



Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2020 - Gladwin CRC (2601)





Spring, 2021

Gladwin CRC

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

This report presents the results of the Annual Actuarial Valuation, prepared for Gladwin CRC (2601) as of December 31, 2020. The report includes the determination of liabilities and contribution rates resulting from the participation in the Municipal Employees' Retirement System of Michigan ("MERS"). This report contains the minimum actuarially determined contribution requirement, in alignment with the MERS Plan Document, Actuarial Policy, the Michigan Constitution, and governing statutes. Gladwin CRC is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees.

The purposes of this valuation are to:

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

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

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

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

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

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

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

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

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

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

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

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



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

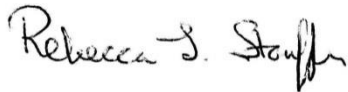
This report was prepared at the request of the MERS Retirement Board and may be provided only in its entirety by the municipality to other interested parties (MERS customarily provides the full report on request to associated third parties such as the auditor for the municipality). GRS is not responsible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

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

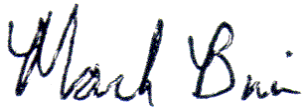
Sincerely,



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



Rebecca L. Stouffer, ASA, FCA, MAAA



Mark Buis, FSA, FCA, EA, MAAA



Table of Contents

Executive Summary	6
Table 1: Employer Contribution Details for the Fiscal Year Beginning January 1, 2022	13
Table 2: Benefit Provisions	14
Table 3: Participant Summary	15
Table 4: Reported Assets (Market Value)	16
Table 5: Flow of Valuation Assets	17
Table 6: Actuarial Accrued Liabilities and Valuation Assets as of December 31, 2020	18
Table 7: Actuarial Accrued Liabilities - Comparative Schedule	20
Tables 8 and 9: Division-Based Comparative Schedules	21
Table 10: Division-Based Layered Amortization Schedule	24
GASB Statement No. 68 Information	27
Benefit Provision History	29
Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method	31
Risk Commentary	32
State Reporting	34



Executive Summary

Funded Ratio

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

	12/31/2020	12/31/2019
Funded Ratio*	68%	66%

* Reflects assets from Surplus divisions, if any.

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

Required Employer Contributions

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

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

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

	Percentage of Payroll				Monthly \$ Based on Projected Payroll			
	Phase-in 12/31/2020	No Phase-in 12/31/2020	Phase-in 12/31/2019	No Phase-in 12/31/2019	Phase-in 12/31/2020	No Phase-in 12/31/2020	Phase-in 12/31/2019	No Phase-in 12/31/2019
Valuation Date:	January 1, 2022	January 1, 2022	January 1, 2021	January 1, 2021	January 1, 2022	January 1, 2022	January 1, 2021	January 1, 2021
Division								
01 - General	-	-	-	-	\$ 35,901	\$ 40,983	\$ 37,857	\$ 41,541
10 - Commissioners	-	-	-	-	81	81	73	82
11 - Gen.New Hires after 7/1/2012	2.17%	2.35%	2.04%	2.05%	1,159	1,255	1,007	1,010
Total Municipality - Estimated Monthly Contribution					\$ 37,141	\$ 42,319	\$ 38,937	\$ 42,633
Total Municipality - Estimated Annual Contribution					\$ 445,692	\$ 507,828	\$ 467,244	\$ 511,596

Employee contribution rates:

Valuation Date:	Employee Contribution Rate	
	12/31/2020	12/31/2019
Division		
01 - General	3% < ; 5% >	3% < ; 5% >
10 - Commissioners	5.00%	5.00%
11 - Gen.New Hires after 7/1/2012	5.00%	5.00%

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

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



Assuming that experience of the plan meets actuarial assumptions:

- To accelerate to a 100% funding ratio in 10 years, estimated monthly employer contributions for the fiscal year beginning in 2022 for the entire employer would be \$62,248, instead of \$42,319.

How and Why Do These Numbers Change?

In a defined benefit plan, contributions vary from one annual actuarial valuation to the next as a result of the following:

- Changes in benefit provisions (see Table 2),
- Changes in actuarial assumptions and methods (see the Appendix), and
- Experience of the plan (investment experience and demographic experience); this is the difference between actual experience of the plan and the actuarial assumptions.

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

Comments on Investment Rate of Return Assumption

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

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

Assumption Change in 2020

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

Comments on Asset Smoothing

To avoid dramatic spikes and dips in annual contribution requirements due to short term fluctuations in asset markets, MERS applies a technique called **asset smoothing**. This spreads out each year’s investment gains or losses over the prior year and the following four years. This smoothing method is used to determine your actuarial value of assets (valuation assets), which is then used to determine both your funded ratio and your



required contributions. **The (smoothed) actuarial rate of return for 2020 was 8.17%, while the actual market rate of return was 12.70%.** To see historical details of the market rate of return, compared to the smoothed actuarial rate of return, refer to this report's Appendix, or view the "[How Smoothing Works](#)" video on the [Defined Benefit resource page](#) of the MERS website.

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

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

- The funded percent of your entire municipality would be 70% (instead of 68%); and
- Your total employer contribution requirement for the fiscal year starting January 1, 2022 would be \$478,776 (instead of \$507,828).

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

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

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

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

The relative impact of the economic scenarios below will vary from year to year, as the participant demographics change. The impact of each scenario should be analyzed for a given year, not from year to year. The results in the table are based on the December 31, 2020 valuation, and are for the municipality in total, not by division. These results do not reflect a phase-in of the impact of the new actuarial assumptions.

It is important to note that calculations in this report are mathematical estimates based upon assumptions regarding future events, which may or may not materialize. Actuarial calculations can and do vary from one valuation to the next, sometimes significantly depending on the group's size. Projections are not predictions. Future valuations will be based on actual future experience.

12/31/2020 Valuation Results	Lower Future Annual Returns	Lower Future Annual Returns	Valuation Assumptions
Investment Return Assumption	5.35%	6.35%	7.35%
Accrued Liability	\$ 21,351,538	\$ 19,200,078	\$ 17,384,413
Valuation Assets ¹	\$ 11,888,579	\$ 11,888,579	\$ 11,888,579
Unfunded Accrued Liability	\$ 9,462,959	\$ 7,311,499	\$ 5,495,834
Funded Ratio	56%	62%	68%
Monthly Normal Cost	\$ 13,250	\$ 9,126	\$ 6,035
Monthly Amortization Payment	\$ 54,439	\$ 45,278	\$ 36,284
Total Employer Contribution²	\$ 67,689	\$ 54,404	\$ 42,319

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

² If assets exceed accrued liabilities for a division, the division may have an overfunding credit to reduce the division's employer contribution requirement. If the overfunding credit is larger than the normal cost, the division's full credit is included in the municipality's amortization payment above but the division's total contribution requirement is zero. This can cause the displayed normal cost and amortization payment to not add up to the displayed total employer contribution.

Projection Scenarios

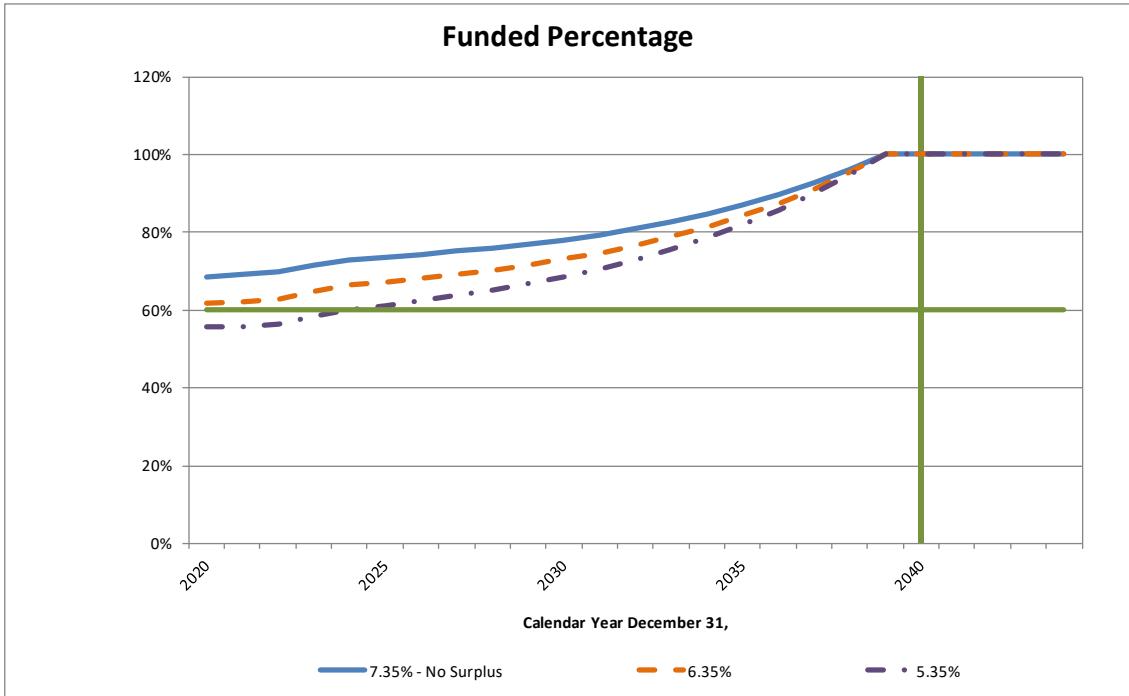
The next two pages show projections of the plan's funded ratio and computed employer contributions under the actuarial assumptions used in the valuation and alternate economic assumption scenarios. All three projections take into account the past investment experience that will continue to affect the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

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

Valuation Year Ending 12/31	Fiscal Year Beginning 1/1	Actuarial Accrued Liability	Valuation Assets ²	Funded Percentage	Estimated Annual Employer Contribution
7.35%¹ - NO PHASE-IN					
2020	2022	\$ 17,384,413	\$ 11,888,579	68%	\$ 507,828
2021	2023	\$ 17,500,000	\$ 12,200,000	69%	\$ 514,000
2022	2024	\$ 17,700,000	\$ 12,300,000	70%	\$ 526,000
2023	2025	\$ 17,800,000	\$ 12,700,000	72%	\$ 517,000
2024	2026	\$ 17,800,000	\$ 13,000,000	73%	\$ 515,000
2025	2027	\$ 17,800,000	\$ 13,100,000	74%	\$ 527,000
6.35%¹ - NO PHASE-IN					
2020	2022	\$ 19,200,078	\$ 11,888,579	62%	\$ 652,848
2021	2023	\$ 19,300,000	\$ 12,000,000	62%	\$ 666,000
2022	2024	\$ 19,500,000	\$ 12,200,000	63%	\$ 682,000
2023	2025	\$ 19,500,000	\$ 12,700,000	65%	\$ 678,000
2024	2026	\$ 19,600,000	\$ 13,000,000	66%	\$ 681,000
2025	2027	\$ 19,600,000	\$ 13,100,000	67%	\$ 697,000
5.35%¹ - NO PHASE-IN					
2020	2022	\$ 21,351,538	\$ 11,888,579	56%	\$ 812,268
2021	2023	\$ 21,500,000	\$ 11,900,000	56%	\$ 832,000
2022	2024	\$ 21,600,000	\$ 12,200,000	56%	\$ 853,000
2023	2025	\$ 21,600,000	\$ 12,600,000	58%	\$ 854,000
2024	2026	\$ 21,600,000	\$ 13,000,000	60%	\$ 862,000
2025	2027	\$ 21,600,000	\$ 13,200,000	61%	\$ 881,000

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

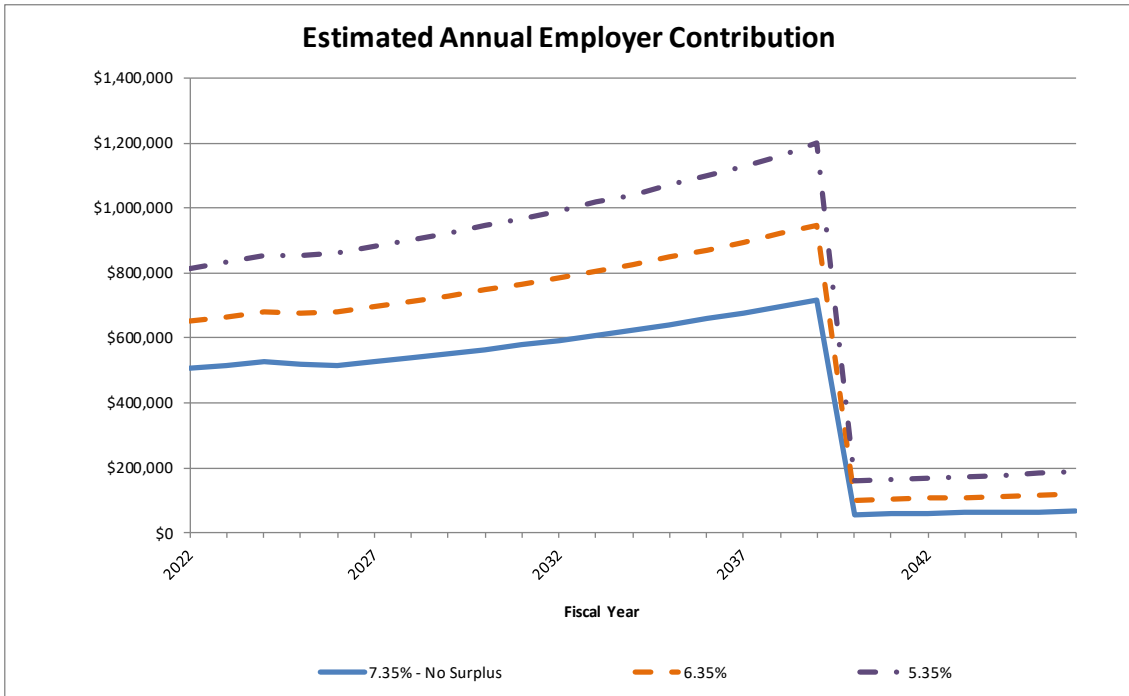
² Valuation Assets do not include assets from Surplus divisions, if any.



Notes:

All projected funded percentages are shown with no phase-in.

The green indicator lines have been added at 60% funded and 20 years following the valuation date for PA 202 purposes.



Notes:

All projected contributions are shown with no phase-in.

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

Division	Total Normal Cost	Employee Contribut. Rate	Employer Contributions ¹			Computed Employer Contribut. With Phase-In	Blended ER Rate No Phase-In ⁵	Blended ER Rate With Phase-In ⁵	Employee Contribut. Conversion Factor ²
			Employer Normal Cost ⁶	Payment of the Unfunded Accrued Liability ⁴	Computed Employer Contribut. No Phase-In				
Percentage of Payroll									
01 - General	11.48%	3% < ; 5% >	-	-	-	-	33.47%	29.36%	
10 - Commissioners	18.26%	5.00%	-	-	-	-			
11 - Gen.New Hires after 7/1/2012	7.19%	5.00%	2.19%	0.16%	2.35%	2.17%	33.47%	29.36%	0.83%
Estimated Monthly Contribution³									
01 - General			\$ 4,816	\$ 36,167	\$ 40,983	\$ 35,901			
10 - Commissioners			48	33	81	81			
11 - Gen.New Hires after 7/1/2012			1,171	84	1,255	1,159			
Total Municipality			\$ 6,035	\$ 36,284	\$ 42,319	\$ 37,141			
Estimated Annual Contribution³			\$ 72,420	\$ 435,408	\$ 507,828	\$ 445,692			

- ¹ The above employer contribution requirements are in addition to the employee contributions, if any.
- ² If employee contributions are increased/decreased by 1.00% of pay, the employer contribution requirement will decrease/increase by the Employee Contribution Conversion Factor. The conversion factor is usually under 1%, because employee contributions may be refunded at termination of employment, and not used to fund retirement pensions. Employer contributions will all be used to fund pensions.
- ³ For divisions that are open to new hires, estimated contributions are based on projected fiscal year payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts. For divisions that will have no new hires (i.e., closed divisions), invoices will be based on the above dollar amounts which are based on projected fiscal year payroll. See description of Open Divisions and Closed Divisions in the Appendix.
- ⁴ Note that if the overfunding credit is larger than the normal cost, the full credit is shown above but the total contribution requirement is zero. This will cause the displayed normal cost and unfunded accrued liability contributions to not add across.
- ⁵ For linked divisions, the employer will be invoiced the Computed Employer Contribution No Phase-in rate shown above for each linked division (a contribution rate for the open division; a contribution dollar for the closed-but-linked division), unless the employer elects to contribute the Blended Employer Contribution rate shown above, by contacting MERS at 800-767-MERS (6377).
- ⁶ For divisions with a negative employer normal cost, employee contributions cover the normal cost and a portion of the payment of any unfunded accrued liability.

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



Table 2: Benefit Provisions

01 - General: Closed to new hires, linked to Division 11

	2020 Valuation	2019 Valuation
Benefit Multiplier:	Bridged Benefit: 2.50% Multiplier (80% max)-Frozen FAC; 2.00% Multiplier (no max)	Bridged Benefit: 2.50% Multiplier (80% max) Frozen FAC; 2.00% Multiplier (no max)
Bridged Benefit Date:	7/31/2018	7/31/2018
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/30	55/30
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	3.00% under \$4,200; 5.00% over \$4,200	3.00% under \$4,200; 5.00% over \$4,200
Act 88:	No	No

10 - Commissioners: Closed to new hires

	2020 Valuation	2019 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	5.00%	5.00%
Act 88:	No	No

11 - Gen.New Hires after 7/1/2012: Open Division, linked to Division 01

	2020 Valuation	2019 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	5.00%	5.00%
Act 88:	No	No

Table 3: Participant Summary

Division	2020 Valuation		2019 Valuation		2020 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
01 - General							
Active Employees	16	\$ 908,400	17	\$ 980,803	55.0	19.5	19.5
Vested Former Employees	3	68,202	4	80,779	52.9	18.8	20.1
Retirees and Beneficiaries	39	1,219,588	38	1,140,239	73.1		
Pending Refunds	1		1				
10 - Commissioners							
Active Employees	1	\$ 4,595	2	\$ 11,116	57.4	4.0	4.0
Vested Former Employees	1	819	0	0	77.3	6.0	6.0
Retirees and Beneficiaries	3	4,413	3	4,413	81.9		
Pending Refunds	0		0				
11 - Gen. New Hires after 7/1/2012							
Active Employees	11	\$ 519,170	11	\$ 456,213	36.7	3.3	4.0
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
Pending Refunds	0		0				
Total Municipality							
Active Employees	28	\$ 1,432,165	30	\$ 1,448,132	47.9	12.6	12.9
Vested Former Employees	4	69,021	4	80,779	59.0	15.6	16.6
Retirees and Beneficiaries	42	1,224,001	41	1,144,652	73.7		
Pending Refunds	<u>1</u>		<u>1</u>				
Total Participants	75		76				

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

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

Table 4: Reported Assets (Market Value)

Division	2020 Valuation		2019 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
01 - General	\$ 11,129,655	\$ 926,860	\$ 9,622,536	\$ 998,415
10 - Commissioners	32,260	2,633	31,994	2,174
11 - Gen.New Hires after 7/1/2012	55,212	79,939	30,457	53,926
Municipality Total³	\$ 11,217,127	\$ 1,009,431	\$ 9,684,986	\$ 1,054,516
Combined Assets³	\$12,226,558		\$10,739,502	

¹ Reserve for Employer Contributions and Benefit Payments.

² Reserve for Employee Contributions.

³ Totals may not add due to rounding.

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

Table 5: Flow of Valuation Assets

Year Ended 12/31	Employer Contributions		Employee Contributions	Investment Income (Valuation Assets)	Benefit Payments	Employee Contribution Refunds	Net Transfers	Valuation Asset Balance
	Required	Additional						
2010	\$ 299,937		\$ 68,097	\$ 389,191	\$ (837,477)	\$ 0	\$ 0	\$ 8,666,124
2011	297,678	\$ 0	65,124	380,838	(844,558)	(6,231)	0	8,558,975
2012	326,846	50,000	67,555	345,736	(873,927)	0	0	8,475,185
2013	361,210	50,000	66,116	446,564	(1,008,803)	(15,133)	0	8,375,139
2014	414,818	50,000	69,370	460,053	(942,043)	0	0	8,427,337
2015	453,060	232,336	60,141	417,898	(962,982)	0	0	8,627,790
2016	496,777	304,506	64,245	452,178	(1,005,667)	0	0	8,939,829
2017	528,489	724,256	65,172	576,192	(1,036,116)	0	0	9,797,822
2018	504,794	542,519	64,582	374,344	(1,099,086)	(13,720)	0	10,171,255
2019	446,323	759,171	71,978	510,464	(1,078,153)	0	0	10,881,038
2020	478,822	721,178	72,941	900,705	(1,166,105)	0	0	11,888,579

Notes:

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

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

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

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

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

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

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
01 - General	\$ 3,692,522	\$ 714,998	\$ 12,792,885	\$ 3,707	\$ 17,204,112	\$ 11,723,237	68.1%	\$ 5,480,875
10 - Commissioners	4,818	6,003	26,137	0	36,958	33,928	91.8%	3,030
11 - Gen.New Hires after 7/1/2012	143,343	0	0	0	143,343	131,414	91.7%	11,929
Total	\$ 3,840,683	\$ 721,001	\$ 12,819,022	\$ 3,707	\$ 17,384,413	\$ 11,888,579	68.4%	\$ 5,495,834

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

Table 6 (continued)

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
Linked Divisions 11, 01	\$ 3,835,865	\$ 714,998	\$ 12,792,885	\$ 3,707	\$ 17,347,455	\$ 11,854,651	68.3%	\$ 5,492,804

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

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

Table 7: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2006	\$ 11,142,239	\$ 8,710,938	78%	\$ 2,431,301
2007	11,934,018	9,024,814	76%	2,909,204
2008	12,311,284	8,944,319	73%	3,366,965
2009	12,462,088	8,746,376	70%	3,715,712
2010	12,453,639	8,666,124	70%	3,787,515
2011	12,999,538	8,558,975	66%	4,440,563
2012	13,446,538	8,475,185	63%	4,971,353
2013	14,043,484	8,375,139	60%	5,668,345
2014	14,648,372	8,427,337	58%	6,221,035
2015	15,978,127	8,627,790	54%	7,350,337
2016	16,399,786	8,939,829	55%	7,459,957
2017	16,771,474	9,797,822	58%	6,973,652
2018	16,050,538	10,171,255	63%	5,879,283
2019	16,600,319	10,881,038	66%	5,719,281
2020	17,384,413	11,888,579	68%	5,495,834

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

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

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

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

Tables 8 and 9: Division-Based Comparative Schedules

Division 01 - General

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 12,439,222	\$ 8,647,654	70%	\$ 3,791,568
2011	12,982,332	8,537,706	66%	4,444,626
2012	13,426,852	8,450,945	63%	4,975,907
2013	14,021,019	8,347,348	60%	5,673,671
2014	14,616,585	8,388,996	57%	6,227,589
2015	15,940,511	8,585,192	54%	7,355,319
2016	16,350,481	8,886,395	54%	7,464,086
2017	16,702,707	9,729,500	58%	6,973,207
2018	15,963,057	10,083,778	63%	5,879,279
2019	16,473,069	10,760,925	65%	5,712,144
2020	17,204,112	11,723,237	68%	5,480,875

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

Table 9-01: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	31	\$ 1,383,797	23.18%	4.84%
2011	30	1,351,542	26.67%	4.84%
2012	30	1,363,308	\$ 34,339	4.84%
2013	28	1,280,641	\$ 37,656	4.85%
2014	27	1,289,796	\$ 41,185	4.86%
2015	26	1,189,331	\$ 50,208	4.85%
2016	24	1,174,102	\$ 51,319	3% < ; 5% >
2017	23	1,152,003	\$ 49,100	3% < ; 5% >
2018	19	992,629	\$ 40,230	3% < ; 5% >
2019	17	980,803	\$ 41,541	3% < ; 5% >
2020	16	908,400	\$ 40,983	3% < ; 5% >

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

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

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

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

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

Division 10 - Commissioners

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 14,417	\$ 18,470	128%	\$ (4,053)
2011	17,206	21,269	124%	(4,063)
2012	19,686	24,240	123%	(4,554)
2013	22,334	27,330	122%	(4,996)
2014	24,254	30,530	126%	(6,276)
2015	28,301	33,074	117%	(4,773)
2016	29,817	35,540	119%	(5,723)
2017	31,454	36,580	116%	(5,126)
2018	34,860	36,311	104%	(1,451)
2019	37,412	34,618	93%	2,794
2020	36,958	33,928	92%	3,030

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

Table 9-10: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	3	\$ 15,678	5.96%	5.00%
2011	3	14,777	4.24%	5.00%
2012	3	14,718	4.96%	5.00%
2013	3	14,785	5.46%	5.00%
2014	3	14,643	4.36%	5.00%
2015	3	14,130	6.72%	5.00%
2016	2	10,052	2.50%	5.00%
2017	3	14,248	6.19%	5.00%
2018	2	10,546	7.81%	5.00%
2019	2	11,116	\$ 82	5.00%
2020	1	4,595	\$ 81	5.00%

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

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

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

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

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

Division 11 - Gen.New Hires after 7/1/2012

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2010	\$ 0	\$ 0	0%	\$ 0
2011	0	0	0%	0
2012	0	0	0%	0
2013	131	461	352%	(330)
2014	7,533	7,811	104%	(278)
2015	9,315	9,524	102%	(209)
2016	19,488	17,894	92%	1,594
2017	37,313	31,742	85%	5,571
2018	52,621	51,166	97%	1,455
2019	89,838	85,495	95%	4,343
2020	143,343	131,414	92%	11,929

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

Table 9-11: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution ¹	Employee Contribution Rate ²
	Number	Annual Payroll		
2010	0	\$ 0	\$ 0	0.00%
2011	0	0	\$ 0	0.00%
2012	0	0	\$ 0	0.00%
2013	1	24,128	2.27%	5.00%
2014	2	107,073	1.87%	5.00%
2015	2	75,894	2.10%	5.00%
2016	4	124,662	2.05%	5.00%
2017	4	170,693	2.23%	5.00%
2018	7	287,697	1.73%	5.00%
2019	11	456,213	2.05%	5.00%
2020	11	519,170	2.35%	5.00%

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

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

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

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

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

Table 10: Division-Based Layered Amortization Schedule

Division 01 - General

Table 10-01: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ 7,355,319	23	\$ 7,640,429	18	\$ 610,800
(Gain)/Loss	12/31/2016	(58,994)	22	(64,003)	18	(5,112)
(Gain)/Loss	12/31/2017	(551,250)	21	(594,092)	18	(47,496)
(Gain)/Loss	12/31/2018	117,215	20	125,760	18	10,056
Amendment	12/31/2018	(1,218,688)	20	(1,307,492)	18	(104,532)
(Gain)/Loss	12/31/2019	(727,881)	19	(776,359)	18	(62,064)
Assumption	12/31/2019	611,783	19	633,070	18	50,616
Experience	12/31/2020	(212,878)	18	(228,524)	18	(18,264)
Total				\$ 5,428,789		\$ 434,004

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

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

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

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

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

Division 10 - Commissioners

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
(Gain)/Loss	12/31/2019	\$ 3,026	10	\$ 3,064	9	\$ 420
Experience	12/31/2020	(218)	10	(234)	10	(24)
Total				\$ 2,830		\$ 396

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

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

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

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

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

Division 11 - Gen.New Hires after 7/1/2012

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance ¹	Original Amortization Period ²	Amounts for Fiscal Year Beginning 1/1/2022		
				Outstanding UAL Balance ³	Remaining Amortization Period ²	Annual Amortization Payment
Initial	12/31/2015	\$ (209)	10	\$ 75	18	\$ 12
(Gain)/Loss	12/31/2016	1,542	22	1,678	18	132
(Gain)/Loss	12/31/2017	3,853	21	4,159	18	336
(Gain)/Loss	12/31/2018	(1,417)	20	(1,521)	18	(120)
Assumption	12/31/2018	(3,020)	20	(3,235)	18	(264)
(Gain)/Loss	12/31/2019	2,807	19	2,998	18	240
Assumption	12/31/2019	403	19	411	18	36
Experience	12/31/2020	7,340	18	7,880	18	636
Total				\$ 12,445		\$ 1,008

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

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

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

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

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

GASB Statement No. 68 Information

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

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

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

Inactive employees or beneficiaries currently receiving benefits:	42
Inactive employees entitled to but not yet receiving benefits (including refunds):	5
Active employees:	<u>28</u>
	75

Total Pension Liability as of 12/31/2019 measurement date:	\$ 16,224,262
Total Pension Liability as of 12/31/2020 measurement date:	\$ 16,993,222
Service Cost for the year ending on the 12/31/2020 measurement date:	\$ 132,256
Change in the Total Pension Liability due to:	
- Benefit changes ¹ :	\$ 0
- Differences between expected and actual experience ² :	\$ 212,492
- Changes in assumptions ² :	\$ 396,560

Average expected remaining service lives of all employees (active and inactive):	3
--	---

¹ A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year.

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

Covered employee payroll (Needed for Required Supplementary Information):	\$ 1,432,165
---	--------------

Note: Covered employee payroll may differ from the GASB Statement No. 68 definition.

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

	1% Decrease (6.60%)	Current Discount Rate (7.60%)	1% Increase (8.60%)
Change in Net Pension Liability as of 12/31/2020:	\$ 1,750,205	\$ 0	\$ (1,489,757)

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

GASB Statement No. 68 Information

This page is for those municipalities who need to “roll-forward” their total pension liability due to the timing of completion of the actuarial valuation in relation to their fiscal year-end.

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

Actuarial Valuation Date:		12/31/2020
Measurement Date of the Total Pension Liability (TPL):		12/31/2021
At 12/31/2020, the following employees were covered by the benefit terms:		
Inactive employees or beneficiaries currently receiving benefits:		42
Inactive employees entitled to but not yet receiving benefits (including refunds):		5
Active employees:		<u>28</u>
		75
Total Pension Liability as of 12/31/2020 measurement date:	\$	16,381,710
Total Pension Liability as of 12/31/2021 measurement date:	\$	17,144,723
Service Cost for the year ending on the 12/31/2021 measurement date:	\$	135,096
Change in the Total Pension Liability due to:		
- Benefit changes ¹ :	\$	0
- Differences between expected and actual experience ² :	\$	231,287
- Changes in assumptions ² :	\$	428,230
Average expected remaining service lives of all employees (active and inactive):		3

¹A change in liability due to benefit changes is immediately recognized when calculating pension expense for the year.

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

Covered employee payroll (Needed for Required Supplementary Information):	\$	1,432,165
---	----	-----------

Note: Covered employee payroll may differ from the GASB Statement No. 68 definition.

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

	1% Decrease <u>(6.60%)</u>	Current Discount Rate <u>(7.60%)</u>	1% Increase <u>(8.60%)</u>
Change in Net Pension Liability as of 12/31/2021:	\$ 1,736,169	\$ 0	\$ (1,480,034)

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

Benefit Provision History

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

01 - General

8/1/2018	Benefit B-2
7/31/2018	Frozen FAC
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2015	Non Standard Compensation Definition
10/1/2010	Day of work defined as 80 Hours a Month for All employees.
11/27/1996	Blanket Resolution (All Service)
11/1/1993	Benefit B-4 (80% max)
1/1/1988	E2 2.5% COLA for future retirees (11/01/1987)
11/1/1987	Benefit B-3 (80% max)
11/1/1987	Benefit F55 (With 30 Years of Service)
11/1/1985	Benefit C-2/Base B-1
11/1/1972	Benefit C-1 (Old)
11/1/1967	Benefit FAC-5 (5 Year Final Average Compensation)
11/1/1967	10 Year Vesting
11/1/1967	Benefit C (Old)
11/1/1967	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
11/1/1967	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

10 - Commissioners

12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2003	Day of work defined as 10 Hours a Month for All employees.
1/1/2003	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2003	6 Year Vesting
1/1/2003	Benefit B-4 (80% max)
1/1/2003	Member Contribution Rate 5.00%
11/1/1967	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

11 - Gen.New Hires after 7/1/2012

12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2012	Day of work defined as 80 Hours a Month for All employees.
7/1/2012	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2012	Non Standard Compensation Definition
7/1/2012	Exclude Temporary Employees requiring less than 12 months
7/1/2012	10 Year Vesting
7/1/2012	Benefit C-1 (New)
7/1/2012	Member Contribution Rate 5.00%
11/1/1967	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60



11 - Gen.New Hires after 7/1/2012

Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method

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

Increase in Final Average Compensation

Division	FAC Increase Assumption
01 - General	7.00%
10 - Commissioners	7.00%
11 - Gen.New Hires after 7/1/2012	0.00%

Miscellaneous and Technical Assumptions

Loads – None.

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

Risk Commentary

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

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

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

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

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

PLAN MATURITY MEASURES

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

	<u>12/31/2020</u>	<u>12/31/2019</u>	<u>12/31/2018</u>
1. Ratio of the market value of assets to total payroll	8.5	7.4	7.2
2. Ratio of actuarial accrued liability to payroll	12.1	11.5	12.4
3. Ratio of actives to retirees and beneficiaries	0.7	0.7	0.7
4. Ratio of market value of assets to benefit payments	10.5	10.0	8.3
5. Ratio of net cash flow to market value of assets (boy)	1.0%	2.1%	0.0%

RATIO OF MARKET VALUE OF ASSETS TO TOTAL PAYROLL

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

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

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

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

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

RATIO OF MARKET VALUE OF ASSETS TO BENEFIT PAYMENTS

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

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

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

State Reporting

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

Form 5572		
Line Reference	Description	Result
10	Membership as of December 31, 2020	
11	Indicate number of active members	28
12	Indicate number of inactive members (excluding pending refunds)	4
13	Indicate number of retirees and beneficiaries	42
14	Investment Performance for Calendar Year Ending December 31, 2020¹	
15	Enter actual rate of return - prior 1-year period	13.59%
16	Enter actual rate of return - prior 5-year period	9.35%
17	Enter actual rate of return - prior 10-year period	7.91%
18	Actuarial Assumptions	
19	Actuarial assumed rate of investment return ²	7.35%
20	Amortization method utilized for funding the system's unfunded actuarial accrued liability, if any	Level Percent
21	Amortization period utilized for funding the system's unfunded actuarial accrued liability, if any ³	18
22	Is each division within the system closed to new employees? ⁴	No
23	Uniform Assumptions	
24	Enter retirement pension system's actuarial value of assets using uniform assumptions	\$11,805,452
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions ⁵	\$17,986,099
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending December 31, 2021	\$566,532

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