



MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN
ANNUAL ACTUARIAL VALUATION REPORT DECEMBER 31, 2013
INGHAM CO (3303)

Spring, 2014

Ingham 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 as of December 31, 2013. The report includes the determination of liabilities and contribution rates resulting from the participation of Ingham Co (3303) in the Municipal Employees' Retirement System of Michigan ("MERS"). MERS is an independent public nonprofit organization that has partnered with Michigan municipalities for more than 65 years, helping them provide safe, secure retirement plans for their employees. Ingham Co is responsible for the employer contributions needed to provide MERS benefits for its employees and former employees under the Michigan Constitution and the MERS Plan Document.

The purpose of the December 31, 2013 annual actuarial valuation is to:

- measure funding progress,
- establish contribution requirements for the fiscal year beginning January 1, 2015, and
- provide actuarial information in connection with applicable Governmental Accounting Standards Board statements.

This valuation report should not be relied upon for any other purpose. Reliance on information contained in this report by anyone for anything other than the intended purpose could be misleading.

The valuation uses financial data, plan provision data, and participant data as of December 31, 2013 furnished by MERS' administrative staff. In accordance with Actuarial Standards of Practice No. 23, the data was checked for internal and year to year consistency as well as general reasonableness, but was not otherwise audited. Tegrit Group does not assume responsibility for the accuracy or completeness of the data used in this valuation.

The actuarial assumptions and methods are adopted by the Retirement Board. Please refer to the division-specific assumptions described in table(s) in this report, and to the Appendix on the MERS website at:

www.mersofmich.com/Portals/0/Assets/Resources/AAV-Appendix/MERS-2013AnnualActuarialValuation-Appendix.pdf.

The actuarial assumptions used for this valuation produce results that we believe are reasonable.

To the best of our knowledge, this report is complete and accurate, was prepared in conformity with generally recognized actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and is in compliance with Act No. 220 of the Public Acts of 1996, as amended, and the MERS Plan Document as revised. All of the undersigned are members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. 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).

Our advice 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 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 related third parties such as the auditor for the municipality). Tegrit Group is not responsible for the consequences of any unauthorized use.

You should notify MERS if you disagree with anything contained in the report or are aware of any information that would affect the results of the report that have not been communicated to us. 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 MERS at: <http://www.mersofmich.com/MERS/About-MERS/Contact-Us>

Sincerely,

Alan Sonnanstine, MAAA, ASA
Cathy Nagy, MAAA, FSA
Jim Koss, MAAA, ASA
Rebecca Stouffer, MAAA, ASA

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Executive Summary

Funded Ratio and Required Employer Contributions

The MERS Defined Benefit Plan is an agent multiple-employer plan, meaning that assets are pooled for investment purposes but separate trusts are maintained for each individual employer. Each municipality is responsible for their own plan liabilities; MERS does not borrow from one municipality's account to pay for another.

The funded ratio of a plan is the percentage of the dollar value of the accrued benefits that is covered by the actuarial value of assets.

Your Funded Ratio:

	12/31/2013	12/31/2012
Funded Ratio	72%	72%

Michigan Law requires that pension plans be pre-funded, meaning money is set aside now to pay for future benefits. Pension plans are usually funded by employer and employee contributions, and investment income.

As a result of the plan's funding policy, the funded ratio is expected to approach 100% over time. How quickly a plan attains the 100% goal depends on many factors such as:

- The current funded ratio,
- The future experience of the plan, and
- The amortization period.

It is more important to look at the trend in the funded ratio over a period of time than at a particular point in time.

Your Required Employer Contributions:

Your minimum required employer contributions are shown on the following page. Employee contributions, if any, are shown in Table 2, and are in addition to the required employer contribution on the next page.

Valuation Date:	Percentage of Payroll		Monthly \$ Based on Valuation Payroll	
	12/31/2013	12/31/2012	12/31/2013	12/31/2012
Fiscal Year Beginning:	January 1, 2015	January 1, 2014	January 1, 2015	January 1, 2014
Division				
01 - Confidential	-	-	\$ 20,963	\$ 21,262
02 - Sheriff FOP Spvs	-	62.96%	99,500	88,920
04 - MCF	2.23%	1.78%	9,723	7,688
07 - Gnrl Hrly/AFSCME DB	-	-	40,863	48,287
09 - Judges	114.92%	110.52%	5,254	5,053
10 - Gnrl Mgmt	-	-	126,204	125,132
11 - Gnrl Library	-	-	9,191	6,679
12 - Gnrl ICEA Profs	-	11.67%	66,819	65,001
13 - Gnrl OPEIU Prob	-	23.57%	38,444	35,931
14 - Gnrl TOPS UAW	-	14.01%	136,803	161,059
15 - Animal Cntrl FOP	-	39.58%	11,971	11,351
16 - Gnrl Commsnrs	-	-	870	903
17 - ICEA Nurses	-	10.91%	20,288	37,193
18 - ICEA Ct. Prof	15.56%	15.06%	31,204	29,153
19 - Cnstutnl Offcls	-	-	2,728	3,067
21 - FOP Shrf Deputies	-	15.54%	63,217	96,362
22 - PRELI FOP 911 Non-Sup	-	-	10,771	-
24 - Sheriff Deputies-MAP	-	-	32,898	-
40 - ICEA Unit 111	2.57%	0.12%	3,845	161
41 - MCF Management	4.93%	3.03%	5,855	3,381
42 - ICEA Unit 11	3.55%	2.78%	4,198	2,977
43 - ICEA Unit 1	1.94%	2.38%	1,141	1,350
44 - MCF Exec Mgr	16.52%	13.58%	1,795	1,458
70 - Admin Salaried	-	-	25,755	22,529
71 - Admin/Union/OPEIU	-	-	18,411	18,563
73 - Dept. Heads	-	-	15,306	12,906
74 - AFSCME Hired After 9/1	5.68%	5.57%	966	360
75 - Adm/OPEIU Pro after 7/	5.60%	0.00%	265	0
76 - OPEIU Sup/Admin Sal af	6.58%	6.08%	666	307
90 - Asst Pros Attnys	-	18.11%	33,948	35,762
91 - Parks Union Empl	8.58%	8.76%	1,879	2,234
92 - Parks Non Union	61.00%	55.43%	4,723	4,255
93 - Lgl Rsrch Clerks	1.23%	3.06%	293	860
94 - Zoo Hires after 7/1/07	-	9.27%	4,310	5,181
95 - UAW Local 2256	1.96%	11.42%	375	3,112
96 - City Zoo Director	-	-	0	0
98 - MNA Nurses	7.47%	-	19,844	-
HA - Elected Offcls after 1	4.65%	0.00%	344	0
HC - GenMgt & Confidtl af	5.43%	0.00%	3,055	0
HD - PRE FOP 911 Non-Sup af	4.04%	-	1,706	-
HF - TOPS UAW New Hires 3/1	5.54%	-	5,177	-

Valuation Date:	Percentage of Payroll		Monthly \$ Based on Valuation Payroll	
	12/31/2013	12/31/2012	12/31/2013	12/31/2012
Fiscal Year Beginning:	January 1, 2015	January 1, 2014	January 1, 2015	January 1, 2014
Division				
HG - FOP Sher/Deputies as o	5.63%		1,456	
HH - PRE Team 580 911 Super	3.56%		117	
HI - Animal Control-FOP aft	4.72%		557	
HJ - Gen.ICEA Prof. after 1	5.71%		1,653	
HK - Asst.Procs.Attnys after	4.61%		308	
HL - ICEA P.H. Nurses after	4.56%		468	
HM - UAW Zoo New Hires as 5	5.46%		480	
HN - Gen OPEIU Prob after 1	6.58%		111	
Municipality Total			\$ 886,718	\$ 858,437

You may contribute more than the minimum required contributions, as these additional contributions will earn investment income, and later you may have to contribute less than otherwise. MERS strongly encourages employers to contribute more than the minimum contribution shown above.

Assuming that experience of the plan meets actuarial assumptions:

- To accelerate to a 100% funding ratio in 10 years, estimated monthly contributions for the entire employer would be \$ 1,455,610, instead of \$ 886,718.
- To accelerate to a 100% funding ratio in 20 years, estimated monthly contributions for the entire employer would be \$ 979,426, instead of \$ 886,718.

If you are interested in making additional contributions, please contact MERS and they can assist you with evaluating your options.

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.

Actuarial valuations do not affect the ultimate cost of the plan; the benefit payments (current and future) determine the cost of the plan. Actuarial valuations only affect the timing of the contributions into the plan. Because assumptions are for the long term, plan experience will not match the actuarial assumptions in any given year (except by coincidence). Each annual actuarial valuation will adjust the required employer contributions up or down based on the prior year's actual experience.

Comments on the Investment Markets

At this time, MERS maintains the 8% annual return assumption in the belief that over the long-term this is achievable. For example, MERS' 30 year return was 9.3% on December 31, 2013. The MERS portfolio returned 14.8% in 2013; the two year (12.9%), three year (9.2%), four year (10.4%), and five year (11.7%) returns all exceed the 8% annual return assumption. It has now been five years since the peak of the financial crisis and the stock market decline still weighs down MERS' medium term returns. This was a one in fifty year event comparable only to the Stock Market Crash of 1929 during the Great Depression. The stock market and economy have stabilized since 2008 and are on the long road to recovery. MERS regularly monitors the investment return assumption to make sure it is reasonable compared to long term expectations.

The actuarial value of assets, used to determine both your funded ratio and your required employer contribution, is based on a 10-year smoothed value of assets. Only a portion (six-tenths, for 2008 - 2013) of the 2008 investment market losses was recognized in this actuarial valuation report. This reduces the volatility of the valuation results, which affects your required employer contribution and funded ratio.

As of December 31, 2013 the actuarial value of assets is 106% of market value. This means that meeting the actuarial assumption in the next few years will require average annual market returns that exceed the 8% investment return assumption.

If the December 31, 2013 valuation results were based on market value on that date instead of 10-year smoothed funding value: i) the funded percent of your entire municipality would be 68% (instead of 72%); and ii) your total employer contribution requirement for the fiscal year starting January 1, 2015 would be \$ 11,788,452 (instead of \$ 10,640,616).

The asset smoothing method is a powerful tool for reducing the volatility of your required employer contributions. **However, if the current 6% difference between the smoothed value and the market value of assets is not made up, the result would be gradual increases in your employer contribution requirement over the next few years (to around the levels described above).**

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

The analysis in this section is intended to review the potential volatility of the actuarial valuation results. 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.

In the table below, we show the impact of varying one actuarial assumption: the future annual rate of investment return. Lower investment returns would result in higher required employer contributions, and vice-versa.

Other assumptions are also important in determining the required employer contributions.

For example:

- Smaller than projected pay increases would lower required employer contributions.
- Reductions in the number of active employees would lower required contribution dollars, but would usually increase the contribution rate expressed as a percentage of payroll.
- Retirements at earlier ages than projected would usually increase required employer contributions.
- More non-vested terminations of employment than projected would decrease required contributions.
- More disabilities or survivor (death) benefits than projected would increase required contributions.
- Longer lifetimes after retirement than projected would increase required employer contributions.

The relative impact of each investment return scenario 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, 2013 valuation, and are for the municipality in total, not by division.

	Assumed Future Annual Smoothed Rate of Investment Return			
	Lower Future Annual Returns		Valuation Assumption	Higher Returns
	6%	7%	8%	9%
12/31/2013 Valuation Results				
Accrued Liability	\$ 480,487,203	\$ 429,447,935	\$ 386,573,382	\$ 350,290,025
Valuation Assets	\$ 277,757,426	\$ 277,757,426	\$ 277,757,426	\$ 277,757,426
Unfunded Accrued Liability	\$ 202,729,777	\$ 151,690,509	\$ 108,815,956	\$ 72,532,599
Funded Ratio	58%	65%	72%	79%
Monthly Normal Cost	\$ 686,874	\$ 494,173	\$ 345,802	\$ 230,953
Monthly Amortization Payment	\$ 866,628	\$ 710,781	\$ 536,683	\$ 357,344
Total Employer Contribution¹	\$ 1,556,596	\$ 1,208,621	\$ 886,718	\$ 610,892

¹ If assets exceed accrued liabilities for a division, the division's amortization payment is negative and is used 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.

Employer Contribution Details

For the Fiscal Year Beginning January 1, 2015

Table 1

Division	Amort. Period for Unfund. Liab. ^{4,5}	Employer Contributions ¹			Blended Employer Contribut. ⁷	GASB ARC ⁶	Member Contribut. Conversion Factor ²
		Normal Cost	Unfunded Accrued Liability	Total Required Employer Contribut.			
Percentage of Payroll							
01 - Confidential	25	-	-	-	22.38%		
02 - Sheriff FOP Spvs	25	-	-	-			
04 - MCF	25	6.29%	-4.06%	2.23%			
07 - Gnrl Hrly/AFSCME D	25	-	-	-	24.67%		
09 - Judges	25	10.59%	104.33%	114.92%			
10 - Gnrl Mgmt	25	-	-	-	22.38%		
11 - Gnrl Library	6	-	-	-			
12 - Gnrl ICEA Profs	25	-	-	-	12.62%		
13 - Gnrl OPEIU Prob	25	-	-	-	25.22%		
14 - Gnrl TOPS UAW	25	-	-	-	12.76%		
15 - Animal Cntrl FOP	25	-	-	-	44.28%		
16 - Gnrl Commsnrs	25	-	-	-			
17 - ICEA Nurses	25	-	-	-	21.89%		
18 - ICEA Ct. Prof	25	4.30%	11.26%	15.56%			
19 - Cnstutnl Offcls	25	-	-	-	7.42%		
21 - FOP Shrf Deputies	25	-	-	-	18.58%		
22 - PRELI FOP 911 Non-	25	-	-	-	10.73%		
24 - Sheriff Deputies-M	25	-	-	-			
40 - ICEA Unit 111	25	5.93%	-3.36%	2.57%			
41 - MCF Management	25	9.06%	-4.13%	4.93%			
42 - ICEA Unit 11	25	6.39%	-2.84%	3.55%			
43 - ICEA Unit 1	25	5.71%	-3.77%	1.94%			
44 - MCF Exec Mgr	25	17.86%	-1.34%	16.52%			
70 - Admin Salaried	25	-	-	-	73.57%		
71 - Admin/Union/OPEIU	25	-	-	-	33.64%		
73 - Dept. Heads	25	-	-	-	22.38%		
74 - AFSCME Hired After	25	5.93%	-0.25%	5.68%	24.67%		
75 - Adm/OPEIU Pro afte	25	5.17%	0.43%	5.60%	33.64%		
76 - OPEIU Sup/Admin Sa	25	6.70%	-0.12%	6.58%	73.57%		
90 - Asst Pros Attnys	25	-	-	-	17.80%		
91 - Parks Union Empl	25	9.06%	-0.48%	8.58%			
92 - Parks Non Union	25	9.48%	51.52%	61.00%			
93 - Lgl Rsrch Clerks	25	6.52%	-5.29%	1.23%			
94 - Zoo Hires after 7/	25	-	-	-	7.11%		
95 - UAW Local 2256	25	15.85%	-13.89%	1.96%			
96 - City Zoo Director	21	-	-	-			

Table 1 (continued)

Division	Amort. Period for Unfund. Liab. ^{4,5}	Employer Contributions ¹			Blended Employer Contribut. ⁷	GASB ARC ⁶	Member Contribut. Conversion Factor ²
		Normal Cost	Unfunded Accrued Liability	Total Required Employer Contribut.			
98 - MNA Nurses	25	4.64%	2.83%	7.47%			
HA - Elected Offcls aft	25	4.41%	0.24%	4.65%	7.42%		
HC - GenMgt & Confidtlis	25	5.11%	0.32%	5.43%	22.38%		
HD - PRE FOP 911 Non-Su	25	4.13%	-0.09%	4.04%	10.73%		
HF - TOPS UAW New Hires	25	5.53%	0.01%	5.54%	12.76%		
HG - FOP Sher/Deputies	25	5.72%	-0.09%	5.63%	18.58%		
HH - PRE Team 580 911 S	25	3.85%	-0.29%	3.56%			
HI - Animal Control-FOP	25	4.98%	-0.26%	4.72%	44.28%		
HJ - Gen.ICEA Prof. aft	25	5.72%	-0.01%	5.71%	12.62%		
HK - Asst.Prof.Attnys a	25	4.92%	-0.31%	4.61%	17.80%		
HL - ICEA P.H. Nurses a	25	4.61%	-0.05%	4.56%	21.89%		
HM - UAW Zoo New Hires	25	5.49%	-0.03%	5.46%	7.11%		
HN - Gen OPEIU Prob aft	25	6.58%	0.00%	6.58%	25.22%		
Estimated Monthly Contribution³							
01 - Confidential	25	\$ 7,979	\$ 12,984	\$ 20,963			
02 - Sheriff FOP Spvs	25	1,959	97,541	99,500			
04 - MCF	25	27,425	(17,702)	9,723			0.88%
07 - Gnrl Hrly/AFSCME D	25	16,694	24,169	40,863			
09 - Judges	25	484	4,770	5,254			0.86%
10 - Gnrl Mgmt	25	33,353	92,851	126,204			
11 - Gnrl Library	6	0	9,191	9,191			
12 - Gnrl ICEA Profs	25	17,787	49,032	66,819			
13 - Gnrl OPEIU Prob	25	6,189	32,255	38,444			
14 - Gnrl TOPS UAW	25	72,886	63,917	136,803			
15 - Animal Cntrl FOP	25	607	11,364	11,971			
16 - Gnrl Commsnrs	25	505	365	870			
17 - ICEA Nurses	25	3,057	17,231	20,288			
18 - ICEA Ct. Prof	25	8,623	22,581	31,204			0.79%
19 - Cnstutnl Offcls	25	1,304	1,424	2,728			
21 - FOP Shrf Deputies	25	19,686	43,531	63,217			
22 - PRELI FOP 911 Non-	25	7,783	2,988	10,771			
24 - Sheriff Deputies-M	25	14,033	18,865	32,898			
40 - ICEA Unit 111	25	8,871	(5,026)	3,845			0.84%
41 - MCF Management	25	10,759	(4,904)	5,855			0.90%
42 - ICEA Unit 11	25	7,557	(3,359)	4,198			0.86%
43 - ICEA Unit 1	25	3,357	(2,216)	1,141			0.88%
44 - MCF Exec Mgr	25	1,941	(146)	1,795			0.89%
70 - Admin Salaried	25	2,788	22,967	25,755			
71 - Admin/Union/OPEIU	25	6,478	11,933	18,411			
73 - Dept. Heads	25	4,598	10,708	15,306			

Table 1 (continued)

Division	Amort. Period for Unfund. Liab. ^{4,5}	Employer Contributions ¹			Blended Employer Contribut. ⁷	GASB ARC ⁶	Member Contribut. Conversion Factor ²
		Normal Cost	Unfunded Accrued Liability	Total Required Employer Contribut.			
74 - AFSCME Hired After	25	1,009	(43)	966			0.81%
75 - Adm/OPEIU Pro afte	25	245	20	265			0.84%
76 - OPEIU Sup/Admin Sa	25	678	(12)	666			0.80%
90 - Asst Pros Attnys	25	17,960	15,988	33,948			
91 - Parks Union Empl	25	1,984	(105)	1,879			0.88%
92 - Parks Non Union	25	734	3,989	4,723			0.72%
93 - Lgl Rsrch Clerks	25	1,554	(1,261)	293			0.87%
94 - Zoo Hires after 7/	25	4,216	94	4,310			
95 - UAW Local 2256	25	3,034	(2,659)	375			0.90%
96 - City Zoo Director	21	0	(4,233)	0			
98 - MNA Nurses	25	12,326	7,518	19,844			0.82%
HA - Elected Offcls aft	25	326	18	344			0.90%
HC - GenMgt & Confidtl	25	2,875	180	3,055			0.88%
HD - PRE FOP 911 Non-Su	25	1,744	(38)	1,706			0.90%
HF - TOPS UAW New Hires	25	5,168	9	5,177			0.86%
HG - FOP Sher/Deputies	25	1,479	(23)	1,456			0.89%
HH - PRE Team 580 911 S	25	127	(10)	117			0.89%
HI - Animal Control-FOP	25	588	(31)	557			0.89%
HJ - Gen.ICEA Prof. aft	25	1,656	(3)	1,653			0.88%
HK - Asst.Pros.Attnys a	25	329	(21)	308			0.89%
HL - ICEA P.H. Nurses a	25	473	(5)	468			0.90%
HM - UAW Zoo New Hires	25	483	(3)	480			0.88%
HN - Gen OPEIU Prob aft	25	111	0	111			0.79%
Total Municipality		\$ 345,802	\$ 536,683	\$ 886,718			
Estimated Annual Contribution³		\$ 4,149,624	\$ 6,440,196	\$ 10,640,616			

¹ The above Employer contribution requirements are in addition to the Member contributions, if any, shown in Table 2.

² If Member contributions are increased/decreased by 1.00% of pay, the Employer contribution requirement will decrease/increase by the Member Contribution Conversion Factor.

³ For divisions that are open to new hires, estimated contributions are based on valuation payroll. Actual contributions will be based on actual reported monthly pays, and will be different from the above amounts (usually higher). For divisions that will have no new hires, 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 If projected assets exceed projected liabilities as of the beginning of the January 1, 2015 fiscal year, the negative unfunded accrued liability is amortized (spread) over 10 years. This amortization is used to reduce the employer contribution rate. Note that if the overfunding credit is larger than the normal cost, the full credit is shown above but the total contribution requirement is zero. This will cause the displayed normal cost and unfunded accrued liability contributions to not add across.

⁵ If the division is closed to new hires, with new hires not covered by MERS Defined Benefit Plan or Hybrid Plan provisions, the amortization period will decrease as follows: Under Amortization Option A, the period will decrease by 2 years each valuation year, until a minimum 5-year amortization is attained. Under Amortization Option B, the period will decrease by 2 years each valuation year, until reaching 15 years. Thereafter, the period will reduce by 1 year each valuation year, until a minimum 5-year amortization is attained. This will result in amortization payments that increase faster than the usual 4.5% each year. If the division is closed to new hires, with new hires (and transfers) covered by MERS Defined Benefit Plan or Hybrid Plan provisions, the standard open division amortization period will apply.

⁶ For reporting and disclosure purposes under Statement Nos. 25 and 27 of the Governmental Accounting Standards Board, the annual required contribution (ARC) for this division is based on a 30 year level dollar amortization.

⁷ For linked divisions, the employer will be invoiced the Total Required Employer Contribution 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 800-767-2308.

Please see the Comments on the Investment Markets.

Benefit Provisions

Table 2

01 - Confidential: Closed to new hires, linked to Division HC

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Member Contributions:	6.56%	5.36%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

02 - Sheriff FOP Spvs: Closed to new hires, linked to Division HO

	2013 Valuation	2012 Valuation
Benefit Multiplier:	3.20% Multiplier (80% max)	3.20% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/15	55/15
	25 and Out	25 and Out
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Member Contributions:	19.61%	19.61%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

04 - MCF: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)
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
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

07 - Gnrl Hrly/AFSCME DB: Closed to new hires, linked to Division 74

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	8 years	8 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

09 - Judges: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	5 years	5 years
Member Contributions:	3.14%	3.14%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

10 - Gnrl Mgmt: Closed to new hires, linked to Division HC

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Member Contributions:	7.59%	6.39%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

11 - Gnrl Library: Closed to new hires

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)
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
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

12 - Gnrl ICEA Profs: Closed to new hires, linked to Division HJ

	2013 Valuation	2012 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:	5 years	5 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Member Contributions:	13.42%	13.42%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

13 - Gnrl OPEIU Prob: Closed to new hires, linked to Division HN

	2013 Valuation	2012 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
Member Contributions:	9.71%	9.71%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

14 - Gnrl TOPS UAW: Closed to new hires, linked to Division HF

	2013 Valuation	2012 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:	5 years	5 years
Member Contributions:	4.82%	3.62%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

15 - Animal Cntrl FOP: Closed to new hires, linked to Division HI

	2013 Valuation	2012 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
	25 and Out	25 and Out
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Member Contributions:	15.49%	15.49%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

16 - Gnrl Commsnrs: Closed to new hires, linked to Division HB

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	5 years	5 years
Member Contributions:	4.76%	3.56%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

17 - ICEA Nurses: Closed to new hires, linked to Division HL

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 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)
Member Contributions:	11.87%	11.87%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

18 - ICEA Ct. Prof: Open Division

	2013 Valuation	2012 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 20 and Out	55/15 20 and Out
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Member Contributions:	9.84%	9.84%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

19 - Cnstutnl Offcls: Closed to new hires, linked to Division HA

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Member Contributions:	9.66%	8.46%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

21 - FOP Shrf Deputies: Closed to new hires, linked to Division HG

	2013 Valuation	2012 Valuation
Benefit Multiplier:	3.20% Multiplier (80% max)	3.20% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/15 25 and Out	55/15 25 and Out
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	5 years
Member Contributions:	10.96%	10.96%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

22 - PRELI FOP 911 Non-Sup frmr E.L: Closed to new hires, linked to Division HD

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	-
Normal Retirement Age:	60	-
Vesting:	10 years	-
Early Retirement (Unreduced):	50/25	-
Early Retirement (Reduced):	55/15	-
Final Average Compensation:	3 years	-
Member Contributions:	1.20%	-
Act 88:	Yes (Adopted 9/29/1965)	-

24 - Sheriff Deputies-MAP: Closed to new hires, linked to Division HE

	2013 Valuation	2012 Valuation
Benefit Multiplier:	3.20% Multiplier (80% max)	-
Normal Retirement Age:	60	-
Vesting:	10 years	-
Early Retirement (Unreduced):	55/15 25 and Out	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	5 years	-
Member Contributions:	12.16%	-
Act 88:	Yes (Adopted 9/29/1965)	-

40 - ICEA Unit 111: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)	2.00% to Social Security Age (no max), 1.70% after SS Age (no 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:	5 years	5 years
Member Contributions:	3%	3%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

41 - MCF Management: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	5 years	5 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

42 - ICEA Unit 11: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	3 years	3 years
Member Contributions:	3.95%	3.95%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

43 - ICEA Unit 1: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)	2.00% to Social Security Age (no max), 1.70% after SS Age (no max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	5 years	5 years
Member Contributions:	3.51%	3.51%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

44 - MCF Exec Mgr: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	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)
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

70 - Admin Salaried: Closed to new hires, linked to Division 76

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	8 years	8 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

71 - Admin/Union/OPEIU: Closed to new hires, linked to Division 75

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	8 years	8 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

73 - Dept. Heads: Closed to new hires, linked to Division HC

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	8 years	8 years
Early Retirement (Unreduced):	55/20	55/20
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	1.20%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

74 - AFSCME Hired After 9/19/2011: Open Division, linked to Division 07

	2013 Valuation	2012 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

Table 2 (continued)

75 - Adm/OPEIU Pro after 7/1/2011: Open Division, linked to Division 71

	2013 Valuation	2012 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

76 - OPEIU Sup/Admin Sal aft 7/1/11: Open Division, linked to Division 70

	2013 Valuation	2012 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 4/3/1986)	Yes (Adopted 4/3/1986)

90 - Asst Pros Attnys: Closed to new hires, linked to Division HK

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	55/15	55/15
Early Retirement (Reduced):	50/25	50/25
Final Average Compensation:	5 years	5 years
Member Contributions:	1.40%	1.40%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

91 - Parks Union Empl: Open Division

	2013 Valuation	2012 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 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

92 - Parks Non Union: Open Division

	2013 Valuation	2012 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):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Member Contributions:	1.20%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

93 - Lgl Rsrch Clerks: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)	Svc x (1.20% times FAC<\$4,200, plus 1.70% times FAC>\$4,200)
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
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

94 - Zoo Hires after 7/1/07: Closed to new hires, linked to Division HM

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.00% Multiplier (no max)	2.00% Multiplier (no 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
Member Contributions:	1.20%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

Table 2 (continued)

95 - UAW Local 2256: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.80% Multiplier for Svc < 35 yrs, 1.50% for Svc > 35 yrs (100% max)	2.80% Multiplier for Svc < 35 yrs, 1.50% for Svc > 35 yrs (100% max)
Normal Retirement Age:	58	58
Vesting:	8 years	8 years
Early Retirement (Unreduced):	Rule of 65	Rule of 65
Early Retirement (Reduced):	-	-
Final Average Compensation:	2 years	2 years
Member Contributions:	2.90%	1.70%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

96 - City Zoo Director: Closed to new hires

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.80% Multiplier for Svc < 35 yrs, 1.50% for Svc > 35 yrs (100% max)	2.80% Multiplier for Svc < 35 yrs, 1.50% for Svc > 35 yrs (100% max)
Normal Retirement Age:	58	58
Vesting:	8 years	8 years
Early Retirement (Unreduced):	Rule of 65	Rule of 65
Early Retirement (Reduced):	-	-
Final Average Compensation:	2 years	2 years
Member Contributions:	3.50%	3.50%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

98 - MNA Nurses: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	55/15	-
Early Retirement (Reduced):	50/25	-
Final Average Compensation:	3 years	-
COLA for Future Retirees:	2.50% (Non-Compound)	-
Member Contributions:	11.87%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HA - Elected Offcls after 1/1/2013: Open Division, linked to Division 19

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.00% Multiplier	Hybrid Plan - 1.00% Multiplier
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1968)	Yes (Adopted 9/29/1968)

Table 2 (continued)

HC - GenMgt & Confidtl's af 1/1/2013: Open Division, linked to Division 10, 01, 73

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.00% Multiplier	Hybrid Plan - 1.00% Multiplier
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Member Contributions:	0%	0%
Act 88:	Yes (Adopted 9/29/1965)	Yes (Adopted 9/29/1965)

HD - PRE FOP 911 Non-Sup aft 1/1/13: Open Division, linked to Division 22

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.00% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HF - TOPS UAW New Hires 3/1/13 : Open Division, linked to Division 14

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HG - FOP Sher/Deputies as of 1/1/13: Open Division, linked to Division 21

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.50% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

Table 2 (continued)

HH - PRE Team 580 911 Super 1/1/13: Open Division

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.00% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HI - Animal Control-FOP aft 4/1/13: Open Division, linked to Division 15

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HJ - Gen.ICEA Prof. after 1/1/2013: Open Division, linked to Division 12

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HK - Asst.Prof.Attnys after 4/1/13: Open Division, linked to Division 90

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

Table 2 (continued)**HL - ICEA P.H. Nurses after 4/1/13 : Open Division, linked to Division 17**

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HM - UAW Zoo New Hires as 5/1/13: Open Division, linked to Division 94

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

HN - Gen OPEIU Prob after 1/1/13: Open Division, linked to Division 13

	2013 Valuation	2012 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	-
Normal Retirement Age:	60	-
Vesting:	6 years	-
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	-
Member Contributions:	0%	-
Act 88:	Yes (Adopted 9/29/1965)	-

Membership Summary

Table 3

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
01 - Confidential							
Active Members	31	\$ 1,416,012	35	\$ 1,597,928	48.4	11.7	13.1
Vested Former Members	21	181,536	18	139,881	52.0	9.3	13.9
Retirees and Beneficiaries	40	537,582	37	454,979	68.0		
02 - Sheriff FOP Spvs							
Active Members	23	\$ 1,810,805	22	\$ 1,694,784	45.3	18.6	18.9
Vested Former Members	4	98,014	4	98,015	47.7	11.9	14.0
Retirees and Beneficiaries	65	2,407,274	65	2,407,394	64.5		
04 - MCF							
Active Members	161	\$ 5,232,035	161	\$ 5,183,354	38.1	7.4	7.5
Vested Former Members	36	173,404	35	155,189	53.9	12.6	14.2
Retirees and Beneficiaries	69	384,662	68	345,212	73.8		
07 - Gnrl Hrly/AFSCME DB							
Active Members	39	\$ 1,818,999	49	\$ 2,327,219	49.0	15.0	15.3
Vested Former Members	11	114,276	10	97,561	50.8	10.1	16.5
Retirees and Beneficiaries	70	1,123,347	70	1,036,696	73.1		
09 - Judges							
Active Members	2	\$ 54,868	2	\$ 54,868	69.5	25.9	25.9
Vested Former Members	1	3,772	2	12,003	56.2	5.5	6.0
Retirees and Beneficiaries	10	110,432	9	102,202	70.8		
10 - Gnrl Mgmt							
Active Members	74	\$ 6,401,503	79	\$ 6,771,847	51.4	13.4	15.4
Vested Former Members	13	296,851	18	350,137	48.1	11.7	12.1
Retirees and Beneficiaries	112	3,302,112	105	3,102,056	68.7		
11 - Gnrl Library							
Active Members	0	\$ 0	0	\$ 0	0.0	0.0	0.0
Vested Former Members	7	40,107	8	44,793	53.1	12.3	21.4
Retirees and Beneficiaries	35	226,770	34	221,021	72.5		
12 - Gnrl ICEA Profs							
Active Members	109	\$ 6,376,282	117	\$ 6,683,973	47.2	11.3	12.5
Vested Former Members	22	329,609	26	410,227	50.4	12.9	13.5
Retirees and Beneficiaries	79	1,697,690	71	1,503,599	66.5		
13 - Gnrl OPEIU Prob							
Active Members	32	\$ 1,788,914	33	\$ 1,829,292	36.2	7.0	7.8
Vested Former Members	4	51,661	6	74,699	54.7	11.2	16.9
Retirees and Beneficiaries	40	1,141,495	37	1,123,591	61.9		

Table 3 (continued)

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
14 - Gnrl TOPS UAW							
Active Members	327	\$ 12,547,291	364	\$ 13,795,186	47.6	11.6	12.4
Vested Former Members	46	380,966	40	294,489	51.1	11.4	14.0
Retirees and Beneficiaries	251	3,383,432	242	3,211,554	69.0		
15 - Animal Cntrl FOP							
Active Members	5	\$ 190,441	10	\$ 344,170	30.2	4.4	4.5
Vested Former Members	2	20,195	2	20,196	61.0	13.1	13.1
Retirees and Beneficiaries	10	276,640	9	241,382	55.7		
16 - Gnrl Commsnrs							
Active Members	9	\$ 142,391	10	\$ 150,514	50.1	9.4	9.4
Vested Former Members	9	27,642	8	21,448	51.9	8.5	12.2
Retirees and Beneficiaries	8	29,905	9	32,824	67.8		
17 - ICEA Nurses							
Active Members	16	\$ 1,010,215	69	\$ 4,090,895	46.5	13.1	13.4
Vested Former Members	11	107,070	10	78,746	49.1	7.8	10.9
Retirees and Beneficiaries	65	1,104,310	63	1,013,464	69.0		
18 - ICEA Ct. Prof							
Active Members	37	\$ 2,406,454	34	\$ 2,323,013	48.5	12.9	16.4
Vested Former Members	3	16,293	3	16,294	50.0	6.2	14.9
Retirees and Beneficiaries	43	867,646	42	782,244	66.7		
19 - Cnstutnl Offcls							
Active Members	5	\$ 508,136	5	\$ 508,136	56.8	19.4	19.4
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	8	155,912	8	155,911	76.0		
21 - FOP Shrf Deputies							
Active Members	63	\$ 3,852,224	127	\$ 7,441,066	40.7	10.8	11.7
Vested Former Members	17	308,624	15	272,474	45.8	9.7	15.6
Retirees and Beneficiaries	104	2,359,427	101	2,335,301	64.8		
22 - PRELI FOP 911 Non-Su							
Active Members	11	\$ 873,401		\$	39.8	11.6	12.2
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
24 - Sheriff Deputies-MAP							
Active Members	52	\$ 3,169,234		\$	39.8	12.1	12.7
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	2	94,683			50.3		
40 - ICEA Unit 111							
Active Members	42	\$ 1,795,063	38	\$ 1,614,142	44.0	6.1	6.1
Vested Former Members	4	15,286	3	13,640	52.8	7.7	12.6
Retirees and Beneficiaries	34	292,139	34	295,369	71.4		

Table 3 (continued)

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
41 - MCF Management							
Active Members	24	\$ 1,425,009	23	\$ 1,339,060	48.7	10.2	10.3
Vested Former Members	12	109,870	12	100,111	49.3	9.5	10.3
Retirees and Beneficiaries	15	111,396	15	109,211	71.1		
42 - ICEA Unit 11							
Active Members	24	\$ 1,419,125	23	\$ 1,284,938	45.3	5.3	5.7
Vested Former Members	3	12,701	2	6,080	43.3	7.5	11.0
Retirees and Beneficiaries	7	74,620	7	74,621	69.0		
43 - ICEA Unit 1							
Active Members	13	\$ 705,512	14	\$ 680,771	40.4	9.5	9.5
Vested Former Members	7	45,190	7	45,190	55.0	8.7	9.5
Retirees and Beneficiaries	5	48,456	5	48,455	74.6		
44 - MCF Exec Mgr							
Active Members	1	\$ 130,425	1	\$ 128,868	54.1	5.4	5.4
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	1	45,588	1	44,528	72.4		
70 - Admin Salaried							
Active Members	4	\$ 299,200	3	\$ 226,828	49.6	18.0	18.0
Vested Former Members	1	195	1	195	47.3	1.3	8.0
Retirees and Beneficiaries	26	752,228	24	685,398	66.6		
71 - Admin/Union/OPEIU							
Active Members	10	\$ 594,306	9	\$ 554,156	45.5	10.9	13.8
Vested Former Members	4	47,331	4	47,332	46.0	9.0	9.9
Retirees and Beneficiaries	14	441,003	15	467,779	66.2		
73 - Dept. Heads							
Active Members	4	\$ 409,299	3	\$ 293,414	52.4	15.7	23.4
Vested Former Members	1	45,319	1	45,320	54.9	20.8	28.7
Retirees and Beneficiaries	7	240,246	7	240,246	65.7		
74 - AFSCME Hired After 9							
Active Members	6	\$ 204,277	2	\$ 77,674	36.9	0.9	0.9
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
75 - Adm/OPEIU Pro after							
Active Members	1	\$ 56,835	0	\$ 0	28.7	0.5	0.5
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
76 - OPEIU Sup/Admin Sal							
Active Members	2	\$ 121,472	2	\$ 60,668	40.5	1.2	1.2
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		

Table 3 (continued)

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
90 - Asst Pros Attnys							
Active Members	29	\$ 2,245,339	31	\$ 2,369,655	44.0	11.0	11.4
Vested Former Members	12	167,407	13	191,959	49.1	7.9	9.8
Retirees and Beneficiaries	30	714,031	27	663,388	63.9		
91 - Parks Union Empl							
Active Members	6	\$ 262,819	7	\$ 306,038	48.1	13.5	13.5
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	1	7,293	1	7,293	61.5		
92 - Parks Non Union							
Active Members	1	\$ 92,922	1	\$ 92,111	54.1	32.0	32.0
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	2	105,574	2	100,364	64.5		
93 - Lgl Rsrch Clerks							
Active Members	6	\$ 286,084	8	\$ 337,116	34.5	4.1	4.3
Vested Former Members	2	26,911	2	26,911	65.6	13.2	26.9
Retirees and Beneficiaries	0	0	0	0	0.0		
94 - Zoo Hires after 7/1/							
Active Members	16	\$ 728,645	15	\$ 670,702	40.3	6.3	8.1
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
95 - UAW Local 2256							
Active Members	5	\$ 229,679	7	\$ 327,072	34.5	10.6	10.6
Vested Former Members	2	35,612	1	18,810	39.4	13.7	13.7
Retirees and Beneficiaries	1	18,578	1	18,578	66.4		
96 - City Zoo Director							
Active Members	0	\$ 0	0	\$ 0	0.0	0.0	0.0
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	2	44,074	2	44,073	61.3		
98 - MNA Nurses							
Active Members	56	\$ 3,187,650		\$	52.2	6.8	7.0
Vested Former Members	1	11,781			51.9	8.9	8.9
Retirees and Beneficiaries	1	49,280			61.1		
HA - Elected Offcls after							
Active Members	1	\$ 88,590	0	\$ 0	36.1	1.0	1.0
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		
HC - GenMgt & Confidtl's a							
Active Members	14	\$ 675,138	0	\$ 0	43.8	0.6	2.9
Vested Former Members	0	0	0	0	0.0	0.0	0.0
Retirees and Beneficiaries	0	0	0	0	0.0		

Table 3 (continued)

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
HD - PRE FOP 911 Non-Sup							
Active Members	14	\$ 506,722		\$	30.9	0.5	0.8
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HF - TOPS UAW New Hires 3							
Active Members	45	\$ 1,121,406		\$	37.0	0.4	0.5
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HG - FOP Sher/Deputies as							
Active Members	9	\$ 310,186		\$	29.6	0.4	0.4
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HH - PRE Team 580 911 Sup							
Active Members	1	\$ 39,505		\$	28.9	0.4	0.4
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HI - Animal Control-FOP a							
Active Members	5	\$ 141,577		\$	29.6	0.3	0.3
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HJ - Gen.ICEA Prof. after							
Active Members	10	\$ 347,501		\$	38.6	0.4	2.4
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HK - Asst.Prof.Attnys aft							
Active Members	2	\$ 80,323		\$	28.8	0.5	0.5
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HL - ICEA P.H. Nurses aft							
Active Members	3	\$ 123,070		\$	28.6	0.5	0.5
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HM - UAW Zoo New Hires as							
Active Members	3	\$ 105,681		\$	34.4	0.5	0.5
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		
HN - Gen OPEIU Prob after							
Active Members	1	\$ 20,195		\$	57.6	0.8	0.8
Vested Former Members	0	0			0.0	0.0	0.0
Retirees and Beneficiaries	0	0			0.0		

Table 3 (continued)

Division	2013 Valuation		2012 Valuation		2013 Valuation		
	Number	Annual Payroll ¹	Number	Annual Payroll ¹	Average Age	Average Benefit Service ²	Average Eligibility Service ²
Total Municipality							
Active Members	1354	\$ 67,352,760	1304	\$ 65,159,458	44.5	9.8	10.6
Vested Former Members	256	2,667,623	251	2,581,700	50.9	10.6	13.6
Retirees and Beneficiaries	<u>1157</u>	22,147,825	<u>1111</u>	20,868,733	68.2		
Total Participants	2767		2666				

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

² Description can be found under Miscellaneous and Technical Assumptions in the [Appendix](#).

Reported Assets (Market Value)

Table 4

Division	2013 Valuation		2012 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
01 - Confidential	\$ 5,880,251	\$ 988,766	\$ 4,883,748	\$ 972,578
02 - Sheriff FOP Spvs	10,875,671	4,343,383	10,256,032	4,056,463
04 - MCF	10,006,998	19,282	8,720,890	32,828
07 - Gnrl Hrly/AFSCME DB	11,219,645	36,864	10,673,381	129,096
09 - Judges	289,037	26,797	304,045	35,024
10 - Gnrl Mgmt	26,838,430	5,041,470	24,252,254	4,791,883
11 - Gnrl Library	1,544,015	17,604	1,505,421	17,585
12 - Gnrl ICEA Profs	19,636,667	8,608,005	16,385,529	8,328,172
13 - Gnrl OPEIU Prob	6,654,368	1,192,082	6,371,744	1,058,039
14 - Gnrl TOPS UAW	43,119,217	5,569,638	38,719,973	5,399,012
15 - Animal Cntrl FOP	1,642,508	264,557	1,423,762	343,993
16 - Gnrl Commsnrs	424,599	112,134	359,268	120,018
17 - ICEA Nurses	9,478,329	1,758,072	9,434,875	4,081,417
18 - ICEA Ct. Prof	6,449,856	2,627,836	5,421,340	2,712,244
19 - Cnstutnl Offcls	2,231,499	627,584	1,980,969	578,438
21 - FOP Shrf Deputies	20,715,658	5,120,368	20,507,675	8,698,745
22 - PRELI FOP 911 Non-Sup frmr E.L	1,226,432	10,481		
24 - Sheriff Deputies-MAP	3,055,433	3,727,152		
40 - ICEA Unit 111	3,848,761	343,218	3,470,958	316,786
41 - MCF Management	3,960,333	128,535	3,422,613	121,724
42 - ICEA Unit 11	1,888,691	311,563	1,590,090	287,875
43 - ICEA Unit 1	1,359,773	256,441	1,125,834	231,154
44 - MCF Exec Mgr	562,723	0	500,773	0
70 - Admin Salaried	4,093,126	8,269	3,691,580	22,312
71 - Admin/Union/OPEIU	3,316,437	0	3,091,372	0
73 - Dept. Heads	2,038,037	15,867	1,815,964	10,943
74 - AFSCME Hired After 9/19/2011	18,484	0	6,603	0
75 - Adm/OPEIU Pro after 7/1/2011	1,911	0	0	0
76 - OPEIU Sup/Admin Sal aft 7/1/11	9,687	0	1,074	0
90 - Asst Pros Attnys	9,220,702	371,851	8,252,738	371,544
91 - Parks Union Empl	593,974	0	504,816	0
92 - Parks Non Union	929,444	14,577	864,035	13,447
93 - Lgl Rsrch Clerks	458,078	0	383,824	0
94 - Zoo Hires after 7/1/07	440,601	48,167	224,785	35,881
95 - UAW Local 2256	1,029,381	49,994	984,636	51,131
96 - City Zoo Director	767,329	0	711,550	0
98 - MNA Nurses	1,618,773	2,381,246		
HA - Elected Offcls after 1/1/2013	4,215	0	0	0
HC - GenMgt & Confidtlis af 1/1/2013	23,976	0	0	0
HD - PRE FOP 911 Non-Sup aft 1/1/13	18,071	0		
HF - TOPS UAW New Hires 3/1/13	32,709	0		

Table 4 (continued)

Division	2013 Valuation		2012 Valuation	
	Employer and Retiree ¹	Employee ²	Employer and Retiree ¹	Employee ²
HG - FOP Sher/Deputies as of 1/1/13	11,972	0		
HH - PRE Team 580 911 Super 1/1/13	902	0		
HI - Animal Control-FOP aft 4/1/13	4,254	0		
HJ - Gen.ICEA Prof. after 1/1/2013	8,291	0		
HK - Asst.Prof.Attnys after 4/1/13	1,943	0		
HL - ICEA P.H. Nurses after 4/1/13	3,965	0		
HM - UAW Zoo New Hires as 5/1/13	3,039	0		
HN - Gen OPEIU Prob after 1/1/13	1,242	0		
Municipality Total	\$ 217,559,437	\$ 44,021,803	\$ 191,844,151	\$ 42,818,332
Combined Reserves	\$ 261,581,240		\$ 234,662,483	

¹ Reserve for Employer Contributions and Benefit Payments

² Reserve for Employee Contributions

The December 31, 2013 valuation assets are equal to 1.061840 times the reported market value of assets (compared to 1.143563 as of December 31, 2012). The derivation of valuation assets is described, and detailed calculations of valuation assets are shown, in the [Appendix](#).

Flow of Valuation Assets

Table 5

Year Ended 12/31	Contributions		Investment Income	Benefit Payments	Member Contrib. Refunds	Net Transfers	Valuation Asset Balance
	Employer	Member					
2003	\$ 4,851,575	\$ 3,500,439	\$ 11,281,677	\$ (7,468,123)	\$ (246,135)	\$ 68,461	\$ 150,287,493
2004	5,892,271	4,061,999	10,437,392	(8,083,733)	(225,547)	35,475	162,405,350
2005	5,771,241	4,149,559	10,568,951	(9,042,368)	(348,146)	(1,992)	173,502,595
2006	5,893,614	4,199,751	14,009,368	(9,927,501)	(443,686)	124,271	187,358,412
2007	6,403,000	4,466,313	15,172,720	(10,948,291)	(295,400)	21,446	202,178,200
2008	6,562,864	4,521,145	9,465,140	(12,344,490)	(389,878)	96,120	210,089,101
2009	7,753,659	4,648,851	10,497,335	(13,385,685)	(534,188)	148,193	219,217,266
2010	7,249,727	4,470,769	12,004,125	(14,735,243)	(432,670)	58,097	227,832,071
2011	7,454,683	4,460,014	11,762,970	(15,853,045)	(443,211)	63,742	235,277,224
2012	13,728,089	4,472,856	14,919,041	(18,702,263)	(633,057)	19,289,442	268,351,332
2013	10,052,429	4,506,307	15,889,337	(21,508,753)	(451,449)	918,223	277,757,426

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

Actuarial Accrued Liabilities and Valuation Assets As of December 31, 2013

Table 6

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
01 - Confidential				
Active Members	\$ 3,407,141	\$ 857,787	25.2%	\$ 2,549,354
Vested Former Members	1,253,813	1,253,813	100.0%	0
Retirees And Beneficiaries	5,163,464	5,163,464	100.0%	0
Pending Refunds	<u>18,733</u>	<u>18,733</u>	100.0%	<u>0</u>
Total	\$ 9,843,151	\$ 7,293,797	74.1%	\$ 2,549,354
02 - Sheriff FOP Spvs				
Active Members	\$ 9,459,095	\$ 4,017,423	42.5%	\$ 5,441,672
Vested Former Members	421,749	325,961	77.3%	95,788
Retirees And Beneficiaries	25,345,158	11,816,816	46.6%	13,528,342
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 35,226,002	\$ 16,160,200	45.9%	\$ 19,065,802
04 - MCF				
Active Members	\$ 4,447,773	\$ 6,366,343	143.1%	\$ (1,918,570)
Vested Former Members	1,157,653	1,157,653	100.0%	0
Retirees And Beneficiaries	3,122,141	3,122,141	100.0%	0
Pending Refunds	<u>168</u>	<u>168</u>	100.0%	<u>0</u>
Total	\$ 8,727,735	\$ 10,646,305	122.0%	\$ (1,918,570)
07 - Gnrl Hrly/AFSCME DB				
Active Members	\$ 5,790,431	\$ 961,173	16.6%	\$ 4,829,258
Vested Former Members	646,272	646,272	100.0%	0
Retirees And Beneficiaries	10,342,599	10,342,599	100.0%	0
Pending Refunds	<u>2,568</u>	<u>2,568</u>	100.0%	<u>0</u>
Total	\$ 16,781,870	\$ 11,952,612	71.2%	\$ 4,829,258
09 - Judges				
Active Members	\$ 219,433	\$ 21,699	9.9%	\$ 197,734
Vested Former Members	28,648	5,098	17.8%	23,550
Retirees And Beneficiaries	1,050,663	308,568	29.4%	742,095
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,298,744	\$ 335,365	25.8%	\$ 963,379
10 - Gnrl Mgmt				
Active Members	\$ 17,879,437	\$ 4,296,864	24.0%	\$ 13,582,573
Vested Former Members	1,797,294	637,726	35.5%	1,159,568
Retirees And Beneficiaries	32,295,857	28,822,481	89.2%	3,473,376
Pending Refunds	<u>94,282</u>	<u>94,282</u>	100.0%	<u>0</u>
Total	\$ 52,066,870	\$ 33,851,353	65.0%	\$ 18,215,517

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
11 - Gnrl Library				
Active Members	\$ 0	\$ 0	0.0%	\$ 0
Vested Former Members	254,515	17,604	6.9%	236,911
Retirees And Beneficiaries	2,024,814	1,640,586	81.0%	384,228
Pending Refunds	0	0	0.0%	0
Total	\$ 2,279,329	\$ 1,658,190	72.7%	\$ 621,139
12 - Gnrl ICEA Profs				
Active Members	\$ 18,156,552	\$ 8,549,040	47.1%	\$ 9,607,512
Vested Former Members	2,349,759	2,349,759	100.0%	0
Retirees And Beneficiaries	18,725,456	18,725,456	100.0%	0
Pending Refunds	367,068	367,068	100.0%	0
Total	\$ 39,598,835	\$ 29,991,323	75.7%	\$ 9,607,512
13 - Gnrl OPEIU Prob				
Active Members	\$ 2,360,124	\$ 1,042,191	44.2%	\$ 1,317,933
Vested Former Members	355,578	101,036	28.4%	254,542
Retirees And Beneficiaries	11,881,743	7,139,592	60.1%	4,742,151
Pending Refunds	48,855	48,855	100.0%	0
Total	\$ 14,646,300	\$ 8,331,674	56.9%	\$ 6,314,626
14 - Gnrl TOPS UAW				
Active Members	\$ 30,096,271	\$ 17,306,775	57.5%	\$ 12,789,496
Vested Former Members	2,586,300	2,586,300	100.0%	0
Retirees And Beneficiaries	31,500,414	31,500,414	100.0%	0
Pending Refunds	306,285	306,285	100.0%	0
Total	\$ 64,489,270	\$ 51,699,774	80.2%	\$ 12,789,496
15 - Animal Cntrl FOP				
Active Members	\$ 197,717	\$ 134,274	67.9%	\$ 63,443
Vested Former Members	174,766	74,418	42.6%	100,348
Retirees And Beneficiaries	3,824,865	1,760,441	46.0%	2,064,424
Pending Refunds	55,865	55,865	100.0%	0
Total	\$ 4,253,213	\$ 2,024,998	47.6%	\$ 2,228,215
16 - Gnrl Commsnrs				
Active Members	\$ 177,627	\$ 106,260	59.8%	\$ 71,367
Vested Former Members	177,605	177,605	100.0%	0
Retirees And Beneficiaries	269,923	269,923	100.0%	0
Pending Refunds	16,137	16,137	100.0%	0
Total	\$ 641,292	\$ 569,925	88.9%	\$ 71,367
17 - ICEA Nurses				
Active Members	\$ 2,900,894	\$ 1,170,139	40.3%	\$ 1,730,755
Vested Former Members	718,684	478,420	66.6%	240,264
Retirees And Beneficiaries	11,784,620	10,173,188	86.3%	1,611,432
Pending Refunds	109,513	109,513	100.0%	0
Total	\$ 15,513,711	\$ 11,931,260	76.9%	\$ 3,582,451

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
18 - ICEA Ct. Prof				
Active Members	\$ 6,278,178	\$ 2,575,779	41.0%	\$ 3,702,399
Vested Former Members	129,295	38,506	29.8%	90,789
Retirees And Beneficiaries	7,779,027	7,011,221	90.1%	767,806
Pending Refunds	<u>13,550</u>	<u>13,550</u>	100.0%	<u>0</u>
Total	\$ 14,200,050	\$ 9,639,056	67.9%	\$ 4,560,994
19 - Cnstutnl Offcls				
Active Members	\$ 2,007,050	\$ 1,727,694	86.1%	\$ 279,356
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	1,308,195	1,308,195	100.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 3,315,245	\$ 3,035,889	91.6%	\$ 279,356
21 - FOP Shrf Deputies				
Active Members	\$ 10,648,619	\$ 4,016,778	37.7%	\$ 6,631,841
Vested Former Members	1,707,624	887,420	52.0%	820,204
Retirees And Beneficiaries	23,833,087	22,349,504	93.8%	1,483,583
Pending Refunds	<u>180,024</u>	<u>180,024</u>	100.0%	<u>0</u>
Total	\$ 36,369,354	\$ 27,433,726	75.4%	\$ 8,935,628
22 - PRELI FOP 911 Non-Sup frmr E.L				
Active Members	\$ 1,898,657	\$ 1,313,404	69.2%	\$ 585,253
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,898,657	\$ 1,313,404	69.2%	\$ 585,253
24 - Sheriff Deputies-MAP				
Active Members	\$ 9,741,175	\$ 6,041,869	62.0%	\$ 3,699,306
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	1,154,122	1,154,122	100.0%	0
Pending Refunds	<u>6,029</u>	<u>6,029</u>	100.0%	<u>0</u>
Total	\$ 10,901,326	\$ 7,202,020	66.1%	\$ 3,699,306
40 - ICEA Unit 111				
Active Members	\$ 1,317,407	\$ 1,897,759	144.1%	\$ (580,352)
Vested Former Members	137,434	137,434	100.0%	0
Retirees And Beneficiaries	2,345,350	2,345,350	100.0%	0
Pending Refunds	<u>70,668</u>	<u>70,668</u>	100.0%	<u>0</u>
Total	\$ 3,870,859	\$ 4,451,211	115.0%	\$ (580,352)
41 - MCF Management				
Active Members	\$ 2,295,529	\$ 2,846,927	124.0%	\$ (551,398)
Vested Former Members	576,751	576,751	100.0%	0
Retirees And Beneficiaries	911,516	911,516	100.0%	0
Pending Refunds	<u>6,530</u>	<u>6,530</u>	100.0%	<u>0</u>
Total	\$ 3,790,326	\$ 4,341,724	114.5%	\$ (551,398)

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets ¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
42 - ICEA Unit 11				
Active Members	\$ 1,221,343	\$ 1,591,738	130.3%	\$ (370,395)
Vested Former Members	43,421	43,421	100.0%	0
Retirees And Beneficiaries	644,701	644,701	100.0%	0
Pending Refunds	<u>56,458</u>	<u>56,458</u>	100.0%	<u>0</u>
Total	\$ 1,965,923	\$ 2,336,318	118.8%	\$ (370,395)
43 - ICEA Unit 1				
Active Members	\$ 814,071	\$ 1,048,215	128.8%	\$ (234,144)
Vested Former Members	278,602	278,602	100.0%	0
Retirees And Beneficiaries	368,756	368,756	100.0%	0
Pending Refunds	<u>20,588</u>	<u>20,588</u>	100.0%	<u>0</u>
Total	\$ 1,482,017	\$ 1,716,161	115.8%	\$ (234,144)
44 - MCF Exec Mgr				
Active Members	\$ 173,045	\$ 192,375	111.2%	\$ (19,330)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	405,147	405,147	100.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 578,192	\$ 597,522	103.3%	\$ (19,330)
70 - Admin Salaried				
Active Members	\$ 1,111,439	\$ 8,269	0.7%	\$ 1,103,170
Vested Former Members	731	0	0.0%	731
Retirees And Beneficiaries	7,722,647	4,346,756	56.3%	3,375,891
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 8,834,817	\$ 4,355,025	49.3%	\$ 4,479,792
71 - Admin/Union/OPEIU				
Active Members	\$ 1,285,109	\$ 0	0.0%	\$ 1,285,109
Vested Former Members	232,817	0	0.0%	232,817
Retirees And Beneficiaries	4,351,695	3,521,525	80.9%	830,170
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 5,869,621	\$ 3,521,525	60.0%	\$ 2,348,096
73 - Dept. Heads				
Active Members	\$ 1,365,499	\$ 15,867	1.2%	\$ 1,349,632
Vested Former Members	497,919	0	0.0%	497,919
Retirees And Beneficiaries	2,394,344	2,165,050	90.4%	229,294
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 4,257,762	\$ 2,180,917	51.2%	\$ 2,076,845
74 - AFSCME Hired After 9/19/2011				
Active Members	\$ 14,929	\$ 19,627	131.5%	\$ (4,698)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 14,929	\$ 19,627	131.5%	\$ (4,698)

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
75 - Adm/OPEIU Pro after 7/1/2011				
Active Members	\$ 3,061	\$ 2,029	66.3%	\$ 1,032
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 3,061	\$ 2,029	66.3%	\$ 1,032
76 - OPEIU Sup/Admin Sal aft 7/1/11				
Active Members	\$ 8,430	\$ 10,286	122.0%	\$ (1,856)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 8,430	\$ 10,286	122.0%	\$ (1,856)
90 - Asst Pros Attnys				
Active Members	\$ 5,220,325	\$ 2,070,843	39.7%	\$ 3,149,482
Vested Former Members	771,771	771,771	100.0%	0
Retirees And Beneficiaries	7,336,608	7,336,608	100.0%	0
Pending Refunds	<u>6,534</u>	<u>6,534</u>	100.0%	<u>0</u>
Total	\$ 13,335,238	\$ 10,185,756	76.4%	\$ 3,149,482
91 - Parks Union Empl				
Active Members	\$ 540,439	\$ 551,217	102.0%	\$ (10,778)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	79,488	79,488	100.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 619,927	\$ 630,705	101.7%	\$ (10,778)
92 - Parks Non Union				
Active Members	\$ 681,892	\$ 14,577	2.1%	\$ 667,315
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	1,123,154	987,822	88.0%	135,332
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,805,046	\$ 1,002,399	55.5%	\$ 802,647
93 - Lgl Rsrch Clerks				
Active Members	\$ 141,519	\$ 271,420	191.8%	\$ (129,901)
Vested Former Members	214,986	214,986	100.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 356,505	\$ 486,406	136.4%	\$ (129,901)
94 - Zoo Hires after 7/1/07				
Active Members	\$ 545,464	\$ 518,993	95.1%	\$ 26,471
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 545,464	\$ 518,993	95.1%	\$ 26,471

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
95 - UAW Local 2256				
Active Members	\$ 621,398	\$ 885,024	142.4%	\$ (263,626)
Vested Former Members	93,188	93,188	100.0%	0
Retirees And Beneficiaries	167,912	167,912	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 882,498	\$ 1,146,124	129.9%	\$ (263,626)
96 - City Zoo Director				
Active Members	\$ 0	\$ 392,039	0.0%	\$ (392,039)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	422,742	422,742	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 422,742	\$ 814,781	192.7%	\$ (392,039)
98 - MNA Nurses				
Active Members	\$ 5,013,462	\$ 3,491,677	69.6%	\$ 1,521,785
Vested Former Members	76,600	76,600	100.0%	0
Retirees And Beneficiaries	679,103	679,103	100.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 5,769,165	\$ 4,247,380	73.6%	\$ 1,521,785
HA - Elected Offcls after 1/1/2013				
Active Members	\$ 4,046	\$ 4,476	110.6%	\$ (430)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 4,046	\$ 4,476	110.6%	\$ (430)
HC - GenMgt & Confidtlis af 1/1/2013				
Active Members	\$ 25,923	\$ 25,459	98.2%	\$ 464
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 25,923	\$ 25,459	98.2%	\$ 464
HD - PRE FOP 911 Non-Sup aft 1/1/13				
Active Members	\$ 15,265	\$ 19,189	125.7%	\$ (3,924)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 15,265	\$ 19,189	125.7%	\$ (3,924)
HF - TOPS UAW New Hires 3/1/13				
Active Members	\$ 37,104	\$ 34,732	93.6%	\$ 2,372
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 37,104	\$ 34,732	93.6%	\$ 2,372

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
HG - FOP Sher/Deputies as of 1/1/13				
Active Members	\$ 10,285	\$ 12,712	123.6%	\$ (2,427)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 10,285	\$ 12,712	123.6%	\$ (2,427)
HH - PRE Team 580 911 Super 1/1/13				
Active Members	\$ (65)	\$ 958	0.0%	\$ (1,023)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ (65)	\$ 958	0.0%	\$ (1,023)
HI - Animal Control-FOP aft 4/1/13				
Active Members	\$ 1,173	\$ 4,517	385.1%	\$ (3,344)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,173	\$ 4,517	385.1%	\$ (3,344)
HJ - Gen.ICEA Prof. after 1/1/2013				
Active Members	\$ 8,395	\$ 8,804	104.9%	\$ (409)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 8,395	\$ 8,804	104.9%	\$ (409)
HK - Asst.Procs.Attnys after 4/1/13				
Active Members	\$ (170)	\$ 2,063	0.0%	\$ (2,233)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ (170)	\$ 2,063	0.0%	\$ (2,233)
HL - ICEA P.H. Nurses after 4/1/13				
Active Members	\$ 3,678	\$ 4,210	114.5%	\$ (532)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 3,678	\$ 4,210	114.5%	\$ (532)
HM - UAW Zoo New Hires as 5/1/13				
Active Members	\$ 2,941	\$ 3,227	109.7%	\$ (286)
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 2,941	\$ 3,227	109.7%	\$ (286)

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
HN - Gen OPEIU Prob after 1/1/13				
Active Members	\$ 1,331	\$ 1,319	99.1%	\$ 12
Vested Former Members	0	0	0.0%	0
Retirees And Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,331	\$ 1,319	99.1%	\$ 12
Total Municipality				
Active Members	\$ 148,150,441	\$ 76,456,040	51.6%	\$ 71,694,401
Vested Former Members	16,683,775	12,930,344	77.5%	3,753,431
Retirees and Beneficiaries	220,359,311	186,991,187	84.9%	33,368,124
Pending Refunds	<u>1,379,855</u>	<u>1,379,855</u>	100.0%	<u>0</u>
Total Participants	\$ 386,573,382	\$ 277,757,426	71.9%	\$ 108,815,956
The following results show the combined accrued liabilities and assets for each set of linked divisions. These results are already included in the table above.				
Linked Divisions HC, 10, 01, 73				
Active Members	\$ 22,678,000	\$ 5,195,977	22.9%	\$ 17,482,023
Vested Former Members	3,549,026	1,891,539	53.3%	1,657,487
Retirees and Beneficiaries	39,853,665	36,150,995	90.7%	3,702,670
Pending Refunds	<u>113,015</u>	<u>113,015</u>	100.0%	<u>0</u>
Total	\$ 66,193,706	\$ 43,351,526	65.5%	\$ 22,842,180
Linked Divisions 74, 07				
Active Members	\$ 5,805,360	\$ 980,800	16.9%	\$ 4,824,560
Vested Former Members	646,272	646,272	100.0%	0
Retirees and Beneficiaries	10,342,599	10,342,599	100.0%	0
Pending Refunds	<u>2,568</u>	<u>2,568</u>	100.0%	<u>0</u>
Total	\$ 16,796,799	\$ 11,972,239	71.3%	\$ 4,824,560
Linked Divisions HJ, 12				
Active Members	\$ 18,164,947	\$ 8,557,844	47.1%	\$ 9,607,103
Vested Former Members	2,349,759	2,349,759	100.0%	0
Retirees and Beneficiaries	18,725,456	18,725,456	100.0%	0
Pending Refunds	<u>367,068</u>	<u>367,068</u>	100.0%	<u>0</u>
Total	\$ 39,607,230	\$ 30,000,127	75.7%	\$ 9,607,103
Linked Divisions HN, 13				
Active Members	\$ 2,361,455	\$ 1,043,510	44.2%	\$ 1,317,945
Vested Former Members	355,578	101,036	28.4%	254,542
Retirees and Beneficiaries	11,881,743	7,139,592	60.1%	4,742,151
Pending Refunds	<u>48,855</u>	<u>48,855</u>	100.0%	<u>0</u>
Total	\$ 14,647,631	\$ 8,332,993	56.9%	\$ 6,314,638

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
Linked Divisions HF, 14				
Active Members	\$ 30,133,375	\$ 17,341,507	57.5%	\$ 12,791,868
Vested Former Members	2,586,300	2,586,300	100.0%	0
Retirees and Beneficiaries	31,500,414	31,500,414	100.0%	0
Pending Refunds	<u>306,285</u>	<u>306,285</u>	100.0%	<u>0</u>
Total	\$ 64,526,374	\$ 51,734,506	80.2%	\$ 12,791,868
Linked Divisions HI, 15				
Active Members	\$ 198,890	\$ 138,791	69.8%	\$ 60,099
Vested Former Members	174,766	74,418	42.6%	100,348
Retirees and Beneficiaries	3,824,865	1,760,441	46.0%	2,064,424
Pending Refunds	<u>55,865</u>	<u>55,865</u>	100.0%	<u>0</u>
Total	\$ 4,254,386	\$ 2,029,515	47.7%	\$ 2,224,871
Linked Divisions HL, 17				
Active Members	\$ 2,904,572	\$ 1,174,349	40.4%	\$ 1,730,223
Vested Former Members	718,684	478,420	66.6%	240,264
Retirees and Beneficiaries	11,784,620	10,173,188	86.3%	1,611,432
Pending Refunds	<u>109,513</u>	<u>109,513</u>	100.0%	<u>0</u>
Total	\$ 15,517,389	\$ 11,935,470	76.9%	\$ 3,581,919
Linked Divisions HA, 19				
Active Members	\$ 2,011,096	\$ 1,732,170	86.1%	\$ 278,926
Vested Former Members	0	0	0.0%	0
Retirees and Beneficiaries	1,308,195	1,308,195	100.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 3,319,291	\$ 3,040,365	91.6%	\$ 278,926
Linked Divisions HG, 21				
Active Members	\$ 10,658,904	\$ 4,029,490	37.8%	\$ 6,629,414
Vested Former Members	1,707,624	887,420	52.0%	820,204
Retirees and Beneficiaries	23,833,087	22,349,504	93.8%	1,483,583
Pending Refunds	<u>180,024</u>	<u>180,024</u>	100.0%	<u>0</u>
Total	\$ 36,379,639	\$ 27,446,438	75.4%	\$ 8,933,201
Linked Divisions HD, 22				
Active Members	\$ 1,913,922	\$ 1,332,593	69.6%	\$ 581,329
Vested Former Members	0	0	0.0%	0
Retirees and Beneficiaries	0	0	0.0%	0
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 1,913,922	\$ 1,332,593	69.6%	\$ 581,329
Linked Divisions 76, 70				
Active Members	\$ 1,119,869	\$ 18,555	1.7%	\$ 1,101,314
Vested Former Members	731	0	0.0%	731
Retirees and Beneficiaries	7,722,647	4,346,756	56.3%	3,375,891
Pending Refunds	<u>0</u>	<u>0</u>	0.0%	<u>0</u>
Total	\$ 8,843,247	\$ 4,365,311	49.4%	\$ 4,477,936

Table 6 (continued)

Division	Actuarial Accrued Liability	Valuation Assets¹	Percent Funded	Unfunded (Overfunded) Accrued Liabilities
Linked Divisions 75, 71				
Active Members	\$ 1,288,170	\$ 2,029	0.2%	\$ 1,286,141
Vested Former Members	232,817	0	0.0%	232,817
Retirees and Beneficiaries	4,351,695	3,521,525	80.9%	830,170
Pending Refunds	0	0	0.0%	0
Total	\$ 5,872,682	\$ 3,523,554	60.0%	\$ 2,349,128
Linked Divisions HK, 90				
Active Members	\$ 5,220,155	\$ 2,072,906	39.7%	\$ 3,147,249
Vested Former Members	771,771	771,771	100.0%	0
Retirees and Beneficiaries	7,336,608	7,336,608	100.0%	0
Pending Refunds	6,534	6,534	100.0%	0
Total	\$ 13,335,068	\$ 10,187,819	76.4%	\$ 3,147,249
Linked Divisions HM, 94				
Active Members	\$ 548,405	\$ 522,220	95.2%	\$ 26,185
Vested Former Members	0	0	0.0%	0
Retirees and Beneficiaries	0	0	0.0%	0
Pending Refunds	0	0	0.0%	0
Total	\$ 548,405	\$ 522,220	95.2%	\$ 26,185

¹ Includes both employer and member assets.

Please see the Comments on the Investment Markets.

See the MERS Fiscal Responsibility Policy on the MERS website at:

http://www.mersofmich.com/Portals/0/Assets/PageResources/MERS/PlanDocument/Pension/sec_43c.pdf.

Actuarial Accrued Liabilities - Comparative Schedule

Table 7

Valuation Date December 31	Actuarial Accrued Liability	Valuation Assets	Percent Funded	Unfunded (Overfunded) Accrued Liabilities	UAL as Percent of Annual Payroll
1999	\$ 137,512,089	\$ 111,156,340	81%	\$ 26,355,749	64%
2000	152,754,990	123,308,414	81%	29,446,576	68%
2001	165,645,014	133,055,221	80%	32,589,793	73%
2002	183,747,506	138,299,599	75%	45,447,907	96%
2003	199,547,894	150,287,493	75%	49,260,401	99%
2004	215,946,290	162,405,350	75%	53,540,940	101%
2005	228,698,783	173,502,595	76%	55,196,188	104%
2006	243,300,405	187,358,412	77%	55,941,993	98%
2007	260,328,809	202,178,200	78%	58,150,609	99%
2008	277,233,448	210,089,101	76%	67,144,347	111%
2009	288,190,459	219,217,266	76%	68,973,193	110%
2010	304,134,483	227,832,071	75%	76,302,412	123%
2011	322,746,120	235,277,224	73%	87,468,896	139%
2012	370,727,362	268,351,332	72%	102,376,030	157%
2013	386,573,382	277,757,426	72%	108,815,956	162%

Notes: Actuarial assumptions were revised for the 2000, 2004, 2008, 2009, 2010, 2011, and 2012 actuarial valuations.

GASB 25 and GASB 27 Information

The following information has been prepared to provide the information necessary to comply with GASB Statements Number 25 and 27. Statement 25 is effective for fiscal years beginning after June 15, 1996 and Statement 27 is effective for fiscal years beginning after June 15, 1997.

All entries and the annual employer contribution amount were based on the actuarial methods and assumptions used in the December 31, 2013 actuarial valuation. The entry age normal actuarial method was used to determine the disclosure entries.

GASB 25 Information (as of 12/31/2013)

Actuarial Accrued Liability	
Retirees and beneficiaries currently receiving benefits	\$ 220,359,311
Terminated employees (vested former members) not yet receiving benefits	16,683,775
Non-Vested terminated employees (pending refunds of accumulated member contributions)	1,379,855
Current employees -	
Accumulated employee contributions including allocated investment income	38,116,804
Employer financed	<u>110,033,637</u>
Total Actuarial Accrued Liability	\$ 386,573,382
Net Assets Available for Benefits at Actuarial Value	\$ <u>277,757,426</u>
(Market Value is 261,581,240)	
Unfunded (Overfunded) Actuarial Accrued Liability	\$ 108,815,956

GASB 27 Information (as of 12/31/2013)

Fiscal Year Beginning	January 1, 2015
Annual Required Contribution (ARC)	\$ 10,640,616 ¹

¹ Based on valuation payroll (based on projected fiscal year payroll for divisions that will have no new hires). For divisions that are open to new hires the actual required contribution will be based on current monthly payroll (during the fiscal year beginning January 1, 2015) times the computed employer contribution rate(s) shown in Table 1. The ARC shown here is the sum of the ARC's calculated separately for each division.

GASB 27 Information (Used in the 12/31/2013 Annual Actuarial Valuation)

Amortization Factors Used to Compute Employer Contribution Requirements Used for Funding Calculations and Most ARC Calculations (see below) (Payments Increase 4.5% per Year)

Amortization Factor Used - Underfunded or Overfunded Liabilities (5 years)	0.221706
Amortization Factor Used - Underfunded or Overfunded Liabilities (6 years)	0.187731
Amortization Factor Used - Underfunded or Overfunded Liabilities (7 years)	0.163488
Amortization Factor Used - Underfunded or Overfunded Liabilities (8 years)	0.145330
Amortization Factor Used - Underfunded or Overfunded Liabilities (9 years)	0.131227
Amortization Factor Used - Underfunded or Overfunded Liabilities (10 years)	0.119963
Amortization Factor Used - Underfunded or Overfunded Liabilities (11 years)	0.110763
Amortization Factor Used - Underfunded or Overfunded Liabilities (12 years)	0.103112
Amortization Factor Used - Underfunded or Overfunded Liabilities (13 years)	0.096652
Amortization Factor Used - Underfunded or Overfunded Liabilities (14 years)	0.091128
Amortization Factor Used - Underfunded or Overfunded Liabilities (15 years)	0.086353
Amortization Factor Used - Underfunded or Overfunded Liabilities (16 years)	0.082185
Amortization Factor Used - Underfunded or Overfunded Liabilities (17 years)	0.078519
Amortization Factor Used - Underfunded or Overfunded Liabilities (18 years)	0.075270
Amortization Factor Used - Underfunded or Overfunded Liabilities (19 years)	0.072372
Amortization Factor Used - Underfunded or Overfunded Liabilities (20 years)	0.069773
Amortization Factor Used - Underfunded or Overfunded Liabilities (21 years)	0.067430
Amortization Factor Used - Underfunded or Overfunded Liabilities (22 years)	0.065308
Amortization Factor Used - Underfunded or Overfunded Liabilities (23 years)	0.063378
Amortization Factor Used - Underfunded or Overfunded Liabilities (24 years)	0.061616
Amortization Factor Used - Underfunded or Overfunded Liabilities (25 years)	0.060002

Amortization Factor Used to Compute the GASB Annual Required Contribution (ARC) For Divisions that are Closed to New Hires (and new hires are not covered by MERS DB or Hybrid provisions in a linked division) If Division is Less than 100% Funded, and Uses a Funding Period over 15 Years

Amortization Factor Used - Underfunded Liabilities (30 year level \$)	0.085453
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Assumptions: Continuous Payments; Interest at 8% Per Year

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 - Confidential

1/1/2013	Member Contribution Rate 6.56%
1/1/2002	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2002	Benefit B-4 (80% max)
1/1/2002	Member Contribution Rate 5.36%
6/25/1996	Day of work defined as 4 hours a day for part-time employees
6/25/1996	Day of work defined as 8 hours a day for full-time employees
1/1/1995	Benefit B-3 (80% max)
1/1/1995	Member Contribution Rate 4.50%
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1993	6 Year Vesting
10/1/1991	Member Contribution Rate 1.00%
10/1/1991	Benefit F55 (With 15 Years of Service)
7/1/1991	Benefit C-2/Base B-1
10/1/1990	Member Contribution Rate 0.00%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
1/1/1969	Benefit C-1 (Old)
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January
11/15/1950	Benefit FAC-5 (5 Year Final Average Compensation)
11/15/1950	10 Year Vesting
11/15/1950	Benefit C (Old)
11/15/1950	Member Contribution Rate 0.00%

02 - Sheriff FOP Spvs

10/1/1997	3.2% Multiplier (80% max)
10/1/1997	Member Contribution Rate 19.61%
1/1/1995	25 Years & Out
1/1/1995	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1995	Benefit B-4 (80% max)
1/1/1995	Member Contribution Rate 10.45%
12/31/1994	Member Contribution Rate 0.00%
7/1/1994	Member Contribution Rate 5.40%
6/30/1994	Member Contribution Rate 0.00%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)

02 - Sheriff FOP Spvs

1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
7/1/1993	Benefit B-3 (80% max)
7/1/1993	Member Contribution Rate 6.40%
6/30/1993	Member Contribution Rate 0.00%
10/1/1991	Member Contribution Rate 1.85%
1/1/1991	Member Contribution Rate 1.60%
10/1/1990	Member Contribution Rate 1.80%
10/1/1990	Benefit F50 (With 25 Years of Service)
1/1/1990	Day of work defined as 4 hours a day for part-time employees
1/1/1990	Day of work defined as 8 hours a day for fulltime employees
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
1/1/1987	Benefit C-2/Base C-1 (Old)
12/16/1986	Blanket Resolution (All Service)
1/1/1986	Member Contribution Rate 1.00%
1/1/1986	Benefit F55 (With 15 Years of Service)
10/15/1980	Exclude Temporary Employees
1/1/1976	Member Contribution Rate 0.00%
1/1/1969	Benefit C-1 (Old)
9/29/1965	Covered by Act 88
11/15/1950	Benefit FAC-5 (5 Year Final Average Compensation)
11/15/1950	10 Year Vesting
11/15/1950	Benefit C (Old)
11/15/1950	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
11/15/1950	Fiscal Month - January

04 - MCF

1/1/2014	DC Adoption Date 01-01-2014
1/1/1995	Flexible E 2% COLA Adopted (01/01/1995)
1/1/1995	E Cola Adoption Date 01-01-1995
1/1/1995	E Cola Increase Amount 2
1/1/1995	E Cola Increase Type Percent
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
10/15/1980	Exclude Temporary Employees
6/1/1977	Member Contribution Rate 0.00%
1/1/1969	Benefit C-1 (Old)
9/29/1965	Covered by Act 88
11/15/1950	Benefit FAC-5 (5 Year Final Average Compensation)
11/15/1950	10 Year Vesting
11/15/1950	Benefit C (Old)
11/15/1950	Member Contribution Rate 3.00% Under \$4,200.00 - Then 5.00%
	Fiscal Month - January

07 - Gnrl Hrly/AFSCME DB

6/1/2012	Benefit FAC-3 (3 Year Final Average Compensation)
6/1/2012	8 Year Vesting
6/1/2012	Exclude Temporary Employees
6/1/2012	Benefit B-4 (80% max)
6/1/2012	A Day of work is 8 hours.
6/1/2012	Member Contribution Rate 0.00%
6/1/2012	Benefit F55 (With 20 Years of Service)
6/1/2012	Fiscal Month - January
4/3/1986	Covered by Act 88

09 - Judges

1/1/2002	Benefit B-4 (80% max)
1/1/2002	Member Contribution Rate 3.14%
1/1/1998	6 Year Vesting
1/1/1998	Benefit B-3 (80% max)
1/1/1998	Benefit F55 (With 15 Years of Service)
4/1/1991	10 Year Vesting
4/1/1991	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1991	Benefit C-1 (Old)
4/1/1991	Member Contribution Rate 0.00%
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

10 - Gnrl Mgmt

1/1/2013	Member Contribution Rate 7.59%
1/1/2002	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2002	Benefit B-4 (80% max)
1/1/2002	Member Contribution Rate 6.39%
6/25/1996	Day of work defined as 8 hours for full-time employees
6/25/1996	Day of work defined as 4 hours a day for part-time employees
1/1/1995	Benefit B-3 (80% max)
1/1/1995	Member Contribution Rate 5.00%
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1993	6 Year Vesting
7/1/1991	Member Contribution Rate 1.00%
7/1/1988	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1988	Member Contribution Rate 3.00%
7/1/1988	Benefit C-2/Base B-1
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
7/1/1987	Member Contribution Rate 0.00%

10 - Gnrl Mgmt

12/16/1986	Blanket Resolution (All Service)
5/1/1986	10 Year Vesting
5/1/1986	Benefit F55 (With 15 Years of Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

11 - Gnrl Library

1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
3/24/1992	Day of work defined as 8 Hours a Day for fulltime employees
3/24/1992	Day of work defined as 4 Hours a Day for parttime employees
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
7/1/1987	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1987	10 Year Vesting
7/1/1987	Benefit C-1 (Old)
7/1/1987	Member Contribution Rate 0.00%
7/1/1987	Fiscal Month - January
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88

12 - Gnrl ICEA Profs

1/1/2003	Benefit B-4 (80% max)
1/1/2003	Member Contribution Rate 13.42%
1/1/2003	E2 2.5% COLA for future retirees (01/01/2003)
6/1/1997	Member Contribution Rate 6.08%
6/1/1997	Benefit F55 (With 15 Years of Service)
5/31/1997	Member Contribution Rate 0.00%
1/1/1995	Benefit B-3 (80% max)
1/1/1995	Member Contribution Rate 4.10%
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1992	Benefit C-2/Base B-1
1/1/1992	Day of work defined as 8 hours a day for full-time employees
1/1/1992	Day of work defined as 4 hours a day for part-time employees
1/1/1992	Member Contribution Rate 1.10%
12/31/1991	Member Contribution Rate 0.00%
10/1/1990	Member Contribution Rate 0.90%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)

12 - Gnrl ICEA Profs

7/1/1983	10 Year Vesting
7/1/1983	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/1983	Benefit C-2/Base C-1 (Old)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

13 - Gnrl OPEIU Prob

7/1/2003	Member Contribution Rate 9.71%
7/1/2003	Benefit B-4 (80% max)
10/1/2002	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/1998	Member Contribution Rate 7.13%
1/1/1998	Benefit B-3 (80% max)
12/31/1997	Member Contribution Rate 7.10%
1/1/1995	Member Contribution Rate 2.96%
1/1/1995	Benefit C-2/Base B-1
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1992	Day of work defined as 8 hours a day for full-time employees
1/1/1992	Day of work defined as 4 hours a day for part-time employees
10/1/1991	Member Contribution Rate 1.88%
9/30/1991	Member Contribution Rate 0.00%
10/1/1990	Member Contribution Rate 1.80%
10/1/1990	Benefit C-1 (Old)
12/1/1988	Member Contribution Rate 1.00%
12/1/1988	Benefit F55 (With 15 Years of Service)
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
1/1/1988	10 Year Vesting
1/1/1988	Benefit FAC-5 (5 Year Final Average Compensation)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

14 - Gnrl TOPS UAW

3/1/2013	Member Contribution Rate 4.82%
1/1/2004	Benefit B-4 (80% max)
1/1/2004	Member Contribution Rate 3.62%
1/1/2001	Member Contribution Rate 1.60%
10/1/1995	Benefit B-3 (80% max)
10/1/1995	Member Contribution Rate 4.85%
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)

14 - Gnrl TOPS UAW

1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1992	Day of work defined as 8 hours a day for full time employees
1/1/1992	Day of work defined a 4 hours a day for part-time employees
7/1/1991	Member Contribution Rate 1.00%
1/1/1989	10 Year Vesting
1/1/1989	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1989	Benefit C-2/Base C-1 (Old)
1/1/1989	Member Contribution Rate 3.00%
1/1/1989	Benefit F55 (With 15 Years of Service)
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

15 - Animal Cntrl FOP

6/1/2002	25 Years & Out
6/1/2002	Member Contribution Rate 15.49%
1/1/2001	Member Contribution Rate 14.28%
1/1/2001	E2 2.5% COLA for future retirees (01/01/2001)
7/1/1997	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/1997	Benefit B-4 (80% max)
7/1/1997	Member Contribution Rate 8.90%
7/1/1997	Benefit F50 (With 25 Years of Service)
1/1/1994	E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1993	Benefit B-1
1/1/1993	Day of work defined as 8 hours a day for full-time employees
1/1/1993	Day of work defined as 4 hours a day for part-time employees
1/1/1993	Member Contribution Rate 1.10%
10/1/1990	Member Contribution Rate 0.90%
1/1/1990	10 Year Vesting
1/1/1990	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1990	Benefit C-1 (Old)
1/1/1990	Member Contribution Rate 0.00%
1/1/1990	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

16 - Gnrl Commsnrs

1/1/2013	Member Contribution Rate 4.76%
1/1/1999	6 Year Vesting
1/1/1994	Flexible E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
10/1/1991	Member Contribution Rate 3.56%
10/1/1990	Benefit F55 (With 15 Years of Service)
12/2/1988	Member Contribution Rate 0.00%
12/1/1988	10 Year Vesting
12/1/1988	Benefit FAC-5 (5 Year Final Average Compensation)
12/1/1988	Benefit C-2/Base B-1
12/1/1988	Member Contribution Rate 4.00%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

17 - ICEA Nurses

1/1/2001	E2 2.5% COLA for future retirees (07/01/1995)
1/1/2000	E2 2.4% COLA for future retirees (07/01/1995)
7/1/1999	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/1999	6 Year Vesting
7/1/1999	Benefit B-3 (80% max)
7/1/1999	Member Contribution Rate 11.87%
1/1/1996	E2 2.5% COLA for future retirees (07/01/1995)
7/1/1995	Member Contribution Rate 5.07%
7/1/1995	Benefit F55 (With 15 Years of Service)
6/30/1995	Member Contribution Rate 0.00%
1/1/1994	E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1991	Day of work defined as 4 hours a day for part-time employees
1/1/1991	Day of defined as 8 hours a day for full-time employees
10/1/1990	Member Contribution Rate 0.70%
1/1/1990	10 Year Vesting
1/1/1990	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1990	Benefit C-2/Base C-1 (Old)
1/1/1990	Member Contribution Rate 1.00%
1/1/1988	E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

18 - ICEA Ct. Prof

6/1/1997	20 Years & Out
6/1/1997	Member Contribution Rate 9.84%
5/31/1997	Member Contribution Rate 0.00%
1/1/1995	Benefit B-3 (80% max)
1/1/1995	Member Contribution Rate 7.50%
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
1/1/1992	Day of work defined as 8 hours a day for full-time employees
1/1/1992	Day of work defined as 4 hours a day for part-time employees
1/1/1992	Member Contribution Rate 3.10%
1/1/1991	10 Year Vesting
1/1/1991	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1991	Benefit C-2/Base B-1
1/1/1991	Member Contribution Rate 2.80%
1/1/1991	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

19 - Cnstutnl Offcls

1/1/2013	Member Contribution Rate 9.66%
1/1/2002	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2002	Benefit B-4 (80% max)
1/1/2002	Member Contribution Rate 8.46%
1/1/2000	6 Year Vesting
1/1/2000	Member Contribution Rate 5.00%
1/1/1999	Member Contribution Rate 6.00%
6/25/1996	Day of work defined as 4 hours a day for part-time employees
6/25/1996	Day of work defined as 8 hours a day for full-time employees
1/1/1995	Benefit B-3 (80% max)
1/1/1995	Member Contribution Rate 7.00%
12/31/1994	Member Contribution Rate 0.00%
1/1/1994	E Cola Increase Type Percent
1/1/1994	E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
4/1/1991	10 Year Vesting
4/1/1991	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1991	Benefit C-2/Base B-1
4/1/1991	Member Contribution Rate 3.00%
4/1/1991	Benefit F55 (With 15 Years of Service)

19 - Cnstutnl Offcls

1/1/1988	E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

21 - FOP Shrf Deputies

2/1/2001	25 Years & Out
2/1/2001	Member Contribution Rate 10.96%
1/1/1998	3.2% Multiplier (80% max)
1/1/1998	Member Contribution Rate 10.43%
1/1/1994	Benefit B-4 (80% max)
1/1/1994	Member Contribution Rate 6.55%
1/1/1994	E 2% COLA Adopted (01/01/1994)
1/1/1994	E Cola Adoption Date 01-01-1994
1/1/1994	E Cola Increase Amount 2
1/1/1994	E Cola Increase Type Percent
12/31/1993	Member Contribution Rate 0.00%
10/1/1991	Member Contribution Rate 1.65%
10/1/1990	Member Contribution Rate 1.60%
5/3/1990	Day of work defined as 4 hours a day of part-time employees
5/3/1990	Day of work defined as 8 hours a day for full-time employees
1/1/1990	10 Year Vesting
1/1/1990	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1990	Benefit C-2/Base C-1 (Old)
1/1/1990	Member Contribution Rate 1.00%
1/1/1990	Benefit F50 (With 25 Years of Service)
1/1/1990	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

22 - PRELI FOP 911 Non-Sup frmr E.L

1/1/2013	Member Contribution Rate 1.20%
7/1/2012	10 Year Vesting
7/1/2012	Benefit FAC-3 (3 Year Final Average Compensation)
7/1/2012	Benefit B-4 (80% max)
7/1/2012	Member Contribution Rate 0.00%
7/1/2012	Benefit F50 (With 25 Years of Service)
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

24 - Sheriff Deputies-MAP

1/1/2013	Exclude Temporary Employees
1/1/2013	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/2013	25 Years & Out
1/1/2013	10 Year Vesting
1/1/2013	3.2% Multiplier (80% max)
1/1/2013	A day of work is defined as 8 hours.
1/1/2013	Member Contribution Rate 12.16%
1/1/2013	Benefit F55 (With 15 Years of Service)
12/16/1986	Blanket Resolution (All Service)
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

40 - ICEA Unit 111

1/1/2014	DC Adoption Date 01-01-2014
1/1/1995	Flexible E 2% COLA Adopted (01/01/1995)
1/1/1995	E Cola Adoption Date 01-01-1995
1/1/1995	E Cola Increase Amount 2
1/1/1995	E Cola Increase Type Percent
12/1/1988	Benefit F55 (With 15 Years of Service)
12/1/1988	10 Year Vesting
12/1/1988	Benefit FAC-5 (5 Year Final Average Compensation)
12/1/1988	Benefit C-2/Base B-1
12/1/1988	Member Contribution Rate 3.00%
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
	Fiscal Month - January

41 - MCF Management

1/1/2014	DC Adoption Date 01-01-2014
1/1/1995	Flexible E 2% COLA Adopted (01/01/1995)
1/1/1995	E Cola Adoption Date 01-01-1995
1/1/1995	E Cola Increase Amount 2
1/1/1995	E Cola Increase Type Percent
10/1/1990	Member Contribution Rate 0.00%
1/1/1990	6 Year Vesting
4/1/1989	10 Year Vesting
4/1/1989	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1989	Benefit C-2/Base B-1
4/1/1989	Benefit F55 (With 15 Years of Service)
1/1/1988	Flexible E 2% COLA Adopted (01/01/1988)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
	Fiscal Month - January

42 - ICEA Unit 11

1/1/2014	DC Adoption Date 01-01-2014
4/1/1997	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/1997	Member Contribution Rate 3.95%
4/1/1996	Member Contribution Rate 3.44%
1/1/1996	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1996	6 Year Vesting
1/1/1996	Benefit C-2/Base B-1
1/1/1996	Member Contribution Rate 3.40%
1/1/1996	Benefit F55 (With 15 Years of Service)
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1988	E Cola Adoption Date 01-01-1988
1/1/1988	E Cola Increase Amount 2
1/1/1988	E Cola Increase Type Percent
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
	Fiscal Month - January

43 - ICEA Unit 1

1/1/2014	DC Adoption Date 01-01-2014
4/1/1996	Member Contribution Rate 3.51%
1/1/1996	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1996	6 Year Vesting
1/1/1996	Benefit C-2/Base B-1
1/1/1996	Member Contribution Rate 3.50%
1/1/1996	Benefit F55 (With 15 Years of Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
	Fiscal Month - January

44 - MCF Exec Mgr

1/1/2014	DC Adoption Date 01-01-2014
1/1/2004	E2 2.5% COLA for future retirees (09/01/2003)
9/1/2003	Benefit FAC-3 (3 Year Final Average Compensation)
9/1/2003	6 Year Vesting
9/1/2003	Benefit B-4 (80% max)
9/1/2003	Member Contribution Rate 0.00%
9/1/2003	Benefit F55 (With 15 Years of Service)
9/29/1965	Covered by Act 88
	Fiscal Month - January

70 - Admin Salaried

6/1/2012	Benefit FAC-3 (3 Year Final Average Compensation)
6/1/2012	8 Year Vesting
6/1/2012	Benefit B-4 (80% max)
6/1/2012	Member Contribution Rate 0.00%

70 - Admin Salaried

6/1/2012	A Day of Work shall be defined as 8 hours a day for all employees
6/1/2012	Benefit F55 (With 20 Years of Service)
6/1/2012	Fiscal Month - January
11/8/1995	Exclude Temporary Employees
4/3/1986	Covered by Act 88

71 - Admin/Union/OPEIU

6/1/2012	Benefit FAC-3 (3 Year Final Average Compensation)
6/1/2012	8 Year Vesting
6/1/2012	Benefit B-4 (80% max)
6/1/2012	A Day of Work Shall be defined as 8 hours a day
6/1/2012	Member Contribution Rate 0.00%
6/1/2012	Benefit F55 (With 20 Years of Service)
6/1/2012	Fiscal Month - January
11/8/1995	Exclude Temporary Employees
4/3/1986	Covered by Act 88

73 - Dept. Heads

1/1/2013	Member Contribution Rate 1.20%
6/1/2012	Benefit B-4 (80% max)
6/1/2012	A Day of Work Shall be defined as 8 hours in a day.
6/1/2012	Member Contribution Rate 0.00%
6/1/2012	Benefit F55 (With 20 Years of Service)
6/1/2012	Fiscal Month - January
6/1/2012	Benefit FAC-3 (3 Year Final Average Compensation)
6/1/2012	8 Year Vesting
11/8/1995	Exclude Temporary Employees
4/3/1986	Covered by Act 88

74 - AFSCME Hired After 9/19/2011

6/1/2012	Benefit FAC-5 (5 Year Final Average Compensation)
6/1/2012	Exclude Temporary Employees
6/1/2012	10 Year Vesting
6/1/2012	Benefit C-1 (New)
6/1/2012	A Day of Work Shall be defined as 8 hours in a day.
6/1/2012	Member Contribution Rate 0.00%
6/1/2012	Fiscal Month - January
4/3/1986	Covered by Act 88

75 - Adm/OPEIU Pro after 7/1/2011

6/1/2012	Benefit FAC-5 (5 Year Final Average Compensation)
6/1/2012	Exclude Temporary Employees
6/1/2012	10 Year Vesting
6/1/2012	Benefit C-1 (New)

75 - Adm/OPEIU Pro after 7/1/2011

6/1/2012	A Day of Work Shall be defined as 8 hours in a day.
6/1/2012	Member Contribution Rate 0.00%
6/1/2012	Fiscal Month - January
4/3/1986	Covered by Act 88

76 - OPEIU Sup/Admin Sal aft 7/1/11

7/1/2012	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2012	Exclude Temporary Employees
7/1/2012	10 Year Vesting
7/1/2012	Benefit C-1 (New)
7/1/2012	A Day of Work Shall be defined as 10-8 hour days in a month.
7/1/2012	Member Contribution Rate 0.00%
6/1/2012	Fiscal Month - January
4/3/1986	Covered by Act 88

90 - Asst Pros Attnys

10/1/1998	6 Year Vesting
10/1/1998	Benefit B-4 (80% max)
10/1/1998	Benefit F55 (With 15 Years of Service)
4/1/1993	Benefit FAC-5 (5 Year Final Average Compensation)
4/1/1993	10 Year Vesting
4/1/1993	Benefit B-3 (80% max)
4/1/1993	Member Contribution Rate 1.40%
7/1/1992	Day of work defined as 4 hours a day for part-time employees
7/1/1992	Day of work defined as 8 hours a day for full-time employees
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1988	E Cola Adoption Date 01-01-1988
1/1/1988	E Cola Increase Amount 2
1/1/1988	E Cola Increase Type Percent
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

91 - Parks Union Empl

6/25/1996	Day of work defined as 8 Hours a Day for fulltime employees
6/25/1996	Day of work defined as 4 Hours a Day for parttime employees
7/1/1995	Benefit B-3 (80% max)
1/1/1995	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1995	10 Year Vesting
1/1/1995	Benefit C-1 (Old)
1/1/1995	Member Contribution Rate 0.00%
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1988	E Cola Adoption Date 01-01-1988
1/1/1988	E Cola Increase Amount 2

91 - Parks Union Empl

1/1/1988	E Cola Increase Type Percent
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

92 - Parks Non Union

1/1/2013	Member Contribution Rate 1.20%
1/1/2002	Benefit FAC-3 (3 Year Final Average Compensation)
6/25/1996	Day of work defined as 8 Hours a Day for fulltime employees
6/25/1996	Day of work defined as 4 Hours a Day for parttime employees
7/1/1995	Benefit B-4 (80% max)
7/1/1995	Benefit F55 (With 25 Years of Service)
1/1/1995	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1995	10 Year Vesting
1/1/1995	Benefit C-1 (Old)
1/1/1995	Member Contribution Rate 0.00%
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1988	E Cola Adoption Date 01-01-1988
1/1/1988	E Cola Increase Amount 2
1/1/1988	E Cola Increase Type Percent
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

93 - Lgl Rsrch Clerks

1/1/1998	Benefit FAC-5 (5 Year Final Average Compensation)
1/1/1998	10 Year Vesting
1/1/1998	Benefit C-1 (Old)
1/1/1998	Member Contribution Rate 0.00%
6/25/1996	Day of work defined as 4 hours a day for part-time employees
6/25/1996	Day of work defined as 8 hours a day for full-time employees
1/1/1988	E 2% COLA Adopted (01/01/1988)
1/1/1988	E Cola Adoption Date 01-01-1988
1/1/1988	E Cola Increase Amount 2
1/1/1988	E Cola Increase Type Percent
12/16/1986	Blanket Resolution (All Service)
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

94 - Zoo Hires after 7/1/07

6/1/2013	Member Contribution Rate 1.20%
7/1/2007	10 Year Vesting

94 - Zoo Hires after 7/1/07

7/1/2007	Benefit FAC-5 (5 Year Final Average Compensation)
7/1/2007	Day of work defined as 8 hours per day
7/1/2007	Member Contribution Rate 0.00%
7/1/2007	Benefit B-2
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

95 - UAW Local 2256

6/1/2013	Member Contribution Rate 2.90%
7/1/2007	8 Year Vesting
7/1/2007	Benefit FAC-2 (2 Year Final Average Compensation)
7/1/2007	Rule of 65 (Age + Service) Retirement
7/1/2007	2.8% Mult. for Svc <35, 1.5% for Svc >35 yrs (100% max)
7/1/2007	Day of work defined as 8 hours per day
7/1/2007	Member Contribution Rate 1.70%
7/1/2007	Eligible at Age 58 (With 8 Years of Service)
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

96 - City Zoo Director

7/1/2007	8 Year Vesting
7/1/2007	Benefit FAC-2 (2 Year Final Average Compensation)
7/1/2007	Rule of 65 (Age + Service) Retirement
7/1/2007	2.8% Mult. for Svc <35, 1.5% for Svc >35 yrs (100% max)
7/1/2007	Day of work defined as 8 hours per day
7/1/2007	Member Contribution Rate 3.50%
7/1/2007	Eligible at Age 58 (With 8 Years of Service)
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

98 - MNA Nurses

4/1/2013	6 Year Vesting
4/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/2013	Benefit B-3 (80% max)
4/1/2013	Day of work defined as 10-8 hour days
4/1/2013	Member Contribution Rate 11.87%
4/1/2013	Benefit F55 (With 15 Years of Service)
4/1/2013	E2 2.5% COLA for future retirees
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by Act 88
11/15/1950	Fiscal Month - January

HA - Elected Offcls after 1/1/2013

1/1/2013	6 Year Vesting
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HA - Elected Offcls after 1/1/2013

1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.0% Multiplier
1/1/2013	A day of work is defined as 8 hrs. in a day
9/29/1968	Covered by ACT 88
11/15/1950	Fiscal Month - January

HC - GenMgt & Confidtlis af 1/1/2013

1/1/2013	6 Year Vesting
1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.0% Multiplier
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HD - PRE FOP 911 Non-Sup aft 1/1/13

1/1/2013	6 Year Vesting
1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.0% Multiplier
1/1/2013	A Day of work shall be defined as 8 hours
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HF - TOPS UAW New Hires 3/1/13

3/1/2013	Rollovers
3/1/2013	Pickup
3/1/2013	6 Year Vesting
3/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
3/1/2013	Loans
3/1/2013	1.25% Multiplier
3/1/2013	A Day of Work is defined as 8 hours a day.
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HG - FOP Sher/Deputies as of 1/1/13

1/1/2013	6 Year Vesting
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HG - FOP Sher/Deputies as of 1/1/13

1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.5% Multiplier
1/1/2013	A day of work is defined as 8 hours.
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HH - PRE Team 580 911 Super 1/1/13

1/1/2013	6 Year Vesting
1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.0% Multiplier
1/1/2013	A Day of Work is defined as 8 hours.
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HI - Animal Control-FOP aft 4/1/13

4/1/2013	6 Year Vesting
4/1/2013	Rollovers
4/1/2013	Loans
4/1/2013	Pickup
4/1/2013	Exclude Temporary Employees
4/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/2013	1.25% Multiplier
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HJ - Gen.ICEA Prof. after 1/1/2013

1/1/2013	Exclude Temporary Employees
1/1/2013	6 Year Vesting
1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.25% Multiplier
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HK - Asst.Prof.Attnys after 4/1/13

4/1/2013	6 Year Vesting
4/1/2013	Rollovers
4/1/2013	Loans
4/1/2013	Pickup
4/1/2013	Exclude Temporary Employees
4/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/2013	1.25% Multiplier
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HL - ICEA P.H. Nurses after 4/1/13

4/1/2013	6 Year Vesting
4/1/2013	Rollovers
4/1/2013	Loans
4/1/2013	Pickup
4/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
4/1/2013	1.25% Multiplier
10/15/1980	Exclude Temporary Employees
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HM - UAW Zoo New Hires as 5/1/13

5/1/2013	Rollovers
5/1/2013	6 Year Vesting
5/1/2013	Loans
5/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
5/1/2013	Pickup
5/1/2013	1.25% Multiplier
5/1/2013	Day of Work defined as 10-8 hour days
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

HN - Gen OPEIU Prob after 1/1/13

1/1/2013	Exclude Temporary Employees
1/1/2013	6 Year Vesting
1/1/2013	Rollovers
1/1/2013	Loans
1/1/2013	Pickup
1/1/2013	Benefit FAC-3 (3 Year Final Average Compensation)
1/1/2013	1.25% Multiplier
9/29/1965	Covered by ACT 88
11/15/1950	Fiscal Month - January

Plan Provisions, Actuarial Assumptions, and Actuarial Funding Method

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

Increase in Final Average Compensation

Division	FAC Increase Assumption
01 - Confidential	2.00%
02 - Sheriff FOP Spvs	2.00%
04 - MCF	2.00%
07 - Gnrl Hrly/AFSCME DB	4.00%
09 - Judges	2.00%
10 - Gnrl Mgmt	2.00%
12 - Gnrl ICEA Profs	2.00%
13 - Gnrl OPEIU Prob	2.00%
14 - Gnrl TOPS UAW	2.00%
15 - Animal Cntrl FOP	2.00%
16 - Gnrl Commsnrs	2.00%
17 - ICEA Nurses	2.00%
18 - ICEA Ct. Prof	2.00%
19 - Cnstutnl Offcls	2.00%
21 - FOP Shrf Deputies	2.00%
22 - PRELI FOP 911 Non-Sup f	4.00%
24 - Sheriff Deputies-MAP	2.00%
40 - ICEA Unit 111	2.00%
41 - MCF Management	2.00%
42 - ICEA Unit 11	2.00%
43 - ICEA Unit 1	2.00%
44 - MCF Exec Mgr	2.00%
70 - Admin Salaried	4.00%
71 - Admin/Union/OPEIU	4.00%
73 - Dept. Heads	4.00%
74 - AFSCME Hired After 9/19	4.00%
75 - Adm/OPEIU Pro after 7/1	4.00%
76 - OPEIU Sup/Admin Sal aft	4.00%
90 - Asst Pros Attnys	2.00%
91 - Parks Union Empl	2.00%
92 - Parks Non Union	2.00%
93 - Lgl Rsrch Clerks	2.00%
94 - Zoo Hires after 7/1/07	2.00%
95 - UAW Local 2256	2.00%
98 - MNA Nurses	2.00%
HA - Elected Offcls after 1/	2.00%
HC - GenMgt & Confidtl af 1	2.00%

Division	FAC Increase Assumption
HD - PRE FOP 911 Non-Sup aft	2.00%
HF - TOPS UAW New Hires 3/1/	2.00%
HG - FOP Sher/Deputies as of	2.00%
HH - PRE Team 580 911 Super	2.00%
HI - Animal Control-FOP aft	2.00%
HJ - Gen.ICEA Prof. after 1/	2.00%
HK - Asst.Pros.Attnys after	2.00%
HL - ICEA P.H. Nurses after	2.00%
HM - UAW Zoo New Hires as 5/	2.00%
HN - Gen OPEIU Prob after 1/	2.00%

Withdrawal Rate Scaling Factor

Division	Withdrawal Rate Scaling Factor
All Divisions	100%

Miscellaneous and Technical Assumptions

Loads – None.

Amortization Policy for Closed Divisions

Closed Division	Amortization Option
All Closed Divisions	Option A