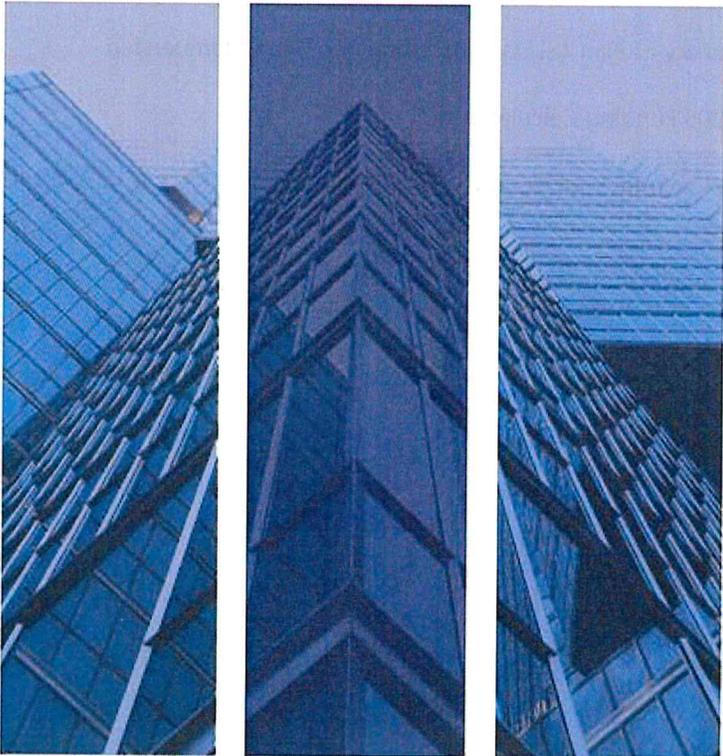


Actuarial Valuation for Funding



FAIRVIEW TOWNSHIP POLICE PENSION PLAN
As of January 1, 2025



Retirement Investment Healthcare 401(k) Actuarial
conradsiegel.com

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

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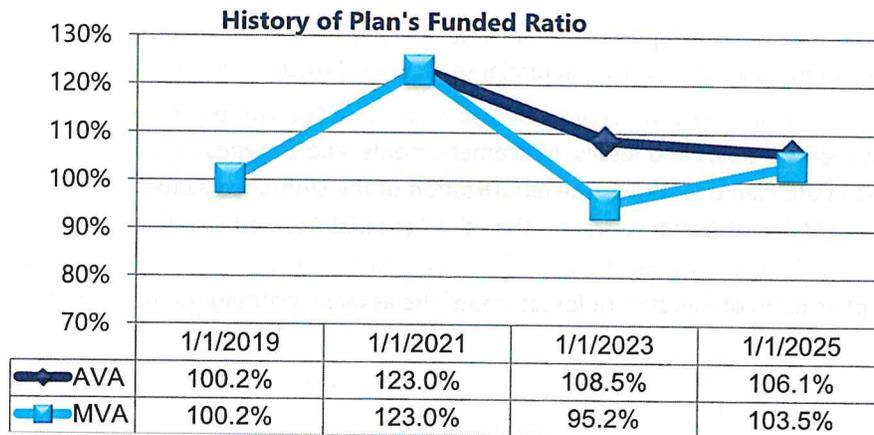
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Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

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 actuarial calculations contained in this report will be used to determine future minimum municipal obligations.

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, 2025. Following the SPPB is a summary of the Actuarial Assumptions and Methods used in this valuation report. There have been no changes to assumptions or plan provisions from the prior valuation.



	1/1/2021	1/1/2023	1/1/2025
Market Value of Assets (MVA)	\$ 13,402,981	\$ 12,066,996	\$ 14,523,058
Actuarial Value of Assets (AVA)	\$ 13,402,981	\$ 13,754,417	\$ 14,894,605
Actuarial Accrued Liability (AAL)	\$ 10,897,892	\$ 12,673,798	\$ 14,034,496
Unfunded Actuarial Accrued Liability (UAAL)	\$ (2,505,089)	\$ (1,080,619)	\$ (860,109)
Change in Estimated Cost	\$ (202,942)	\$ 179,512	\$ (2,821)
Normal Cost	\$ 365,188	\$ 397,915	\$ 386,914
W-2 Payroll	\$ 1,537,809	\$ 1,691,954	\$ 2,035,554
Percentage of W-2 Payroll	23.7%	23.5%	19.0%
Average Age	35.8	35.5	0.0
Interest	7.00%	7.00%	7.00%
Salary Scale	5.00%	5.00%	5.00%
Average Life Expectancy*	84.91	85.11	85.27
Mortality Basis	PubS-2010	PubS-2010	PubS-2010
Projection Scale	MP-2020	MP-2021	MP-2021

Participant Counts

Active	17	18	19
Vested Former	2	1	1
Receiving Benefits	12	15	15
Total	32	34	35

*Based on a male currently aged 60.

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Executive Summary

History of Investment Results

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

	2019	2020	2021	2022	2023	2024
Market Value of Assets	19.6%	14.9%	10.6%	(15.3%)	15.3%	9.2%
Actuarial Value of Assets	19.6%	14.9%	10.6%	(15.3%)	6.7%	5.8%

Components of Financial Requirements

There are three cost components that make up the financial requirement of a Plan's Minimum Municipal

- 1. Normal Cost** – This is the cost of pension and other benefits earned during the current year.
- 2. Administrative Expenses** – Examples of administrative expenses paid from the plan assets are expenses for: investment advisory services, actuarial services and trustee services.
- 3. Amortization of the Unfunded Actuarial Accrued Liability** – The amount of this cost is comprised of 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. The plan had an experience gain primarily due to the earlier than expected death of a retired member which was offset by the additional phasing in of investment losses under the asset smoothing methodology.

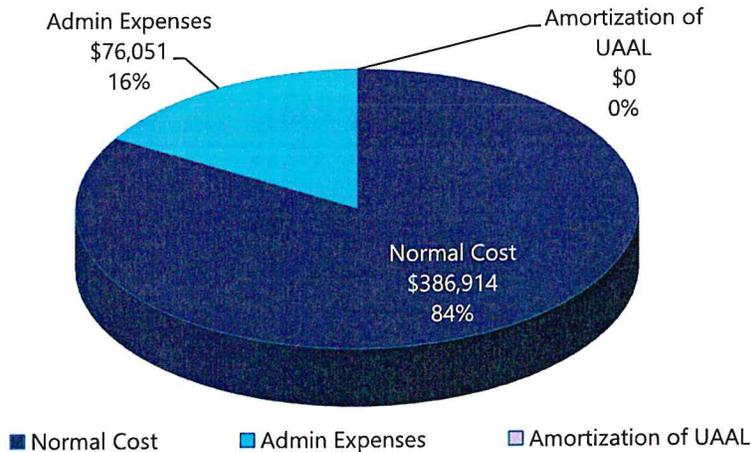


Illustration of Minimum Municipal Obligation

Financial Requirements

Normal Cost	\$	386,914
Administrative Expenses		76,051
Amortization of Unfunded Actuarial Accrued Liability (UAAL)		-
Total Financial Requirements	\$	462,965
Expected Member Contributions	\$	(81,422)
10% Negative Unfunded Actuarial Accrued Liability		(86,011)
Minimum Municipal Obligation (not less than \$0)	\$	295,532

Please note that the figures shown above are for illustrative purposes only. The actual minimum municipal obligation is determined through the annual budgeting process.

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
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.

4/25/2025

Date



Ashley A. Wise, FSA, CERA, EA, MAAA
Partner & Consulting Actuary
Enrolled Actuary No. 23-07946

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Summary of Principal Plan Benefit Provisions

Eligibility

All full-time members of the police force join the Plan upon employment.

Normal Retirement

A member is eligible for normal retirement after attainment of age 50 and completion of 25 years of vesting service.

The normal retirement pension is payable monthly during the member's lifetime, with payments continuing after the member's death to the surviving spouse, or eligible child, equal to 50% of the amount payable to the member at the time of the member's death.

The amount of monthly pension is equal to 50% of average monthly compensation, plus a service increment of \$100 per month for each completed year of benefit service in excess of 25 years, up to a maximum of \$300 additional per month.

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 completion of 20 years of vesting service. The monthly early retirement pension is equal to the actuarial equivalent of the benefit accrued at the early retirement date.

Disability Retirement

If an active member is disabled in the line of duty, he is eligible for a disability pension. The monthly disability pension is equal to 75% of the member's monthly salary at the time the disability was incurred.

Deferred Retirement Option Program

An active member 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 interest earned on the DROP account 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 is made to retirees, with a maximum total cost-of-living increase of 30%, and a maximum pension benefit of 75% of the compensation used for computing retirement benefits.

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Summary of Principal Plan Benefit Provisions

Death Benefits

If a member is eligible for retirement at the time of death, a monthly death benefit is payable to his surviving spouse, or eligible child, equal to 50% of the monthly benefit the member would have been receiving had he been retired at the time of death.

Vesting

A member's benefits vest upon completion of 12 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.

Accrued Pension

The benefit accrued at any date other than the normal retirement date is equal to the projected normal retirement benefit multiplied by the ratio of the number of years of benefit service to date to the total number of years of benefit service projected at normal retirement.

Contributions

Members contribute 4.0% of compensation.

Member contributions are credited with 4.0% annual interest.

Purchase of Military Service Credits

Non-intervening military service credits may be purchased for each year of military service, up to a maximum of five years.

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Actuarial Assumptions and Methods

Interest

7.00%

Salary

5.00% Annual Increase

Withdrawal

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

Age	Rate	Age	Rate	Age	Rate
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

PubS-2010 mortality table, including rates for disabled retirees and contingent survivors.

Incorporated into the table are rates projected generationally using Scale MP-2021 to reflect mortality improvement.

Disability

SOA 1987 Group LTD Table - Males, 3-month elimination. Sample rates are shown below.

Age	Rate	Age	Rate	Age	Rate
20	0.1444%	35	0.2123%	50	0.7536%
25	0.1534%	40	0.2931%	55	1.2612%
30	0.1708%	45	0.4561%	60	1.8818%

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

Retirement

It is assumed that all members enter the Deferred Retirement Option Program (DROP) upon meeting the eligibility requirements for normal retirement. It is also assumed that 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 Police Pension Plan
Actuarial Valuation as of January 1, 2025
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

Each year the investment gain (excess of actual investment income including realized and unrealized appreciation over expected investment income) or loss is recognized over a five-year period. In no event is the actuarial value of assets allowed to be greater than 120% or less than 80% of market value.

Actuarial Cost Method

Entry Age Normal (required by Act 205 of 1984)

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Section 1

Summary of Plan Assets and Summary of Plan Membership

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Receipts and Disbursements - January 1, 2023 to December 31, 2023

Market Value at 1/1/2023		\$ 12,066,996.34
Receipts		
Employer and State Contributions Received	\$	151,882.00
Employee Contributions		
Received	\$	81,540.94
Receivable at 1/1/2023		(4,400.68)
Receivable at 12/31/2023		0.00
Total Employee Contributions		77,140.26
Investment Income		
Income Received	\$	44,014.65
Accrued Income at 1/1/2023		(94.49)
Accrued Income at 12/31/2023		113.47
Total Investment Income		44,033.63
Change in Market Value		1,770,231.79
Total Receipts		2,043,287.68
Disbursements		
Monthly Benefit Payments	\$	(558,710.48)
Administrative Expenses		(72,584.07)
Total Disbursements		(631,294.55)
Market Value at 12/31/2023		\$ 13,478,989.47
Approximate Net Dollar-Weighted Rate of Investment Return		15.26%

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Receipts and Disbursements - January 1, 2024 to December 31, 2024

Market Value at 1/1/2024		\$ 13,478,989.47
Receipts		
Employer and State Contributions Received	\$ 350,272.00	
Employee Contributions Received	79,541.44	
Investment Income		
Income Received	\$ 42,219.77	
Accrued Income at 1/1/2024	(113.47)	
Accrued Income at 12/31/2024	81.11	
Total Investment Income	42,187.41	
Change in Market Value	1,191,635.65	
Total Receipts		1,663,636.50
Disbursements		
Monthly Benefit Payments	\$ (540,050.04)	
Administrative Expenses	(79,517.79)	
Total Disbursements		(619,567.83)
Market Value at 12/31/2024		\$ 14,523,058.14
Approximate Net Dollar-Weighted Rate of Investment Return		9.20%

Fairview Township Police Pension Plan
 Actuarial Valuation as of January 1, 2025
Assets and Liabilities

Assets		
Cash	\$	0.00
Money Markets		84,619.63
Mutual Funds		<u>14,468,357.40</u>
Total Assets in Fund		\$ 14,552,977.03
Accrued Income		<u>81.11</u>
Total Assets		\$ 14,553,058.14
Liabilities		
Pending Settlement	\$	<u>(30,000.00)</u>
Total Liabilities		<u>(30,000.00)</u>
Net Assets		\$ 14,523,058.14

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Summary of Plan Membership

Active Members

	Number of Members	Annual Payroll
Active Members as of 1/1/2023	18	
New Members During the Period	1	
Returned to Active	0	
Members No Longer Active:		
Retired with Disability Benefit	0	
Retired with Service Retirement Benefit	0	
Separated with Deferred Benefit	0	
Separated with Refund of Contributions	0	
Separated with Neither Deferred Benefit nor Refund of Contributions	0	
Deceased	0	
Total	0	
Active Members as of 1/1/2025	19	\$ 2,035,554

Vested Former Members

	Number of Members	Annual Benefit
Vested Former Members as of 1/1/2023	1	
Separated with Deferred Benefit	0	
Beneficiary of Deceased Participant	0	
Returned to Active	0	
Retired with Service Retirement Benefit	0	
Deceased or Paid in Full	0	
Total	1	
Vested Former Members as of 1/1/2025	1	\$ 31,327

Retired Members

	Number of Members	Annual Benefit
Retired Members as of 1/1/2023	12	
Retired with Service Retirement Benefit	0	
Deceased or Paid in Full	(1)	
Total	11	
Retired Members as of 1/1/2025	11	\$ 412,635

Disabled Members

	Number of Members	Annual Benefit
Disabled Members as of 1/1/2023	1	
Retired with Disability Benefit	0	
Deceased	0	
Total	1	
Disabled Members as of 1/1/2025	1	\$ 72,894

Spouse Beneficiaries of Deceased Members

	Number of Members	Annual Benefit
Spouse Beneficiaries of Deceased Members as of 1/1/2023	2	
Additional Spouse Beneficiaries of Deceased Members	1	
Deceased	0	
Total	3	
Spouse Beneficiaries of Deceased Members as of 1/1/2025	3	\$ 58,806

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Section 2

Act 205 Funding Calculations

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Actuarial Value of Assets

	2021	2022	2023	2024
Market Value at 1/1	\$ 13,402,981.00	\$ 14,759,120.02	\$ 12,066,996.34	\$ 13,478,989.47
Contributions	437,202.65	204,208.88	229,022.26	429,813.44
Benefit Payments and Expenses	(496,303.00)	(675,214.88)	(631,294.55)	(619,567.83)
Expected Investment Income ¹	936,140.16	1,016,653.19	830,610.21	936,887.86
Expected Value at 12/31	<u>\$ 14,280,020.81</u>	<u>\$ 15,304,767.21</u>	<u>\$ 12,495,334.26</u>	<u>\$ 14,226,122.94</u>
Market Value at 12/31	14,759,120.02	12,066,996.34	13,478,989.47	14,523,058.14
Gain/(Loss): (Market Value less Expected Value)	<u>\$ 479,099.21</u>	<u>\$ (3,237,770.87)</u>	<u>\$ 983,655.21</u>	<u>\$ 296,935.20</u>
Percentage of Gain/(Loss) to be recognized in the future	20%	40%	60%	80%
Gain/(Loss) to be recognized in the future	<u>\$ 95,819.84</u>	<u>\$ (1,295,108.35)</u>	<u>\$ 590,193.13</u>	<u>\$ 237,548.16</u>

Market Value at 12/31/2024	\$ 14,523,058.14
Total (Gain)/Loss for 2021-2024 to be recognized in the future	<u>371,547.22</u>
Actuarial Value of Assets at 12/31/2024	\$ 14,894,605.36 ²

2023 Approximate Net Dollar-Weighted Rate of Investment Return	6.69%
2024 Approximate Net Dollar-Weighted Rate of Investment Return	5.83%

¹ 7.00% annual interest rate

² Actuarial Value of Assets cannot be greater than 120% nor be less than 80% of the Market Value.

Fairview Township Police Pension Plan
 Actuarial Valuation as of January 1, 2025
Unfunded Actuarial Accrued Liability and Normal Cost

Unfunded Actuarial Accrued Liability

Actuarial Present Value of Future Benefits

Active Members Retirement Pension Benefits	\$	10,593,565
Active Members Vested Withdrawal Benefits		138,516
Active Members Disability Benefits		948,232
Active Members Preretirement Death Benefits		12,311
Active Members Refund of Member Contributions		42,128 ¹
Refund of Employee Contributions to Terminated Members		2,908
Vested Former Members Benefits		377,402
Retired Members Benefits		4,680,318
Disabled Members Benefits		1,150,880
Surviving Spouses Benefits		504,261
Total	\$	18,450,521
Actuarial Present Value of Future Normal Costs		(4,416,025)
Actuarial Accrued Liability	\$	14,034,496
Actuarial Value of Assets		(14,894,605)
Unfunded Actuarial Accrued Liability	\$	(860,109)
Normal Cost		
Normal Cost	\$	386,914
Normal Cost as a Percentage of Annual Payroll		19.0%

¹ Accumulated Member Contributions Without Interest as of 1/1/2025 = \$629,899
 Accumulated Member Contributions With Interest as of 1/1/2025 = \$795,869

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Analysis of the Change in the Unfunded Actuarial Accrued Liability

Unfunded Actuarial Accrued Liability at 1/1/2023		\$	(1,080,619)
Additions			
Normal Costs	\$	815,726	
Administrative Expenses		152,102	
Interest on Unfunded Actuarial Accrued Liability, Normal Costs, and Administrative Expenses		(59,095)	
Total		908,733	
Contributions			
Employer and State Contributions	\$	(502,154)	
Employee Contributions		(156,682)	
Interest on Contributions		(46,035)	
Total		(704,871)	
Modification in the Benefit Plan			0
Change in Actuarial Assumptions			0
Actuarial Loss			
Investment Loss	\$	217,317	
Experience Gain		(200,669)	
Total		16,648	
Unfunded Actuarial Accrued Liability at 1/1/2025		\$	(860,109)

Fairview Township Police Pension Plan
 Actuarial Valuation as of January 1, 2025
Illustration of Minimum Municipal Obligation

Financial Requirements			
Normal Cost	\$	386,914	
Administrative Expenses		76,051 ¹	
Total		76,051	\$ 462,965
Expected Member Contributions			(81,422)
10% of Negative Unfunded Actuarial Accrued Liability			(86,011)
Minimum Municipal Obligation			\$ 295,532 ²

Note: Average Future Service is 14 years.

¹ Total Administrative Expenses for Plan Year 1/1/2023 to 12/31/2023 - \$ 72,584

Total Administrative Expenses for Plan Year 1/1/2024 to 12/31/2024 - \$ 79,518

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

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025

Section 3

Supplemental Information

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Supplemental Information

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		Covered Payroll (c)	UAAL as a % of Covered Payroll ((b-a)/c)
				Total Liability (b-a)/b	Funded Ratio (a/b)		
1/1/2015	\$ 9,253,290	\$ 8,289,274	\$ (964,016)	-11.6%	111.6%	\$ 1,134,166	-85.0%
1/1/2016	9,300,796	8,526,067	(774,729)	-9.1%	109.1%	1,134,341	-68.3%
1/1/2017	9,715,625	8,780,911	(934,714)	-10.6%	110.6%	1,158,670	-80.7%
1/1/2018	11,156,550	9,284,819	(1,871,731)	-20.2%	120.2%	1,221,965	-153.2%
1/1/2019	9,999,021	9,976,885	(22,136)	-0.2%	100.2%	1,398,195	-1.6%
1/1/2020	11,768,771	10,323,419	(1,445,352)	-14.0%	114.0%	1,576,367	-91.7%
1/1/2021	13,402,981	10,897,892	(2,505,089)	-23.0%	123.0%	1,537,809	-162.9%
1/1/2022	14,759,120	12,103,911	(2,655,209)	-21.9%	121.9%	1,553,220	-170.9%
1/1/2023	12,066,996	12,673,798	606,802	4.8%	95.2%	1,691,954	35.9%
1/1/2024	13,478,989	13,207,074	(271,915)	-2.1%	102.1%	1,913,222	-14.2%
1/1/2025	14,523,058	14,034,496	(488,562)	-3.5%	103.5%	2,035,554	-24.0%

Schedule of Interest Rate Sensitivity Testing

Interest Rate ¹	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%	\$ 14,523,058	15,951,769	\$ 1,428,711	9.0%	91.0%
7.00%	14,523,058	14,034,496	(488,562)	-3.5%	103.5%
8.00%	14,523,058	12,465,494	(2,057,564)	-16.5%	116.5%

¹ Valuation interest rate is 7.00%

Fairview Township Police Pension Plan
 Actuarial Valuation as of January 1, 2025
Supplemental Information

Schedule of Contributions from the Employer and Other Contributing Entities

Year	Actuarially ¹ Determined Contribution	Contributions ² From Employer	Contribution Deficiency/ (Surplus)
2015	\$ 272,974	\$ 272,974	\$ 0
2016	143,083	143,083	0
2017	167,863	167,863	0
2018	172,259	172,259	0
2019	232,380	232,380	0
2020	276,470	276,470	0
2021	375,020	375,020	0
2022	138,131	138,131	0
2023	151,882	151,882	0
2024	350,272	350,272	0

¹ Minimum Municipal Obligation under Act 205 of 1984

² Includes general municipal pension system State aid

Fairview Township Police Pension Plan
Actuarial Valuation as of January 1, 2025
Appendix

Pension Plan Risks

Measuring pension obligations and calculating actuarially determined contributions requires the use of assumptions regarding future economic and demographic experience. Future experience may differ from the assumptions used in these calculations resulting in a different outcome than expected. This uncertainty inherent in pension plans results in required contribution and funding level volatility. In many cases when discussing risks, the focus is on downside risk, there is also upside risk. It is essential that the entity taking on the risk understands the risk, bears the potential loss or reaps the potential reward.

The following are examples of risks that may significantly affect the plan's future financial condition:

1. Investment risk is the potential that investment returns will be different than expected. Investment returns less than expected will lead to lower asset values, a reduction to the plan's funded status, and higher contribution requirements. The reverse is true if investment returns are higher than expected.
2. Asset/liability mismatch risk is the potential that changes in asset values do not match changes in the value of liabilities. If there is a change in asset values relative to liabilities which reduces the plan's funded status, higher contributions may be required in order for the Plan to meet its benefit payment obligations as they become due.
3. Interest rate risk is the potential that interest rates will be different than expected. A decrease in the interest rates used to value plan liabilities results in an increase in liabilities and vice versa. The interest rates used for valuing liabilities for contribution determination is based on the expected long term rate of investment return for the plan's assets. A change to the investment allocation could warrant a change to the interest rate used, a lower long-term return would result in higher contribution requirement and vice versa. An illustration of the impact of a 1% change to the interest rates is provided in Section 3 of this report.
4. Longevity and other demographic risks are the potential that mortality or other demographic experience will be different than anticipated. This can lead to actuarial gains or losses. For example, if fewer participants die than expected, this will create an actuarial loss and may result in a higher required contribution.
5. Contribution risk is the potential of actual future contributions deviating from expected future contributions. For example, if actual contributions are not made in accordance with the plan's funding policy or there are material changes in the anticipated number of employees or covered payroll, it may impact future contributions.

There are a variety of different maturity measures that can help assess this risk. A mature plan may have more difficulty recovering from adverse experience. A plan that is closed to new entrants will mature over time as the member population ages. There are a number of ways to measure plan maturity. The following maturity measures are relevant to this plan:

1. The ratio of the retired members' liability to the total accrued liability is 45.14%. To the extent that the expected benefit payment streams for retired members are not supported by investments that provide matching income streams (asset/liability mismatch), the risk of a larger funding shortfall with respect to the retired member liability rises as this percentage increases.

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2. The ratio of prior year contributions reduced by prior year disbursements (benefit payments and expenses) to market value of assets is -1.31%. A negative percentage indicates negative cash flow, which leads to lower asset values and may amplify investment risk. If the plan experiences lower than expected investment returns in combination with negative cash flow, the plan will be more underfunded (or less overfunded), and may have higher contribution requirements than would otherwise be the case if it had positive cash flow. A positive percentage indicates positive cash flow, which leads to higher asset values and may mitigate the effect of investment risk.

Negative cash flow is expected for a mature or well-funded plan. It does not indicate that a plan had been poorly managed.

3. Duration measures the sensitivity of the liability to interest rate changes. The duration of the plan's liability is 17.93 years. This means for every 1% decrease in the interest rate, the present value of future benefits liability will increase by approximately 17.93% and vice versa. The lower the duration, the less sensitive the liabilities are to a change in interest rate.

Low-Default-Risk Obligation Measure

The pension plan invests in a diversified portfolio with the objective of maximizing investment returns at a reasonable level of risk. The potential for investment returns to be different than expected is a key investment risk for the plan, which can be reduced by investing solely in bonds. However, this would also likely reduce the plan's investment returns resulting in an increase in the plan's required contributions.

The Low-Default-Risk Obligation Measure (LDRM) represents the funding liability if the plan invested its assets solely in a portfolio of high-quality bonds whose cash flows approximately match future benefit payments. To calculate the LDRM, a rate such as the 30-year US Treasury Rate could be used. This rate for January 2025 is a single discount rate of 4.85%. All other assumptions used to calculate the LDRM match the assumptions used for the valuation. Using a lower interest rate will result in higher liabilities which also result in higher expected contribution levels. Below is a chart illustrating the impact on the plan if the interest rate used was 4.85% as well as the impact of a 1.0% change in the funding interest rate used. The difference between the plan's actuarial accrued liability and the LDRM can be thought of as representing the expected taxpayer savings from investing in a diversified portfolio compared to investing in only high-quality bonds.

The actuarial valuation reports the funded status and develops contribution requirements based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high-quality bonds, the LDRM illustrates that the funded status would be lower, which also implies that the actuarially determined contributions would be higher, perhaps significantly. Unnecessarily high contribution requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

Interest Rate:	7.00% (FUNDING)	6.00% (-1% FUNDING)	8.00% (+1% FUNDING)	4.85% (LDRM)
Accrued Liability:	\$14,034,496	\$15,951,769	\$12,465,494	\$18,725,644
Actuarial Value of Assets:	\$14,894,605	\$14,894,605	\$14,894,605	\$14,894,605
Funding Percentage:	106.13%	93.37%	119.49%	79.54%
Expected Contribution Level:	\$295,532	\$594,567	\$58,506	\$1,018,866

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Reasonable Actuarially Determined Contribution (RADC) & Funding Policy

The reasonable actuarial determined contribution (RADC) is not set based on any prescribed assumptions or set by federal law. Under Pennsylvania's Act 205 of 1984, the required minimum contribution level is outlined. This funding methodology is used for all Pennsylvania municipal plans as well as other small public sector pension plans. We believe this funding methodology is reasonable to use as an estimate for the reasonable actuarial determined contribution (RADC) as it requires the funding of current accruals, an administrative expense load and a portion of the unfunded accrued liability to aim to achieve a 100% funding status over a reasonable period of time.

Funding Policy

As a result of this valuation, future contributions are expected to decrease. This is mainly due to a decreasing normal cost percentage.

Based on the current funding policy to contribute the Minimum Municipal Obligation as calculated under Act 205 of 1984, we anticipate the contribution amount will always exceed the normal cost of the plan plus interest on the unfunded actuarial accrued liability due to the loading of administrative expenses and the amortization of the unfunded accrued liability components being included in the calculation of the contribution amount.

The amortization schedule in the valuation (if the funding percentage is less than 100%) provides the period over which the unfunded actuarial accrued liability is expected to be fully amortized.

The contribution requirements are consistent with the plan's ability to accumulate assets adequately to make benefit payments when due. Future contributions are expected except when the plan's actuarial value of assets exceed the plan's present value of future benefits.

Supplemental Information for 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.

Withdrawal

Historical rates of withdrawal were considered as well as future expectations of withdrawal for the affected population.

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Mortality

Uses the most recent study of public sector data prepared by the Society of Actuaries and takes into account the occupational makeup of the participant group.

Disability

Based on the Society of Actuaries Group LTD Table – Males, 3-month elimination (1987).

Retirement

Due to the plan size and design, use of a single retirement age was assumed. The use of retirement rates is not expected to produce materially different results.

Survivor Death Benefit

A conservative assumption was made of percent married compared to current marital statistics for the general population.

Expenses

Expected expenses are determined by averaging the two prior year's expenses.

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.