

Fairview Township Non-Uniformed Employees'  
Pension Plan  
Actuarial Valuation  
as of January 1, 2015

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Table of Contents**

---

Executive Summary

Actuarial Certification

Summary of Principal Plan Benefit Provisions (SPPB)

Actuarial Assumptions and Methods

Section 1 - Summary of Plan Assets and Summary of Plan Membership

Section 2 - Act 205 Funding Calculations

Section 3 - Supplemental Information for GASB Reporting

Appendix

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Executive Summary**

---

The purpose of the valuation report is to determine the actuarial status of the Plan and to serve as the basis for satisfying the reporting requirements under Act 205.

The Summary of Principal Plan Benefit Provisions (SPPB) may be found following the Actuarial Certification. This summary represents our understanding of the current plan provisions in effect at January 1, 2015. The changes in the provisions from the prior valuation report are for employees hired on or after July 1, 2014, average monthly compensation is based upon the last 36 months of employment, and for these employees, benefits vest upon completion of 5 years of vesting service. Following the SPPB is a summary of the Actuarial Assumptions and Methods used in this valuation report.



	1/1/2011	1/1/2013	1/1/2015
Market Value of Assets (MVA)	\$4,546,408	\$5,613,539	\$8,006,356
Actuarial Value of Assets (AVA)	\$4,649,686	\$5,613,539	\$8,006,356
Actuarial Accrued Liability (AAL)	\$5,924,371	\$6,312,722	\$7,422,441
Unfunded Actuarial Accrued Liability (UAAL)	\$1,274,685	\$699,183	(\$583,915)
Normal Cost	\$196,932	\$199,327	\$212,600
W-2 Payroll	\$1,406,440	\$1,424,717	\$1,568,816
Percentage of W-2 Payroll	14.0%	14.0%	13.6%
Estimated Minimum Municipal Obligation (MMO)	\$371,373	\$324,330	\$162,356
Participant Counts:			
Active	28	28	27
Vested Former	8	8	8
Receiving Benefits	11	11	13
Total	47	47	48

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Executive Summary**

---

**Section 1**

At the beginning of Section 1, there is a summary of the receipts and disbursements for 2013 and 2014. The Plan received contributions of \$1,113,448 during 2013, and \$379,795 during 2014. There were monthly benefit payments to former participants totaling \$243,144 during 2013, and \$260,990 during 2014. The investment return earned by the plan assets was approximately 16.3% for 2013, and approximately 7.7% for 2014.

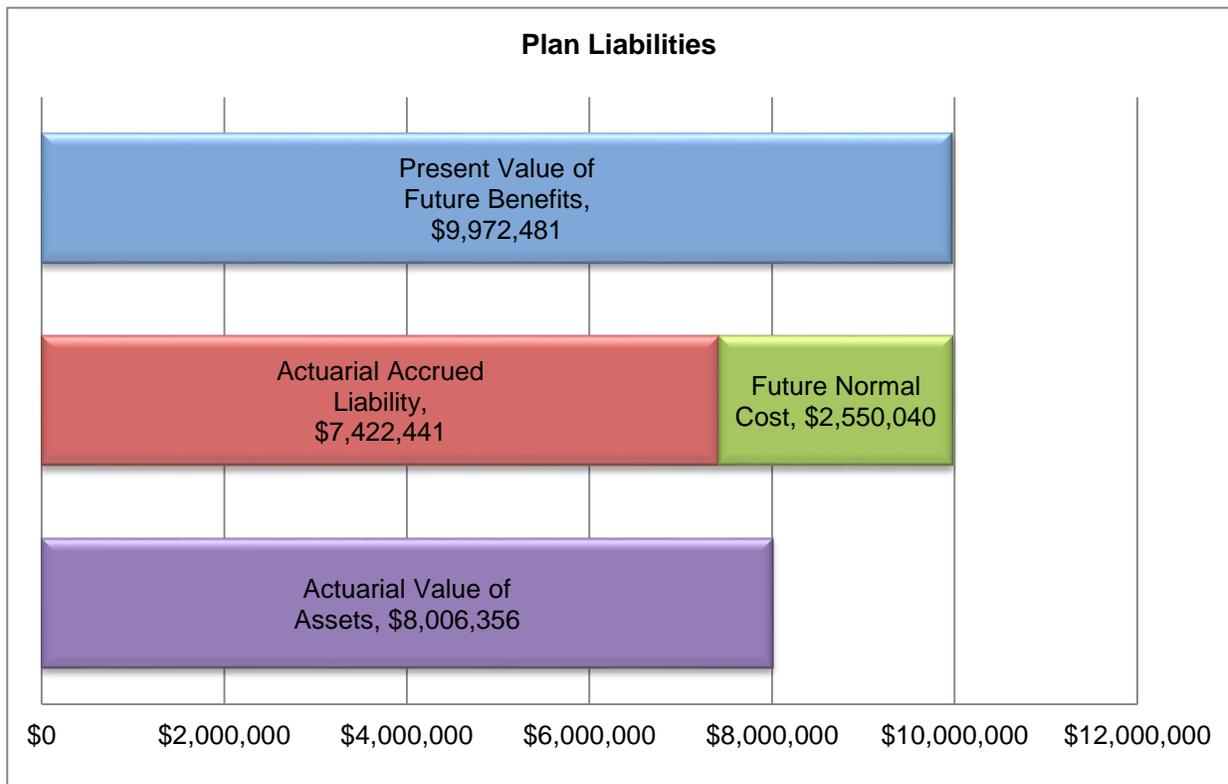
The following is a summary of the net dollar-weighted rates of investment return for the past six calendar years on a market value basis.

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Market Value of Assets	19.7%	13.6%	0.9%	13.7%	16.3%	7.7%

**Section 2**

The Act 205 funding calculations are included in Section 2.

Page 1 of Section 2 shows that the actuarial present value of future benefits is \$9,972,481. Since the present value of future normal costs is \$2,550,040, the actuarial accrued liability at January 1, 2015, is \$7,422,441. Subtracting the actuarial value of assets of \$8,006,356 results in an unfunded actuarial accrued liability of (\$583,915).



Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Executive Summary**

---

**Components of Financial Requirements**

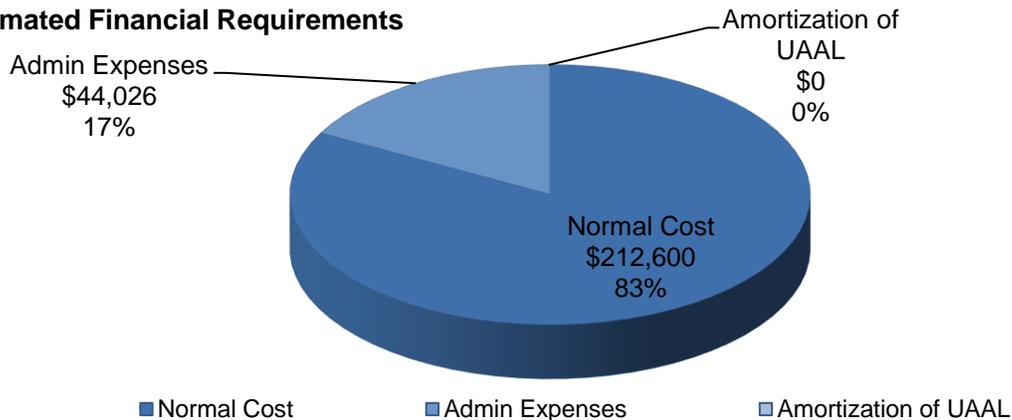
There are three cost components that make up the financial requirement of a Plan's minimum municipal obligation.

1. Normal Cost – This is the cost of pension and other benefits earned during the current year. The normal cost of the Plan is \$212,600. The normal cost represents approximately 13.6% of annual payroll.

2. Administrative Expenses – Examples of administrative expenses paid from the plan assets are expenses for: investment advisory services, actuarial services and trustee services. The Plan's estimated annual administrative expenses are \$44,026.

3. Amortization of the Unfunded Actuarial Accrued Liability – The amount of this cost is comprised of the amortization of the various gains and losses, plan amendments, and changes in actuarial assumptions that have occurred in the Plan over time. The amortization of the Unfunded Actuarial Accrued Liability is \$0 since the Actuarial Value of Assets is greater than the Actuarial Accrued Liability.

**Estimated Financial Requirements**



Page 3 of Section 2 contains an illustration of the annual minimum municipal obligation (MMO). Please note that the figures shown below are for illustrative purposes only. The actual minimum municipal obligation is determined through the annual budgeting process.

**Illustration of Minimum Municipal Obligation**

Financial Requirements	
Normal Cost	\$212,600
Administrative Expenses	\$44,026
Amortization of Unfunded Actuarial Accrued Liability (UAAL)	\$0
Total	\$256,626
Expected Member Contributions	(\$35,878)
10% Negative Unfunded Actuarial Accrued Liability	(\$58,392)
Minimum Municipal Obligation (not less than \$0)	\$162,356

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Actuarial Certification**

---

In preparing this report, we have relied upon the data furnished to us. The data with respect to receipts and disbursements and assets of the Plan was furnished by BNY Mellon, N.A. The data with respect to participants and beneficiaries was furnished by Fairview Township. The data has been reviewed and has been determined to be reasonable and consistent.

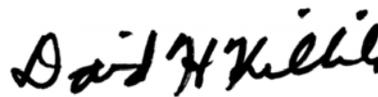
The information as contained in this report is a projection of liabilities based upon stated assumptions and is not an exact statement of the Plan's ultimate benefits and liabilities. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as at the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the assignment, an analysis of the potential range of such future measurements was not performed.

I certify that all costs, liabilities, rates of interest, and other factors under the Plan in Section 2 of the report have been determined on the basis of actuarial assumptions and methods, each of which is reasonable (taking into account the experience of the Plan and reasonable expectations) or which, in the aggregate, result in a total contribution equivalent to that which would be determined if each such assumption and method were reasonable, and which, in combination, offer my best estimate of anticipated experience under the Plan.

I am a member of the American Academy of Actuaries, a Fellow of the Society of Actuaries, and an Enrolled Actuary under ERISA, and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.

4/27/2015

Date



David H. Killick, F.S.A.  
Consulting Actuary  
Enrolled Actuary No. 14-03880

DHK/GWC

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Summary of Principal Plan Benefit Provisions**

---

**Eligibility**

A full-time non-uniformed employee of the Township joins the Plan on his date of employment.

**Normal Retirement**

A Class 2 employee is eligible for normal retirement after attainment of age 65, or after attainment of age 60 and completion of 25 years of vesting service, if earlier. A Class 1 employee is eligible for normal retirement after attainment of age 60 or completion of 25 years of vesting service, if earlier.

The normal retirement pension is payable monthly during the member's lifetime, with payments guaranteed for the first 120 months.

The amount of monthly pension is equal to 2.0% of average monthly compensation multiplied by the number of years of benefit service completed by the member at retirement, up to a maximum of 25 years. For members hired prior to January 1, 2001, the amount of monthly pension is equal to 1.5% of average monthly compensation multiplied by the number of years of benefit service completed by the member at retirement, if greater. Also, a service increment is provided equal to \$100 per month for each completed year of benefit service in excess of 25 years, up to a maximum of \$300 additional per month.

For employees hired before July 1, 2014, average monthly compensation is based upon the final plan year preceding retirement.

For employees hired on or after July 1, 2014, average monthly compensation is based upon the last 36 months of employment.

**Late Retirement**

If a member continues working after his normal retirement date, his pension does not start until he actually retires. The monthly late retirement pension is equal to the benefit accrued to the late retirement date.

**Early Retirement**

A member is eligible for early retirement after attainment of age 55. The monthly early retirement pension is equal to the benefit accrued to the date of early retirement, reduced 1/2 of 1% for each month early.

**Disability Retirement**

If an active member becomes totally and permanently disabled, he is eligible for a disability pension. The monthly disability pension is equal to the benefit accrued to the date of disability.

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Summary of Principal Plan Benefit Provisions**

---

**Deferred Retirement Option Program**

An active member hired on or before August 29, 2011, who has met the eligibility requirements for normal retirement may elect to participate in the deferred retirement option program for a period of not less than three months nor more than 24 months. His monthly pension shall be calculated as of his date of participation in the deferred retirement option program and shall be accumulated with 5.0% interest per annum and distributed in a lump sum at retirement.

**Postretirement Cost-of-Living Increase**

An annual cost-of-living increase equal to the percentage increase in the "Wage Earner Index" in the Consumer Price Index during the preceding calendar year, up to a maximum of 3.0%, is made to retirees and beneficiaries, with a maximum total cost-of-living increase of 30%.

**Death Benefits**

The preretirement death benefit for a member is a refund of his contributions with interest.

**Vesting**

For employees hired before July 1, 2014, a member's benefits are always 100% vested. For employees hired on or after July 1, 2014, a member's benefits vest upon completion of 5 years of vesting service. The vested benefit is a deferred monthly pension beginning at normal retirement equal to the benefit accrued to the date of termination. Employees hired before July 1, 2014, may elect a lump sum cash settlement in lieu of a deferred pension.

**Accrued Pension**

The benefit accrued at any date other than the normal retirement date is determined by the normal retirement benefit formula, but based upon compensation and years of benefit service to the date of determination.

**Contributions**

Members hired on or before August 29, 2011, contribute 2.0% of compensation. Members hired after August 29, 2011, contribute 5.0% of compensation.

Member contributions are credited with 5.0% annual interest.

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Actuarial Assumptions and Methods**

---

**Interest**

7.00%

**Salary**

5.00% Annual Increase

**Withdrawal**

Table D-1: Rates of withdrawal at selected ages:

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
20	5.5000%	35	2.5000%	50	0.0000%
25	5.0000%	40	1.0000%	55	0.0000%
30	4.0000%	45	0.5000%	60	0.0000%

**Mortality**

RP2000 Table  
 (This table does not include projected mortality improvements.)

**Disability**

SOA 1987 Group LTD Table - Males, 6-month elimination. Sample rates are shown below.

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
20	0.0764%	35	0.1242%	50	0.5396%
25	0.0854%	40	0.1760%	55	0.9770%
30	0.0986%	45	0.2944%	60	1.4774%

100% of disabilities are assumed to be service-related.

**Retirement**

It is assumed that all members hired on or before August 29, 2011 retire upon attainment of age 65 or enter the Deferred Retirement Option Program (DROP) upon attainment of age 60 and completion of 25 years of service, if earlier. It is assumed that all members hired after August 29, 2011 retire upon attainment of age 65 or upon attainment of age 60 and completion of 25 years of service, if earlier. It is also assumed that, for members who enter the DROP, participation in the DROP continues for 24 months.

**Preretirement Death Benefit**

Liabilities computed on the assumption that all participants will have spouses of the same age at the date of eligibility for the benefit.

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Actuarial Assumptions and Methods**

---

**Expenses**

Provision for administrative expenses added to annual contribution requirement, per Act 205 of 1984.

**Inflation**

Moderate inflation based on long term historical average rates is a component of the actuarial assumptions used herein. Provision is not made for advance funding of sharply higher rates of inflation experienced in some years. The effects of such higher rates are reflected in the funding after their occurrence.

**Cost-of-Living Increase**

3.00% per year

**Actuarial Value of Assets**

Market Value as determined by the trustee.

**Actuarial Cost Method**

Entry Age Normal (required by Act 205 of 1984)

Fairview Township Non-Uniformed Employees'  
Pension Plan  
Actuarial Valuation  
as of January 1, 2015

Section 1

Summary of Plan Assets and Summary of Plan Membership

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Receipts and Disbursements - January 1, 2013 to December 31, 2013**

---

Market Value at 1/1/2013		\$ 5,625,172.66
<b>Receipts</b>		
Employer Contributions Received	\$ 967,835.30	
Employee Contributions Received	32,966.35	
State Contributions Received	112,646.40	
Investment Income		
Income Received	\$ 76.19	
Accrued Income at 1/1/2013	(21.00)	
Accrued Income at 12/31/2013	38.26	
Total Investment Income	93.45	
Change in Market Value	954,709.73	
Total Receipts		2,068,251.23
<b>Disbursements</b>		
Monthly Benefit Payments	\$ (243,144.30)	
Refund of Employee Contributions	(26,584.16)	
Administrative Expenses	(35,314.23)	
Total Disbursements		(305,042.69)
Market Value at 12/31/2013		\$ 7,388,381.20
Approximate Net Dollar-Weighted Rate of Investment Return		16.29%

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Receipts and Disbursements - January 1, 2014 to December 31, 2014**

---

Market Value at 1/1/2014		\$ 7,388,381.20
<b>Receipts</b>		
Employer Contributions Received	\$	243,134.32
Employee Contributions		
Received	\$	34,695.20
Receivable at 1/1/2014		0.00
Receivable at 12/31/2014	1,275.68	
Total Employee Contributions		35,970.88
State Contributions Received		100,689.68
Investment Income		
Income Received	\$	24,306.72
Accrued Income at 1/1/2014		(38.26)
Accrued Income at 12/31/2014	7.42	
Total Investment Income		24,275.88
Change in Market Value		545,822.40
Total Receipts		949,893.16
<b>Disbursements</b>		
Monthly Benefit Payments	\$	(260,990.47)
Refund of Employee Contributions		(10,984.02)
Lump Sum Benefit Payments		(7,207.00)
Administrative Expenses		(52,736.52)
Total Disbursements		(331,918.01)
Market Value at 12/31/2014		\$ 8,006,356.35
Approximate Net Dollar-Weighted Rate of Investment Return		7.65%

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015

**Assets and Liabilities**

---

**Assets**

Cash	\$	0.00	
Mutual Funds		1,087,409.09	
Common Trust Funds		<u>6,917,664.16</u>	
Total Assets in Fund			\$ 8,005,073.25
Employee Contributions Receivable			1,275.68
Accrued Income			<u>7.42</u>
Total Assets			\$ 8,006,356.35

**Liabilities**

Total Liabilities			<u>0.00</u>
Net Assets			<u>\$ 8,006,356.35</u>

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Summary of Plan Membership**

<b>Active Members</b>	Number of Members	Annual Payroll
Active Members as of 1/1/2013	28	
New Members During the Period	3	
Returned to Active	1	
Members No Longer Active:		
Retired with Disability Benefit	(2)	
Retired with Service Retirement Benefit	(1)	
Separated with Deferred Benefit	(2)	
Separated with Refund of Contributions	0	
Separated with Neither Deferred Benefit nor Refund of Contributions	0	
Deceased	0	
Total	(5)	
Active Members as of 1/1/2015	27	\$ 1,568,816
<b>Vested Former Members</b>	Number of Members	Annual Benefit
Vested Former Members as of 1/1/2013	8	
Separated with Deferred Benefit	2	
Beneficiary of Deceased Participant	0	
Returned to Active	0	
Retired with Service Retirement Benefit	(1)	
Deceased or Paid in Full	(1)	
Vested Former Members as of 1/1/2015	8	\$ 28,926
<b>Retired Members</b>		
Retired Members as of 1/1/2013	6	
Retired with Service Retirement Benefit	2	
Deceased or Paid in Full	(1)	
Retired Members as of 1/1/2015	7	\$ 168,223
<b>Disabled Members</b>		
Disabled Members as of 1/1/2013	1	
Retired with Disability Benefit	2	
Deceased	0	
Disabled Members as of 1/1/2015	3	\$ 72,177

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Summary of Plan Membership**

---

	Number of Members	Annual Benefit
<b>Spouse Beneficiaries of Deceased Members</b>		
Spouse Beneficiaries of Deceased Members as of 1/1/2013	4	
Additional Spouse Beneficiaries of Deceased Members Deceased	0 <u>(1)</u>	
Spouse Beneficiaries of Deceased Members as of 1/1/2015	<u>3</u>	<u>\$ 53,556</u>

Fairview Township Non-Uniformed Employees'  
Pension Plan  
Actuarial Valuation  
as of January 1, 2015

Section 2

Act 205 Funding Calculations

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Unfunded Actuarial Accrued Liability and Normal Cost**

---

**Unfunded Actuarial Accrued Liability**

Actuarial Present Value of Future Benefits

Active Members Retirement Pension Benefits	\$	5,974,544
Active Members Vested Withdrawal Benefits		31,908
Active Members Disability Benefits		611,661
Active Members Refund of Member Contributions		24,773 <sup>1</sup>
Refund of Employee Contributions to Terminated Members		3,450
Vested Former Members Benefits		233,892
Retired Members Benefits		1,807,165
Disabled Members Benefits		876,707
Surviving Spouses Benefits		<u>408,381</u>
Total	\$	9,972,481
Actuarial Present Value of Future Normal Costs		<u>(2,550,040)</u>
Actuarial Accrued Liability	\$	7,422,441
Actuarial Value of Assets		<u>(8,006,356)</u>
Unfunded Actuarial Accrued Liability	\$	<u><u>(583,915)</u></u>
 <b>Normal Cost</b>		
Normal Cost	\$	<u><u>212,600</u></u>
Normal Cost as a Percentage of Annual Payroll		<u>13.6%</u>

<sup>1</sup> Accumulated Member Contributions Without Interest as of 1/1/2015 = \$279,649  
 Accumulated Member Contributions With Interest as of 1/1/2015 = \$390,970

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Analysis of the Change in the Unfunded Actuarial Accrued Liability**

---

Unfunded Actuarial Accrued Liability at 1/1/2013	\$	699,183
<b>Additions</b>		
Normal Costs	\$	408,620
Administrative Expenses		88,051
Interest on Unfunded Actuarial Accrued Liability, Normal Costs, and Administrative Expenses		<u>150,485</u>
Total		647,156
<b>Contributions</b>		
Employer Contributions	\$	(1,210,970)
Employee Contributions		(68,937)
State Contributions		(213,336)
Interest on Contributions		<u>(125,870)</u>
Total		(1,619,113)
Adjustment for Funding Deviation		798,803
Modification in the Benefit Plan		0
Change in Actuarial Assumptions		0
<b>Actuarial Gain</b>		
Investment Gain	\$	(628,338)
Experience Loss		317,197
Funding Deviation		<u>(798,803)</u>
Total		<u>(1,109,944)</u>
Unfunded Actuarial Accrued Liability at 1/1/2015	\$	<u><u>(583,915)</u></u>

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Illustration of Minimum Municipal Obligation**

---

Financial Requirements

Normal Cost	\$ 212,600	
Administrative Expenses	<u>44,026</u> <sup>1</sup>	
Total		\$ 256,626
Expected Member Contributions		(35,878)
10% of Negative Unfunded Actuarial Accrued Liability		<u>(58,392)</u>
Minimum Municipal Obligation		\$ 162,356 <sup>2</sup>
Estimated Allocation of General Municipal Pension System State Aid		<u>(100,690)</u>
Net Minimum Municipal Obligation		<u><u>\$ 61,666</u></u> <sup>2</sup>

<sup>1</sup> Total Administrative Expenses for Plan Year 1/1/2013 to 12/31/2013 - \$ 35,314

Total Administrative Expenses for Plan Year 1/1/2014 to 12/31/2014 - \$ 52,737

<sup>2</sup> This is not an actual MMO. Figures from this report will be used to prepare actual MMOs in future years.

Fairview Township Non-Uniformed Employees'  
Pension Plan  
Actuarial Valuation  
as of January 1, 2015

Section 3

Supplemental Information for GASB Reporting

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Supplemental Information for GASB Statement Nos. 67 & 68 Reporting**

---

**Schedule of Funding Progress**

Valuation Date	Market Value of Assets (a)	Entry Age Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Net Position as a % of Total Liability (b-a)/b	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a % of Covered Payroll ((b-a)/c)
1/1/2011	\$ 4,546,408	\$ 5,924,371	\$ 1,377,963	23.3%	76.7%	\$ 1,406,440	98.0%
1/1/2012	4,907,221	6,199,577	1,292,356	20.8%	79.2%	1,417,956	91.1%
1/1/2013	5,613,539	6,312,722	699,183	11.1%	88.9%	1,424,717	49.1%
1/1/2014	7,388,381	6,982,129	(406,252)	-5.8%	105.8%	1,600,786	-25.4%
1/1/2015	8,006,356	7,422,441	(583,915)	-7.9%	107.9%	1,568,816	-37.2%

**Schedule of Interest Rate Sensitivity Testing**

Interest Rate <sup>1</sup>	Market Value of Assets (a)	Entry Age Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Net Position as a % of Total Liability (b-a)/b	Funded Ratio (a/b)
6.00%	\$ 8,006,356	\$ 8,288,741	\$ 282,385	3.4%	96.6%
7.00%	8,006,356	7,422,441	(583,915)	-7.9%	107.9%
8.00%	8,006,356	6,683,890	(1,322,466)	-19.8%	119.8%

<sup>1</sup> Valuation interest rate is 7.00%

---

These figures are provided for informational purposes only. Complete GASB 67/68 compliance requires a separate annual actuarial report as well as additional financial disclosures prepared by the municipality or its auditor.

Fairview Township Non-Uniformed Employees' Pension Plan  
 Actuarial Valuation as of January 1, 2015  
**Supplemental Information for GASB Statement Nos. 67 & 68 Reporting**

---

**Schedule of Contributions from the Employer and Other Contributing Entities**

Year	Actuarially <sup>1</sup> Determined Contribution	Contributions <sup>2</sup> From Employer	Contribution Deficiency/ (Surplus)
2005	\$ 258,128	\$ 258,128	\$ 0
2006	269,313	269,313	0
2007	273,563	273,563	0
2008	269,449	269,449	0
2009	281,259	281,260	(1)
2010	281,425	459,673	(178,248)
2011	365,628	521,186	(155,558)
2012	361,546	361,546	0
2013	379,594	1,080,482	(700,888)
2014	343,824	343,824	0

<sup>1</sup> Minimum Municipal Obligation under Act 205 of 1984

<sup>2</sup> Includes general municipal pension system State aid

---

These figures are provided for informational purposes only. Complete GASB 67/68 compliance requires a separate annual actuarial report as well as additional financial disclosures prepared by the municipality or its auditor.

Fairview Township Non-Uniformed Employees' Pension Plan  
Actuarial Valuation as of January 1, 2015  
**Appendix**

---

**Supplemental Information for Economic Assumptions for Act 205 Funding Calculations**

In accordance with regulations under Act 205 of 1984, all actuarial assumptions are selected jointly by the actuary and the governing body of the pension Plan.

**Interest Rates**

The interest rate assumption is the long term expected rate of return on pension plan investments. It is based on the Plan's current asset allocation, expected long term inflation, and historical long term expected real rates of return on the Plan's major asset classes.

**Salary**

Based on expected long term salary increases for active participants, considering the effects of future inflation.

**Inflation**

Moderate inflation based on long term historical average rates is a component of the actuarial assumptions used herein.

**Cost-of-Living Increase**

Based on expected future inflation using long term historical averages, and taking into consideration annual COLA limits per Plan provisions.