Municipal Employees' Retirement System of Michigan

Annual Actuarial Valuation Report
December 31, 2022 - Oscoda Co (6801)

800.521.0498 | P: 248.799.9000 | www.grsconsulting.com

Spring 2023

Oscoda Co

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 Oscoda Co (6801) as of December 31, 2022. 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. Oscoda Co 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, 2022,
- Establish contribution requirements for the fiscal year beginning January 1, 2024,
- 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, 2022. 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.

One Towne Square | Suite 800 | Southfield, Michigan 48076-3723

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, the MERS Retirement Board sets certain assumptions for funding and GASB purposes. These assumptions are reviewed regularly through a comprehensive study, most recently in the Fall of 2021. The MERS Retirement Board adopted a Dedicated Gains Policy at the February 17, 2022 Board meeting. The Dedicated Gains Policy automatically reduces the assumed rate of investment return in conjunction with recognizing excess investment gains to mitigate the impact on employer contributions the first year. The policy was effective with the December 31, 2021 annual actuarial valuation.

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:
https://www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2022AnnualActuarialValuation-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, 2022. At this time, no future assumptions have been adjusted as a result of COVID-19. 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 Oscoda Co 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.

Rebecca L. Stouffer, Mark Buis, Kurt Dosson, and Shana M. Neeson 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,
Gabriel, Roeder, Smith & Company

Rebecca L. Stouffer

Rebecca L. Stouffer, ASA, FCA, MAAA

Mark Buis

Mark Buis, FSA, FCA, EA, MAAA

Kurt Dosson, ASA, FCA, MAAA

Shana M Neeson

Shana M. Neeson, ASA, FCA, MAAA

Table of Contents

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 the funded 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.

	12/31/2022	12/31/2021
Funded Ratio*	71%	71%

* 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 with the December 31, 2021 valuation, the MERS Retirement Board adopted a Dedicated Gains Policy which allows for recognition of asset gains in excess of a set threshold in combination with lowering the assumed rate of investment return. Effective with the 2020 and 2019 valuations respectively, the MERS Retirement Board adopted updated demographic and economic assumptions. The combined impact of the prior 2020 and 2019 demographic and economic assumption changes may be phased in. This valuation reflects the last year of phase-in. The combined impact of the past economic and demographic changes will be fully reflected in the 2023 annual actuarial valuation.

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	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in	Phase-in	No Phase-in
Valuation Date:	12/31/2022	12/31/2022	12/31/2021	12/31/2021	12/31/2022	12/31/2022	12/31/2021	12/31/2021
Fiscal Year Beginning:	January 1, 2024	January 1, 2024	January 1, 2023	January 1, 2023	January 1, 2024	January 1, 2024	January 1, 2023	January 1, 2023
Division								
01 - Gnrl Union	12.92%	13.20%	12.45%	13.01%	$ 10,955	$ 11,191	$ 10,585	$ 11,057
02 - Shrff Union	20.31%	21.14%	20.22%	22.13%	15,491	16,127	13,499	14,771
10 - Gnrl Non Union	-	-	-	-	19,228	19,723	17,355	18,345
11 - Emplys 1/93	10.42%	10.70%	9.85%	10.44%	5,319	5,464	4,832	5,122
12 - Division Trans	8.28%	8.50%	7.99%	8.47%	1,398	1,436	1,265	1,341
13 - 23rd Circuit Crt EEs Assoc	4.52%	4.94%	3.08%	3.84%	512	560	390	486
Total Municipality - Estimated Monthly Contribution					**$ 52,903**	**$ 54,501**	**$ 47,926**	**$ 51,122**
Total Municipality - Estimated Annual Contribution					**$ 634,836**	**$ 654,012**	**$ 575,112**	**$ 613,464**

Employee contribution rates:

	Employee Contribution Rate	
Valuation Date:	12/31/2022	12/31/2021
Division		
01 - Gnrl Union	2.50%	2.50%
02 - Shrff Union	5.08%	5.08%
10 - Gnrl Non Union	4.50%	4.50%
11 - Emplys 1/93	2.50%	2.50%
12 - Division Trans	2.50%	2.50%
13 - 23rd Circuit Crt EEs Assoc	3.00%	3.00%

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 “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 one or more Surplus divisions would not immediately lower future contributions, however the assets from the Surplus division(s) 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. With the implemented Dedicated Gains policy, market gains and losses will continue to be smoothed over five years; however, since excess returns are used to lower the investment assumption, there will be fewer gains to smooth in down markets. Having additional funds in Surplus divisions will assist plans with navigating any market volatility.

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 2024 for the entire employer would be $66,044, instead of $54,501.

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 **7.00%** 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 and Method Change in 2022

Effective February 17, 2022, the MERS Retirement Board adopted a dedicated gains policy that automatically lowers the assumed rate of investment return by using excess asset gains to mitigate large increases in required contributions to the Plan. Full details of this dedicated gains policy are available in the Actuarial Policy found on the MERS website. Some goals of the dedicated gains policy are to:

- Provide a systematic approach to lower the assumed rate of investment return between experience studies, and

- Use excess gains to cover both the increase in normal cost and any increase in UAL payment the first contribution year after application (i.e., minimize the first-year impact (i.e., increase) in employer contributions).

The dedicated gains policy was implemented with the December 31, 2021 annual actuarial valuation and was reflected in the computed employer contribution amounts beginning in fiscal year 2023.

Investment performance measured for the one-year period ending December 31, 2022 did not result in excess gains for use in lowering the assumed rate of investment return. As a result, this assumption remains at 7.00%.

Furthermore, there were no other assumption or method changes in 2022.

Protecting MI Pension Grant Program

On July 1, 2022, Michigan lawmakers passed the state budget for the 2022-23 fiscal year. As a part of the budget, $750 million was earmarked for underfunded municipal pension plans in counties, cities, townships, villages and road commissions across the state. Known as the ***Protecting MI Pension Grant Program***, the legislation is designed to support municipal plans that are under 60% funded.

As of the valuation date the amount of funds and list of grant recipients is not yet known. Any funds received by municipalities will be considered in a future 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. After initial application of asset smoothing, remaining excess market gains are used to buy down the assumed rate of investment return and increase the level of valuation assets, to the extent allowed by the dedicated gains policy. 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 2022 was 3.51%, while the actual market rate of return was (10.61%).** 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, 2022, the actuarial value of assets is 116% of market value due to asset smoothing. This means that there are deferred investment losses, which will put upward pressure on contributions in the short term.

If the December 31, 2022 valuation results were based on market value instead of actuarial value:

- The funded percent of your entire municipality would be 61% (instead of 71%); and
- Your total employer contribution requirement for the fiscal year starting January 1, 2024 would be $767,844 (instead of $654,012).

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 generally 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 projected 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, 2022 valuation and are for the municipality in total, not by division. These results do not reflect a phase-in of the impact of the actuarial assumptions updated in the 2020 and 2019 valuations. There is no phase-in of dedicated gains.

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.

12/31/2022 Valuation Results	**Lower Future Annual Returns**	**Lower Future Annual Returns**	**Valuation Assumptions**
Investment Return Assumption	**5.00%**	**6.00%**	**7.00%**
Accrued Liability	$ 17,619,265	$ 15,640,195	$ 14,002,075
Valuation Assets[1]	$ 9,958,404	$ 9,958,404	$ 9,958,404
Unfunded Accrued Liability	$ 7,660,861	$ 5,681,791	$ 4,043,671
Funded Ratio	57%	64%	71%
Monthly Normal Cost	$ 44,208	$ 33,540	$ 25,399
Monthly Amortization Payment	$ 47,687	$ 37,647	$ 29,102
Total Employer Contribution[2]	$ 91,895	$ 71,187	$ 54,501

[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

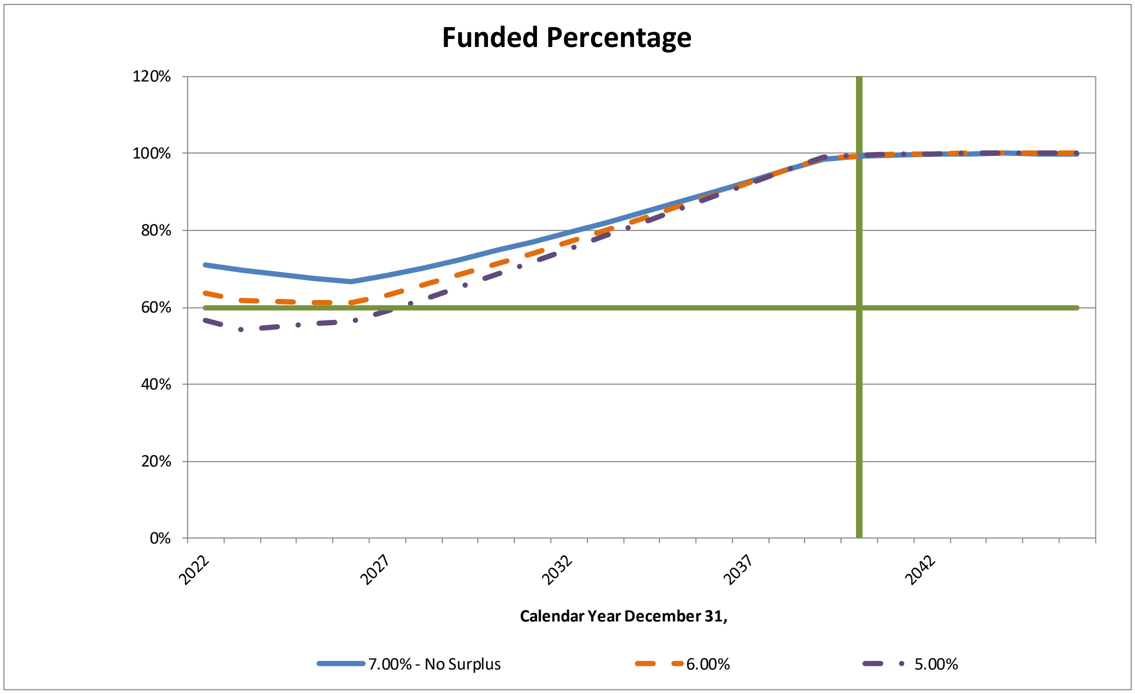
The next two pages show projections of the plan's funded ratio and computed employer contributions under the actuarial assumptions used in the valuation and alternate economic assumption scenarios. All three projections account for the past investment experience that will continue to affect the actuarial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

The 7.00% scenario provides an estimate of computed employer contributions based on current actuarial assumptions, and a projected 7.00% 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 6.00% and 5.00% projection scenarios provide an indication of the potential required employer contribution if these assumptions were met over the long term.

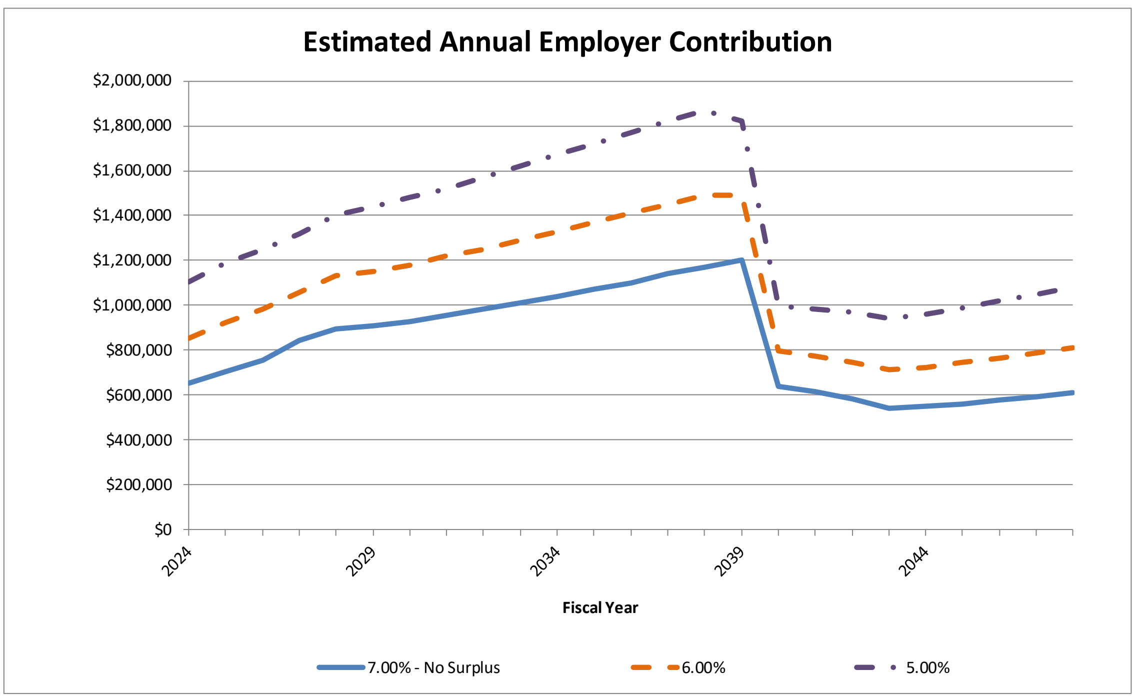
Please note that one or more of your divisions trigger the 3 times benefit payout minimum contribution requirement during the projection period (see table following the projections and the graphs). This contribution requirement was designed so that a plan does not run out of money. This means that if assets in the plan are not enough to pay 3 years of benefit payouts, a minimum contribution is required to raise the level of the assets to be equal to at least 3 years of benefit payments. See the Appendix on MERS' website for a full description of this contribution requirement.

Valuation Year Ending 12/31	Fiscal Year Beginning 1/1	Actuarial Accrued Liability	Valuation Assets[2]	Funded Percentage	Estimated Annual Employer Contribution[3]
7.00%[1] - NO PHASE-IN					
2022	2024	$ 14,002,075	$ 9,958,404	71%	$ 654,012
2023	2025	$ 14,400,000	$ 10,000,000	70%	$ 704,000
2024	2026	$ 14,900,000	$ 10,200,000	69%	$ 754,000
2025	2027	$ 15,400,000	$ 10,400,000	68%	$ 844,000
2026	2028	$ 15,900,000	$ 10,600,000	67%	$ 894,000
2027	2029	$ 16,400,000	$ 11,200,000	68%	$ 907,000
6.00%[1] - NO PHASE-IN					
2022	2024	$ 15,640,195	$ 9,958,404	64%	$ 854,244
2023	2025	$ 16,100,000	$ 9,930,000	62%	$ 922,000
2024	2026	$ 16,600,000	$ 10,200,000	61%	$ 981,000
2025	2027	$ 17,200,000	$ 10,500,000	61%	$ 1,060,000
2026	2028	$ 17,700,000	$ 10,900,000	61%	$ 1,130,000
2027	2029	$ 18,300,000	$ 11,600,000	63%	$ 1,150,000
5.00%[1] - NO PHASE-IN					
2022	2024	$ 17,619,265	$ 9,958,404	57%	$ 1,102,740
2023	2025	$ 18,100,000	$ 9,830,000	54%	$ 1,190,000
2024	2026	$ 18,800,000	$ 10,300,000	55%	$ 1,250,000
2025	2027	$ 19,400,000	$ 10,800,000	56%	$ 1,320,000
2026	2028	$ 20,000,000	$ 11,300,000	56%	$ 1,400,000
2027	2029	$ 20,700,000	$ 12,200,000	59%	$ 1,440,000

[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.
[3] All projected contributions are shown with no phase-in.



Notes:
All projected funded percentages are shown with no phase-in.
The green indicator lines have been added at 60% funded and 18 years following the valuation date for PA 202 purposes.



Notes:
All projected contributions are shown with no phase-in.

Valuation Year Ending 12/31	Fiscal Year Beginning 1/1	7.00% No Phase-In	6.00% No Phase-In	5.00% No Phase-In
2022	2024	No	No	No
2023	2025	No	No	No
2024	2026	No	No	No
2025	2027	10	10	10
2026	2028	10	10	10
2027	2029	10	10	No

This table shows in any given year which division(s) are impacted by the 3 times benefit payout minimum required contribution. If "No" appears in the table, it means none of the divisions are impacted.

Table 1: Employer Contribution Details for the Fiscal Year Beginning January 1, 2024

Division	Total Normal Cost	Employee Contribution Rate	Employer Contributions[1]			Computed Employer Contribution With Phase-In	Blended ER Rate No Phase-In[5]	Blended ER Rate With Phase-In[5]	Employee Contribution Conversion Factor[2]
			Employer Normal Cost[6]	Payment of the Unfunded Accrued Liability[4]	Computed Employer Contribution No Phase-In				
Percentage of Payroll									
01 - Gnrl Union	13.38%	2.50%	10.88%	2.32%	13.20%	12.92%			0.86%
02 - Shrff Union	16.53%	5.08%	11.45%	9.69%	21.14%	20.31%			0.91%
10 - Gnrl Non Union	0.00%	4.50%	-	-	-	-	49.31%	48.06%	
11 - Emplys 1/93	12.30%	2.50%	9.80%	0.90%	10.70%	10.42%	49.31%	48.06%	0.81%
12 - Division Trans	11.00%	2.50%	8.50%	0.00%	8.50%	8.28%			0.65%
13 - 23rd Circuit Crt EEs Assoc	11.82%	3.00%	8.82%	-3.88%	4.94%	4.52%			0.83%
Estimated Monthly Contribution[3]									
01 - Gnrl Union			$ 9,224	$ 1,967	$ 11,191	$ 10,955			
02 - Shrff Union			8,735	7,392	16,127	15,491			
10 - Gnrl Non Union			0	19,723	19,723	19,228			
11 - Emplys 1/93			5,005	459	5,464	5,319			
12 - Division Trans			1,436	0	1,436	1,398			
13 - 23rd Circuit Crt EEs Assoc			999	(439)	560	512			
Total Municipality			**$ 25,399**	**$ 29,102**	**$ 54,501**	**$ 52,903**			
Estimated Annual Contribution[3]			**$ 304,788**	**$ 349,224**	**$ 654,012**	**$ 634,836**			

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 not to 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 - Gnrl Union: Open Division

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

02 - Shrff Union: Open Division

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
	55/15	55/15
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	5.08%	5.08%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

10 - Gnrl Non Union: Closed to new hires, linked to Division 11

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
COLA for Current Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	4.50%	4.50%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

11 - Emplys 1/93: Open Division, linked to Division 10

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

12 - Division Trans: Open Division

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

13 - 23rd Circuit Crt EEs Assoc: Open Division

	2022 Valuation	2021 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	3.00%	3.00%
Act 88:	Yes (Adopted 9/9/1980)	Yes (Adopted 9/9/1980)

Table 3: Participant Summary

Division	2022 Valuation Number	2022 Valuation Annual Payroll[1]	2021 Valuation Number	2021 Valuation Annual Payroll[1]	2022 Valuation Average Age	2022 Valuation Average Benefit Service[2]	2022 Valuation Average Eligibility Service[2]
01 - Gnrl Union							
Active Employees	23	$ 958,915	24	$ 961,085	45.5	4.7	6.2
Vested Former Employees	2	10,302	1	937	57.9	6.3	17.9
Retirees and Beneficiaries	15	108,861	14	95,929	69.7		
Pending Refunds	26		23				
02 - Shrff Union							
Active Employees	16	$ 862,953	16	$ 754,885	39.2	8.0	9.0
Vested Former Employees	10	68,223	11	89,286	41.4	6.3	15.3
Retirees and Beneficiaries	14	186,408	13	175,260	65.9		
Pending Refunds	3		3				
10 - Gnrl Non Union							
Active Employees	0	$ 0	0	$ 0	0.0	0.0	0.0
Vested Former Employees	0	0	1	5,002	0.0	0.0	0.0
Retirees and Beneficiaries	24	410,212	24	403,981	75.2		
Pending Refunds	1		1				
11 - Emplys 1/93							
Active Employees	17	$ 577,712	16	$ 554,961	49.2	5.8	7.0
Vested Former Employees	2	10,319	2	8,353	50.2	6.5	17.3
Retirees and Beneficiaries	15	87,044	12	65,408	69.9		
Pending Refunds	23		23				
12 - Division Trans							
Active Employees	4	$ 191,060	4	$ 179,109	61.5	32.6	32.6
Vested Former Employees	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	2	17,606	2	17,606	63.4		
Pending Refunds	0		0				
13 - 23rd Circuit Crt EEs Assoc							
Active Employees	4	$ 128,115	5	$ 142,978	43.9	5.6	5.6
Vested Former Employees	0	0	1	14,985	0.0	0.0	0.0
Retirees and Beneficiaries	1	9,114	0	0	55.8		
Pending Refunds	6		5				
Total Municipality							
Active Employees	**64**	**$ 2,718,755**	**65**	**$ 2,593,018**	**45.8**	**7.6**	**8.7**
Vested Former Employees	**14**	**88,844**	**16**	**118,563**	**45.0**	**6.3**	**16.0**
Retirees and Beneficiaries	**71**	**819,245**	**65**	**758,184**	**70.5**		
Pending Refunds	**59**		**55**				
Total Participants	**208**		**201**				

[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	2022 Valuation		2021 Valuation	
	Employer and Retiree[1]	Employee[2]	Employer and Retiree[1]	Employee[2]
01 - Gnrl Union	$ 1,482,557	$ 112,070	$ 1,636,965	$ 91,416
02 - Shrff Union	2,297,062	387,464	2,563,036	352,795
10 - Gnrl Non Union	1,200,539	6,403	1,547,001	6,114
11 - Emplys 1/93	1,295,426	97,846	1,465,619	93,937
12 - Division Trans	1,368,344	66,338	1,542,644	58,781
13 - 23rd Circuit Crt EEs Assoc	270,067	18,028	293,269	22,046
Municipality Total[3]	**$ 7,913,996**	**$ 688,149**	**$ 9,048,533**	**$ 625,089**
Combined Assets[3]	**$8,602,145**		**$9,673,622**	

1 Reserve for Employer Contributions and Benefit Payments.

2 Reserve for Employee Contributions.

3 Totals may not add due to rounding.

The December 31, 2022 valuation assets (actuarial value of assets) are equal to 1.157665 times the reported market value of assets (compared to 0.998523 as of December 31, 2021). 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						
2012	$ 261,039	$ 36,015	$ 38,415	$ 280,564	$ (542,990)	$ (15,436)	$ 0	$ 6,508,984
2013	303,545	18,014	43,150	381,770	(557,606)	0	(1)	6,697,856
2014	436,030	0	43,916	389,911	(560,198)	(1,062)	0	7,006,453
2015	389,627	10,000	48,727	350,172	(588,613)	(9,726)	0	7,206,640
2016	362,567	50,820	47,907	376,121	(617,562)	(6,726)	16,946	7,436,713
2017	419,230	28,800	50,084	433,167	(628,817)	(14,684)	(132,842)	7,591,651
2018	437,768	2,975	55,323	279,758	(649,467)	(4,458)	0	7,713,550
2019	440,935	16,893	57,970	364,679	(695,171)	(436)	0	7,898,420
2020	482,373	9,231	75,523	632,292	(717,180)	(1,765)	0	8,378,894
2021	530,533	8,393	84,882	1,419,821	(745,267)	(17,922)	0	9,659,334
2022	627,796	1,255	94,608	353,061	(772,614)	(5,036)	0	9,958,404

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.

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, 2022

Division	Actuarial Accrued Liability					Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
	Active Employees	Vested Former Employees	Retirees and Beneficiaries	Pending Refunds	Total			
01 - Gnrl Union	$ 821,966	$ 117,404	$ 1,149,492	$ 37,262	$ 2,126,124	$ 1,846,044	86.8%	$ 280,080
02 - Shrff Union	1,651,958	348,188	2,147,960	20,652	4,168,758	3,107,782	74.5%	1,060,976
10 - Gnrl Non Union	0	0	4,221,386	44	4,221,430	1,397,235	33.1%	2,824,195
11 - Emplys 1/93	632,906	71,570	937,776	28,625	1,670,877	1,612,943	96.5%	57,934
12 - Division Trans	1,309,678	0	218,703	0	1,528,381	1,660,882	108.7%	(132,501)
13 - 23rd Circuit Crt EEs Assoc	156,352	0	125,754	4,399	286,505	333,518	116.4%	(47,013)
Total	**$ 4,572,860**	**$ 537,162**	**$ 8,801,071**	**$ 90,982**	**$ 14,002,075**	**$ 9,958,404**	**71.1%**	**$ 4,043,671**

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, 10	$ 632,906	$ 71,570	$ 5,159,162	$ 28,669	$ 5,892,307	$ 3,010,178	51.1%	$ 2,882,129

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

The December 31, 2022 valuation assets (actuarial value of assets) are equal to 1.157665 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
2008	$ 8,513,442	$ 6,084,355	71%	$ 2,429,087
2009	8,711,783	6,155,240	71%	2,556,543
2010	8,891,801	6,333,725	71%	2,558,076
2011	9,191,920	6,451,377	70%	2,740,543
2012	9,380,409	6,508,984	69%	2,871,425
2013	9,349,319	6,697,856	72%	2,651,463
2014	9,768,493	7,006,453	72%	2,762,040
2015	10,838,241	7,206,640	67%	3,631,601
2016	10,903,641	7,436,713	68%	3,466,928
2017	11,003,519	7,591,651	69%	3,411,868
2018	11,180,146	7,713,550	69%	3,466,596
2019	11,907,933	7,898,420	66%	4,009,513
2020	12,671,120	8,378,894	66%	4,292,226
2021	13,533,712	9,659,334	71%	3,874,378
2022	14,002,075	9,958,404	71%	4,043,671

Notes: Actuarial assumptions were revised for the 2008, 2009, 2010, 2011, 2012, 2015, 2019, 2020 and 2021 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 - Gnrl Union

Table 8-01: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 958,513	$ 799,457	83%	$ 159,056
2013	1,056,782	859,812	81%	196,970
2014	1,159,298	924,755	80%	234,543
2015	1,279,858	935,440	73%	344,418
2016	1,388,235	1,030,782	74%	357,453
2017	1,427,735	1,148,565	80%	279,170
2018	1,455,448	1,221,161	84%	234,287
2019	1,608,254	1,300,585	81%	307,669
2020	1,788,015	1,436,413	80%	351,602
2021	1,987,070	1,725,828	87%	261,242
2022	2,126,124	1,846,044	87%	280,080

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.
The percent funded does not reflect valuation assets from Surplus divisions, if any.

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		
2012	15	$ 380,714	12.58%	1.00%
2013	15	428,582	12.80%	1.00%
2014	15	440,230	13.36%	1.00%
2015	17	545,937	14.18%	1.00%
2016	26	913,690	12.90%	1.00%
2017	19	680,866	12.38%	1.50%
2018	18	694,709	12.36%	1.50%
2019	21	811,429	12.48%	1.50%
2020	21	860,795	12.48%	2.50%
2021	24	961,085	13.01%	2.50%
2022	23	958,915	13.20%	2.50%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 02 - Shrff Union

Table 8-02: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 2,271,702	$ 1,862,600	82%	$ 409,102
2013	2,544,477	1,697,968	67%	846,509
2014	2,698,342	1,770,470	66%	927,872
2015	3,070,751	1,915,831	62%	1,154,920
2016	2,910,952	2,021,170	69%	889,782
2017	2,943,844	2,136,246	73%	807,598
2018	3,184,086	2,208,806	69%	975,280
2019	3,364,202	2,295,505	68%	1,068,697
2020	3,660,358	2,485,907	68%	1,174,451
2021	3,982,629	2,911,524	73%	1,071,105
2022	4,168,758	3,107,782	75%	1,060,976

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.

The percent funded does not reflect valuation assets from Surplus divisions, if any.

Table 9-02: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution[1]	Employee Contribution Rate[2]
	Number	Annual Payroll		
2012	13	$ 487,688	13.88%	4.08%
2013	15	619,571	17.34%	4.08%
2014	15	641,532	17.63%	4.08%
2015	16	709,679	19.65%	4.08%
2016	14	569,382	19.04%	4.08%
2017	14	608,819	18.13%	4.08%
2018	15	645,195	19.77%	4.08%
2019	16	725,611	19.38%	5.08%
2020	15	696,401	22.85%	5.08%
2021	16	754,885	22.13%	5.08%
2022	16	862,953	21.14%	5.08%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 - Gnrl Non Union

Table 8-10: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 4,630,817	$ 1,853,664	40%	$ 2,777,153
2013	4,013,079	1,604,348	40%	2,408,731
2014	4,005,672	1,630,338	41%	2,375,334
2015	4,292,187	1,350,403	32%	2,941,784
2016	4,240,370	1,022,739	24%	3,217,631
2017	4,140,517	2,203,464	53%	1,937,053
2018	4,059,356	1,921,389	47%	2,137,967
2019	4,205,904	1,633,526	39%	2,572,378
2020	4,221,563	1,504,318	36%	2,717,245
2021	4,297,089	1,550,821	36%	2,746,268
2022	4,221,430	1,397,235	33%	2,824,195

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.
The percent funded does not reflect valuation assets from Surplus divisions, if any.

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		
2012	2	$ 66,198	258.76%	4.50%
2013	3	100,599	$ 12,811	4.50%
2014	3	104,207	$ 13,089	4.50%
2015	1	38,600	$ 16,846	4.50%
2016	1	37,541	$ 30,129	4.50%
2017	1	38,041	$ 10,232	4.50%
2018	1	38,840	$ 13,374	4.50%
2019	0	0	$ 16,693	4.50%
2020	0	0	$ 18,049	4.50%
2021	0	0	$ 18,345	4.50%
2022	0	0	$ 19,723	4.50%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 - Emplys 1/93

Table 8-11: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 607,772	$ 1,089,341	179%	$ (481,569)
2013	694,612	1,548,259	223%	(853,647)
2014	780,414	1,618,318	207%	(837,904)
2015	896,336	1,864,734	208%	(968,398)
2016	977,504	2,138,254	219%	(1,160,750)
2017	1,042,920	781,497	75%	261,423
2018	1,042,737	972,292	93%	70,445
2019	1,193,438	1,191,901	100%	1,537
2020	1,383,758	1,333,835	96%	49,923
2021	1,543,991	1,557,252	101%	(13,261)
2022	1,670,877	1,612,943	97%	57,934

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.
The percent funded does not reflect valuation assets from Surplus divisions, if any.

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		
2012	11	$ 341,912	0.00%	1.50%
2013	15	432,390	0.00%	1.50%
2014	17	465,833	0.00%	1.50%
2015	18	517,350	0.00%	1.50%
2016	17	508,815	0.00%	1.50%
2017	19	592,710	14.14%	1.50%
2018	12	409,419	10.37%	1.50%
2019	18	607,987	9.34%	1.50%
2020	15	482,423	10.49%	2.50%
2021	16	554,961	10.44%	2.50%
2022	17	577,712	10.70%	2.50%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 12 - Division Trans

Table 8-12: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 807,906	$ 770,858	95%	$ 37,048
2013	911,502	836,315	92%	75,187
2014	975,075	893,260	92%	81,815
2015	1,176,975	983,644	84%	193,331
2016	1,248,304	1,051,291	84%	197,013
2017	1,299,222	1,132,024	87%	167,198
2018	1,257,229	1,183,347	94%	73,882
2019	1,318,325	1,249,395	95%	68,930
2020	1,376,560	1,358,956	99%	17,604
2021	1,463,069	1,599,060	109%	(135,991)
2022	1,528,381	1,660,882	109%	(132,501)

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.

The percent funded does not reflect valuation assets from Surplus divisions, if any.

Table 9-12: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution[1]	Employee Contribution Rate[2]
	Number	Annual Payroll		
2012	4	$ 146,264	10.60%	1.50%
2013	4	150,686	12.15%	1.50%
2014	4	150,840	12.35%	1.50%
2015	5	195,217	15.39%	1.50%
2016	5	209,912	14.96%	1.50%
2017	5	213,432	14.05%	1.50%
2018	4	167,770	11.89%	1.50%
2019	4	167,862	12.12%	1.50%
2020	4	172,478	8.11%	2.50%
2021	4	179,109	8.47%	2.50%
2022	4	191,060	8.50%	2.50%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 13 - 23rd Circuit Crt EEs Assoc

Table 8-13: Actuarial Accrued Liabilities - Comparative Schedule

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
2012	$ 103,699	$ 133,064	128%	$ (29,365)
2013	128,867	151,154	117%	(22,287)
2014	149,692	169,312	113%	(19,620)
2015	122,134	156,588	128%	(34,454)
2016	138,276	172,477	125%	(34,201)
2017	149,281	189,855	127%	(40,574)
2018	181,290	206,555	114%	(25,265)
2019	217,810	227,508	104%	(9,698)
2020	240,866	259,465	108%	(18,599)
2021	259,864	314,849	121%	(54,985)
2022	286,505	333,518	116%	(47,013)

Notes: Actuarial assumptions were revised for the 2012, 2015, 2019, 2020 and 2021 actuarial valuations.
The percent funded does not reflect valuation assets from Surplus divisions, if any.

Table 9-13: Computed Employer Contributions - Comparative Schedule

Valuation Date December 31	Active Employees		Computed Employer Contribution[1]	Employee Contribution Rate[2]
	Number	Annual Payroll		
2012	5	$ 136,189	5.36%	1.00%
2013	5	139,218	6.06%	1.00%
2014	5	134,643	5.36%	2.00%
2015	4	103,996	4.20%	2.00%
2016	5	144,206	4.32%	2.00%
2017	5	133,608	4.81%	2.00%
2018	5	152,838	6.16%	2.00%
2019	5	161,702	6.96%	2.00%
2020	4	133,463	6.83%	2.00%
2021	5	142,978	3.84%	3.00%
2022	4	128,115	4.94%	3.00%

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 reflect the employer contribution requirement without phase-in. If applicable, the current phase-in contribution is shown in Table 1.

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 - Gnrl Union

Table 10-01: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance[1]	Original Amortization Period[2]	Amounts for Fiscal Year Beginning 1/1/2024: Outstanding UAL Balance[3]	Remaining Amortization Period[2]	Annual Amortization Payment
Initial	12/31/2015	$ 344,418	23	$ 349,728	16	$ 29,628
(Gain)/Loss	12/31/2016	4,923	22	5,202	16	444
(Gain)/Loss	12/31/2017	(79,580)	21	(83,789)	16	(7,092)
Amendment	12/31/2017	(2,111)	21	(2,227)	16	(192)
(Gain)/Loss	12/31/2018	(40,961)	20	(42,931)	16	(3,636)
(Gain)/Loss	12/31/2019	35,929	19	37,433	16	3,168
Assumption	12/31/2019	39,512	19	40,160	16	3,408
Experience	12/31/2020	38,804	18	40,685	16	3,444
Experience	12/31/2021	(92,302)	17	(97,395)	16	(8,256)
Experience	12/31/2022	29,712	16	31,792	16	2,688
Total				**$ 278,658**		**$ 23,604**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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.

Table 10-02: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance[1]	Original Amortization Period[2]	Amounts for Fiscal Year Beginning 1/1/2024: Outstanding UAL Balance[3]	Remaining Amortization Period[2]	Annual Amortization Payment
Initial	12/31/2015	$ 1,154,920	23	$ 1,172,232	16	$ 99,300
(Gain)/Loss	12/31/2016	(291,734)	22	(309,206)	16	(26,196)
(Gain)/Loss	12/31/2017	(69,808)	21	(73,481)	16	(6,228)
(Gain)/Loss	12/31/2018	167,239	20	175,279	16	14,844
(Gain)/Loss	12/31/2019	(29,796)	19	(31,033)	16	(2,628)
Assumption	12/31/2019	111,563	19	112,642	16	9,540
Amendment	12/31/2019	(5,074)	19	(5,290)	16	(444)
Experience	12/31/2020	101,821	18	106,778	16	9,048
Experience	12/31/2021	(107,642)	17	(113,580)	16	(9,624)
Experience	12/31/2022	12,064	16	12,908	16	1,092
Total				**$ 1,047,249**		**$ 88,704**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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.

Table 10-10: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance[1]	Original Amortization Period[2]	Amounts for Fiscal Year Beginning 1/1/2024 Outstanding UAL Balance[3]	Remaining Amortization Period[2]	Annual Amortization Payment
Initial	12/31/2015	$ 2,941,784	23	$ 2,847,854	16	$ 241,224
(Gain)/Loss	12/31/2016	207,172	22	219,560	16	18,600
(Gain)/Loss	12/31/2017	(1,322,626)	21	(1,392,465)	16	(117,948)
(Gain)/Loss	12/31/2018	423,761	20	444,118	16	37,620
(Gain)/Loss	12/31/2019	265,176	19	276,304	16	23,400
Assumption	12/31/2019	129,625	19	125,882	16	10,668
Experience	12/31/2020	119,694	18	125,524	16	10,632
Experience	12/31/2021	28,377	17	29,943	16	2,532
Experience	12/31/2022	109,770	16	117,454	16	9,948
Total				**$ 2,794,174**		**$ 236,676**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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.

Table 10-11: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance[1]	Original Amortization Period[2]	Amounts for Fiscal Year Beginning 1/1/2024: Outstanding UAL Balance[3]	Remaining Amortization Period[2]	Annual Amortization Payment
Experience	12/31/2022	$ 57,934	15	$ 61,989	15	$ 5,508
Total				**$ 61,989**		**$ 5,508**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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.

Table 10-12: Layered Amortization Schedule

Type of UAL	Date Established	Original Balance[1]	Original Amortization Period[2]	Amounts for Fiscal Year Beginning 1/1/2024: Outstanding UAL Balance[3]	Remaining Amortization Period[2]	Annual Amortization Payment
Experience	12/31/2021	$ (137,036)	15	$ (143,421)	14	$ (13,416)
Experience	12/31/2022	1,537	15	1,645	15	144
Total				**$ (141,776)**		**$ (13,272)**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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.

Table 10-13: Layered Amortization Schedule

				Amounts for Fiscal Year Beginning 1/1/2024		
Type of UAL	**Date Established**	**Original Balance[1]**	**Original Amortization Period[2]**	**Outstanding UAL Balance[3]**	**Remaining Amortization Period[2]**	**Annual Amortization Payment**
Initial	12/31/2015	$ (34,454)	10	$ (23,260)	8	$ (3,420)
(Gain)/Loss	12/31/2016	33	15	42	9	12
(Gain)/Loss	12/31/2017	(8,073)	15	(7,443)	10	(912)
(Gain)/Loss	12/31/2018	14,316	15	13,786	11	1,560
(Gain)/Loss	12/31/2019	8,571	15	8,494	12	900
Assumption	12/31/2019	4,252	15	4,264	12	444
Experience	12/31/2020	(11,333)	15	(11,596)	13	(1,152)
Experience	12/31/2021	(36,618)	15	(38,323)	14	(3,588)
Experience	12/31/2022	9,289	15	9,939	15	888
Total				**$ (44,097)**		**$ (5,268)**

[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, 2022 (see Table 6) is projected to the beginning of the fiscal year for which the contributions are being calculated. This allows the 2022 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:		12/31/2022
Measurement Date of the Total Pension Liability (TPL):		12/31/2022
At 12/31/2022, the following employees were covered by the benefit terms:		
Inactive employees or beneficiaries currently receiving benefits:		71
Inactive employees entitled to but not yet receiving benefits (including refunds):		73
Active employees:		64
		208
Total Pension Liability as of 12/31/2021 measurement date:	$	13,180,788
Total Pension Liability as of 12/31/2022 measurement date:	$	13,636,908
Service Cost for the year ending on the 12/31/2022 measurement date:	$	362,789
Change in the Total Pension Liability due to:		
- Benefit changes[1]:	$	0
- Differences between expected and actual experience[2]:	$	(69,587)
- Changes in assumptions[2]:	$	0
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):	$	2,718,755

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 (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Change in Net Pension Liability as of 12/31/2022:	$ 1,564,980	$ 0	$ (1,308,689)

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:	12/31/2022
Measurement Date of the Total Pension Liability (TPL):	12/31/2023

At 12/31/2022, the following employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits:	71
Inactive employees entitled to but not yet receiving benefits (including refunds):	73
Active employees:	64
	208

Total Pension Liability as of 12/31/2022 measurement date:	$	13,600,730
Total Pension Liability as of 12/31/2023 measurement date:	$	14,014,590
Service Cost for the year ending on the 12/31/2023 measurement date:	$	369,523
Change in the Total Pension Liability due to:		
- Benefit changes[1]:	$	0
- Differences between expected and actual experience[2]:	$	38,803
- Changes in assumptions[2]:	$	0
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):	$	2,718,755

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 (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Change in Net Pension Liability as of 12/31/2023:	$ 1,620,852	$ 0	$ (1,354,406)

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 - Gnrl Union	
1/1/2021	Probationary Period 1 Month
1/1/2021	Voter-Elected Officials - Included
1/1/2021	Short Term Disability - Service Granted
1/1/2021	FMLA - Service Granted
1/1/2021	Appointed Officials - Included
1/1/2021	Public Safety Employees - Yes
1/1/2021	Long Term Disability - Service Granted
1/1/2021	Workers Compensation - Service Granted
1/1/2021	Service Credit Qualification - 130 hrs
1/1/2021	Custom Wages
7/1/2020	Participant Contribution Rate 2.5%
1/1/2018	Participant Contribution Rate 1.5%
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2009	E 2% COLA Adopted (01/01/2009)
4/1/2008	Day of work defined as 130 Hours a Month for All employees.
1/1/2008	E 2% COLA Adopted (01/01/2008)
1/1/2007	E 2% COLA Adopted (01/01/2007)
1/1/2006	E 2% COLA Adopted (01/01/2006)
1/1/2005	E 2% COLA Adopted (01/01/2005)
1/1/2004	E 2% COLA Adopted (01/01/2004)
1/1/2003	E 2% COLA Adopted (01/01/2003)
1/1/2002	E 2% COLA Adopted (01/01/2002)
1/1/2001	E 2% COLA Adopted (01/01/2001)
1/1/2000	E 2% COLA Adopted (01/01/2000)
1/1/1999	Flexible E 2% COLA Adopted (01/01/1999)
1/1/1991	E 2% COLA Adopted (01/01/1991)
1/1/1990	Flexible E 2% COLA Adopted (01/01/1990)
1/1/1989	E 2% COLA Adopted (01/01/1989)
5/1/1988	Benefit FAC-3 (3 Year Final Average Compensation)
5/1/1988	Benefit B-3 (80% max)
5/1/1988	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1987	E 2% COLA Adopted (01/01/1987)
1/1/1985	Member Contribution Rate 1.00%
9/9/1980	Covered by Act 88
4/1/1977	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1977	10 Year Vesting
4/1/1977	Benefit C-1 (Old) (No Max)
4/1/1977	Member Contribution Rate 3.00% Under $4,200.00 - Then 5.00%
4/1/1977	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

02 - Shrff Union

1/1/2021	Probationary Period 1 Month
1/1/2021	Voter-Elected Officials - Included
1/1/2021	Short Term Disability - Service Granted
1/1/2021	FMLA - Service Granted
1/1/2021	Appointed Officials - Included
1/1/2021	Public Safety Employees - Yes
1/1/2021	Long Term Disability - Service Granted
1/1/2021	Workers Compensation - Service Granted
1/1/2021	Service Credit Qualification - 80 hours
1/1/2021	Custom Wages
1/1/2020	Participant Contribution Rate 5.08%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2011	Member Contribution Rate 4.08%
1/1/2009	E 2% COLA Adopted (01/01/2009)
1/1/2008	E 2% COLA Adopted (01/01/2008)
1/1/2007	E 2% COLA Adopted (01/01/2007)
1/1/2006	E 2% COLA Adopted (01/01/2006)
1/1/2005	E 2% COLA Adopted (01/01/2005)
1/1/2004	E 2% COLA Adopted (01/01/2004)
1/1/2003	E 2% COLA Adopted (01/01/2003)
1/1/2002	E 2% COLA Adopted (01/01/2002)
12/1/2001	Benefit B-4 (80% max)
12/1/2001	Member Contribution Rate 3.58%
1/1/2001	Benefit F50 (With 25 Years of Service)
1/1/2001	E 2% COLA Adopted (01/01/2001)
1/1/2000	E 2% COLA Adopted (01/01/2000)
1/1/1999	Flexible E 2% COLA Adopted (01/01/1999)
1/1/1990	Flexible E 2% COLA Adopted (01/01/1990)
1/1/1989	E 2% COLA Adopted (01/01/1989)
5/1/1988	Benefit FAC-3 (3 Year Final Average Compensation)
5/1/1988	Benefit B-3 (80% max)
5/1/1988	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1987	E 2% COLA Adopted (01/01/1987)
1/1/1985	Member Contribution Rate 1.00%
9/9/1980	Covered by Act 88
4/1/1977	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1977	10 Year Vesting
4/1/1977	Benefit C-1 (Old) (No Max)
4/1/1977	Member Contribution Rate 3.00% Under $4,200.00 - Then 5.00%
4/1/1977	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 - Gnrl Non Union

12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2011	Member Contribution Rate 4.50%
4/1/2008	Day of work defined as 130 Hours a Month for All employees.
1/1/2003	E 2% COLA Adopted (01/01/2003)

10 - Gnrl Non Union

1/1/1992	Member Contribution Rate 4.00%
12/31/1991	Member Contribution Rate 0.00%
1/1/1991	E1 2.5% COLA for past retirees (09/01/1990)
1/1/1991	E2 2.5% COLA for future retirees (09/01/1990)
9/1/1990	Benefit FAC-3 (3 Year Final Average Compensation)
9/1/1990	10 Year Vesting
9/1/1990	Benefit B-4 (80% max)
9/1/1990	Benefit F55 (With 15 Years of Service)
9/1/1990	Member Contribution Rate 1.00%
1/1/1990	Flexible E 2% COLA Adopted (01/01/1990)
1/1/1989	E 2% COLA Adopted (01/01/1989)
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1987	E 2% COLA Adopted (01/01/1987)
9/9/1980	Covered by Act 88
4/1/1977	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 - Emplys 1/93

1/1/2021	Probationary Period 1 Month
1/1/2021	Voter-Elected Officials - Included
1/1/2021	Short Term Disability - Service Granted
1/1/2021	FMLA - Service Granted
1/1/2021	Appointed Officials - Included
1/1/2021	Public Safety Employees - Yes
1/1/2021	Long Term Disability - Service Granted
1/1/2021	Workers Compensation - Service Granted
1/1/2021	Service Credit Qualification - 130 hrs
1/1/2021	Custom Wages
4/1/2020	Participant Contribution Rate 2.5%
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2012	Day of work defined as 130 Hours a Month for All employees.
1/1/2012	Member Contribution Rate 1.50%
8/1/2000	Benefit B-3 (80% max)
1/1/1993	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1993	10 Year Vesting
1/1/1993	Benefit C-1 (New) (No Max)
1/1/1993	Member Contribution Rate 1.00%
9/9/1980	Covered by Act 88
4/1/1977	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

12 - Division Trans

1/1/2021	Probationary Period 1 Month
1/1/2021	Voter-Elected Officials - Included
1/1/2021	Short Term Disability - Service Granted
1/1/2021	FMLA - Service Granted
1/1/2021	Appointed Officials - Included

12 - Division Trans

1/1/2021	Public Safety Employees - Yes
1/1/2021	Long Term Disability - Service Granted
1/1/2021	Workers Compensation - Service Granted
1/1/2021	Service Credit Qualification - 130 hrs
1/1/2021	Custom Wages
4/1/2020	Participant Contribution Rate 2.5%
12/1/2016	Service Credit Purchase Estimates - Yes
7/1/2011	Member Contribution Rate 1.50%
4/1/2008	Day of work defined as 130 Hours a Month for All employees.
7/1/2000	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/2000	10 Year Vesting
7/1/2000	Benefit B-3 (80% max)
7/1/2000	Benefit F55 (With 15 Years of Service)
7/1/2000	Member Contribution Rate 1.00%
9/9/1980	Covered by Act 88
4/1/1977	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	Early Reduced (.5%) at Age 50 with 25 Years or Age 55 with 15 Years

13 - 23rd Circuit Crt EEs Assoc

3/1/2021	Participant Contribution Rate 3%
1/1/2021	Probationary Period 1 Month
1/1/2021	Voter-Elected Officials - Included
1/1/2021	Short Term Disability - Service Granted
1/1/2021	FMLA - Service Granted
1/1/2021	Appointed Officials - Included
1/1/2021	Public Safety Employees - Yes
1/1/2021	Long Term Disability - Service Granted
1/1/2021	Workers Compensation - Service Granted
1/1/2021	Service Credit Qualification - 130 hrs
1/1/2021	Custom Wages
12/1/2016	Service Credit Purchase Estimates - Yes
1/1/2015	Participant Contribution Rate 2%
10/1/2011	Day of work defined as 130 Hours a Month for All employees.
10/1/2011	Benefit FAC-5 (5 Year Final Average Compensation)
10/1/2011	10 Year Vesting
10/1/2011	Benefit B-3 (80% max)
10/1/2011	Member Contribution Rate 1.00%
9/9/1980	Covered by Act 88
4/1/1977	Fiscal Month - January
	Defined Benefit Normal Retirement Age - 60
	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
All Divisions	2.00%

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:

	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018
1. Ratio of the market value of assets to total payroll	3.2	3.7	3.7	3.2	3.3
2. Ratio of actuarial accrued liability to payroll	5.2	5.2	5.4	4.8	5.3
3. Ratio of actives to retirees and beneficiaries	0.9	1.0	0.9	1.0	0.9
4. Ratio of market value of assets to benefit payments	11.1	12.7	12.0	11.2	10.8
5. Ratio of net cash flow to market value of assets (boy)	-0.6%	-1.6%	-1.9%	-2.6%	-2.1%

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, 2022**	
11	Indicate number of active members	64
12	Indicate number of inactive members (excluding pending refunds)	14
13	Indicate number of retirees and beneficiaries	71
14	**Investment Performance for Calendar Year Ending December 31, 2022**[1]	
15	Enter actual rate of return - prior 1-year period	(10.37)%
16	Enter actual rate of return - prior 5-year period	4.95%
17	Enter actual rate of return - prior 10-year period	6.79%
18	**Actuarial Assumptions**	
19	Actuarial assumed rate of investment return[2]	7.00%
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]	16
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	$9,292,305
25	Enter retirement pension system's actuarial accrued liabilities using uniform assumptions[5]	$14,229,128
27	Actuarially Determined Contribution (ADC) using uniform assumptions, Fiscal Year Ending December 31, 2023	$722,520

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), "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 6.85%.