standards for State and local government employers (as well as non-employer contributing entities) to account for and disclose the net pension liability, pension expense and other information associated with providing retirement benefits to their employees (and former employees) on their basic financial statements.

The following discussion provides a summary of the information that is required to be disclosed under these accounting standards. A number of these disclosure items are provided in this report. However, certain additional non-actuarial required information, such as notes regarding accounting policies and investments, is not included in this report and the retirement system and/or plan sponsor will be responsible for preparing and disclosing that information to comply with these accounting standards.

Financial Statements

GASB Statement No. 68 requires State or local governments to recognize the net pension liability and the pension expense on their financial statements. The net pension liability is the difference between the total pension liability and the plan's fiduciary net position. In traditional actuarial terms, this is analogous to the accrued liability less the market value of assets.

The pension expense recognized each fiscal year is equal to the change in the net pension liability from the beginning of the year to the end of the year, adjusted for deferred recognition of the liability and investment experience.

Pension plans that prepare their own, stand-alone financial statements, are required to present two financial statements – a statement of fiduciary net position and a statement of changes in fiduciary net position in accordance with GASB Statement No. 67. The *statement of fiduciary net position* presents the assets and liabilities of the pension plan at the end of the pension plan's reporting period. The *statement of changes in fiduciary net position* presents additions, such as contributions and investment income, and deductions, such as benefit payments and expenses and net increase or decrease in the fiduciary net position.

Notes to Financial Statements

GASB Statement No. 68 requires, in the notes of the employer's financial statements, a disclosure of the total pension expense, the pension plan's liabilities and assets and deferred outflows and inflows of resources related to pensions.

Both GASB Statement Nos. 67 and 68, require the notes of the financial statements for the employers and pension plans, to include certain additional information. The list of additional disclosure items should include:

- A description of benefits provided by the plan;
- The type of employees and number of members covered by the pension plan;
- A description of the plan's funding policy, which includes member and employer contribution requirements;
- The pension plan's investment policies;
- The pension plan's fiduciary net position, net pension liability and the pension plan's fiduciary net position as a percentage of the total pension liability;
- The net pension liability using a discount rate that is 1% higher and 1% lower than used to calculate the total pension liability and net pension liability for financial reporting purposes;
- Significant assumptions and methods used to calculate the total pension liability;
- Inputs to the discount rates; and
- Certain information about mortality assumptions and the dates of experience studies.

Retirement systems that issue stand-alone financial statements are required to disclose additional information in accordance with GASB Statement No. 67. This information includes:

- The composition of the pension plan's board and the authority under which benefit terms may be amended;
- A description of how fair value is determined;
- Information regarding certain reserves and investments, which include concentrations of investments greater than or equal to 5%, receivables, and insurance contracts excluded from plan assets; and
- Annual money-weighted rate of return.

Required Supplementary Information

Statement No. 67 requires a 10-year fiscal history of:

- Sources of changes in the net pension liability;
- Information about the components of the net pension liability and related ratios, including the pension plan's fiduciary net position as a percentage of the total pension liability and the net pension liability as a percent of covered-employee payroll;
- Comparison of the actual employer contributions to the actuarially determined contributions based on the plan's funding policy; and
- The annual money-weighted rate of return on pension plan investments for each year.

These tables may be built prospectively as the information becomes available.

Measurement of the Net Pension Liability

The net pension liability is to be measured as the total pension liability, less the amount of the pension plan's fiduciary net position. In traditional actuarial terms, this will be the accrued liability less the market value of assets.

Timing of the Valuation

An actuarial valuation to determine the total pension liability is required to be performed at least once every two years. If the actuarial valuation is not calculated as of the plan's fiscal year end, the total pension liability is required to be rolled forward from the actuarial valuation date to the pension plan's fiscal year end.

The total pension liability shown in this report is based on an actuarial valuation performed as of July 1, 2017, and projected to the measurement date of June 30, 2018.

Single Discount Rate

Projected benefit payments are required to be discounted to their actuarial present values using a single discount rate that reflects (1) a long-term expected rate of return on pension plan investments (to the extent that the plan's fiduciary net position is projected to be available and sufficient to pay benefits) and (2) a tax-exempt municipal bond rate based on an index of 20-year mixed maturity general obligation bonds with an average AA credit rating (which is published by Fidelity) as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 4.50%, the municipal bond rate is 3.62% (based on the weekly rate closest to but not later than the measurement date of the "20-Year Municipal GO Index" as published by Fidelity), and the resulting single discount rate is 4.50%.

Please see important comments about the Alternative Funding Policy in the actuarial valuation report (used for funding) including its inability to fund for expected benefit payments in an already severely underfunded plan.

Effective Date and Transition

GASB Statement No. 67 is effective for a pension plan's fiscal years beginning after June 15, 2013, and GASB Statement No. 68 is effective for a pension plan's fiscal years beginning after June 15, 2014; however, earlier application is encouraged by the GASB.

Assumption Changes

The actuarial assumptions and methods were recommended by the Actuary, in the report *2016 Experience Review for the Years July 1, 2009, to July 1, 2014*, approved by the Municipal Pension Oversight Board and became effective beginning with the actuarial valuation applicable to plan year end June 30, 2016. Since the last valuation as of June 30, 2017, and for purposes of the accounting actuarial valuation, the blended interest rate used to discount liabilities did not change from 4.50%. The actuarial assumptions are disclosed in Section G of the report.

SECTION B

FINANCIAL STATEMENTS

Statement of Fiduciary Net Position as of June 30, 2018

Assets

Cash and Deposits	\$	77,825
Receivables		
Contributions		-
Investment Income		-
Total Receivables	<u>\$</u>	<u>-</u>
Investment		
Government Securities	\$	-
Corporate Bonds		444,727
Corporate Stocks		296,069
Alternative Investments		-
Other		-
Total Investments	<u>\$</u>	<u>740,796</u>
Total Assets	<u>\$</u>	<u>818,621</u>

Liabilities

Payables		<u>-</u>
Total Liabilities	<u>\$</u>	<u>-</u>
Net Position Restricted for Pensions*	<u>\$</u>	<u>818,621</u>

**Totals may not add due to rounding*

Statement of Changes in Fiduciary Net Position for Year Ended June 30, 2018

Additions

Contributions	
Employer	\$ 444,172
State	91,022
Employee	56,717
Receivable Employer	-
Receivable State	-
Receivable Employee	-
Other	-
Total Contributions	<u>\$ 591,911</u>
Net investment gain (loss) from	
Net Appreciation (Depreciation)	\$ -
Net Realized Gain (Loss) on Sale or Exchange	5,562
Interest and Dividends	24,898
Other income	4,769
Investment Expense	-
Receivable Investment Income	-
Payable Investment Expenses	-
Net Investment Income	<u>\$ 35,229</u>
Other Revenue	<u>\$ -</u>
Total Additions	<u>\$ 627,140</u>

Deductions

Benefit payments	\$ 604,874
Refunds	2,891
Pension Plan Administrative Expense	6,216
Other	-
Payable Benefits and Withdrawals	-
Payable Administrative Expenses	-
Total Deductions	<u>\$ 613,981</u>
Net Increase in Net Position	\$ 13,159
Net Position Restricted for Pensions *	
Beginning of Year	<u>\$ 805,463</u>
End of Year	<u>\$ 818,621</u>

**Totals may not add due to rounding*

Long-Term Expected Return on Plan Assets

The investment policy covering the allocation of invested assets for the City of Dunbar, West Virginia Firemen's Pension and Relief Fund is established by the Board of Trustees and is subject to the limitations defined in West Virginia Code §8-22-22 and §8-22-22a.

GASB Statement Nos. 67 and 68 require the disclosure of certain information contained in the investment policy including the target asset allocation by major asset class and the long-term expected real rate of return by major asset class. This information is generally available from the investment consultant, investment manager or plan trustee.

Information on the target asset allocation and long-term real return by major asset class was not provided to the actuary.

The discount rate used by the actuary for the purpose of developing the statutory contribution requirement, including the statutory solvency requirement, is shown in the Actuarial Assumptions Section of this report. This same discount rate is also used by the actuary to determine the GASB Statement Nos. 67 and 68 single discount rate.

Money-Weighted Rate of Return

GASB Statement Nos. 67 and 68 also require the disclosure of the money weighted rate of return, net of investment expenses, using monthly data. This information was not provided to the actuary, but should be available from the investment consultant, investment manager or plan trustee.

SECTION C

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of Required Supplementary Information

Schedule of Changes in Net Pension Liability and Related Ratios Multiyear

Fiscal year ending June 30	2018	2017	2016	2015	2014
Total Pension Liability					
Service Cost	\$ 244,966	\$ 320,736	\$ 244,394	\$ 249,928	\$ 236,285
Interest on the Total Pension Liability	588,292	576,067	547,277	536,856	547,237
Benefit Changes	-	-	-	-	-
Difference between Expected and Actual Experience	(11,318)	(36,906)	(24,065)	(330,636)	-
Assumption Changes	-	-	1,605,283	-	-
Benefit Payments	(604,874)	(536,455)	(539,514)	(541,391)	(532,201)
Refunds	(2,891)	(7,672)	(900)	(21,235)	(3,544)
Net Change in Total Pension Liability	214,175	315,770	1,832,475	(106,478)	247,777
Total Pension Liability - Beginning	13,265,864	12,950,094	11,117,619	11,224,097	10,976,320
Total Pension Liability - Ending (a)	\$ 13,480,039	\$ 13,265,864	\$ 12,950,094	\$ 11,117,619	\$ 11,224,097
Plan Fiduciary Net Position					
Employer Contributions (Local and State)	\$ 535,194	\$ 563,503	\$ 541,297	\$ 629,703	\$ 485,587
Employee Contributions	56,717	57,782	52,073	54,262	51,229
Pension Plan Net Investment Income	35,229	49,690	3,956	2,465	41,634
Benefit Payments	(604,874)	(536,455)	(539,514)	(541,391)	(532,201)
Refunds	(2,891)	(7,672)	(900)	(21,235)	(3,544)
Pension Plan Administrative Expense	(6,216)	(6,357)	(4,324)	(4,538)	(3,267)
Other	-	2,926	-	-	-
Net Change in Plan Fiduciary Net Position	13,159	123,417	52,588	119,266	39,438
Plan Fiduciary Net Position - Beginning	805,463	682,046	629,458	510,192	470,754
Plan Fiduciary Net Position - Ending* (b)	\$ 818,621	\$ 805,463	\$ 682,046	\$ 629,458	\$ 510,192
Net Pension Liability - Ending (a) - (b)	12,661,418	12,460,401	12,268,048	10,488,161	10,713,905
Plan Fiduciary Net Position as a Percentage					
of Total Pension Liability	6.07 %	6.07 %	5.27 %	5.66 %	4.55 %
Covered Employee Payroll	\$ 470,997	\$ 619,269	\$ 623,201	\$ 627,860	\$ 592,912
Net Pension Liability as a Percentage					
of Covered Employee Payroll	2,688.22 %	2,012.11 %	1,968.55 %	1,670.46 %	1,807.00 %

Notes to Schedule:

**Totals may not add due to rounding*

Schedules of Required Supplementary Information

Schedule of the Net Pension Liability Multiyear

Last 10 Fiscal Years (which may be built prospectively)

FY Ending June 30	Total Pension Liability	Plan Net Position	Net Pension Liability	Plan Net Position as a % of Total Pension Liability	Covered Payroll	Net Pension Liability as a % of Covered Payroll
2009						
2010						
2011						
2012						
2013						
2014	\$ 11,224,097	\$ 510,192	\$ 10,713,905	4.55%	\$ 592,912	1,807.00 %
2015	\$ 11,117,619	\$ 629,458	\$ 10,488,161	5.66%	\$ 627,860	1,670.46 %
2016	\$ 12,950,094	\$ 682,046	\$ 12,268,048	5.27%	\$ 623,201	1,968.55 %
2017	\$ 13,265,864	\$ 805,463	\$ 12,460,401	6.07%	\$ 619,269	2,012.11 %
2018	\$ 13,480,039	\$ 818,621	\$ 12,661,418	6.07%	\$ 470,997	2,688.22 %

Schedule of Contributions Multiyear

Fiscal Year Ended	Actuarially Determined Contribution (a)	Employer Contribution (b)	State Contribution (c)	Percentage Contributed [(b)+(c)]/(a)	Covered Payroll (f)	Actual Contribution as a % of Covered Payroll [(b)+(c)]/(f)
6/30/2013	\$ 610,973	\$ 316,689	\$ 11,700	54%	\$ 596,503	55%
6/30/2014	\$ 634,303	\$ 338,857	\$ 146,730	77%	\$ 592,912	82%
6/30/2015	\$ 654,768	\$ 362,577	\$ 267,126	96%	\$ 627,860	100%
6/30/2016	\$ 798,593	\$ 387,957	\$ 153,340	68%	\$ 623,201	87%
6/30/2017	\$ 824,818	\$ 415,114	\$ 148,389	68%	\$ 619,269	91%
6/30/2018	\$ 793,100	\$ 444,172	\$ 91,022	67%	\$ 470,997	114%

Notes to Schedule of Contributions

The information requested in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Measurement Date	June 30, 2018, measurement date based on actuarial liabilities as of July 1, 2017
Actuarial Cost Method	Entry Age Normal, Level-Percentage-of-Pay
Actuarial Value of Assets	Market value used for GASB Statement Nos. 67 and 68 reporting
Contribution Policy and Amortization Method	<p>The sponsor finances benefits using the Alternative funding policy as defined in state statute. Sponsor contributions are equal to 107 percent of the prior year contribution. The plan also receives state contributions based on an allocation of premium tax that depends on the number of active and retired members. This funding policy does not directly amortize the unfunded actuarial liability. However, projected sponsor, state and member contributions along with projected investment earnings are expected to fully fund the projected actuarial liability for current plan members by 2042.</p>
Actuarial Assumptions:	
Investment Rate of Return	4.50% per year
GASB 67/68 Discount Rate	4.50% per year at June 30, 2018, and 4.50% at June 30, 2017
Projected Salary Increases	Service-based increases: 20.00% in year 1, 6.50% in year 2, reducing over years of service down to 1.25% in years 30-34. 0% increases for service over 34
Cost of Living Increases	2.75% on first \$15,000 of Annual Benefit and on the accumulated supplemental pension amounts for prior years. Assumed to be payable to all members receiving payments.

SECTION D

NOTES TO FINANCIAL STATEMENTS

Single Discount Rate

A GASB Statement Nos. 67 and 68 single discount rate of 4.50% was used to measure the total pension liability as of June 30, 2018. This single discount rate was based on the expected rate of return on pension plan investments of 4.50%, and the municipal bond rate 3.62%. The projection of cash flows used to determine this single discount rate assumed that the Plan sponsor would make the statutory required contribution as defined by the funding policy. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make projected future benefit payments, on behalf of current plan members for all future plan years. Therefore, the single discount rate of 4.50% was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of Net Pension Liability to the Single Discount Rate Assumption

Regarding the sensitivity of the net pension liability to changes in the single discount rate, the following presents the plan's net pension liability, calculated using a single discount rate of 4.50%, as well as what the plan's net pension liability would be if it were calculated using a single discount rate that is 1-percentage-point lower or 1-percentage-point higher:

1% Decrease	Current Single Discount	1% Increase
3.5000%	Rate Assumption	5.5000%
3.5000%	4.5000%	5.5000%
\$14,904,140	\$12,661,418	\$10,889,531

SECTION E

GASB STATEMENT NO. 68 PENSION EXPENSE

Net Pension Liability

For Fiscal Year Ending June 30, 2018

A. Total Pension Liability	
1. Service Cost	\$ 244,966
2. Interest on the Total Pension Liability	588,292
3. Changes of benefit terms	-
4. Difference between expected and actual experience of the Total Pension Liability	(11,318)
5. Changes of assumptions	-
6. Benefit payments, including refunds of employee contributions	(607,765)
7. Net change in total pension liability	\$ 214,175
8. Total pension liability – beginning (July 1, 2017)	13,265,864
9. Total pension liability – ending (June 30, 2018)	<u><u>\$ 13,480,039</u></u>
B. Plan Fiduciary Net Position	
1. Contributions – employer	\$ 535,194
2. Contributions – employee	56,717
3. Net investment income	35,229
4. Benefit payments, including refunds of employee contributions	(607,765)
5. Pension Plan Administrative Expense	(6,216)
6. Other	-
7. Net change in plan fiduciary net position	\$ 13,159
8. Plan fiduciary net position – beginning (July 1, 2017)	805,463
9. Plan fiduciary net position – ending (June 30, 2018)*	<u><u>\$ 818,621</u></u>
C. Net pension liability as of June 30, 2018	<u><u>\$ 12,661,418</u></u>
D. Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	6.07%
E. Covered-employee Payroll	\$ 470,997
F. Net Pension Liability as a Percentage of Covered Employee Payroll	2,688.22%

**Totals may not add due to rounding*

Pension Expense For Fiscal Year Ending June 30, 2018

A. Expense

1. Service Cost	\$	244,966
2. Interest on the Total Pension Liability		588,292
3. Current-Period Benefit Changes		-
4. Employee Contributions (made negative for addition here)		(56,717)
5. Projected Earnings on Plan Investments (made negative for addition here)		(35,749)
6. Pension Plan Administrative Expense		6,216
7. Other Changes in Plan Fiduciary Net Position		-
8. Recognition of Outflow/(Inflow) due to Non-investment Experience		(88,413)
9. Recognition of Outflow/(Inflow) due to Assumption Changes		350,306
10. Recognition of Outflow/(Inflow) due to Investment Experience		7,576
11. Total Pension Expense	\$	1,016,477

B. Reconciliation of Net Pension Liability

1. Net Pension Liability beginning of year	\$	12,460,401
2. Pension Expense		1,016,477
3. Employer Contributions		(535,194)
4. Change in Outflow/(Inflow) due to Non-investment Experience		77,095
5. Change in Outflow/(Inflow) due to Assumption Changes		(350,306)
6. Change in Outflow/(Inflow) due to Investment Experience		(7,056)
7. Net Pension Liability End of year*	\$	12,661,418

**Totals may not add due to rounding*

Schedule of Outflows and Inflows of Resources

Plan Year Beginning	Non-Investment Experience				Assumption Changes				Investment Experience					
	7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2014	7/1/2015	7/1/2016	7/1/2017	7/1/2014	7/1/2015	7/1/2016	7/1/2017		
(Gain)/Loss	\$ (330,636)	\$ (24,065)	\$ (36,906)	\$ (11,318)	\$ -	\$ 1,605,283	\$ -	\$ -	\$ 25,965	\$ 28,733	\$ (17,339)	\$ 520		
Amortization Factor	4.594798	4.582518	4.478126	3.821274	4.594798	4.582518	4.478126	3.821274	5.000000	5.000000	5.000000	5.000000		
Amortization Amount	\$ (71,959)	\$ (5,251)	\$ (8,241)	\$ (2,962)	\$ -	\$ 350,306	\$ -	\$ -	\$ 5,193	\$ 5,747	\$ (3,468)	\$ 104		
Amortization for Plan Year End	Total				Total				Total					
6/30/2014														
6/30/2015	\$ (71,959)				\$ (71,959)	\$ -			\$ -	\$ 5,193		\$ 5,193		
6/30/2016	(71,959)	\$ (5,251)			(77,210)	\$ 350,306			350,306	5,193	\$ 5,747	10,940		
6/30/2017	(71,959)	(5,251)	\$ (8,241)		(85,452)	- 350,306	\$ -		350,306	5,193	5,747	(3,468)	7,472	
6/30/2018	(71,959)	(5,251)	(8,241)	(2,962)	(88,413)	- 350,306	- \$ -		350,306	5,193	5,747	(3,468)	\$ 104	7,576
6/30/2019	(42,801)	(5,251)	(8,241)	(2,962)	(59,256)	- 350,306	-		350,306	5,193	5,747	(3,468)	104	7,576
6/30/2020	-	(3,059)	(8,241)	(2,962)	(14,262)	- 204,059	-		204,059	-	5,747	(3,468)	104	2,383
6/30/2021	-	-	(3,940)	(2,432)	(6,373)	-	-		-	-	-	(3,468)	104	(3,364)
6/30/2022	-	-	-	-	-	-	-		-	-	-	-	104	104
6/30/2023	-	-	-	-	-	-	-		-	-	-	-	-	-
6/30/2024	-	-	-	-	-	-	-		-	-	-	-	-	-
Total	\$ (330,636)	\$ (24,065)	\$ (36,906)	\$ (11,318)	\$ -	\$ 1,605,283	\$ -	\$ -	\$ 25,965	\$ 28,733	\$ (17,339)	\$ 520		
Deferred Outflows/(Inflows) Recognized in Pension Expense for Current Plan Year End	Outflows	(Inflows)	Net		Outflows	(Inflows)	Net		Outflows	(Inflows)	Net			
6/30/2018	\$ -	\$ (88,413)	\$ (88,413)		\$ 350,306	\$ -	\$ 350,306		\$ 11,044	\$ (3,468)	\$ 7,576			
Deferred Outflows/(Inflows) Recognized in Pension Expense for Future Plan Years Ending														
6/30/2019	\$ -	\$ (59,256)	\$ (59,256)		\$ 350,306	\$ -	\$ 350,306		\$ 11,044	\$ (3,468)	\$ 7,576			
6/30/2020	-	(14,262)	(14,262)		204,059	-	204,059		5,851	(3,468)	2,383			
6/30/2021	-	(6,373)	(6,373)		-	-	-		104	(3,468)	(3,364)			
6/30/2022	-	-	-		-	-	-		104	-	104			
6/30/2023	-	-	-		-	-	-		-	-	-			
6/30/2024	-	-	-		-	-	-		-	-	-			
Total	\$ -	\$ (79,891)	\$ (79,891)		\$ 554,365	\$ -	\$ 554,365		\$ 17,102	\$ (10,403)	\$ 6,699			
Change In Deferred Outflows/(Inflows) Recognized in Liability and Assets for Current Plan Year End														
6/30/2018			\$ 77,095				\$ (350,306)				\$ (7,056)			

SECTION F

SUMMARY OF BENEFITS

Employee Eligibility — All compensated employees of the Fire Department are eligible to participate in the Firemen's Pension and Relief Fund.

Average Annual Compensation — The average of any three twelve-consecutive-month periods of employment which produces the highest average annual compensation.

Each twelve-consecutive-month annual compensation is limited to 120% of the *Average Adjusted Salary* received by the member in the two consecutive twelve-consecutive-month periods immediately preceding the twelve-consecutive-month period used in determining benefits.

The *Average Adjusted Salary* is base salary (exclusive of all overtime and other pay) of the year used in determining benefits multiplied by the ratio of total salary (includes all overtime and other pay) to base salary from the respective preceding twelve-consecutive-month period.

Determining Years of Service Credit (Credited Service) — The number of years that the member has contributed to the employees retirement and benefit fund.

Prior Military Service — A city may provide that members who have been honorably discharged from the military shall receive up to two years prior service credit for military service prior to their employment with the city.

Current Military Service — Any current member who has been on qualified military service in the armed forces of the United States with an honorable discharge may, within six months from his or her date of discharge, be given credit for continuous service in the paid police or fire department.

Any member who has served in active duty with the armed forces of the United States, whether prior to or subsequent to becoming a member of a paid police or fire department, shall receive one additional percent for each year so served in active military duty, up to a maximum of four additional percent.

Absence from the service because of sickness or injury for a period of two years or less shall not be construed as time out of service.

Contributions — Participating employees contribute 8.0% of compensation. Participating employees hired on or after January 1, 2010, contribute 9.5% of pay. The municipality has elected to contribute the minimum employer contribution under the Alternative Method.

Normal Retirement — Members are eligible at the earlier of age 50 with 20 years of credited service or age 65.

Benefit Commencement — Annual retirement pension benefits commence upon retirement or upon the member attaining age fifty, whichever is later, payable in twelve monthly installments.

Accrued Benefit — The annual retirement benefit equals 60% of average annual compensation, not less than \$6,000, plus an additional percentage of average annual compensation for service over 20 years equal to 2% for each year of service between 20 and 25 and 1% for each year of service between 25 and 30 years. Employees serving in the military are eligible for an additional 1% of average annual compensation for each year of military service up to four years. The maximum benefit is limited to 75% of average annual compensation. Benefits continue for life.

Disability Retirement — Members are eligible after earning five years of service. No service requirement if disability is service related.

The monthly disability benefit equals the greater of 60% of monthly salary at disability or \$500. Employees serving in the military are eligible for an additional benefit of 1% of monthly salary at disability for each year of military service up to four years. Disability benefits, when aggregated with monthly State workers compensation benefits, shall not exceed 100% of the member's monthly compensation at the time of disability. Benefits continue for life or until recovery.

Death Benefits — Members are eligible after earning five years of service. No service requirement if death is service related. Retirees and terminated vested participants are also eligible.

The benefit is equal to 60% of the participant's benefit, but not less than \$300 per month, payable to the spouse until death or remarriage. Other dependents (children, parents, brothers and sisters) are also eligible for death benefits. To each dependent child, twenty percent of the participant's benefit until the child attains eighteen or marries; to each dependent orphaned child, twenty-five percent of the participant's benefit until the child attains eighteen or marries; to each dependent parent, ten percent of the participant's benefit for life, and to each dependent brother or sister, the sum of fifty dollars per month (but a total not to exceed \$100 per month) until such individual attains the age of eighteen years or marries.

In no case shall the payments to the surviving spouse and children be reduced below sixty-five percent of the total amount paid to all dependents.

Supplemental Pension Benefits — All retirees, surviving beneficiaries and disability pensioners are eligible for automatic cost-of-living benefits commencing on the first day of July following two years of retirement. The benefits equal the percentage increase in the Consumer Price Index, limited to 4% (2% for some disability retirees), multiplied by the sum of the allowable amount which is the first \$15,000 of the total annual benefits paid and the accumulated supplemental pension amounts for prior years.

Termination Benefits — Any member who terminates employment prior to retirement will be entitled to a refund of contributions without interest.

Refunds — Any member who terminates from their department without receiving a retirement pension shall be refunded all deductions made from his salary, without interest. Any member who receives such a refund and subsequently wishes to reenter the department must repay to the pension fund all sums refunded with interest at the rate of eight percent annual.

SECTION G

ACTUARIAL VALUATION ASSUMPTIONS

Actuarial Valuation Assumptions

General Inflation	2.75%																		
Expected Salary Increase	<p>General Inflation: 2.75% <i>plus</i></p> <p>Wage Inflation: 1.00% <i>plus</i></p> <p>Service Based Increase:</p> <table style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;"><u>Years of Service</u></th> <th style="text-align: left;"><u>Increase</u></th> </tr> </thead> <tbody> <tr><td>1</td><td>20.00%</td></tr> <tr><td>2</td><td>6.50%</td></tr> <tr><td>3</td><td>3.50%</td></tr> <tr><td>4</td><td>2.75%</td></tr> <tr><td>5-9</td><td>2.50%</td></tr> <tr><td>10-29</td><td>2.00%</td></tr> <tr><td>30-34</td><td>1.25%</td></tr> <tr><td>after 34 years of service</td><td>0.00%</td></tr> </tbody> </table>	<u>Years of Service</u>	<u>Increase</u>	1	20.00%	2	6.50%	3	3.50%	4	2.75%	5-9	2.50%	10-29	2.00%	30-34	1.25%	after 34 years of service	0.00%
<u>Years of Service</u>	<u>Increase</u>																		
1	20.00%																		
2	6.50%																		
3	3.50%																		
4	2.75%																		
5-9	2.50%																		
10-29	2.00%																		
30-34	1.25%																		
after 34 years of service	0.00%																		
Post-retirement COLA	2.75% on first \$15,000 of Annual Benefit and on the accumulated supplemental pension amounts for prior years. Assumed to be payable to all members receiving payments.																		
Increase in State Insurance Premium Tax Allocation	2.75% on and after year 1																		

Actuarial Valuation Assumptions

Cost Method	<p>Entry-Age Normal Level-Percentage-of-Pay</p> <p>The sponsor finances benefits using the Alternative funding policy as defined by state statute. This policy does not directly amortize the unfunded actuarial liability. The policy is projected to fully finance the closed group actuarial liability by 2042.</p> <p>30-Year Closed Level-Percentage-of-Pay Amortization for Actuarially Determined Contribution (from July 1, 2010). 23 years remaining as of July 1, 2017.</p>										
Asset Method	Market Value										
Turnover	<p style="text-align: center;">Sample Rates –</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Rates</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">25</td> <td style="text-align: center;">9%</td> </tr> <tr> <td style="text-align: center;">35</td> <td style="text-align: center;">4%</td> </tr> <tr> <td style="text-align: center;">45</td> <td style="text-align: center;">2%</td> </tr> <tr> <td style="text-align: center;">50</td> <td style="text-align: center;">0%</td> </tr> </tbody> </table>	<u>Age</u>	<u>Rates</u>	25	9%	35	4%	45	2%	50	0%
<u>Age</u>	<u>Rates</u>										
25	9%										
35	4%										
45	2%										
50	0%										
Retirement	<table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Rates^a</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">50</td> <td style="text-align: center;">45%</td> </tr> <tr> <td style="text-align: center;">51-55</td> <td style="text-align: center;">30%</td> </tr> <tr> <td style="text-align: center;">56-59</td> <td style="text-align: center;">35%</td> </tr> <tr> <td style="text-align: center;">60</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table> <p>^a <i>Terminated vested participants are assumed to retire at age 50</i></p>	<u>Age</u>	<u>Rates^a</u>	50	45%	51-55	30%	56-59	35%	60	100%
<u>Age</u>	<u>Rates^a</u>										
50	45%										
51-55	30%										
56-59	35%										
60	100%										

Actuarial Valuation Assumptions

Mortality	<p>Active: RP-2014 Blue Collar Healthy Employee^b</p> <p>Post-Retirement: RP-2014 Blue Collar Healthy Annuitant</p> <p>Disabled: RP-2014 Blue Collar Healthy Annuitant set forward four years</p> <p>Tables above incorporate generational mortality improvement using MP-2014 two-dimensional mortality improvement scales</p> <p>^b Assumes 10% of deaths are duty-related and 90% are non-duty-related.</p>								
Disability	<p>Sample Rates –</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age</u></th> <th style="text-align: center;"><u>Rates^c</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">30</td> <td style="text-align: center;">0.22%</td> </tr> <tr> <td style="text-align: center;">40</td> <td style="text-align: center;">0.50%</td> </tr> <tr> <td style="text-align: center;">50</td> <td style="text-align: center;">0.79%</td> </tr> </tbody> </table> <p>^c Assumes 60% duty related and 40% non-duty related. Also assumes 10% of non-duty disabled members receive a 20% reduction in benefits due to gainful employment.</p>	<u>Age</u>	<u>Rates^c</u>	30	0.22%	40	0.50%	50	0.79%
<u>Age</u>	<u>Rates^c</u>								
30	0.22%								
40	0.50%								
50	0.79%								
Percent Married	90%								
Spouse Age	Females 3 years younger than males								

Discount Rate

The following table outlines the factors used to determine the discount rate:

Funded Ratio as of Valuation Date ¹	Liquidity Ratio ²	Equity Exposure ³	Projected Funded Ratio after 15 Years ¹	Discount Rate
60% or more	10	50% or more	70% or more	6.50%
40% or more	8	40% or more	60% or more	6.00%
30% or more	6	30% or more	50% or more	5.50%
15% or more	4	n/a	40% or more	5.00%
Less than 15%	n/a	n/a	15% or more	4.50%
Less than 15%	n/a	n/a	Less than 15%	4.00%

¹ Funded ratios based on a 6.00% investment return assumption for plans using an actuarially sound policy (standard or optional) and a 5.50% investment return assumption for other plans (alternative or conservation).

² Liquidity ratio equals assets as of the valuation date divided by expected benefit payments for the year.

³ Based on investment policy.

As of June 30, 2017 [*]	
Assets	\$805,463
Liabilities using a 5.50% discount rate	\$11,505,647
Funded Ratio	7%
Expected Benefit Payments	\$578,698
Liquidity Ratio	1.39
Equity Exposure	32%
Projected Funded Ratio after 15 years	49%

^{*} Based on funding valuation results as of June 30, 2017.

Discount Rate

4.50%

SECTION H

CALCULATION OF THE SINGLE DISCOUNT RATE

Calculation of the Single Discount Rate

GASB Statement Nos. 67 and 68 include specific requirements for the discount rate that is used for the purpose of the measurement of the Total Pension Liability. This rate considers the ability of the fund to meet benefit obligations in the future. To make this determination, employer contributions, employee contributions, benefit payments, expenses and investment returns are projected into the future. The Plan Net Position (assets) in future years can then be determined and compared to its obligation to make benefit payments in those years. As long as assets are projected to be on hand in a future year, the assumed valuation discount rate is used. In years where assets are not projected to be available or sufficient to meet benefit payments, the use of a “risk-free” rate is required, as described in the following paragraph.

The *single discount rate* (SDR) is equivalent to applying these two rates to the benefits that are projected to be paid during the different time periods. The SDR reflects (1) the long-term expected rate of return on pension plan investments (during the period in which the fiduciary net position is projected to be sufficient to pay benefits) and (2) a tax-exempt municipal bond rate based on an index of 20-year mixed maturity general obligation bonds with an average AA credit rating (which is published by Fidelity) as of the measurement date (to the extent that the contributions for use with the long-term expected rate of return are not met).

For the purpose of this valuation, the expected rate of return on pension plan investments is 4.50%, the municipal bond rate is 3.62%, and the resulting single discount rate is 4.50%.

The sponsor finances benefits using the Alternative funding policy as defined in State statute. Sponsor contributions are equal to 107 percent of the prior year contribution. The plan also receives State contributions based on an allocation of premium tax that depends on the number of actives and retired members. This funding policy does not directly amortize the unfunded actuarial liability. The statutory contribution does not explicitly separate projected employer contributions between current plan members and future plan members. **Please see important comments about the Alternative Funding Policy in the actuarial valuation report (used for funding) including its inability to fund for expected benefit payments in an already severely underfunded plan.**

For purposes of developing the single equivalent discount rate, we have assumed the actuarial liability for future members will be fully financed, to the extent that assets are available, and any remaining asset will be assigned to current plan members. **Based on this assignment of assets and employer contributions, the projected actuarial liability for current plan members is projected to be fully financed by 2042.**

The tables on the following pages show the assignment of assets and employer contributions and the projection of assets for current members as of the valuation date. Our projections assume the sponsor will make the required statutory contributions. The projections are based on the statutory funding actuarial valuation and projection report as of June 30, 2017.

GASB Statement Nos. 67 and 68 - Alternative Funding Policy

Assignment of assets which provides 100% financing of future member actuarial liability

Plan Year End 6/30	Open Group Actuarial Liability (a)	Closed Group Actuarial Liability (b)	Future Member Actuarial Liability (c) = (a)-(b)	Open Group Assets (d)	Future Member Assigned Assets (e)=min[(c), (d)]	Closed Group Assigned Assets (f)=(d)-(e)	Funded Ratio Current Members (g)=(f)/(b)	Funded Ratio Future Members (h)=(e)/(c)
2017	\$ 13,254,546	\$ 13,254,546	\$ 0	\$ 805,463	\$ 0	\$ 805,463	6.1%	100.0%
2018	13,509,868	13,509,868	0	911,313	0	911,313	6.8%	100.0%
2019	13,768,377	13,761,636	6,741	1,027,378	6,741	1,020,637	7.4%	100.0%
2020	14,024,616	14,003,660	20,956	1,161,715	20,956	1,140,759	8.2%	100.0%
2021	14,303,697	14,260,829	42,868	1,340,989	42,868	1,298,121	9.1%	100.0%
2022	14,605,962	14,533,298	72,664	1,568,615	72,664	1,495,951	10.3%	100.0%
2023	14,915,778	14,804,726	111,052	1,838,380	111,052	1,727,328	11.7%	100.0%
2024	15,237,859	15,071,183	166,676	2,156,022	166,676	1,989,346	13.2%	100.0%
2025	15,580,448	15,343,903	236,545	2,532,570	236,545	2,296,025	15.0%	100.0%
2026	15,949,446	15,628,596	320,850	2,978,129	320,850	2,657,279	17.0%	100.0%
2027	16,347,298	15,927,136	420,162	3,500,179	420,162	3,080,017	19.3%	100.0%
2028	16,777,547	16,242,225	535,322	4,107,626	535,322	3,572,304	22.0%	100.0%
2029	17,226,269	16,558,947	667,322	4,799,975	667,322	4,132,653	25.0%	100.0%
2030	17,676,615	16,850,700	825,915	5,571,568	825,915	4,745,653	28.2%	100.0%
2031	18,121,029	17,104,060	1,016,969	6,424,160	1,016,969	5,407,191	31.6%	100.0%
2032	18,552,159	17,306,435	1,245,724	7,360,332	1,245,724	6,114,608	35.3%	100.0%
2033	18,967,610	17,450,672	1,516,938	8,388,512	1,516,938	6,871,574	39.4%	100.0%
2034	19,343,731	17,508,418	1,835,313	9,499,340	1,835,313	7,664,027	43.8%	100.0%
2035	19,697,301	17,484,498	2,212,803	10,710,521	2,212,803	8,497,718	48.6%	100.0%
2036	20,044,575	17,403,375	2,641,200	12,051,569	2,641,200	9,410,369	54.1%	100.0%
2037	20,371,953	17,246,202	3,125,751	13,526,770	3,125,751	10,401,019	60.3%	100.0%
2038	20,692,491	17,019,151	3,673,340	15,157,921	3,673,340	11,484,581	67.5%	100.0%
2039	21,024,390	16,745,168	4,279,222	16,974,823	4,279,222	12,695,601	75.8%	100.0%
2040	21,375,677	16,433,310	4,942,367	19,000,193	4,942,367	14,057,826	85.5%	100.0%
2041	21,754,740	16,091,483	5,663,257	21,257,612	5,663,257	15,594,355	96.9%	100.0%
2042	22,167,130	15,727,112	6,440,018	22,167,130	6,440,018	15,727,112	100.0%	100.0%
2043	22,616,018	15,345,361	7,270,657	22,616,018	7,270,657	15,345,361	100.0%	100.0%
2044	23,102,136	14,947,561	8,154,575	23,102,136	8,154,575	14,947,561	100.0%	100.0%
2045	23,631,535	14,538,579	9,092,956	23,631,535	9,092,956	14,538,579	100.0%	100.0%
2046	24,209,741	14,124,636	10,085,105	24,209,741	10,085,105	14,124,636	100.0%	100.0%
2047	24,835,976	13,706,242	11,129,734	24,835,976	11,129,734	13,706,242	100.0%	100.0%
2048	25,512,399	13,284,728	12,227,671	25,512,399	12,227,671	13,284,728	100.0%	100.0%
2049	26,241,472	12,861,988	13,379,484	26,241,472	13,379,484	12,861,988	100.0%	100.0%
2050	27,024,377	12,438,855	14,585,522	27,024,377	14,585,522	12,438,855	100.0%	100.0%
2051	27,861,335	12,016,094	15,845,241	27,861,335	15,845,241	12,016,094	100.0%	100.0%
2052	28,752,690	11,594,383	17,158,307	28,752,690	17,158,307	11,594,383	100.0%	100.0%
2053	29,695,031	11,174,294	18,520,737	29,695,031	18,520,737	11,174,294	100.0%	100.0%
2054	30,683,247	10,756,298	19,926,949	30,683,247	19,926,949	10,756,298	100.0%	100.0%
2055	31,713,573	10,340,750	21,372,823	31,713,573	21,372,823	10,340,750	100.0%	100.0%
2056	32,782,599	9,927,882	22,854,717	32,782,599	22,854,717	9,927,882	100.0%	100.0%
2057	33,886,772	9,517,823	24,368,949	33,886,772	24,368,949	9,517,823	100.0%	100.0%

Projected amounts from 2018 and beyond come directly from the June 30, 2017 actuarial valuation and do not reflect actual experience for the plan year ended June 30, 2018.

GASB Statement Nos. 67 and 68 - Alternative Funding Policy
Current member projection of assets and assignment of employer contributions

Plan Year End 6/30	Closed Group Assets (boj)	Member Contributions	Administrative Expenses	Benefit Payments	Assigned Employer/State Contribution	Income on Cash Flow	Income on Assigned Contribution	Total Investment Income	Assets (eoy)
2017	\$ 682,046	\$ 57,782	\$ 6,357	\$ 544,127	\$ 563,503	\$ 52,616	\$ 0	\$ 52,616	\$ 805,463
2018	805,463	39,716	2,624	578,698	609,679	24,060	13,718	37,777	911,313
2019	911,313	40,643	2,648	599,350	628,167	28,379	14,134	42,512	1,020,637
2020	1,020,637	41,655	2,676	626,260	659,841	32,715	14,846	47,561	1,140,759
2021	1,140,759	42,809	2,706	629,291	692,883	38,077	15,590	53,667	1,298,121
2022	1,298,121	44,051	2,740	633,456	728,491	45,092	16,391	61,483	1,495,951
2023	1,495,951	44,328	2,774	647,617	766,514	53,681	17,247	70,928	1,727,328
2024	1,727,328	44,238	2,810	663,313	802,117	63,737	18,048	81,785	1,989,346
2025	1,989,346	44,910	2,847	672,647	842,964	75,332	18,967	94,299	2,296,025
2026	2,296,025	45,752	2,885	677,901	887,291	89,033	19,964	108,997	2,657,279
2027	2,657,279	46,718	2,925	682,624	935,322	105,204	21,045	126,249	3,080,017
2028	3,080,017	47,790	2,967	685,997	987,077	124,174	22,209	146,384	3,572,304
2029	3,572,304	47,754	3,010	696,658	1,042,716	146,086	23,461	169,547	4,132,653
2030	4,132,653	46,050	3,053	722,031	1,096,668	170,691	24,675	195,366	4,745,653
2031	4,745,653	43,455	3,095	754,070	1,151,835	197,496	25,916	223,412	5,407,191
2032	5,407,191	40,158	3,137	792,284	1,209,144	226,330	27,206	253,536	6,114,608
2033	6,114,608	36,041	3,177	831,168	1,269,511	257,195	28,564	285,759	6,871,574
2034	6,871,574	30,284	3,217	887,771	1,333,302	289,855	29,999	319,854	7,664,027
2035	7,664,027	25,229	3,255	940,684	1,396,764	324,210	31,427	355,637	8,497,718
2036	8,497,718	21,338	3,291	972,402	1,472,940	360,924	33,141	394,065	9,410,369
2037	9,410,369	15,924	3,325	1,011,742	1,553,847	400,986	34,962	435,947	10,401,019
2038	10,401,019	11,025	3,356	1,045,013	1,639,316	444,706	36,885	481,590	11,484,581
2039	11,484,581	7,916	3,384	1,062,836	1,737,242	492,994	39,088	532,082	12,695,601
2040	12,695,601	5,533	3,409	1,073,945	1,845,339	547,186	41,520	588,706	14,057,826
2041	14,057,826	3,750	3,430	1,079,199	1,962,916	608,327	44,166	652,493	15,594,355
2042	15,594,355	2,515	3,449	1,079,056	523,521	677,446	11,779	689,225	15,727,112
2043	15,727,112	1,631	3,463	1,074,943	11,279	683,493	254	683,746	15,345,361
2044	15,345,361	803	3,474	1,069,138	7,417	666,426	167	666,592	14,947,561
2045	14,947,561	294	3,480	1,059,690	5,054	648,726	114	648,839	14,538,579
2046	14,538,579	200	3,481	1,046,018	4,626	630,627	104	630,731	14,124,636
2047	14,124,636	81	3,477	1,031,502	4,088	612,323	92	612,415	13,706,242
2048	13,706,242	-	3,468	1,015,693	3,713	593,850	84	593,933	13,284,728
2049	13,284,728	-	3,453	998,337	3,695	575,272	83	575,356	12,861,988
2050	12,861,988	-	3,433	980,113	3,671	556,660	83	556,742	12,438,855
2051	12,438,855	-	3,408	961,122	3,640	538,047	82	538,128	12,016,094
2052	12,016,094	-	3,377	941,485	3,604	519,465	81	519,546	11,594,383
2053	11,594,383	-	3,341	921,334	3,565	500,942	80	501,022	11,174,294
2054	11,174,294	-	3,302	900,794	3,519	482,501	79	482,580	10,756,298
2055	10,756,298	-	3,259	879,999	3,472	464,160	78	464,238	10,340,750
2056	10,340,750	-	3,214	859,085	3,422	445,932	77	446,009	9,927,882
2057	9,927,882	-	3,167	838,162	3,369	427,825	76	427,901	9,517,823

Projected amounts from 2018 and beyond come directly from the June 30, 2017 actuarial valuation and do not reflect actual experience for the plan year ended June 30, 2018.

GASB Statement Nos. 67 and 68 - Alternative Funding Policy
Development of single equivalent discount rate

Plan Year End 6/30	Benefit Payments	Discount Rate	Discounted Benefit Payments	Single Discount Rate	Discounted Benefit Payments
2018	\$578,698	4.50%	\$566,191	4.5000%	\$566,191
2019	599,350	4.50%	561,145	4.5000%	561,145
2020	626,260	4.50%	561,090	4.5000%	561,090
2021	629,291	4.50%	539,527	4.5000%	539,527
2022	633,456	4.50%	519,711	4.5000%	519,711
2023	647,617	4.50%	508,449	4.5000%	508,449
2024	663,313	4.50%	498,347	4.5000%	498,347
2025	672,647	4.50%	483,597	4.5000%	483,597
2026	677,901	4.50%	466,387	4.5000%	466,387
2027	682,624	4.50%	449,413	4.5000%	449,413
2028	685,997	4.50%	432,185	4.5000%	432,185
2029	696,658	4.50%	420,002	4.5000%	420,002
2030	722,031	4.50%	416,554	4.5000%	416,554
2031	754,070	4.50%	416,304	4.5000%	416,304
2032	792,284	4.50%	418,566	4.5000%	418,566
2033	831,168	4.50%	420,199	4.5000%	420,199
2034	887,771	4.50%	429,488	4.5000%	429,488
2035	940,684	4.50%	435,489	4.5000%	435,489
2036	972,402	4.50%	430,788	4.5000%	430,788
2037	1,011,742	4.50%	428,915	4.5000%	428,915
2038	1,045,013	4.50%	423,942	4.5000%	423,942
2039	1,062,836	4.50%	412,605	4.5000%	412,605
2040	1,073,945	4.50%	398,965	4.5000%	398,965
2041	1,079,199	4.50%	383,652	4.5000%	383,652
2042	1,079,056	4.50%	367,083	4.5000%	367,083
2043	1,074,943	4.50%	349,936	4.5000%	349,936
2044	1,069,138	4.50%	333,059	4.5000%	333,059
2045	1,059,690	4.50%	315,900	4.5000%	315,900
2046	1,046,018	4.50%	298,397	4.5000%	298,397
2047	1,031,502	4.50%	281,584	4.5000%	281,584
2048	1,015,693	4.50%	265,329	4.5000%	265,329
2049	998,337	4.50%	249,565	4.5000%	249,565
2050	980,113	4.50%	234,458	4.5000%	234,458
2051	961,122	4.50%	220,015	4.5000%	220,015
2052	941,485	4.50%	206,239	4.5000%	206,239
2053	921,334	4.50%	193,134	4.5000%	193,134
2054	900,794	4.50%	180,697	4.5000%	180,697
2055	879,999	4.50%	168,924	4.5000%	168,924
2056	859,085	4.50%	157,808	4.5000%	157,808
2057	838,162	4.50%	147,334	4.5000%	147,334
2058	817,316	4.50%	137,483	4.5000%	137,483
2059	796,595	4.50%	128,227	4.5000%	128,227
2069	591,976	4.50%	61,360	4.5000%	61,360
2079	328,478	4.50%	21,924	4.5000%	21,924
2109	3	4.50%	0	4.5000%	0
Total Present Value			\$16,625,000		\$16,625,000

SECTION I

GLOSSARY OF TERMS

Glossary of Terms

Actuarial Accrued Liability (AAL)

The AAL is the difference between the actuarial present value of all benefits and the actuarial value of future normal costs. The definition comes from the fundamental equation of funding which states that the present value of all benefits is the sum of the Actuarial Accrued Liability and the present value of future normal costs. The AAL may also be referred to as "accrued liability" or "actuarial liability."

Actuarial Assumptions

These assumptions are estimates of future experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and compensation increases. Actuarial assumptions are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (compensation increases, payroll growth, inflation and investment return) consist of an underlying real rate of return plus an assumption for a long-term average rate of inflation.

Accrued Service

Service credited under the system which was rendered before the date of the actuarial valuation.

Actuarial Equivalent

A single amount or series of amounts of equal actuarial value to another single amount or series of amounts, computed on the basis of appropriate actuarial assumptions.

Actuarial Cost Method

A mathematical budgeting procedure for allocating the dollar amount of the actuarial present value of the pension trust benefits between future normal cost and actuarial accrued liability. The actuarial cost method may also be referred to as the actuarial funding method.

Actuarial Gain (Loss)

The difference in liabilities between actual experience and expected experience during the period between two actuarial valuations is the gain (loss) on the accrued liabilities.

Actuarial Present Value (APV)

The amount of funds currently required to provide a payment or series of payments in the future. The present value is determined by discounting future payments at predetermined rates of interest and probabilities of payment.

Actuarial Valuation

The actuarial valuation report determines, as of the actuarial valuation date, the service cost, total pension liability and related actuarial present value of projected benefit payments for pensions.

Actuarial Valuation Date

The date as of which an actuarial valuation is performed.

Glossary of Terms

<i>Actuarially Determined Contribution (ADC) or Annual Required Contribution (ARC)</i>	A calculated contribution into a defined benefit pension plan for the reporting period, most often determined based on the funding policy of the plan. Typically the Actuarially Determined Contribution has a normal cost payment and an amortization payment.
<i>Amortization Method</i>	The method used to determine the periodic amortization payment may be a level dollar amount, or a level percent of pay amount. The period will typically be expressed in years, and the method will either be “open” (meaning, reset each year) or “closed” (the number of years remaining will decline each year).
<i>Amortization Payment</i>	The amortization payment is the periodic payment required to pay off an interest-discounted amount with payments of interest and principal.
<i>Cost-of-Living Adjustments</i>	Postemployment benefit changes intended to adjust benefit payments for the effects of inflation.
<i>Cost-Sharing Multiple-Employer Defined Benefit Pension Plan (cost-sharing pension plan)</i>	A multiple-employer defined benefit pension plan in which the pension obligations to the employees of more than one employer are pooled and pension plan assets can be used to pay the benefits of the employees of any employer that provides pensions through the pension plan.
<i>Covered-Employee Payroll</i>	The payroll of covered employees, which is typically only the pensionable pay and does not include pay above any pay cap.
<i>Deferred Inflows and Outflows</i>	The deferred inflows and outflows of pension resources are amounts used under GASB Statement No. 68 in developing the annual pension expense. Deferred inflows and outflows arise with differences between expected and actual experiences; changes of assumptions. The portion of these amounts not included in pension expense should be included in the deferred inflows or outflows of resources.
<i>Deferred Retirement Option Program (DROP)</i>	A program that permits a plan member to elect a calculation of benefit payments based on service credits and salary, as applicable, as of the DROP entry date. The plan member continues to provide service to the employer and is paid for the service by the employer after the DROP entry date; however, the pensions that would have been paid to the plan member are credited to an individual member account within the defined benefit pension plan until the end of the DROP period. Other variations for DROP exist and will be more fully detailed in the plan provision section of the valuation report.

Glossary of Terms

<i>Discount Rate</i>	<p>For GASB purposes, the discount rate is the single rate of return that results in the present value of all projected benefit payments to be equal to the sum of the funded and unfunded projected benefit payments, specifically:</p> <p>The benefit payments to be made while the pension plans' fiduciary net position is projected to be greater than the benefit payments that are projected to be made in the period and;</p> <p>The present value of the benefit payments not in (1) above, discounted using the municipal bond rate.</p>
<i>Entry Age Actuarial Cost Method (EAN)</i>	<p>The EAN is a funding method for allocating the costs of the plan between the normal cost and the accrued liability. The actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis (either level dollar or level percent of pay) over the earnings or service of the individual between entry age and assumed exit ages(s). The portion of the actuarial present value allocated to a valuation year is the normal cost. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is the actuarial accrued liability. The sum of the accrued liability plus the present value of all future normal costs is the present value of all benefits.</p>
<i>Fiduciary Net Position</i>	<p>The fiduciary net position is the value of the assets of the trust.</p>
<i>GASB</i>	<p>The Governmental Accounting Standards Board is an organization that exists in order to promulgate accounting standards for governmental entities.</p>
<i>Long-Term Expected Rate of Return</i>	<p>The long-term rate of return is the expected return to be earned over the entire trust portfolio based on the asset allocation of the portfolio.</p>
<i>Money-Weighted Rate of Return</i>	<p>The money-weighted rate of return is a method of calculating the returns that adjusts for the changing amounts actually invested. For purposes of GASB Statement No. 67, money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense.</p>
<i>Multiple-Employer Defined Benefit Pension Plan</i>	<p>A multiple-employer plan is a defined benefit pension plan that is used to provide pensions to the employees of more than one employer.</p>

Glossary of Terms

<i>Municipal Bond Rate</i>	The Municipal Bond Rate is the discount rate to be used for those benefit payments that occur after the assets of the trust have been depleted.
<i>Net Pension Liability (NPL)</i>	The NPL is the liability of employers and non-employer contribution entities to plan members for benefits provided through a defined benefit pension plan.
<i>Non-employer Contribution Entities</i>	Non-employer contribution entities are entities that make contributions to a pension plan that is used to provide pensions to the employees of other entities. For purposes of the GASB Accounting statement plan members are not considered non-employer contribution entities.
<i>Normal Cost</i>	The actuarial present value of the pension trust benefits allocated to the current year by the actuarial cost method.
<i>Other Postemployment Benefits (OPEB)</i>	All postemployment benefits other than retirement income (such as death benefits, life insurance, disability and long-term care) that are provided separately from a pension plan, as well as postemployment healthcare benefits regardless of the manner in which they are provided. Other post-employment benefits do not include termination benefits.
<i>Real Rate of Return</i>	The real rate of return is the rate of return on an investment after adjustment to eliminate inflation.
<i>Service Cost</i>	The service cost is the portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.
<i>Total Pension Expense</i>	The total pension expense is the sum of the following items that are recognized at the end of the employer's fiscal year: <ol style="list-style-type: none">1. Service Cost2. Interest on the Total Pension Liability3. Current-Period Benefit Changes4. Employee Contributions (made negative for addition here)5. Projected Earnings on Plan Investments (made negative for addition here)6. Pension Plan Administrative Expense7. Other Changes in Plan Fiduciary Net Position8. Recognition of Outflow/(Inflow) of Resources due to Liabilities9. Recognition of Outflow/(Inflow) of Resources due to Assets

Glossary of Terms

<i>Total Pension Liability (TPL)</i>	The TPL is the portion of the actuarial present value of projected benefit payments that is attributed to past periods of member service.
<i>Unfunded Actuarial Accrued Liability (UAAL)</i>	The UAAL is the difference between actuarial accrued liability and valuation assets.
<i>Valuation Assets</i>	The valuation assets are the assets used in determining the unfunded liability of the plan. For purposes of the GASB Statement No. 67, the valuation asset is equal to the market value of assets.