

City of Nitro West Virginia Firemen's Pension and Relief Fund

GASB 68 Actuarial Information for the Measurement Period Ending June 30, 2020

Bolton

Submitted by: James Ritchie, ASA, EA, FCA, MAAA Senior Consulting Actuary 443.573.3924 jritchie@boltonusa.com

Jordan McClane, FSA, EA, FCA, MAAA Actuary 667.218.6935 jmcclane@boltonusa.com



November 4, 2020

Mr. John Young City Treasurer City of Nitro 2009 20th Street Nitro, WV 25143 Captain Jonathan Atkins Pension Board Secretary City of Nitro Firemen's Pension and Relief Fund

Re: City of Nitro Firemen's Pension and Relief Fund GASB 68 Actuarial Information for the Measurement Period Ending June 30, 2020

Dear John,

The following report contains the GASB 67 and GASB 68 actuarial information for the City of Nitro Firemen's Pension and Relief Fund to be included in the City's financial statements for FY 2020. The GASB 67 information has been provided as of June 30, 2020 (the GASB 68 measurement date for FY 2020).

Methodology, Reliance and Certification

This report is prepared for the City. The report contains the actuarial information to be included with the City's financial statements for the year ending June 30, 2020 (the City's fiscal year end date) as required by GASB 68. This information has been prepared for use in the financial statements of the City. This information is not intended for, nor should it be used for, any additional purposes.

The total pension liability is based on the July 1, 2019 actuarial valuation rolled forward to June 30, 2020. The methods, assumptions, and participant data used are detailed in the July 1, 2019 actuarial valuation report with the exception of the actuarial cost method. These calculations are based on the Entry Age Normal cost method as required by GASB 67. The calculation of the Actuarially Determined Contribution (ADC) for the fiscal year ending June 30, 2020 is contained in the July 1, 2018 actuarial valuation report. The discount rate assumption may have changed if a blended rate was used for GASB purposes.

The included calculations are based on a blended discount rate of 3.62%. The plan's expected gross rate of investment return of 4.50% has been blended with the 2.45% yield corresponding to the 20-year maturity on a municipal general obligation AA bond yield curve published on Fidelity's Fixed Income Market Data webpage as of June 30, 2020. The development of the blended discount rate is included within this report.

The long-term nominal expected rate of return on pension plan investments was determined using a methodology approved by the Municipal Pensions Oversight Board (MPOB) and is based on the fund's current funding ratio, liquidity ratio, equity exposure and expected funded status in 15 years.

The included calculations assume that the members and the City will continue to make all required contributions in accordance with the City's funding policy.

Mr. John Young November 4, 2020 Page 2

Methodology, Reliance and Certification (cont.)

These calculations and comparisons with assets are applicable for the valuation date only. The future is uncertain, and the plan may become better funded or more poorly funded in the future. This valuation does not provide any guarantee that the plan will be able to provide the promised benefits in the future.

This is a deterministic valuation in that it is based on a single set of assumptions. This set of assumptions is one possible basis for our calculations. Other assumptions may be equally valid. The future is uncertain and the plan's actual experience will differ from the assumptions; the differences may be significant or material because the results are very sensitive to the assumptions made and, in some cases, to the interaction between the assumptions. We may consider that some factors are not material to the valuation of the plan and may not provide a specific assumption for those factors. We may have used other assumptions in the past. We will likely consider changes in assumptions at a future date.

The City is responsible for selecting the plan's funding policy based on four methods allowed for under state law. The actuarial valuation methods are chosen by the actuary in accordance with actuarial standards of practice promulgated by the Actuarial Standards Board of the American Academy of Actuaries and as required by GASB 67 & 68. The MPOB selects the asset valuation methods and assumptions; these selections are reviewed by a qualified actuary no less than every five years. The actuarial process. The policies, methods and assumptions used in this valuation are those that have been so prescribed and are described in this report. The City and MPOB are solely responsible for communicating to Bolton Partners, Inc. any changes required thereto.

The City could reasonably ask how the valuation would change if we used a different assumption set or if plan experience exhibited variations from our assumptions. This report does not contain such an analysis. That type of analysis would be a separate assignment.

The cost of this plan is determined by the benefits promised by the plan, the plan's participant population, the investment experience of the plan and many other factors. An actuarial valuation is a budgeting tool for the City or, in this case, a measure of accounting expense. It does not affect the cost of the plan. As the experience of the plan evolves, it is normal for the level of contributions and expense of the plan to change.

We make every effort to ensure that our calculations are accurately performed. These calculations are complex. Despite our best efforts, we may make a mistake. We reserve the right to correct any potential errors by amending the results of this report or by including the corrections in a future valuation report.

Because modeling all aspects of a situation is not possible or practical, we may use summary information, estimates, or simplifications of calculations to facilitate the modeling of future events in an efficient and cost-effective manner. We may also exclude factors or data that are immaterial in our judgment. Use of such simplifying techniques does not, in our judgment, affect the reasonableness of valuation results for the plan.

The valuation was completed using both proprietary and third-party models (including software and tools). We have tested these models to ensure they are used for their intended purposes, within their known limitations, and without any known material inconsistencies unless otherwise stated.



Mr. John Young November 4, 2020 Page 3

Methodology, Reliance and Certification (cont.)

This report is based on plan provisions, census data, and asset data submitted by the City. We have relied on this information for purposes of preparing this report, but have not performed an audit. The accuracy of the results presented in this report is dependent upon the accuracy and completeness of the underlying information. The plan sponsor is solely responsible for the validity and completeness of this information.

The City is solely responsible for selecting the plan's investment policies, asset allocations and individual investments. Bolton Partners, Inc.'s actuaries have not provided any investment advice to the City.

The information in this report was prepared for the internal use of the City, the plan and their auditors in connection with our actuarial valuations of the pension plan as required by GASB 68. This report may not be used for any other purpose; Bolton Partners, Inc. is not responsible for the consequences of any unauthorized use or the reliance on this information by any other party.

The calculation of actuarial liabilities for valuation purposes is based on a current estimate of future benefit payments. The calculation includes a computation of the "present value" of those estimated future benefit payments using an assumed discount rate; the higher the discount rate assumption, the lower the estimated liability will be. For purposes of estimating the liabilities (future and accrued) in this report, an assumption based on the expected long-term rate of return on plan investments is used. If the plan is expected to become insolvent, the return assumption is blended with a long-term municipal bond rate. Using a lower discount rate assumption, such as a rate solely based on long-term bond yields, could substantially increase the estimated present value of future and accrued liabilities.

This report provides certain financial calculations for use by the auditor. These values have been computed in accordance with our understanding of generally accepted actuarial principles and practices and fairly reflect the actuarial position of the plan. The various actuarial assumptions and methods which have been used are, in our opinion, appropriate for the purposes of this report.

The report is conditioned on the assumption of an ongoing plan and is not meant to present the actuarial position of the plan in the case of plan termination. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as 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 undersigned enrolled actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. The July 1, 2019 actuarial valuation report contains information that is integral to the results contained herein and a copy may be provided upon request.

Sincerely,

Rothie

James Ritchie, ASA, EA, FCA, MAAA

ful Mide

Jordan McClane, FSA, EA, FCA, MAAA





Net Pension Liability of the Employer

The components of the net pension liability of the Employer at June 30, 2020, were as follows:

Total pension liability	\$ 13,129,107
Plan fiduciary net position	 (2,199,783)
Employer's net pension liability	\$ 10,929,324
Plan fiduciary net position as a percentage of the total pension liability	16.76%

Actuarial assumptions. The total pension liability was determined by an actuarial valuation as of July 1, 2019 rolled forward to June 30, 2020 using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.75 percent
Salary increases	Rates vary by years of service
Single discount rate (BOY)	3.83%
Single discount rate (EOY)	3.62%
Investment rate of return (BOY)	4.50%, net of pension plan investment expense, including inflation
Investment rate of return (EOY)	4.50%, net of pension plan investment expense, including inflation
Long-term municpal bond rate (BOY)	3.13%
Long-term municpal bond rate (EOY)	2.45%
Mortality	RP-2014 Blue Collar Mortality Table with generational projection using Scale MP-2014
Year Fund is projected to be fully funded	2065
Year assets are expected to be depleted	2041
for a closed plan	

The above is a summary of key actuarial assumptions. Full descriptions of the actuarial assumptions are available in the July 1, 2019 actuarial valuation report.

Sensitivity of the net pension liability to changes in the discount rate

		Current	
	1% Decrease 2.62%	Discount Rate 3.62%	1% Increase 4.62%
Employer's net pension liability	\$ 13,668,666	\$ 10,929,324	\$ 8,836,669



Changes in the Net Pension Liability

	li	ncrease (Decrease))
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)
Balances at 6/30/19	\$ 11,987,311	\$ 2,095,659	\$ 9,891,652
Changes for the year:			
Service cost	505,577		505,577
Interest	451,985		451,985
Changes of benefit terms	-		-
Differences between expected and actual experience	70,425		70,425
Changes of assumptions	486,090		486,090
Contributions - employer (including Premium Tax Allocation)		371,369	(371,369)
Contributions - member		69,926	(69,926)
Net investment income		35,110	(35,110)
Benefit payments, including refunds of member contributions	(372,281)	(372,281)	-
Administrative expense		-	-
Other		-	-
Net Changes	1,141,796	104,124	1,037,672
Balances at 6/30/20	\$ 13,129,107	\$ 2,199,783	\$ 10,929,324
Return on Investments		1.6%	
Retuin on investments		1.0%	



Components of Employer's Pension Expense for the Fiscal Year Ended June 30, 2020

Note	Description	Amount
А	Service cost	\$ 505,577
В	Interest on the total pension liability	451,985
А	Changes of benefit terms	-
С	Differences between expected and actual experience	(6,798)
С	Changes of assumptions	306,820
А	Employee contributions	(69,926)
D	Projected earnings on pension plan investments	(95,858)
С	Differences between expected and actual earnings on	12,330
	plan investments	
А	Pension plan administrative expense	-
А	Other changes in fiduciary net position	-
	Total Pension Expense	\$ 1,104,130

Notes:

- A Provided in the Changes in Net Pension Liability exhibit.
- B Based on the following calculation:

	Amount for Period (a)	Portion of Period (b)	Interest Rate (c)	E	Projected Earnings x (b) x (c)
Beginning total pension liability	\$ 11,987,311	100%	3.83%	\$	459,114
Service cost (End of Year)	505,577	0%	3.83%		-
Benefit payments, including refunds of employee contributions	(372,281)	50%	3.83%		(7,129)
Total interest on the total pension liability				\$	451,985

C Provided in the Schedules of Deferrals.

D Based on the following calculation:

	ļ	Amount for Period (a)	Portion of Period (b)	Projected Rate of Return (c)	E	rojected arnings x (b) x (c)
Beginning plan fiduciary net position	\$	2,095,659	100%	4.50%	\$	94,305
Employer contributions		371,369	50%	4.50%		8,356
Employee contributions		69,926	50%	4.50%		1,573
Benefit payments, including refunds of employee contributions		(372,281)	50%	4.50%		(8,376)
Administrative expense and other		-	50%	4.50%		-
Total Projected Earnings					\$	95,858



Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At June 30, 2020, the Employer reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	rred Outflows Resources	erred Inflows Resources
Differences between expected and actual experience	\$ 519,467	\$ 325,970
Changes of assumptions	1,021,144	476,821
Net difference between projected and actual earnings on pension plan investments	48,645	-
Total	\$ 1,589,256	\$ 802,791

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended June 30:	
2021	\$ 256,207
2022	123,422
2023	95,102
2024	159,594
2025	72,637
Thereafter	79,503

Changes in the Employer's Net Pension Liability and Related Ratios Last 10 Fiscal Years

Total pension liability	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011
Service cost	\$ 505,577	\$ 479,667	\$ 422,494	\$ 466,302	\$ 298,577	\$ 274,332	\$ 261,666	\$-	\$-	\$-
Interest	451,985	432,697	420,584	347,047	361,264	369,617	364,726	-	-	
Changes of benefit terms	-	-	-	-	-	-	-	-	-	-
Differences between expected and actual experience	70,425	(55,742)	838,380	(486,502)	(425,741)	29,557	-	-	-	-
Changes of assumptions	486,090	7,705	(41,108)	(1,201,576)	2,468,097	331,542	345,132	-	-	
Benefit payments, including refunds of member contributions	(372,281)	(327,394)	(346,417)	(306,296)	(277,009)	(294,327)	(268,023)	-	-	
Net change in total pension liability	1,141,796	536,933	1,293,933	(1,181,025)	2,425,188	710,721	703,501	-		
Total pension liability - beginning	11,987,311	11,450,378	10,156,445	11,337,470	8,912,282	8,201,561	7,498,060	-	-	-
Total pension liability - ending (a)	\$ 13,129,107	\$ 11,987,311	\$ 11,450,378	\$ 10,156,445	\$ 11,337,470	\$ 8,912,282	\$ 8,201,561	\$ -	\$ -	\$ -

Plan fiduciary net position	2020	2019	2018	2017	2016		2015		2014	2013	2012	2011
Contributions - employer (including Premium Tax Allocation)	\$ 371,369	\$ 586,709	\$ 615,091	\$ 612,325	\$ 288,034	\$	231,025	\$	189,307	\$ -	\$ -	\$ -
Contributions - member	69,926	67,886	63,299	60,503	55,075		53,084		51,577	-	-	-
Net investment income	35,110	67,362	68,316	71,616	19,186		31,201		76,549	-	-	-
Benefit payments, including refunds of member contributions	(372,281)	(327,394)	(346,417)	(306,296)	(277,009)		(294,327)		(268,023)	-	-	-
Administrative expense	-	-	(90)	(90)	(98)		-		(675)	-	-	-
Other	 -	-	-	-	-	_	-	_	-	 -	 -	 -
Net change in plan fiduciary net position	\$ 104,124	\$ 394,563	\$ 400,199	\$ 438,058	\$ 85,188	\$	20,983	\$	48,645	\$ -	\$ -	\$ -
Plan fiduciary net position - beginning	2,095,659	1,701,096	1,300,897	862,839	777,651		756,668		708,023	-	-	-
Plan fiduciary net position - ending (b)	\$ 2,199,783	\$ 2,095,659	\$ 1,701,096	\$ 1,300,897	\$ 862,839	\$	777,651	\$	756,668	\$ -	\$ -	\$ -
Employer's net pension liability - ending (a)-(b)	\$ 10,929,324	\$ 9,891,652	\$ 9,749,282	\$ 8,855,548	\$ 10,474,631	\$	8,134,631	\$	7,444,893	\$ -	\$ <u> </u>	\$ -
Plan fiduciary net position as a percentage of the total pension liability	16.76%	17.48%	14.86%	12.81%	7.61%		8.73%		9.23%	0.00%	0.00%	0.00%
Covered payroll	\$ 848,537	\$ 803,028	\$ 719,541	\$ 638,967	\$ 670,368	\$	666,552	\$	693,435	\$ -	\$ -	\$ -
Employer's net pension liability as a percentage of covered payroll	1288.02%	1231.79%	1354.93%	1385.92%	1562.52%		1220.40%		1073.63%	0.00%	0.00%	0.00%
Expected average remaining service years of all participants	7.00	7.00	6.62	6.43	6.58		6.12		-	-	-	-

Notes to Schedule:

Benefit changes: There were no changes for FY2020.

Changes of assumptions: The discount rate changed from 3.83% to 3.62%.

Schedule of Employer Contributions Last 10 Fiscal Years

	2020	2019	2018	2017	2016	2015	2014	2013	2012		2011
Actuarially determined contribution	\$ 824,018	\$ 782,859	\$ 690,694	\$ 624,038	\$ 616,637	\$ 486,921	\$ 469,302	\$ 422,547	\$	-	\$ -
Contributions in relation to the actuarially determined contribution											
Employer provided	225,000	450,000	486,000	485,000	144,719	127,574	77,008	111,848		-	-
State provided	 146,369	 136,709	 129,091	 127,325	 143,315	 103,451	 112,299	 114,829		-	-
Contribution deficiency (excess)	\$ 452,649	\$ 196,150	\$ 75,603	\$ 11,713	\$ 328,603	\$ 255,896	\$ 279,995	\$ 195,870	\$	-	\$ -
Covered payroll	\$ 848,537	\$ 803,028	\$ 719,541	\$ 638,967	\$ 670,368	\$ 666,552	\$ 693,435	\$ 619,388	\$	-	\$ -
Contributions as a percentage of covered employee payroll	43.77%	73.06%	85.48%	95.83%	42.97%	34.66%	27.30%	36.60%	N	I/A	N/A

Notes to Schedule

Valuation date:

Actuarially determined contribution amounts are calculated as of the beginning of the fiscal year (July 1) for the year immediately following the fiscal year. Actuarial valuations are performed every year.

Methods and assumptions used to determine co	ontribution rates:
Actuarial cost method	Entry Age Normal
Amortization method	Level Dollar
Remaining amortization period	31.5 years
Asset valuation method	Market Value
Inflation	2.75 percent
Salary increases	Rates vary by years of service
Investment rate of return	4.50%, net of pension plan investment expense, including inflation
Retirement age	Rates vary by age
Mortality	RP-2014 Blue Collar Mortality Table with generational projection using Scale MP-2014

Schedule of Differences between Projected and Actual Earnings on Pension Plan Investments

In conformity with paragraph 33b of Statement 68, the effects of differences between projected and actual earnings on pension plan investments are recognized in pension expense using a systematic and rational method over a closed fiveyear period, beginning in the current reporting period. The following table illustrates the application of this requirement.

Year	Differences between Projected and Actual Earnings on Pension Plan Investments	Recognition Period (Years)	2016	2017	2018	2019	2020	20	021	2022	2023	2024
2016	\$ 21,347	5	\$ 4,269	4,269	4,269	4,269	4,271					
2017	(24,606)	5		\$ (4,921)	(4,921)	(4,921)	(4,921)		(4,922)			
2018	(12,400)	5			\$ (2,480)	(2,480)	(2,480)		(2,480)	(2,480)		
2019	16,549	5				\$ 3,310	3,310		3,310	3,310	3,309	
2020	60,748	5					\$ 12,150		12,150	12,150	12,150	12,14
Vet increa	se (decrease) in pension	expense					\$ 12,330	\$	8,058	\$ 12,980	\$ 15,459	\$ 12,14

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on Pension Plan Investments

					Balan June 3	ces at 0, 2020	
Year	tment Earnings than Projected (a)	Investment Earnings Greater Than Projected (b)	Amounts Recognized in Pension Expense Through June 30, 2020 (c)	O R	Deferred utflows of esources (a) - (c)	In Re	Deferred flows of esources (b) - (c)
2016	\$ 21,347	\$ -	\$ 21,347	\$	-	\$	-
2017	-	24,606	19,684		-		4,922
2018	-	12,400	7,440		-		4,960
2019	16,549	-	6,620		9,929		-
2020	60,748	-	12,150		48,598		-
				\$	58,527	\$	9,882

Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 33a of Statement 68, the effects of differences between expected and actual experience are recognized in pension expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with pensions through the pension plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

B

	Differences						Increase	e (Decre	ase) in Pe	ension	Expense	Arisi	ing from th	ne Re	cognition o	of Diffe	erences be	tween Expecte	ed and	Actual E	cperie	ence						
Year	between Expected and Actual Experience	Recognition Period (Years)	Prior	2011	2012	2013	2014	2	015	2	016		2017		2018		2019	2020		2021		2022	2023	2024	2	025	Therea	<i>(</i> 1.07
Prior		(Tears)	FIIO	2011	2012	2013	2014	2	015		010		2017		2010		2019	2020		2021		2022	025		2	.025	Therea	ITTEL
2011	-																							-				
2012	-	-																										
2013	-	-																										
2014	-	-																										
2015	29,557	6.120708						\$	4,829		4,829		4,829		4,829		4,829	4,829		583								
2016	(425,741)	6.579335								\$ ((64,709)		(64,709)		(64,709)		(64,709)	(64,709)		(64,709)		(37,487)						
2017	(486,502)	6.432120										\$	(75,636)		(75,636)		(75,636)	(75,636)		(75,636)		(75,636)	(32,686)					
2018	838,380	6.621210												\$	126,620		126,620	126,620		126,620		126,620	126,620	78,660				
2019	(55,742)	7.000000														\$	(7,963)	(7,963)		(7,963)		(7,963)	(7,963)	(7,963)		(7,964)		-
2020	70,425	7.000000																\$ 10,061		10,061		10,061	10,061	10,061		10,061	10	,059
Net increase	se (decrease) in pe	nsion expense																\$ (6,798)	\$	(11,044)	\$	15,595	\$ 96,032	\$ 80,758	\$	2,097	\$ 10	,059

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

Year	Experi Loss (a	ses	Experience Gains (b)		Pension	nts Recognized Expense Thro une 30, 2020 (C)		Outflo	Balan June 3 erred ows of urces (c)	0, 20: D Int Re	
Prior	\$	-	\$	-	\$		-	\$	-	\$	-
2011		-		-			-		-		-
2012		-		-			-		-		-
2013		-		-			-		-		-
2014		-		-			-		-		-
2015	2	9,557		-		28	,974		583		-
2016		-	4	25,741		323	,545		-		102,196
2017		-	4	86,502		302	,544		-		183,958
2018	83	8,380		-		379	,860	45	8,520		-
2019		-		55,742		15	,926		-		39,816
2020	7	0,425		-		10	,061	e	0,364		-
								\$ 51	9,467	\$	325,970

In conformity with paragraph 33a of Statement 68, the effects of changes of assumptions should be recognized in pension expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the remaining service lives of all employees that are provided with pensions through the pension plan (active and inactive employees), determined as of the beginning of the measurement period. The following table illustrates the application of this requirement.

		Recognition						Increa	e (Decrease) in I	Pension Expens	e Arising from t	he Effects of Cl	hanges of Assu	mptions					
Year	Changes of Assumptions	Period (Years)	Prior	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Thereafter
Prior	\$-	-																	-
2011	-	-																	
2012	-	-																	
2013	-	-																	
2014	-	-																	
2015	331,542	6.120708						\$ 54,167	54,167	54,167	54,167	54,167	54,167	6,540					
2016	2,468,097	6.579335							\$ 375,129	375,129	375,129	375,129	375,129	375,129	217,323				
2017	(1,201,576)	6.432120								\$ (186,809)	(186,809)	(186,809)	(186,809)	(186,809)	(186,809)	(80,722)			
2018	(41,108)	6.621210									\$ (6,209)	(6,209)	(6,209)	(6,209)	(6,209)	(6,209)	(3,854)		
2019	7,705	7.000000										\$ 1,101	1,101	1,101	1,101	1,101	1,101	1,099	-
2020	486,090	7.000000											\$ 69,441	69,441	69,441	69,441	69,441	69,441	69,444
Net increase	se (decrease) in pe	nsion expense											\$ 306,820	\$ 259,193	\$ 94,847	\$ (16,389)	\$ 66,688	\$ 70,540	\$ 69,444

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

	Increases in the Total Pension Liability	Decreases in the Total Pension Liability	Amounts Recognized in Pension Expense Through June 30, 2020		ces at 0, 2020 Deferred Inflows of Resources
Year	(a)	(b)	(c)	(a) - (c)	(b) - (c)
Prior	\$-	\$ -	\$ -	\$ -	\$-
2011	-	-	-	-	-
2012	-	-	-	-	-
2013	-	-	-	-	-
2014	-	-	-	-	-
2015	331,542	-	325,002	6,540	-
2016	2,468,097	-	1,875,645	592,452	-
2017	-	1,201,576	747,236	-	454,340
2018		41,108	18,627	-	22,481
2019	7,705	-	2,202	5,503	-
2020	486,090		69,441	416,649	-
				\$ 1,021,144	\$ 476,821



Projection of Pension Plan's Fiduciary Net Position

	Gr	oss Normal Co	st		Empl	oyee Con	tributio	ns		Emp	oloyer Norma	l Cos	st	_		Exp	penses				Empl	oyer	Contribu	tion	s		Premi	um Tax All	ocati	ion
		(BOY)				(BOY)				(BOY)					(E	BOY)					(MOY)					(MOY)		
Fiscal Year	Current Members	Future Members	Total		Current embers	Futur Membe		Total		rent nbers	Future Members		Total		nrent mbers		uture mbers		Total		Current /lembers		uture mbers		Total	Curre Membe		Future Members		Total
2020	\$ 403,195	\$-	\$ 403,195	\$	69,105	\$	- \$	69,105	\$3	34,090	\$-	\$	334,090	\$	2,818	\$	-	\$	2,818	\$	189,695	\$	-	\$	189,695	\$ 146,	369	\$-	\$	146,369
2021	\$ 396,305	\$ 21,565	\$ 417,870	\$	68,329	\$ 3,	982 \$	72,311	\$ 3	27,976	\$ 17,583	\$	345,559	\$	2,895	\$	-	\$	2,895	\$	185,000	\$	17,974	\$	202,974	\$ 148,	540	\$-	\$	148,540
2022	\$ 392,750	\$ 44,690	\$ 437,440	\$	67,936	\$ 8,	258 \$	76,194	\$ 3	24,814	\$ 36,432	\$	361,246	\$	2,975	\$	119	\$	3,094	\$	179,820	\$	37,362	\$	217,182	\$ 149,	656	\$-	\$	149,656
2023	\$ 392,058	\$ 67,560	\$ 459,618	\$	67,921	\$ 12,-	491 \$	80,412	\$ 3	24,137	\$ 55,069	\$	379,206	\$	2,929	\$	250	\$	3,179	\$	175,841	\$	56,544	\$	232,385	\$ 155,	712	\$-	\$	155,712
2024	\$ 384,736	\$ 90,062	\$ 474,798	\$	67,056	\$ 16,	62 \$	83,718	\$3	17,680	\$ 73,400	\$	391,080	\$	3,010	\$	256	\$	3,266	\$	173,363	\$	75,289	\$	248,652	\$ 159,	442	\$-	\$	159,442
2025	\$ 390,709	\$ 114,983	\$ 505,692	\$	67,953	\$ 21,	287 \$	89,240	\$ 3	22,756	\$ 93,696	\$	416,452	\$	2,958	\$	398	\$	3,356	\$	169,879	\$	96,179	\$	266,058	\$ 163,	275	\$-	\$	163,275
2026	\$ 398,240	\$ 136,475	\$ 534,715	\$	69,132	\$ 25,	280 \$	94,412	\$ 3	29,108	\$ 111,195	\$	440,303	\$	3,039	\$	409	\$	3,448	\$	170,604	\$	114,078	\$	284,682	\$ 167,	744	\$-	\$	167,744
2027	\$ 391,560	\$ 157,044	\$ 548,604	\$	68,328	\$ 29,	106 \$	97,434	\$ 3	23,232	\$ 127,938	\$	451,170	\$	2,981	\$	698	\$	3,679	\$	173,127	\$	131,483	\$	304,610	\$ 171,	799	\$-	\$	171,799
2028	\$ 372,457	\$ 195,488	\$ 567,945	\$	65,900	\$ 36,	266 \$	102,166	\$ 3	06,557	\$ 159,222	\$	465,779	\$	3,063	\$	717	\$	3,780	\$	162,451	\$	163,482	\$	325,933	\$ 177,	163	\$-	\$	177,163
2029	\$ 350,307	\$ 232,507	\$ 582,814	\$	63,360	\$ 43,	164 \$	106,524	\$ 2	86,947	\$ 189,343	\$	476,290	\$	3,147	\$	881	\$	4,028	\$	154,311	\$	194,437	\$	348,748	\$ 182,	193	\$-	\$	182,193
2030	\$ 321,951	\$ 276,699	\$ 598,650	\$	59,852	\$ 51,	408 \$	111,260	\$ 2	62,099	\$ 225,291	\$	487,390	\$	3,234	\$	1,053	\$	4,287	\$	141,803	\$	231,357	\$	373,160	\$ 186,	636	\$-	\$	186,636
2031	\$ 301,710	\$ 324,437	\$ 626,147	\$	57,340	\$ 60,	318 \$	117,658	\$ 2	44,370	\$ 264,119	\$	508,489	\$	3,323	\$	1,082	\$	4,405	\$	128,203	\$	271,078	\$	399,281	\$ 191,	201	\$-	\$	191,201
2032	\$ 291,460	\$ 365,457	\$ 656,917	\$	56,322	\$ 67,	979 \$	124,301	\$ 2	35,138	\$ 297,478	\$	532,616	\$	3,252	\$	1,430	\$	4,682	\$	121,703	\$	305,528	\$	427,231	\$ 195,	891	\$-	\$	195,891
2033	\$ 285,639	\$ 403,995	\$ 689,634	\$	55,949	\$75,	178 \$	131,127	\$ 2	29,690	\$ 328,817	\$	558,507	\$	3,509	\$	1,302	\$	4,811	\$	119,701	\$	337,436	\$	457,137	\$ 200,	710	\$-	\$	200,710
2034	\$ 283,627	\$ 441,169	\$ 724,796	\$	56,128	\$ 82,	127 \$	138,255	\$ 2	27,499	\$ 359,042	\$	586,541	\$	3,434	\$	1,509	\$	4,943	\$	120,596	\$	368,541	\$	489,137	\$ 206,	957	\$-	\$	206,957
2035	\$ 284,546	\$ 477,521	\$ 762,067	\$	56,737	\$ 88,	924 \$	145,661	\$ 2	27,809	\$ 388,597	\$	616,406	\$	3,528	\$	1,551	\$	5,079	\$	124,582	\$	398,795	\$	523,377	\$ 213,	085	\$-	\$	213,085
2036	\$ 285,010	\$ 514,043	\$ 799,053	\$	57,324	\$ 95,	754 \$	153,078	\$ 2	27,686	\$ 418,289	\$	645,975	\$	3,625	\$	1,594	\$	5,219	\$	130,822	\$	429,191	\$	560,013	\$ 222,	977	\$-	\$	222,977
2037	\$ 288,580	\$ 552,136	\$ 840,716	\$	58,295	\$ 102,	382 \$	161,177	\$ 2	30,285	\$ 449,254	\$	679,539	\$	3,725	\$.,	\$	5,363	\$,	•	460,889	\$	599,214	\$ 229,	086	\$-	\$	
2038	\$ 295,143	\$ 590,906	\$ 886,049	\$	59,710	\$ 110,	137 \$	169,847	\$ 2	35,433	\$ 480,769	\$	716,202	\$	3,636	\$		\$	5,510	\$	147,818	\$	493,341	\$	641,159	\$ 234,	783	\$-	\$	234,783
2039	\$ 301,294	\$ 630,213	\$ 931,507	\$	61,083	\$ 117,	194 \$	178,577	\$ 2	40,211	\$ 512,719	\$	752,930	\$	3,539	\$	2,123	\$	5,662	\$	159,789	\$	526,251	\$	686,040		637		\$	240,637
2040	\$ 292,832	,	\$ 964,104	\$	59,341	\$ 125,		- /-	•	33,491	\$ 546,089	•		\$	3,636	\$	2,182	\$	5,818	\$		•		\$	734,063	• • •	652	•	\$	
2041	\$ 237,291		\$ 969,200	\$	- /	\$ 136,		. ,	•		\$ 595,355			\$	3,944	•	,	\$	6,177	\$			/	\$	785,447		109		\$	
2042	\$ 174,382		\$ 1,002,429	\$		\$ 154,			•		,	•		\$	3,839	\$, -	\$	6,552	\$		•		\$	840,428	• • • •	618	•	\$	
2043	\$ 136,169	• • • • • •	\$ 1,037,979	\$	28,087	\$ 168,		,	•	08,082	\$ 733,292	•	- /-	\$	3,945	\$, -	\$	6,732	\$	- 1	•		\$	899,258	• • •	132		\$., .
2044	\$ 102,888		\$ 1,074,319	\$,	\$ 181,				81,496	\$ 789,759			\$	3,828	\$	- ,	\$	7,133	\$			/	\$	962,206		700		\$. ,
2045	\$ 81,640	\$ 1,032,046		\$	17,141	\$ 193,	- •	.,	•	64,499	\$ 838,901	•		\$	4,165	\$., .	\$	7,329	\$		•		•	1,029,560	\$ 297,			\$	
2046	\$ 66,313		\$ 1,155,278	\$	14,079	\$ 203,		- / -	•	52,234	\$ 885,033	•		\$	4,280	\$	- / -	\$	7,759	\$		•	,	•	1,101,629	• • • •	720	•	\$	
2047	\$ 49,265	\$ 1,144,239		\$	- / -	\$ 214,			•	38,748	\$ 929,824			\$	4,153	\$		\$	7,972	\$					1,178,743		520		\$	
2048	\$ 32,729	* 1 1 -	\$ 1,238,376	\$	6,958	\$ 226,			-	25,771	\$ 979,592	•	1,005,363	\$	4,016		4,175		8,191	\$					1,261,255	• • • •	103	•	\$	
2049	\$ 22,884	\$ 1,263,715		\$		\$ 237,			•	18,009	\$ 1,026,641		1,044,650	\$	4,126			\$	8,664	\$					1,349,543		607		\$	
2050		\$ 1,320,638		\$	- ,	\$ 247,			•	11,362	\$ 1,072,748		1,084,110	\$	4,239	\$,	\$	8,902	\$			101,282		1,444,011		798		\$	
2051	\$ 6,181	\$ 1,373,739		\$,	\$ 258,			\$	4,786	\$ 1,115,732		1,120,518	\$	4,356	\$, -	\$	9,147	\$				•	1,545,092	• • •	540		\$	
2052		\$ 1,426,931		\$	996	\$ 268,			\$	3,408	\$ 1,158,788		1,162,196	\$	4,476			\$	9,667	\$					1,653,248		109		\$	
2053		\$ 1,478,568		\$	542	\$ 277,		- ,	\$	1,786	\$ 1,200,577	•	1,202,363	\$	4,599	\$	- ,	\$	9,933	\$					1,768,975		202		\$	
2054	\$ 1,563	\$ 1,531,660 \$ 1,590,450		\$ \$		\$ 288,			\$	1,199	\$ 1,243,560	•	1,244,759	\$	4,430	\$	- /	\$	10,490	\$	/-	• •		•	1,892,803	\$ 1,214,		•		1,214,057
2055				\$ \$	244 164	\$ 299,			\$ \$	805 540	• • • • • • •			\$ \$	4,552			\$	10,778	\$ \$					2,025,299	\$ 1,246,				1,246,262
2056	•	\$ 1,651,587		-	104	\$ 310,		- ,	ծ Տ	540	\$ 1,340,720		1,341,260	*	4,677	•	- ,	\$	11,074	-		• •			2,167,070	\$ 1,279,				1,279,352
2057 2058	\$- \$-	\$ 1,717,767		\$ \$	-	\$ 323,		,	\$ \$	-	\$ 1,394,359	•		\$ \$	4,806	\$ \$		\$	11,379	\$ \$		• •		•	2,318,765	\$ 1,513,				1,513,655
	\$- \$-	\$ 1,788,122 \$ 1,962,225		ծ Տ	-	\$ 336, \$ 350.	728 \$ 748 \$, .	ծ Տ	-	\$ 1,451,394 \$ 1.511.477	•	1,451,394 1,511,477	s S	4,609 4,736	s S		\$ \$	12,008 12.338	-					2,481,079	\$ 1,615,				1,615,117 1,871,487
2059 2060	5 - S -	\$ 1,862,225 \$ 1,040,202		ծ Տ	-	• • • • • • •		, .	ծ Տ	-	• /- /			ə S	,	•			1	•	, - ,-	• •	, .		2,654,755	\$ 1,871,				
2060	ф -	\$ 1,940,292	ъ 1,940,292	ъ	-	\$ 365,	508 \$	365,508	\$	-	\$ 1,574,784	\$	1,5/4,/84	\$	4,866	\$	7,811	\$	12,677	\$	1,222,950	\$1,	617,638	\$	∠,840,588	\$ 1,921,	092	ъ -	\$	1,921,692



Projection of Pension Plan's Fiduciary Net Position

		Actua	arial Accrued Liability ((BOY))					Clo	sed	Group Asset Project	tion			
Fiscal Year	Cur	rent Members	Future Members		Total	Fid	uciary Net Position (BOY)	Funded Ratio (BOY)		Projected EEC Contributions (MOY)		ojected ER Contrib + Premium Tax (MOY)		Projected BP (MOY)	Projected Admin Expenses (MOY)	Projected Investment Earnings
2020	\$	10,736,141	\$-	\$	10,736,141	\$	2,095,659	19.52%	\$	70,643	\$	336,064	\$	337,560	\$ 2,818	\$ 95,781
2021	\$	11,297,062	\$-	\$	11,297,062	\$	2,257,769	19.99%	\$	69,849	\$	333,540	\$	362,195	\$ 2,895	\$ 102,452
2022	\$	11,849,314	\$ 22,377	\$	11,871,691	\$	2,398,520	20.24%	\$	69,448	\$	329,476	\$	380,411	\$ 2,975	\$ 108,279
2023	\$	12,404,081	\$ 69,510	\$	12,473,591	\$	2,522,337	20.33%	\$	69,432	\$	331,553	\$	394,158	\$ 2,929	\$ 113,592
2024	\$	12,969,036	\$ 142,014	\$	13,111,050	\$	2,639,827	20.35%	\$	68,548	\$	332,805	\$	417,012	\$ 3,010	\$ 118,377
2025	\$	13,528,400	\$ 240,440	\$	13,768,840	\$	2,739,534	20.25%	\$	69,465	\$	333,154	\$	421,742	\$ 2,958	\$ 122,788
2026	\$	14,114,342	\$ 368,233	\$	14,482,575	\$	2,840,241	20.12%	\$	70,670	\$	338,348	\$	423,351	\$ 3,039	\$ 127,424
2027	\$	14,732,877	\$ 522,938	\$	15,255,815	\$	2,950,293	20.03%	\$	69,848	\$	344,926	\$	459,247	\$ 2,981	\$ 131,707
2028	\$	15,335,570	\$ 704,620	\$	16,040,190	\$	3,034,546	19.79%	\$	67,366	\$	339,614	\$	501,771	\$ 3,063	\$ 134,377
2029	\$	15,901,952	\$ 933,005	\$	16,834,957	\$	3,071,069	19.31%	\$	64,770	\$	336,504	\$	550,103	\$ 3,147	\$ 134,816
2030	\$	16,421,267	\$ 1,208,518	\$	17,629,785	\$	3,053,909	18.60%	\$	61,184	\$	328,439	\$	612,092	\$ 3,234	\$ 132,403
2031	\$	16,870,950	\$ 1,540,637	\$	18,411,587	\$	2,960,608	17.55%	\$	58,616	\$	319,404	\$	657,110	\$ 3,323	\$ 126,943
2032	\$	17,273,697	\$ 1,935,388	\$	19,209,085	\$	2,805,138	16.24%	\$	57,575	\$	317,594	\$	685,396	\$ 3,252	\$ 119,256
2033	\$	17,654,941	\$ 2,388,115	\$	20,043,056	\$	2,610,915	14.79%	\$	57,194	\$	320,411	\$	708,141	\$ 3,509	\$ 110,058
2034	\$	18,024,007	\$ 2,898,470	\$	20,922,477	\$	2,386,928	13.24%	\$	57,377	\$	327,553	\$	721,854	\$ 3,434	\$ 99,838
2035	\$	18,393,561	\$ 3,467,237	\$	21,860,798	\$	2,146,409	11.67%	\$	58,000	\$	337,667	\$	731,238	\$ 3,528	\$ 89,043
2036	\$	18,771,112	\$ 4,095,917	\$	22,867,029	\$	1,896,353	10.10%	\$	58,600	\$	353,799	\$	743,334	\$ 3,625	\$ 77,891
2037	\$	19,153,773	\$ 4,787,111	\$	23,940,884	\$	1,639,684	8.56%	\$	59,592	\$	367,411	\$	749,744	\$ 3,725	\$ 66,521
2038	\$	19,550,831	\$ 5,545,099	\$	25,095,930	\$	1,379,739	7.06%	\$	61,039	\$	382,601	\$	751,885	\$ 3,636	\$ 55,148
2039	\$	19,970,427	\$ 6,373,397	\$	26,343,824	\$	1,123,006	5.62%	\$	62,442	\$	400,426	\$	752,095	\$ 3,539	\$ 44,020
2040	\$	20,415,118	\$ 7,275,274	\$	27,690,392	\$	874,259	4.28%	\$	60,661	\$	420,292	\$	791,257	\$ 3,636	\$ 32,356
2041	\$	20,830,943	\$ 8,255,391	\$	29,086,334	\$	592,675	2.85%	\$	49,318	\$	433,720	\$	903,314	\$ 3,944	\$ 17,230
2042	\$	21,092,890	\$ 9,338,785	\$	30,431,675	\$	185,685	0.88%	\$	36,515	\$	414,926	\$	998,812	\$ 3,839	\$-
2043	\$	21,203,261	\$ 10,563,338	\$	31,766,599	\$	-	0.00%	\$	28,712	\$	422,993	\$	1,065,777	\$ 3,945	\$-
2044	\$	21,210,211	\$ 11,905,541	\$	33,115,752	\$	-	0.00%	\$	21,868	\$	439,268	\$	1,118,278	\$ 3,828	\$-
2045	\$	21,129,026	\$ 13,352,523	\$	34,481,549	\$	-	0.00%	\$	17,522	\$	466,127	\$	1,151,891	\$ 4,165	\$-
2046	\$	20,987,623	\$ 14,887,567	\$	35,875,190	\$	-	0.00%	\$	14,392	\$	501,143	\$	1,175,705	\$ 4,280	\$-
2047	\$	20,799,496	\$ 16,504,180	\$	37,303,676	\$	-	0.00%	\$	10,751	\$	539,929	\$	1,208,685	\$ 4,153	\$-
2048	\$	20,551,374	\$ 18,199,709	\$	38,751,083	\$	-	0.00%	\$	7,113	\$	589,793	\$	1,233,690	\$ 4,016	\$-
2049	\$	20,249,245	\$ 19,981,743	\$	40,230,988	\$	-	0.00%	\$	4,983	\$	638,126	\$	1,246,805	\$ 4,126	\$-
2050	\$	19,909,825	\$ 21,846,848	\$	41,756,673	\$	-	0.00%	\$	3,161	\$	797,527	\$	1,256,720	\$ 4,239	\$ -
2051	\$	19,536,187	\$ 23,793,970	\$	43,330,157	\$	-	0.00%	\$	1,426	\$	875,281	\$	1,264,959		\$ -
2052	\$	19,128,667	\$ 25,811,653	\$	44,940,320	\$	-	0.00%	\$	1,018	\$	954,592	\$	1,262,478	\$ 4,476	\$-
2053	\$	18,703,488	\$ 27,891,782	\$	46,595,270	\$	-	0.00%	\$	554	\$	1,124,550	\$	1,259,509		
2054	\$	18,260,042			48,287,733	\$		0.00%	\$	372		1,829,568		1,253,493		
2055	\$	17,801,991			50,018,628	\$	584,746	3.28%	\$	249	•	1,946,245		1,246,058		*
2056	\$	17,330,391			51,796,722	\$	1,322,429	7.63%	\$	168		2,069,471		1,237,270		
2057	\$	16,846,192			53,633,052	\$	2,228,048	13.23%	\$	-	\$	2,400,460		1,227,636		
2058	\$	16,349,317			55,537,278	\$	3,522,319	21.54%	\$	-	\$	2,605,106		1,215,445		
2059	\$	15,842,545			57,522,057	ŝ	5,096,696	32.17%	\$	-	\$	2,973,529		1,201,824		
2060	\$	15,326,892			59,597,781	\$	7,132,336	46.53%	\$	-	\$	3,144,642		1,186,768		
2000	Ψ	10,020,002	÷ ++,210,003	Ψ	00,001,701	Ψ	7,102,000	40.0070	Ψ		Ψ	0,144,042	Ψ	1,100,700	\$ 4,000	÷ 004,414



Projection of Pension Plan's Fiduciary Net Position

				Calcu	lation o	of Single Equivale	nt Rate			
Fiscal Year	"Fun	ded" Portion of BP	"Unf	unded" Portion of BP	P۷	of "Funded" BP	PV of	"Unfunded" BP	P	V of BP Using a Single DR
2020	\$	337,560	\$	-	\$	330,212	\$	-	\$	331,605
2021	\$	362,195	\$	-	\$	339,053	\$	-	\$	343,362
2022	\$	380,411	\$	-	\$	340,771	\$	-	\$	348,018
2023	\$	394,158	\$	-	\$	337,881	\$	-	\$	347,984
2024	\$	417,012	\$	-	\$	342,078	\$	-	\$	355,285
2025	\$	421,742	\$	-	\$	331,060	\$	-	\$	346,748
2026	\$	423,351	\$	-	\$	318,013	\$	-	\$	335,898
2027	\$	459,247	\$	-	\$	330,122	\$	-	\$	351,636
2028	\$	501,771	\$	-	\$	345,157	\$	-	\$	370,759
2029	\$	550,103	\$	-	\$	362,109	\$	-	\$	392,256
2030	\$	612,092	\$	-	\$	385,563	\$	-	\$	421,194
2031	\$	657,110	\$	-	\$	396,096	\$	-	\$	436,358
2032	\$	685,396	\$	-	\$	395,356	\$	-	\$	439,224
2033	\$	708,141	\$	-	\$	390,886	\$	-	\$	437,929
2034	\$	721,854	\$	-	\$	381,297	\$	-	\$	430,797
2035	\$	731,238	\$	-	\$	369,621	\$	-	\$	421,135
2036	\$	743,334	\$	-	\$	359,555	\$	-	\$	413,130
2037	\$	749,744	\$	-	\$	347,039	\$	-	\$	402,119
2038	\$	751,885	\$	-	\$	333,043	\$	-	\$	389,164
2039	\$	752,095	\$	-	\$	318,790	\$	-	\$	375,659
2035	\$	791,257	\$		\$	320,947	\$	-	\$	381,398
2041	\$	-	\$	903,314	\$	-	\$	536,824	\$	420,183
2042	\$		\$	998,812	\$ \$	_	\$	579,381	\$	448,356
2042	Ψ \$	-	\$	1,065,777	Ψ \$	_	\$	603,442	\$	461,685
2043	Ψ \$	-	\$	1,118,278	Ψ \$	-	φ \$	618,026	\$	467,486
2044 2045	φ \$	-	φ \$		φ \$	-	\$ \$	621,379	φ \$	
2045	φ \$		φ \$	1,151,891	\$ \$	-	\$ \$	619,058	φ \$	464,697
		-		1,175,705		-				457,716
2047	\$ ¢	-	\$ \$	1,208,685	\$ ¢	-	\$ ¢	621,204	\$ ¢	454,099
2048	\$ ¢			1,233,690	\$ ¢		\$ ¢	618,892	\$	447,283
2049	\$ ¢	-	\$	1,246,805	\$ ¢	-	\$ ¢	610,514	\$	436,229
2050	\$	-	\$	1,256,720	\$	-	\$	600,653	\$	424,321
2051	\$	-	\$	1,264,959	\$	-	\$	590,133	\$	412,166
2052	\$	-	\$	1,262,478	\$	-	\$	574,890	\$	396,971
2053	\$	-	\$	1,259,509	\$	-	\$	559,823	\$	382,187
2054	\$	-	\$	1,253,493	\$	-	\$	543,825	\$	367,059
2055	\$	-	\$	1,246,058	\$	-	\$	527,671	\$	352,121
2056	\$	1,237,270	\$	-	\$	248,153	\$	-	\$	337,410
2057	\$	1,227,636	\$	-	\$	235,618	\$	-	\$	323,074
2058	\$	1,215,445	\$	-	\$	223,233	\$	-	\$	308,679
2059	\$	1,201,824	\$	-	\$	211,226	\$	-	\$	294,545
2060	\$	1,186,768	\$	-	\$	199,598	\$	-	\$	280,683