



Centre County Employees' Retirement System

**Report on 2021 Actuarial Valuation Including
Determination of County Actuarially Determined
Contribution for 2021**





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for

Centre County Employees' Retirement Board

Michael Pipe	Commissioner
Mark Higgins	Commissioner
Steve Dershem	Commissioner
Jason Moser	Controller/Secretary
Colleen Kennedy	Treasurer

May 3, 2021



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I. Introduction

The primary purpose of this report is to investigate and fully and fairly disclose the actuarial position of the Centre County Employees' Retirement System as of January 1, 2021 and to establish the proper appropriation for the 2021 plan year, in accordance with the funding standards of Section 6 of Act 96, 1971 of the Commonwealth of Pennsylvania as amended.


On the basis of the actuarial methods, assumptions and major plan provisions summarized in this report and in reliance on the member data and statement of the Fund's assets furnished by the County, to the best of our knowledge the information in this report is complete and accurate.

This report relies on a model to determine liabilities which require forecasting into the future. To the best of our knowledge, this report, including the model used, is complete and accurate and all costs and liabilities have been determined in conformance with generally accepted actuarial principles and on the basis of actuarial assumptions and methods which are reasonable (taking into account past experience under the plan and reasonable expectations) and which represent our best estimate of anticipated experience under the plan.

The included measurements are based on a single set of assumptions regarding the future experience of the plan's investments and participants. Future measurements and funding needs of the plan could vary significantly based on the actual experience, including differences in investment performance, and any changes in the future expectations. Estimates of the potential impact of changes in the plan's assets and liabilities are included in Schedule O.

Respectfully submitted,

Korn Ferry (US)

By: 

David D. Reichert, EA
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II. Findings

Certified Actuarially Determined Contribution

Please note that the certified actuarially determined contribution which is reported on page 12 of this report and which must be funded in 2021 is \$1,767,993. This amount is required to ensure that the fund accumulates sufficient assets to pay future benefits and should be paid by the County from the General Fund.

Actuarial Adjustments

Also note that the balances in the Reserve Accounts on page 8 reflect the following transfers which are necessary to keep the balance in the Retired Member's Reserve Account equal to the liability for the retired lives and to reflect the difference between the amount of interest credited to the respective reserves and the interest rate assumed in the valuation of the liabilities. Please make these transfers in your records:

	DEBIT		CREDIT	
County Annuity Reserve Account	\$	6,732,362		
Retired Members Annuity Reserve Account			\$	6,732,362

Actuarial Assumptions

Effective January, 2021, the accumulated deduction valuation method, the asset valuation method, and the investment return assumption have been changed and the Pub-2010 mortality table has been adopted. The effect of these changes is an increase in the unfunded actuarial accrued liability of \$4,339,837 and an increase in the actuarially determined contribution of \$263,354.



III. Schedules

Schedule A

CENTRE COUNTY EMPLOYEES' RETIREMENT SYSTEM

CHANGES IN PLAN NET ASSETS FOR THE CALENDAR YEAR 2020 AND 2019

	Additions	
	<u>2020 Total</u>	<u>2019 Total</u>
Contributions		
County	\$ 2,062,783	\$ 2,291,697
Plan Members	\$ 1,467,389	\$ 1,495,507
Total Contributions	\$ <u>3,530,172</u>	\$ <u>3,787,204</u>
Investment Income		
Realized Gain	\$ <u>5,243,981</u>	
Unrealized Gain	\$ <u>5,532,204</u>	
Net Gain in Fair Value	\$ 10,776,185	\$ 18,664,514
Interest	\$ 942,428	\$ 1,012,560
Dividends	\$ 1,480,130	\$ 1,545,963
Net Accrued Interest	\$ 5,372	\$ 899,615
Investment Income	\$ <u>13,204,115</u>	\$ <u>22,122,652</u>
Less Investment Expense	\$ 447,185	\$ 432,273
Net Investment Income	\$ <u>12,756,930</u>	\$ <u>21,690,379</u>
Total Additions	\$ <u>16,287,102</u>	\$ <u>25,477,583</u>
	Deductions	
Benefits	\$ 7,425,701	\$ 6,809,649
Refunds of Member Contributions	\$ 688,174	\$ 431,249
Administrative Expense	\$ 28,716	\$ 29,940
Miscellaneous	\$ 460	\$ 0
Total Deductions	\$ <u>8,143,051</u>	\$ <u>7,270,838</u>
Net Increase/(Decrease)	\$ <u>8,144,051</u>	\$ <u>18,206,745</u>
	Net Assets Held In Trust For Pension Benefits	
Beginning of Year	\$ <u>122,080,161</u>	\$ <u>103,873,416</u>
End of Year	\$ <u>130,224,212</u>	\$ <u>122,080,161</u>



Schedule A – Continued

CENTRE COUNTY EMPLOYEES' RETIREMENT SYSTEM PLAN ASSETS AS OF DECEMBER 31, 2020 AND 2019

		Assets	
		<u>2020 Total</u>	<u>2019 Total</u>
Cash and Short-Term Investments	\$	1,907,938	\$ 4,586,676
Receivables	\$	201,879	\$ 238,712
Investments, at fair market value			
US Government securities	\$	22,542,129	\$ 19,181,031
Corporate bonds	\$	15,069,961	\$ 14,186,688
Domestic stocks	\$	80,991,122	\$ 76,321,266
International stocks	\$	7,693,639	\$ 7,565,788
Savings, CD, and time deposits	\$	1,817,544	\$ 0
Total Investments	\$	<u>128,114,395</u>	<u>\$ 117,254,773</u>
 Total Assets	 \$	 <u>130,224,212</u>	 <u>\$ 122,080,161</u>

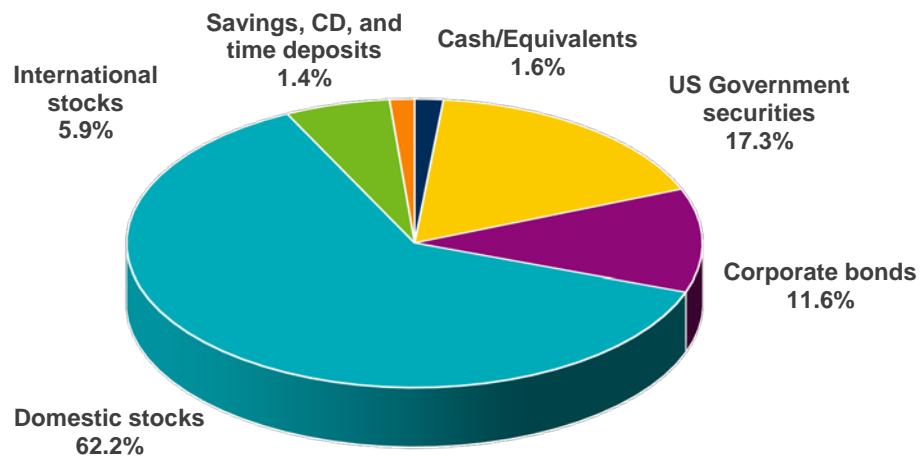
Liabilities

Refunds Payable and Other	\$	<u>0</u>	\$	<u>0</u>
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Net Assets Held In Trust For Pension Benefits

	\$	<u>130,224,212</u>	\$	<u>122,080,161</u>
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TOTAL ASSETS (MARKET VALUE 12-31-2020)





Schedule A – Continued

Centre County Employees' Retirement System

Plan Description and Contribution Information

Basis of Accounting: The Centre County Employees' Retirement System financial statements are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions to each plan are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of each plan.

Method Used to Value Investments: Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments that do not have an established market are reported at estimated fair value.

Membership of the plan consisted of the following as of January 1, 2021:

Retirees and Beneficiaries Receiving Benefits	458
Terminated Plan Members Entitled to but not yet Receiving Benefits	164
Active Plan Members	518
Total	<u>1,140</u>
Number of Participating Employers	1



Schedule A – Continued

Centre County Employees' Retirement System

Plan Description: The Centre County Employees' Retirement Plan is a single-employer defined benefit pension plan that covers all employees of the County. The plan provides retirement, disability, and death benefits to plan members and their beneficiaries. Cost-of-living adjustments (COLA) are provided at the discretion of the Centre County Employees' Retirement Board. Act 96 of 1971, as amended cited as the County Pension Law provides for the creation, maintenance and operation of this plan.

Contributions: Plan members are required to contribute 5% of their annual covered salary. The County is required to contribute at an actuarially determined rate. Per Act 96 of 1971, as amended, contribution requirements of the plan members and the County are established and may be amended by the General Assembly of the Commonwealth of Pennsylvania. Administrative costs may be financed through investment earnings.

SCHEDULE OF EMPLOYER CONTRIBUTIONS

<u>Year</u>	<u>Contribution *</u>	<u>County Contribution</u>
2011	\$ 3,046,820	\$ 3,046,820
2012	\$ 3,138,618	\$ 3,138,618
2013	\$ 3,114,683	\$ 3,114,683
2014	\$ 2,064,993	\$ 2,064,993
2015	\$ 1,591,049	\$ 1,591,049
2016	\$ 1,939,995	\$ 1,939,995
2017	\$ 1,824,753	\$ 1,824,753
2018	\$ 2,056,555	\$ 2,056,555
2019	\$ 2,291,697	\$ 2,291,697
2020	\$ 2,062,783	\$ 2,062,783

Note: Effective in 2005 the Entry Age Funding Method was used to determine the annual required contribution. Prior to 2005 the Aggregate Method was used.

*Prior to 2014, contribution was described as Annual Required Contribution (ARC). After 2013, contribution was described as actuarially determined contribution (ADC).



Schedule A – Continued

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c)
1/1/2012	77,830,247	93,063,300	15,233,053	83.6%	29,142,230	52.3%
1/1/2013	79,967,202	99,588,521	19,621,319	80.3%	29,910,698	65.6%
1/1/2014	87,666,809	102,122,912	14,456,103	85.8%	21,564,804	67.0%
1/1/2015	95,547,399	105,624,513	10,077,114	90.5%	21,813,286	46.2%
1/1/2016	97,934,033	110,846,054	12,912,021	88.4%	22,367,577	57.7%
1/1/2017	102,920,805	114,778,986	11,858,181	89.7%	22,437,889	52.8%
1/1/2018	106,250,767	119,505,503	13,254,736	88.9%	23,164,923	57.2%
1/1/2019	108,732,707	123,389,749	14,657,042	88.1%	23,955,552	61.2%
1/1/2020	114,053,998	126,161,727	12,107,729	90.4%	24,470,206	49.5%
1/1/2021	122,146,310	134,236,450	12,090,140	91.0%	23,181,198	52.2%



Schedule B

Schedule B shows the allocation of the assets among the Fund's reserve accounts (see Schedule I for Determination of Reserve Balances) and the Fund's liabilities as of January 1, 2021. The liabilities were determined from the actuarial valuation of the System based upon the data submitted by the County.

ASSETS

Members' Annuity Reserve Account	\$	19,608,458
County Annuity Reserve Account	\$	2,415,575
Retired Members' Reserve Account	\$	74,529,003
Unrealized Appreciation of Assets	\$	33,671,176
<i>Total Assets, (Market Value) of the Centre County Employees' Retirement Fund</i>	\$	130,224,212

LIABILITIES

Actuarial Present Value of:

Accumulated Plan Benefits		
Vested participants (310)	\$	22,346,646
Nonvested participants (208)	\$	515,134
Future Benefit Accruals	\$	21,149,736
Terminated Vested Benefits	\$	8,106,195
Retired Benefits	\$	74,529,003
Members' Accumulated Deductions	\$	19,608,458
<i>Total Liabilities of the Centre County Employees' Retirement Fund</i>	\$	146,255,172



Schedule C

Unfunded Actuarial Liability and Normal Cost

Schedule C shows the development of the unfunded actuarial liability and the normal cost for 2021.

1. Unfunded Actuarial Liability January 1, 2021

1. Actuarial Liability:		
(a) Active Participants		
Retirement Benefits	\$	33,345,614
Termination Benefits		1,966,180
Death Benefits		729,742
Total	\$	<u>36,041,536</u>
(b) Terminated Vested Participants	\$	8,106,195
(c) Retired Members and Beneficiaries		
Retirement Benefits	\$	69,844,713
Cost-of-Living Benefits		4,684,290
Total	\$	<u>74,529,003</u>
(d) Actuarial Present Value of Members' Accumulated Deductions	\$	<u>15,559,716</u>
(e) Total (a) + (b) + (c) + (d)	\$	134,236,450
2. Actuarial Value of Plan Assets (see page 14)	\$	122,146,310
3. Unfunded Actuarial Liability as of January 1, 2021: (1e) – (2)	\$	<u><u>12,090,140</u></u>

II. Normal Cost for 2021

1. Normal Cost for:		
(a) Retirement Benefits	\$	962,700
(b) Termination Benefits		129,645
(c) Death Benefits		22,796
(d) Members' Accumulated Deductions		800,337
(e) Normal Cost as of January 1, 2021	\$	<u>1,915,478</u>
(f) Normal Cost with interest to end of year: (e) x 1.0725	\$	2,054,350



Schedule D

Actuarial Gain (Loss) for One Year Period Ending December 31, 2020

Schedule D shows the development of the actuarial gain (loss) for the 2020 plan year.

1.	Unfunded Actuarial Liability as of January 1, 2020	\$	12,107,729
2.	Normal Cost as of January 1, 2020		1,046,687
3.	Interest at 7.50% Per Year to December 31, 2020 on (1) and (2)		986,581
4.	Expected Employer Contributions for the 2020 Plan Year		2,062,783
5.	Change in Unfunded Actuarial Liability Due to Change in Actuarial Value of Assets Method		(1,059,148)
6.	Change in Unfunded Actuarial Liability Due to Change in Assumptions (Public Sector Mortality)		6,366,036
7.	Change in Unfunded Actuarial Liability Due to Change in Accumulated Deductions Valuation Method		(4,260,949)
8.	Change in Unfunded Actuarial Liability Due to Change in Assumptions (Investment return)		3,293,898
9.	Expected Unfunded Actuarial Liability as of January 1, 2021: (1) + (2) + (3) – (4) + (5) + (6) + (7) + (8)		16,418,051
10.	Unfunded Actuarial Liability as of January 1, 2021		12,090,140
11.	Actuarial Gain (Loss) for 2020 Plan Year: (9) – (10)		4,327,911



Schedule E

Amortization Schedule

Schedule E provides a record of the amortization amounts. Actuarial gains (losses) will be amortized over 15 years from the date determined; increases or decreases created by pension plan establishing an unfunded actuarial accrued liability will be amortized over 25 years from the effective establishment date; increases or decreases created by a modification in the benefit plan applicable to active members will be amortized over 15 years beginning with the January 1st coinciding with or next following the effective date of change; increases or decreases created by a modification in the benefit plan applicable to retired members will be amortized over 10 years beginning with the January 1st coinciding with or next following the effective date of change; increases in actuarial accrued liability attributable to the special early retirement provision will be amortized over 5 years beginning with the January 1st coinciding with or next following the end of the early retirement period; and increases or decreases created by changes in actuarial assumptions will be amortized over 15 years from the effective date of change; resetting the unfunded actuarial liability (UAL) due to outstanding balance becoming negative will be amortized over 15 years beginning with the January 1st coinciding with or next following when the outstanding balance becomes negative. When resetting, any previous charges or credits will be considered paid off and eliminated.

Amortization Record for 2021

As of January 1, 2021					
	<u>Initial Amount</u>	<u>Effective Date</u>	<u>Remaining Period</u>	<u>Outstanding Balance</u>	<u>Amortization Charge or (Credit)</u>
Amortization of Liability for:					
(a) Initial UAAL	\$ 19,621,319	1/1/2013	22 Years	\$17,638,992	\$1,627,870
(b) Experience gain	(4,975,453)	1/1/2014	8 Years	(3,301,501)	(558,263)
(c) Retiree COLA	770,999	1/1/2015	4 Years	376,205	111,694
(d) Experience gain	(5,136,490)	1/1/2015	9 Years	(3,711,865)	(575,795)
(e) Retiree COLA	564,953	1/1/2016	5 Years	332,998	81,759
(f) Experience loss	2,142,301	1/1/2016	10 Years	1,665,884	239,933
(g) Retiree COLA	235,304	1/1/2017	6 Years	160,910	34,019
(h) Retiree COLA	146,188	1/1/2017	6 Years	99,969	21,135
(i) Experience gain	(1,450,601)	1/1/2017	11 Years	(1,202,175)	(162,321)
(j) Retiree COLA	717,810	1/1/2018	7 Years	553,890	103,674
(k) Experience loss	633,756	1/1/2018	12 Years	555,367	70,856
(l) Retiree COLA	951,781	1/1/2019	8 Years	812,181	137,335
(m) Experience loss	477,165	1/1/2019	13 Years	439,256	53,305
(n) Experience gain	(2,435,131)	1/1/2020	14 Years	(2,341,897)	(271,813)
(o) Acc Ded mthd chg	(4,260,949)	1/1/2021	15 Years	(4,260,949)	(475,243)
(p) Mort table chg	6,366,036	1/1/2021	15 Years	6,366,036	710,034
(q) AVA method chg	(1,059,148)	1/1/2021	15 Years	(1,059,148)	(118,132)
(r) Invest return assmp chg	3,293,898	1/1/2021	15 Years	3,293,898	367,384
(s) Experience gain	(4,327,911)	1/1/2021	15 Years	<u>(4,327,911)</u>	<u>(482,712)</u>
(t) Total				<u>\$ 12,090,140</u>	<u>\$ 914,719</u>



Schedule F

Schedule F determines the certified actuarially determined contribution of \$1,767,993 for 2021 for the Centre County Employees' Retirement System.

1.	Total Amortization Charge/(Credit) (page 11 (t))	\$ 914,719
2.	Normal Cost with interest to end of year (page 9 II 1(f))	\$ 2,054,350
3.	Expected Member Contributions with interest	\$ 1,201,076
4.	Total Funding Requirement for 2021 (actuarially determined contribution for 2021): (1) + (2) - (3), but not less than 0	\$ 1,767,993

Notes:

The actuarially determined contribution for 2021 as a percentage of the estimated 2021 compensation (\$23,181,198) for active members is 7.63%.

The equivalent normal cost accrual rate to be applied to actual 2020 salaries to determine reimbursable expenses is 7.90%.



Schedule G

The following are notes to Schedules B and I:

Members' Annuity Reserve Account: The balance of \$19,608,458 in this account is the total of the contributions deducted from the salaries of the active and terminated vested members of the retirement system and the IRC 414(h)(2) pickup contributions together with the interest additions as of January 1, 2021.

County Annuity Reserve Account: The balance of \$2,415,575 in this account as of January 1, 2021 and the amounts expected to be credited in the future, plus investment earnings, represent the reserves set aside for the payment of the county's share of the retirement allowances.

This is the account out of which regular interest is credited to the member's annuity and retired members' reserve account, administrative expenses may be paid and the pension obligations of the County are funded.

When a County Annuity is scheduled to commence for a particular member, sufficient monies are transferred from the County Annuity Reserve Account to the Retired Members' Reserve Account to provide for such County Annuities actually entered upon.

Retired Members' Reserve Account: This is the account out of which monthly retirement allowances including cost-of-living increases and death benefits are paid.

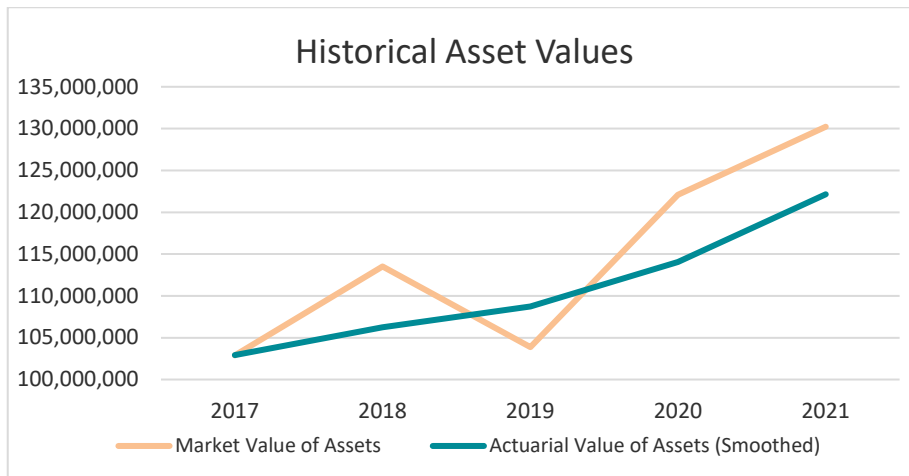
The assets allocated to this reserve account as of January 1, 2021 amount to \$74,529,003. The corresponding liability for those annuitants on the roll is identical.



Schedule G – Continued

Actuarial Value of Assets: The Actuarial Value of Assets equals the Market Value of Assets adjusted for unrecognized gains and losses from prior years. Gains and losses are determined by calculating the expected asset return based on Plan assumptions and subtracting the actual Plan return. Gains and losses are phased in 20% per year over a 5-year period. The Actuarial Value of Assets is adjusted, if necessary, to fall within a corridor of 80% to 120% of Market Value of Assets.

1.	Market Value of Assets as of 1/1/2020	\$	122,080,161
2.	Contributions for 2020	\$	3,530,172
3.	Disbursements during 2020	\$	8,590,236
4.	Expected Return at 7.50% Interest	\$	8,966,260
5.	Actual Return for 2020	\$	13,204,115
6.	Gain/(Loss) for 2020	\$	4,237,855
7.	Amount Unrecognized for 2020: 4,237,855 x .8	\$	3,390,284
8.	Gain/(Loss) Unrecognized for Prior Years:		
(a)	2019 14,478,992 x .6	\$	8,687,395
(b)	2018 (13,596,161) x .4	\$	(5,438,464)
(c)	2017 7,193,433 x .2	\$	1,438,687
(d)	Total of (a) + (b) + (c)	\$	4,687,618
9.	Market Value of Assets as of January 1, 2021	\$	130,224,212
10.	Actuarial Value of Assets as of January 1, 2021 equals (9) – (7) – (8d)	\$	122,146,310
11.	Value must be not less than 80% and not greater than 120% of Market Value	\$	122,146,310





Schedule H

APPROXIMATE RATE OF RETURN FOR 2020 PLAN YEAR

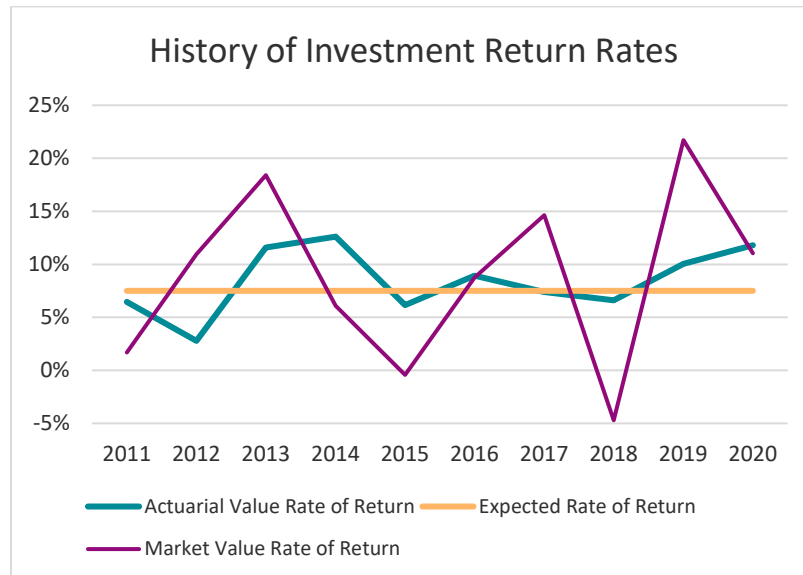
		<u>Actuarial Value</u>		<u>Market Value</u>	
1.	Value as of December 31, 2019	\$	114,053,998	\$	122,080,161
2.	Contributions Received During Year	\$	3,530,172	\$	3,530,172
3.	Benefits and Expenses Paid During Year	\$	8,590,236	\$	8,590,236
4.	Value as of December 31, 2020	\$	122,146,310	\$	130,224,212
5.	Non-Investment Increment: (2) - (3)	\$	(5,060,064)	\$	(5,060,064)
6.	Investment Increment: (4) - (1) - (5)	\$	13,152,376	\$	13,204,115
7.	Time Weighted Value of Assets: (1) + .5 x (5)	\$	111,523,966	\$	119,550,129
8.	Approximate Rate of Return for 2020: (6) / (7)		11.79%		11.04%



Schedule H – Continued

HISTORY OF INVESTMENT RETURN RATES

<u>Plan Year</u>	<u>Actuarial Value Rate of Return</u>	<u>Market Value Rate of Return</u>
2020	11.79%	11.04%
2019	10.04%	21.71%
2018	6.62%	(4.71%)
2017	7.39%	14.63%
2016	8.94%	8.74%
2015	6.14%	(0.43%)
2014	12.61%	6.08%
2013	11.58%	18.41%
2012	2.78%	10.95%
2011	6.46%	1.68%
Five Year Average (2016 - 2020):	8.94%	9.93%
Ten Year Average (2011 - 2020):	8.39%	8.52%





Schedule I

Determination of Reserve Balances

	<u>M.A.R.A.</u>	<u>C.A.R.A.</u>	<u>R.M.R.A.</u>	<u>TOTAL</u>
Balance 1/1/2020	\$ 21,484,218	\$ 10,567,970	\$ 61,889,001	\$ 93,941,189
County Appropriations		2,062,783		2,062,783
Member Contributions	1,467,389			1,467,389
Member Purchases		0		0
Net Investment Income		7,671,911		7,671,911
Investment Expenses		(447,185)		(447,185)
Member Contributions Refunded	(688,174)			(688,174)
Pension Payments			(7,404,971)	(7,404,971)
Death Benefits			(20,730)	(20,730)
Retiree and Death Benefit Transfers	(3,603,671)	(7,186,814)	10,790,485	0
Cost of Living Funding Requirement		0	0	0
Administrative Expenses		(28,716)		(28,716)
Miscellaneous		(460)		(460)
Balance Before Interest	18,659,762	12,639,489	65,253,785	96,553,036
Interest Allocated in 2020	948,696	(3,491,552)	2,542,856	
Balance Before Actuarial Adjustments	19,608,458	9,147,937	67,796,641	96,553,036
Actuarial Adjustments		(6,732,362)	6,732,362	
Ending Balance 12/31/2020	19,608,458	2,415,575	74,529,003	96,553,036
Unrealized Appreciation				33,671,176
Total Assets (12/31/2020) (Market Value)				130,224,212



Schedule J

Membership History

Below is a ten-year history of the Retirement System's membership.

January 1	ACTIVE MEMBERS AND VESTED TERMINATED MEMBERS			RETIRED MEMBERS AND BENEFICIARIES		
	Male	Female	Total	Male	Female	Total
2021	274	408	682	132	326	458
2020	281	423	704	119	322	441
2019	275	427	702	118	319	437
2018	269	420	689	120	315	435
2017	250	439	689	112	304	416
2016	262	432	694	102	299	401
2015	262	428	690	91	299	390
2014	258	428	686	82	290	372
2013	292	558	850	73	238	311
2012	281	558	839	68	226	294



Schedule K

Changes in Plan Participation From January 1, 2020 to January 1, 2021

ACTIVE PARTICIPANTS

Number as of January 1, 2020		542
Changes During Plan Year:		
Retired	(-)	29
Terminated and Vested	(-)	6
Terminated	(-)	62
Died	(-)	1
New Participants	(+)	74
Number as of January 1, 2021		518

RETIRED PARTICIPANTS

Number as of January 1, 2020		441
Changes During Plan Year:		
Returned to Active Service	(-)	0
Died	(-)	17
New Retirements from Active Service	(+)	29
New Surviving Annuitants	(+)	1
Vested Terminated Participants Whose Benefits Commenced	(+)	4
Additions	(+)	0
Number as of January 1, 2021		458

TERMINATED VESTED PARTICIPANTS

Number as of January 1, 2020		162
Changes During Plan Year:		
Returned to Active Service	(-)	0
Benefits Commenced	(-)	4
Died	(-)	0
New Terminations with Vesting	(+)	6
Number as of January 1, 2021		164



Schedule L

Age, Service and Average Salary Profile of the Active Members on January 1, 2021.

MALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2021

<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>	<u>Average Salary</u>
0-19	0	0	0	0	0	0	0	0	\$ 0
20-24	22	1	0	0	0	0	0	23	\$ 34,723
25-29	26	5	0	0	0	0	0	31	\$ 39,665
30-34	7	11	5	0	0	0	0	23	\$ 44,160
35-39	6	2	9	5	0	0	0	22	\$ 48,846
40-44	4	2	2	6	0	0	0	14	\$ 52,245
45-49	1	4	2	5	2	0	0	14	\$ 44,626
50-54	8	4	0	8	6	3	4	33	\$ 55,157
55-59	3	6	1	3	4	1	5	23	\$ 62,162
60-64	5	3	3	5	4	0	2	22	\$ 50,082
65 +	6	3	2	3	2	0	0	16	\$ 40,207
Total	88	41	24	35	18	4	11	221	\$ 47,375

Average Age: 43.50
Average Service: 10.06

FEMALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2021

<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>	<u>Average Salary</u>
0-19	0	0	0	0	0	0	0	0	\$ 0
20-24	14	0	0	0	0	0	0	14	\$ 33,349
25-29	20	15	0	0	0	0	0	35	\$ 37,194
30-34	12	14	6	0	0	0	0	32	\$ 40,064
35-39	7	12	6	0	0	0	0	25	\$ 39,095
40-44	10	4	7	6	4	1	0	32	\$ 45,969
45-49	9	5	4	7	5	3	0	33	\$ 45,253
50-54	11	6	5	5	8	4	10	49	\$ 47,126
55-59	3	4	4	6	9	3	8	37	\$ 43,453
60-64	8	3	5	6	1	2	6	31	\$ 43,411
65 +	0	2	1	2	2	0	2	9	\$ 53,837
Total	94	65	38	32	29	13	26	297	\$ 42,894

Average Age: 44.87
Average Service: 11.88



Schedule M

Actuarial Assumptions and Actuarial Cost Method for Funding Purposes, January 1, 2021.

Actuarial Assumptions

Mortality Rates: SOA Pub-2010 for general employees with female ages set forward one year with generational projection using Scale MP-2020.

Withdrawal Rates: Members not eligible to retire are assumed to terminate employment in accordance with a percentage of the withdrawal rates set forth in Table T-7 of the Actuary's Handbook. The applicable percentage depends on the member's years of service as follows:

YEARS OF SERVICE	PERCENTAGE
Less than 1	300%
1 but less than 2	275%
2 but less than 3	250%
3 but less than 4	225%
4 but less than 5	200%

It is further assumed that a percentage of members who terminate after having met the Plan's five year vesting requirement will elect an immediate refund of their own contributions with interest thus forfeiting the County -- provided pension. The applicable percentage is 100% for termination ages up to age 30. After age 30 the applicable percentage is determined as 100% less $(\text{age} - 30) \times 3 \frac{1}{3}\%$. Illustrative percentages are as follows:

AGE	PERCENTAGE
30 or less	100.0%
35	83.3%
40	66.7%
45	50.0%
50	33.3%
55	16.7%

Once member reaches retirement eligibility, a withdrawal rate of zero is assumed.



Schedule M - Continued

The following tables set forth illustrative withdrawal rates as determined in accordance with the methodology described on the previous page.

Probability of Withdrawing During the Year:

LESS THAN FIVE YEARS OF SERVICE

Age at <u>Hire</u>	Years of Service				
	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
20	.2982	.2720	.2460	.2202	.1947
30	.2791	.2532	.2275	.2021	.1770
40	.2326	.2067	.1814	.1570	.1335
50	.1267	.1013	.0781	.0577	.0407
59	.0086	-	-	-	-

FIVE OR MORE YEARS OF SERVICE

<u>Age at Beginning of Year</u>	<u>Probability of Withdrawing and Forfeiting County Pension</u>	<u>Probability of Withdrawing and Retaining County Pension</u>
30	.0930	.0000
40	.0517	.0258
50	.0141	.0281
59	.0001	.0028



Schedule M - Continued

Retirement Rates: Members eligible to retire are assumed to retire in accordance with the following rates:

<u>AGE AT BEGINNING OF YEAR</u>	<u>PROBABILITY OF RETIRING DURING YEAR</u>
55-59	.07
60-61	.08
62-64	.15
65	.34
66-70	.23
71-79	.21
80	1.00

Disability Rates: Disability rates are not used.

Investment Return: 7.25% per annum, compounded annually.

Salary Increases: 3.5% per annum.

Valuation Assets: Market value adjusted for unrecognized gains and losses from prior years.

Administrative Expenses: Assumed to be paid from the County's general fund and not from plan assets. However, administrative expenses may from year to year be paid from the fund unless it is determined by the actuary that such payment will impair the actuarial soundness of the fund.

Actuarial Cost Method: The actuarial cost method used to determine the plan's funding requirements is the entry age normal method. Under this method, an actuarial accrued liability is determined as the actuarial present value of projected benefits for all participants minus the actuarial present value of future normal costs. The normal cost is determined as the annual amount required to fund between entry age and assumed exit age the actuarial present value of projected benefits for each active participant under the assumed retirement age.

Changes Since Prior Valuation: The accumulated deduction valuation method and the asset valuation method were changed. The investment return assumption was changed from 7.50% to 7.25%. The Pub-2010 for General mortality table was adopted. There were no other charges.



Schedule N

Summary of Plan Provisions

- 1. Effective Date** - The effective date of this plan is January 1, 1950.
- 2. Eligibility for Plan Membership** - An employee shall be eligible to become a participant immediately upon becoming an employee.
- 3. Accrued Benefit** - The Retirement Board has authorized benefits equal to a percentage of the members Final Average Salary for each year of service the member has participated in the following Classes:

Class	Percentage	Effective
1/100	1.000%	01/01/1950
1/80	1.250%	01/01/1972
1/60	1.667%	01/01/1999

4. Normal Retirement (Superannuation)

Eligibility: Retirement occurs at age 60 or at age 55 if the participant has completed 20 years of service.

Pension: A monthly pension equal to (a) and (b), as follows:

- 1.000% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/100 Class,
- 1.250% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/80 Class,
- 1.667% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/60 Class,

PLUS

- a monthly annuity based on the actuarial equivalent of the member's accumulated contributions with credited interest.



Schedule N - Continued

5. **Final Average Salary** - The average of the member's annual compensation received for the three years which produce the highest such average.
6. **Compensation** - Pick-up contributions plus remuneration received as a county employee excluding refunds for expenses, contingency and accountable expense allowances and excluding severance payments or payments for unused vacation or sick leave.
7. **Early Retirement**
 - Eligibility:**
 - Voluntary:** Upon completion of 20 years of service.
 - Involuntary:** Upon completion of 8 years of service.
 - Pension:** (a) a monthly pension equal to the actuarial equivalent of the benefits calculated in 4(a),

PLUS

(b) a monthly annuity based on the actuarial equivalent of the member's accumulated contributions with credited interest.
8. **Vesting** - One Hundred Percent (100%) upon completion of five years of credited service. A member who terminates employment after five years of credited service will receive a deferred annuity commencing at age 60 (or at age 55 if the member has at least 20 years of service at termination). The deferred benefit shall be calculated using the normal retirement pension formula but based on credited service, final average salary and accumulated contributions at termination.

If a member terminates employment prior to entitlement to Plan benefits, he will receive his accumulated contributions with interest.
9. **Postponed Retirement** - A member may work past normal retirement age and continue to accrue pension credits.



Schedule N - Continued

10. Disability Retirement

Eligibility: Total and permanent disability prior to Superannuation (Normal Retirement) age and after completion of five years of credited service.

Pension: A total monthly pension commencing on the last day of the month following disability retirement equal to 25% of the 1/12th of Final Average Salary at time of retirement. Such total monthly pension shall include the monthly disability that is actuarially equivalent to the member's accumulated contributions at retirement.

11. Normal Form of Pension - Benefits are payable in the form of a modified cash refund life annuity, that is for the member's lifetime only, except that disability benefits shall cease upon cessation of disability.

12. Optional Retirement Benefits - A member may elect to receive the actuarial equivalent of his retirement benefit as a full cash refund annuity (Option One) or a reduced joint and survivor pension payable for the remainder of his life, with either 100% or 50% of the member's pension continuing after death to the designated beneficiary. A member may also elect to receive, in one payment, the full amount of his accumulated deductions and continue to receive the annuity provided by the county.

13. Death Benefits

(a) **Pre-Retirement.** If a member dies after having attained age 60 or having completed ten years of credited service, his beneficiary will receive a lump sum equal to the actuarially determined present value of the benefits calculated in (7a) based on the member's Final Average Salary and credited service at time of death plus the member's accumulated contributions with interest at time of death.

(b) **Post-Retirement.** Upon the death of a terminated or retired member, his beneficiary will receive survivor benefits, if any, in accordance with the form under which benefits were being paid to the member. In any event, the total amount of benefits paid to the deceased member and beneficiary must, at least, equal the member's accumulated contributions with interest.



Schedule N - Continued

14. Employee Contributions

The Retirement Board has authorized each member of the retirement system to individually elect to contribute between 5% and 15% of his salary.

15. Deposit Administrator

Investment Managers:
C.S. McKee
Emerald Advisors
Twin Capital

Custodian:
Wilmington Trust

16. Administration - Retirement Board as designated in Act 96 of 1971, the County Pension Law.

17. Cost-of-Living - The cost-of-living increase shall be reviewed at least once in every three years by the Retirement Board. Prior to 2017, a percentage of the CPI could be granted. After 2016, the annual CPI could be granted. The Board has granted cost-of-living increases thirty times in the past from January, 1972 through January, 2007 and since then as follows:

PERCENTAGE/ANNUAL CHANGE IN C.P.I.	EFFECTIVE DATE OF INCREASE
70%	1/1/2008
70%	1/1/2010
70%	1/1/2011
70%	1/1/2012
70%	1/1/2014
70%	1/1/2015
75%	1/1/2016
0.3%	1/1/2017
1.4%	1/1/2018
1.7%	1/1/2019



Schedule O

Historical Trend Information

REVENUES BY SOURCE

<u>Fiscal Year</u>	<u>Employee Contributions</u>	<u>Employer Contributions</u>	<u>Investment Income</u>	<u>Miscellaneous</u>	<u>Total</u>
2011	\$ 1,624,305	\$ 3,046,820	\$ 6,569,204	\$ 0	\$ 11,240,329
2012	1,630,345	3,138,618	2,918,365	0	7,687,328
2013	1,587,253	3,114,683	3,210,338	0	7,912,274
2014	1,225,880	2,064,993	7,694,475	0	10,985,348
2015	1,282,160	1,591,049	4,842,085	0	7,715,294
2016	1,300,943	1,939,995	5,671,596	0	8,912,534
2017	1,340,527	1,824,753	3,906,100	0	7,071,380
2018	1,388,052	2,056,555	8,019,097	0	11,463,704
2019	1,495,507	2,291,697	7,027,001	0	10,814,205
2020	1,467,389	2,062,783	7,671,911	0	11,202,083

EXPENSES BY TYPE

<u>Fiscal Year</u>	<u>Benefits</u>	<u>Refunds</u>	<u>Administrative/ Miscellaneous</u>	<u>Total</u>
2011	\$ 3,892,837	\$ 749,582	\$ 307,306	\$ 4,949,725
2012	3,660,158	814,681	319,241	4,794,080
2013	4,268,856	1,566,604	341,248	6,176,708
2014	5,092,711	805,805	378,149	6,276,665
2015	5,406,805	437,170	405,264	6,249,239
2016	6,030,293	410,865	410,778	6,851,936
2017	6,281,064	572,726	433,751	7,287,541
2018	6,767,952	601,489	476,486	7,845,927
2019	6,809,649	431,249	462,213	7,703,111
2020	7,425,701	688,174	476,361	8,590,236



Schedule O - Continued

Plan Maturity Measures and Additional Risks

Assets are accumulated over participants' careers to pay future benefits. The natural growth of liabilities and assets is referred to as plan maturity. As the plan matures, the size of the plan grows relative to the active members' payroll and will cause changes in the assets or liabilities to have a larger effect on the Actuarially Determined Contribution (ADC). The following table shows a history of the plan's maturity and the effect of a 1% change in plan assets or liabilities on the ADC.

<u>Fiscal Year</u>	<u>Actives Per Retirees</u>	<u>Ratio of Assets to Payroll</u>	<u>Effect on ADC of a 1% Change in Assets</u>	<u>Ratio of Actuarial Liability to Payroll</u>	<u>Effect on ADC of a 1% Change in Liability</u>
2018	1.2	4.3	\$ 118,000	5.2	\$ 140,000
2019	1.2	5.0	\$ 138,000	5.2	\$ 143,000
2020	1.1	5.6	\$ 148,000	5.8	\$ 150,000

The primary risks associated with plan maturity are listed below:

Investment Risk – Risk that the assumed rate of return is not achieved, and the plan funding level deteriorates

Contribution Risk – Risk that the County does not pay the full ADC

Liquidity Risk – Risk that investments cannot be liquidated timely to pay benefit payments due to plan participants

Longevity Risk – Risk that plan participants live longer than expected causing annuities to cost the Plan more