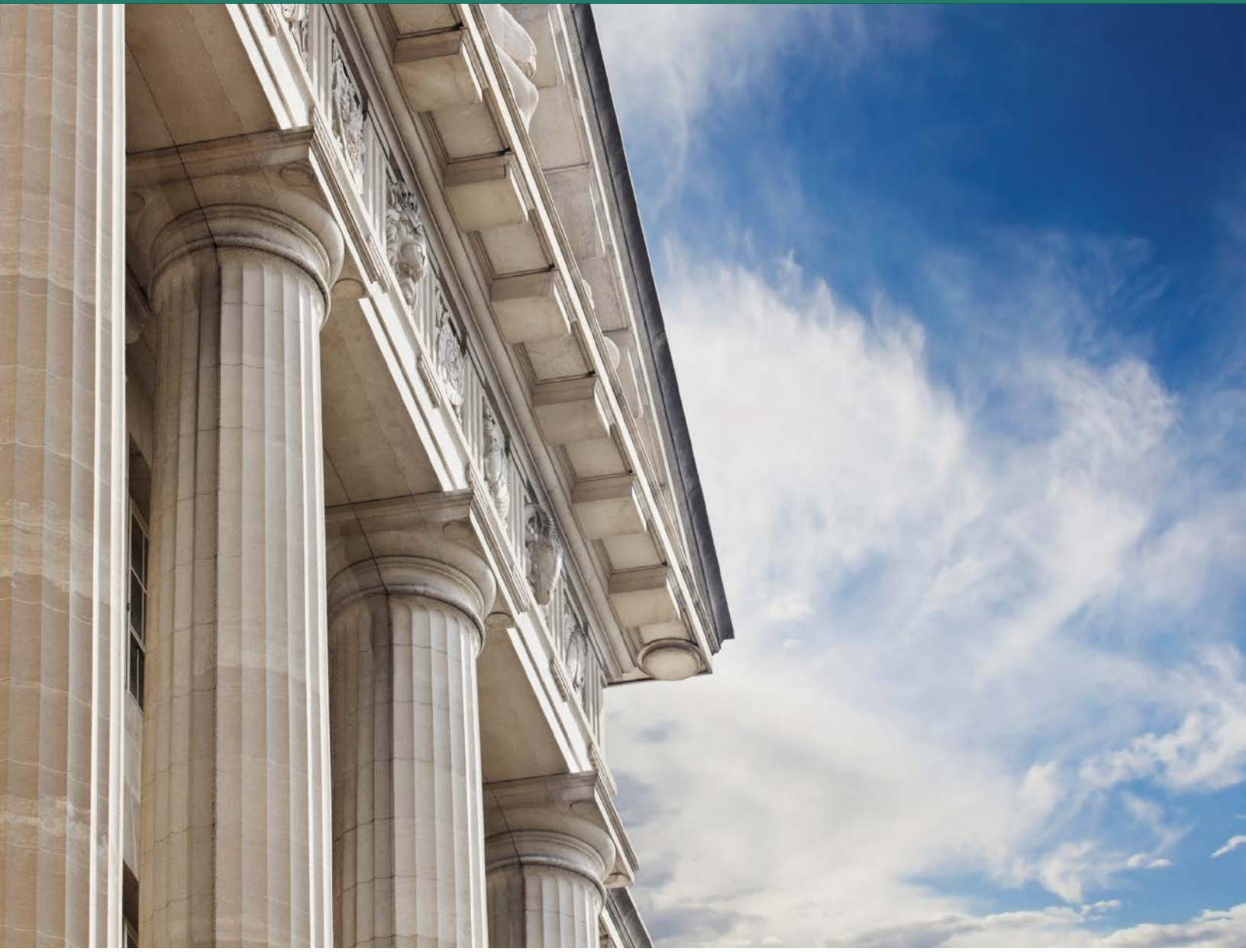




Northumberland County Employees' Retirement System

**Report on 2020 Actuarial Valuation Including
Determination of County Actuarially Determined
Contribution for 2020**





Prepared by:

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for

Northumberland County Employees' Retirement Board

Samuel J. Schiccatano	Chair Commissioner
Joseph M. Klebon	Commissioner
Kymberley L. Best	Commissioner
Christopher L. Grayson	Controller/Secretary
Kevin P. Gilroy	Treasurer

May 20, 2020



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I. Introduction

The primary purpose of this report is to investigate and fully and fairly disclose the actuarial position of the Northumberland County Employees' Retirement System as of January 1, 2020 and to establish the proper appropriation for the 2020 plan year, in accordance with the funding standards of Section 6 of Act 96, 1971 of the Commonwealth of Pennsylvania as amended.


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

To the best of our knowledge, this report is complete and accurate and all costs and liabilities have been determined in conformance with generally accepted actuarial principles, Pennsylvania State Law, Act 44 and on the basis of actuarial assumptions and methods which are reasonable (taking into account past experience under the plan and reasonable expectations) and which represent our best estimate of anticipated experience under the plan.

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

Respectfully submitted,

Korn Ferry (US)

By: 

David D. Reichert, EA
Member, American Academy of Actuaries
ERISA Enrolled Actuary No. 20-6461



II. Findings

Certified Actuarially Determined Contribution

Please note that the certified actuarially determined contribution which is reported on page 12 of this report and which must be funded in 2020 is \$1,468,318. This amount is required to ensure that the fund accumulates sufficient assets to pay future benefits and should be paid by the County from the General Fund.

Actuarial Adjustments

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

	DEBIT		CREDIT	
County Annuity Reserve Account	\$	1,746,776.91		
Retired Members Annuity Reserve Account			\$	1,746,776.91



III. Schedules

Schedule A

NORTHUMBERLAND COUNTY EMPLOYEES' RETIREMENT SYSTEM

CHANGES IN PLAN NET ASSETS FOR THE CALENDAR YEAR 2019 AND 2018

	Additions	
	<u>2019 Total</u>	<u>2018 Total</u>
Contributions		
County	\$ 1,926,337.00	\$ 1,771,378.00
Plan Members	\$ 1,259,646.10	\$ 1,160,205.47
Total Contributions	\$ <u>3,185,983.10</u>	\$ <u>2,931,583.47</u>
Investment Income		
Net Gain in Fair Value	\$ 16,282,533.43	\$ (4,307,064.85)
Interest	\$ 325,320.72	\$ 340,428.37
Dividends	\$ 1,834,167.36	\$ 1,725,257.10
Net Accrued Interest	\$ 2,918.75	\$ 100.04
Investment Income	\$ <u>18,444,940.26</u>	\$ <u>(2,241,279.34)</u>
Less Investment Expense	\$ 353,079.86	\$ 352,721.75
Net Investment Income	\$ <u>18,091,860.40</u>	\$ <u>(2,594,001.09)</u>
Total Additions	\$ <u>21,277,843.50</u>	\$ <u>337,582.38</u>
	Deductions	
Benefits	\$ 6,365,131.87	\$ 6,287,649.30
Refunds of Member Contributions	\$ 545,347.46	\$ 710,568.38
Administrative Expense	\$ 100,866.01	\$ 99,499.34
Miscellaneous	\$ 692.32	\$ 177.62
Total Deductions	\$ <u>7,012,037.66</u>	\$ <u>7,097,894.64</u>
Net Increase/(Decrease)	\$ <u>14,265,805.84</u>	\$ <u>(6,760,312.26)</u>
	Net Assets Held In Trust For Pension Benefits	
Beginning of Year	\$ <u>79,601,281.90</u>	\$ <u>86,361,594.16</u>
End of Year	\$ <u><u>93,867,087.74</u></u>	\$ <u><u>79,601,281.90</u></u>

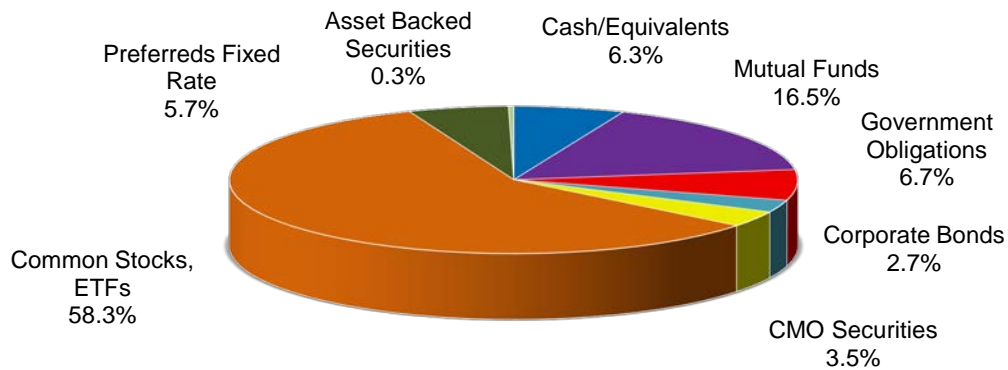


Schedule A – Continued

NORTHUMBERLAND COUNTY EMPLOYEES' RETIREMENT SYSTEM PLAN ASSETS AS OF DECEMBER 31, 2019 AND 2018

		Assets	
		<u>2019 Total</u>	<u>2018 Total</u>
Cash and Short-Term Investments	\$	5,875,813.33	\$ 2,266,318.99
Receivables	\$	0.00	\$ 0.00
Investments, at fair market value			
Government Obligations	\$	6,267,255.34	\$ 4,299,556.14
Corporate Bonds	\$	2,526,348.55	\$ 1,786,265.80
Common Stocks & ETFs	\$	54,749,424.33	\$ 48,368,456.16
Mutual Funds	\$	15,493,428.87	\$ 15,278,481.74
CMO Securities	\$	3,318,919.14	\$ 2,708,059.05
Preferred Fixed Rate	\$	5,370,070.14	\$ 4,710,099.22
Asset Backed/Other	\$	285,795.45	\$ 203,714.70
Total Investments	\$	<u>88,011,241.82</u>	<u>\$ 77,354,632.81</u>
 Total Assets	 \$	 <u>93,887,055.15</u>	 <u>\$ 79,620,951.80</u>
Liabilities			
Refunds Payable and Other	\$	<u>19,967.41</u>	<u>\$ 19,669.90</u>
Net Assets Held In Trust For Pension Benefits			
	\$	<u><u>93,867,087.74</u></u>	<u><u>\$ 79,601,281.90</u></u>

TOTAL ASSETS (MARKET VALUE 12-31-2019)





Schedule A - Continued

Northumberland County Employees' Retirement System

Plan Description and Contribution Information

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

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

Membership of the plan consisted of the following as of January 1, 2020:

Retirees and Beneficiaries Receiving Benefits	697
Terminated Plan Members Entitled to but not yet Receiving Benefits	84
Active Plan Members	506
Total	<u>1,287</u>
Number of Participating Employers	1



Schedule A - Continued

Northumberland County Employees' Retirement System

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

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

SCHEDULE OF EMPLOYER CONTRIBUTIONS

<u>Year</u>	<u>Contribution *</u>	<u>County Contribution</u>
2010	\$ 2,080,118	\$ 2,096,091
2011	\$ 1,306,185	\$ 1,306,329
2012	\$ 806,725	\$ 806,725
2013	\$ 978,907	\$ 978,907
2014	\$ 1,135,549	\$ 1,135,549
2015	\$ 1,111,373	\$ 1,111,373
2016	\$ 1,685,928	\$ 1,685,928
2017	\$ 1,958,315	\$ 1,958,315
2018	\$ 1,771,378	\$ 1,771,378
2019	\$ 1,926,337	\$ 1,926,337

Note: Effective in 2011 the Entry Age Funding Method was used to determine the annual required contribution. Prior to 2011 the Aggregate Method was used.

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



Schedule A - Continued

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll (b-a)/c
1/1/2011	67,643,099	75,894,935	8,251,836	89.1%	16,758,234	49.2%
1/1/2012	74,240,152	78,105,342	3,865,190	95.1%	16,708,408	23.1%
1/1/2013	74,956,675	79,845,288	4,888,613	93.9%	17,436,210	28.0%
1/1/2014	79,286,611	84,420,986	5,134,375	93.9%	17,243,020	29.8%
1/1/2015	81,002,468	85,886,299	4,883,831	94.3%	17,280,652	28.3%
1/1/2016	81,766,281	88,577,107	6,810,826	92.3%	16,087,224	42.3%
1/1/2017	81,795,412	89,735,648	7,940,236	91.2%	17,342,703	45.8%
1/1/2018	86,361,594	91,994,124	5,632,530	93.9%	17,401,380	32.4%
1/1/2019	87,234,099	92,973,685	5,739,586	93.8%	19,113,684	30.0%
1/1/2020	93,867,088	94,723,317	856,229	99.1%	20,157,641	4.2%



Schedule B

Schedule B shows the allocation of the assets among the Fund's reserve accounts (see Schedule I for Determination of Reserve Balances) and the Fund's liabilities as of January 1, 2020. The liabilities were determined from the actuarial valuation of the System based upon the data submitted by the County.

ASSETS

Members' Annuity Reserve Account	\$	15,918,850.00
County Annuity Reserve Account	\$	23,801,535.74
Retired Members' Reserve Account	\$	54,146,702.00
<i>Total Assets, (Market Value) of the Northumberland County Employees' Retirement Fund</i>	\$	93,867,087.74

LIABILITIES

Actuarial Present Value of:

Accumulated Plan Benefits		
Vested participants (275)	\$	12,912,411
Nonvested participants (231)	\$	348,206
Future Benefit Accruals	\$	13,537,821
Terminated Vested Benefits	\$	3,262,162
Retired Benefits	\$	54,146,702
Member Accumulated Deductions	\$	15,918,850
<i>Total Liabilities of the Northumberland County Employees' Retirement Fund</i>	\$	100,126,152



Schedule C

Unfunded Actuarial Liability and Normal Cost

Schedule C shows the development of the unfunded actuarial liability and the normal cost for 2020.

I. Unfunded Actuarial Liability January 1, 2020

1. Actuarial Liability:		
(a) Active Participants		
Retirement Benefits	\$	19,138,448
Termination Benefits		1,571,685
Death Benefits		685,470
Total	\$	<u>21,395,603</u>
(b) Terminated Vested Participants	\$	3,262,162
(c) Retired Members and Beneficiaries		
Retirement Benefits	\$	50,785,472
Cost-of-Living Benefits		3,361,230
Total	\$	<u>54,146,702</u>
(d) Member Accumulated Deductions	\$	<u>15,918,850</u>
(e) Total (a) + (b) + (c) + (d)	\$	94,723,317
2. Actuarial Value of Plan Assets (see page 14)	\$	93,867,088
3. Unfunded Actuarial Liability as of January 1, 2020: (1e) – (2)	\$	<u><u>856,229</u></u>

II. Normal Cost for 2020

1. Normal Cost for:		
(a) Retirement Benefits	\$	668,667
(b) Termination Benefits		87,381
(c) Death Benefits		25,222
(d) Normal Cost as of January 1, 2020	\$	<u>781,270</u>
(e) Normal Cost with interest to end of year: (d) x 1.075	\$	839,865



Schedule D

Actuarial Gain (Loss) for One Year Period Ending December 31, 2019

Schedule D shows the development of the actuarial gain (loss) for the 2019 plan year.

1. Unfunded Actuarial Liability as of January 1, 2019	\$	5,739,586
2. Normal Cost as of January 1, 2019		763,818
3. Interest at 7.5% Per Year to December 31, 2019 on (1) and (2)		487,755
4. Employer Contributions for the 2019 Plan Year		1,926,337
5. Change in Unfunded Actuarial Liability Due to Cost of Living Increase to Retirees		0
6. Change in Unfunded Actuarial Liability Due to Change in Assumptions		<u>0</u>
7. Expected Unfunded Actuarial Liability as of January 1, 2020: (1) + (2) + (3) - (4) + (5) + (6)		5,064,822
8. Unfunded Actuarial Liability as of January 1, 2020		856,229
9. Actuarial Gain (Loss) for 2019 Plan Year: (7) - (8)		4,208,593



Schedule E

Amortization Schedule

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

Amortization Record for 2020

As of January 1, 2020					
	<u>Initial Amount</u>	<u>Effective Date</u>	<u>Remaining Period</u>	<u>Outstanding Balance</u>	<u>Amortization Charge or (Credit)</u>
Amortization of Liability for:					
(a) Initial UAAL	\$ 8,251,836	1/1/2011	21 Years	\$ 7,275,828	\$ 698,693
(b) Experience gain	(4,306,697)	1/1/2012	7 Years	(2,584,177)	(487,894)
(c) Experience loss	601,468	1/1/2013	8 Years	399,109	68,139
(d) Mortality table chg.	921,810	1/1/2013	8 Years	611,674	104,429
(e) Asset val method chg.	(578,946)	1/1/2013	8 Years	(384,162)	(65,587)
(f) Retiree COLA increase	2,942,480	1/1/2014	4 Years	1,435,782	428,678
(g) Experience gain	(2,745,584)	1/1/2014	9 Years	(1,984,084)	(311,040)
(h) Experience gain	(200,205)	1/1/2015	10 Years	(155,679)	(22,681)
(i) Early ret. Incent.	2,936,316	1/1/2016	1 Years	674,995	725,620
(j) Experience gain	(962,871)	1/1/2016	11 Years	(797,973)	(109,081)
(k) Experience loss	1,648,008	1/1/2017	12 Years	1,444,164	186,698
(l) Experience gain	(1,687,116)	1/1/2018	13 Years	(1,553,081)	(191,129)
(m) Experience loss	709,595	1/1/2019	14 Years	682,426	80,388
(n) Experience gain	(4,208,593)	1/1/2020	15 Years	<u>(4,208,593)</u>	<u>(476,780)</u>
(o) Total				\$ 856,229	\$ 628,453



Schedule F

Schedule F determines the certified actuarially determined contribution of \$1,468,318 for 2020 for the Northumberland County Employees' Retirement System.

1.	Total Amortization Charge/(Credit) (page 11 (o))	\$ 628,453
2.	Normal Cost with interest to end of year (page 9 II 1(e))	\$ 839,865
3.	Total Funding Requirement for 2020 (actuarially determined contribution for 2020): (1) + (2), but not less than 0	\$ 1,468,318

Notes:

The actuarially determined contribution for 2020 as a percentage of the estimated 2020 compensation (\$20,157,641) for active members is 7.28%.

The equivalent normal cost accrual rate to be applied to actual 2019 salaries to determine reimbursable expenses is 7.53%.



Schedule G

The following are notes to Schedules B and I:

Members' Annuity Reserve Account: The balance of \$15,918,850.00 in this account is the total of the contributions deducted from the salaries of the active and terminated vested members of the retirement system and the IRC 414(h)(2) pickup contributions together with the interest additions as of January 1, 2020. Since these accumulations represent the present value as of January 1, 2020, of future benefits, the reserve balance and liability are identical.

County Annuity Reserve Account: The balance of \$23,801,535.74 in this account as of January 1, 2020 and the amounts expected to be credited in the future, plus investment earnings, represent the reserves set aside for the payment of the county's share of the retirement allowances.

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

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

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

The assets allocated to this reserve account as of January 1, 2020 amount to \$54,146,702.00. The corresponding liability for those annuitants on the roll is identical.



Schedule G - Continued

Actuarial Value of Assets: In order to reduce the fluctuations in the County normal cost which can result from full recognition of the unrealized appreciation or depreciation of the Fund's securities each year, the value of assets used to determine costs was determined as prescribed by the Pennsylvania State Law, Act 44 by using the greater of the market value of assets as of the valuation date and adjusting the actuarial value of assets as of the prior valuation date: increased by contributions and other deposits except investment income; decreased by benefit payments and administrative expenses or other payments; and credited with interest at 1% less than the plan's assumed rate to the valuation date. The actuarial value of assets will be limited to a maximum of 120% and a minimum of 80% of the market value of assets as of the valuation date.

1. Actuarial Value of Assets as of 1/1/2019	\$ 87,234,098.58
2. Contributions and Other Deposits Except Investment Income	\$ 3,185,983.10
3. Benefit Payments and Administrative Expenses or Other Payments	\$ 7,365,117.52
4. Interest at 1% less than the plan's assumed rate to the valuation date 01/01/2020: $0.065 \times [(1) + 0 \times (2) - 11/24 \times (3)]$	\$ 5,450,797.28
5. Preliminary Actuarial Value of Assets: (1) + (2) - (3) + (4)	\$ 88,505,761.44
6. Market Value of Assets as of 1/1/2020	\$ 93,867,087.74
7. 80% of Market Value: $.8 \times (6)$	\$ 75,093,670.19
8. 120% of Market Value: $1.2 \times (6)$	\$ 112,640,505.29
9. Actuarial Value of Assets as of 1/1/2020: Greater of (5) and (6) but not less than (7) nor more than (8)	\$ 93,867,087.74



Schedule H

APPROXIMATE RATE OF RETURN FOR 2019 PLAN YEAR

		<u>Actuarial Value</u>	<u>Market Value</u>
1. Value as of December 31, 2018	\$	87,234,098.58	\$ 79,601,281.90
2. Contributions Received During Year	\$	3,185,983.10	\$ 3,185,983.10
3. Benefits and Expenses Paid During Year	\$	7,365,117.52	\$ 7,365,117.52
4. Value as of December 31, 2019	\$	93,867,087.74	\$ 93,867,087.74
5. Non-Investment Increment: (2) - (3)	\$	(4,179,134.42)	\$ (4,179,134.42)
6. Investment Increment: (4) - (1) - (5)	\$	10,812,123.58	\$ 18,444,940.26
7. Time Weighted Value of Assets: (1) + .5 x (5)	\$	85,144,531.37	\$ 77,511,714.69
8. Approximate Rate of Return for 2019: (6) / (7)		12.70%	23.80%

HISTORY OF RATE OF RETURNS

<u>Plan Year</u>	<u>Actuarial Value Rate of Return</u>	<u>Market Value Rate of Return</u>
2019	12.70%	23.80%
2018	6.41%	(2.66%)
2017	10.65%	15.64%
2016	6.41%	8.01%
2015	6.43%	0.90%
2014	7.85%	7.85%
2013	11.16%	13.24%
2012	6.44%	12.60%
2011	14.06%	(0.81%)
2010	6.71%	11.75%
Five Year Average (2015 - 2019):	8.49%	8.72%
Ten Year Average (2010 - 2019):	8.85%	8.76%



Schedule I

Determination of Reserve Balances

	<u>M.A.R.A.</u>	<u>C.A.R.A.</u>	<u>R.M.R.A.</u>	<u>TOTAL</u>
Balance 1/1/2019	\$ 15,544,537.86	\$ 9,940,466.04	\$ 54,116,278.00	\$ 79,601,281.90
County Appropriations		1,926,337.00		1,926,337.00
Member Contributions	1,259,646.10	0.00		1,259,646.10
Member Purchases				0.00
Net Investment Income		18,444,940.26		18,444,940.26
Investment Expenses		(353,079.86)		(353,079.86)
Member Contributions Refunded	(545,347.46)			(545,347.46)
Pension Payments			(6,355,631.73)	(6,355,631.73)
Death Benefits			(9,500.14)	(9,500.14)
Retiree and Death Benefit Transfers	(1,128,161.55)	(1,432,064.41)	2,560,225.96	0.00
Cost of Living Funding Requirement				0.00
Administrative Expenses		(100,866.01)		(100,866.01)
Miscellaneous		(692.32)		(692.32)
Miscellaneous				0.00
Balance Before Interest	15,130,674.95	28,425,040.70	50,311,372.09	93,867,087.74
Interest Allocated in 2019	788,175.05	(2,876,728.05)	2,088,553.00	
Balance Before Actuarial Adjustments	15,918,850.00	25,548,312.65	52,399,925.09	93,867,087.74
Actuarial Adjustments		(1,746,776.91)	1,746,776.91	
Ending Balance 12/31/2019	15,918,850.00	23,801,535.74	54,146,702.00	93,867,087.74



Schedule J

Membership History

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

January 1	ACTIVE MEMBERS AND VESTED TERMINATED MEMBERS			RETIRED MEMBERS AND BENEFICIARIES		
	Male	Female	Total	Male	Female	Total
2020	236	354	590	208	489	697
2019	225	364	589	207	493	700
2018	192	348	540	214	491	705
2017	210	350	560	225	484	709
2016	196	329	525	224	494	718
2015	229	375	604	203	469	672
2014	226	368	594	208	459	667
2013	220	399	619	205	459	664
2012	237	409	646	204	451	655
2011	264	401	665	197	443	640



Schedule K

Changes in Plan Participation From January 1, 2019 to January 1, 2020

ACTIVE PARTICIPANTS

Number as of January 1, 2019		497
Changes During Plan Year:		
Retired	(-)	11
Terminated and Vested	(-)	4
Terminated	(-)	64
Died	(-)	0
New Participants	(+)	88
Number as of January 1, 2020		506

RETIRED PARTICIPANTS

Number as of January 1, 2019		700
Changes During Plan Year:		
Returned to Active Service	(-)	0
Died	(-)	18
New Retirements from Active Service	(+)	11
New Surviving Annuitants	(+)	0
Vested Terminated Participants Whose Benefits Commenced	(+)	9
Deletions	(-)	5
Number as of January 1, 2020		697

TERMINATED VESTED PARTICIPANTS

Number as of January 1, 2019		92
Changes During Plan Year:		
Returned to Active Service	(-)	0
Terminated	(-)	3
Benefits Commenced	(-)	9
Died	(-)	0
New Termination's with Vesting	(+)	4
Number as of January 1, 2020		84



Schedule L

Age, Service and Average Salary Profile of the Active Members on January 1, 2020.

MALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2020

<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>	<u>Average Salary</u>
0-19	4	0	0	0	0	0	0	4	\$ 32,920
20-24	21	0	0	0	0	0	0	21	\$ 34,054
25-29	25	3	0	0	0	0	0	28	\$ 36,073
30-34	18	8	3	0	0	0	0	29	\$ 38,215
35-39	7	5	7	1	0	0	0	20	\$ 41,813
40-44	4	2	4	0	1	0	0	11	\$ 55,107
45-49	4	4	3	4	5	3	0	23	\$ 52,666
50-54	5	4	1	1	1	5	1	18	\$ 44,807
55-59	9	6	1	1	4	1	2	24	\$ 38,687
60-64	5	8	2	1	0	2	1	19	\$ 44,800
65 +	2	2	2	1	2	1	0	10	\$ 31,847
Total	104	42	23	9	13	12	4	207	\$ 41,177

Average Age: 41.76
Average Service: 8.07

FEMALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2020

<u>Age</u>	<u>0-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30+</u>	<u>Total</u>	<u>Average Salary</u>
0-19	0	0	0	0	0	0	0	0	\$ 0
20-24	16	0	0	0	0	0	0	16	\$ 30,018
25-29	18	5	0	0	0	0	0	23	\$ 36,327
30-34	18	16	4	0	0	0	0	38	\$ 35,533
35-39	13	12	6	5	0	0	0	36	\$ 38,492
40-44	11	8	6	8	3	0	0	36	\$ 39,977
45-49	3	7	4	3	11	5	0	33	\$ 42,941
50-54	9	8	0	5	4	9	4	39	\$ 43,684
55-59	7	3	4	5	4	2	5	30	\$ 39,036
60-64	5	3	5	3	6	4	3	29	\$ 39,265
65 +	1	6	4	2	2	1	3	19	\$ 37,509
Total	101	68	33	31	30	21	15	299	\$ 38,910

Average Age: 44.74
Average Service: 11.33



Schedule M

Actuarial Assumptions and Actuarial Cost Method for Funding Purposes, January 1, 2020.

Actuarial Assumptions

Mortality Rates: 2013 RP Annuitant and Non-Annuitant Mortality Tables for males and females with no projected improvement.

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

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

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

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

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



Schedule M - Continued

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

Probability of Withdrawing During the Year:

LESS THAN FIVE YEARS OF SERVICE

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

FIVE OR MORE YEARS OF SERVICE

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



Schedule M - Continued

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

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

Disability Rates: Disability rates are not used.

Investment Return: 7.5% per annum, compounded annually.

Salary Increases: 3.5% per annum.

Valuation Assets: The asset method that is prescribed by Pennsylvania State Law, Act 44, which is the greater of the market value of assets as of the valuation date and the actuarial value of assets as of the prior valuation date plus contributions and other deposits except investment income minus benefit payments and administrative expenses or other payments plus credited interest at 1% less than the plan's assumed rate to the valuation date. The actuarial value of assets will be limited to a maximum of 120% and a minimum of 80% of the market value of assets as of the valuation date.

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

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

Changes Since Prior Valuation: None.



Schedule N

Summary of Plan Provisions

1. **Effective Date** - The effective date of this plan is January 1, 1942.
2. **Eligibility for Plan Membership** - An employee shall be eligible to become a participant immediately upon becoming an employee.
3. **Accrued Benefit** - The Retirement Board has authorized benefits equal to a percentage of the members Final Average Salary for each year of service the member has participated in the following Classes:

Class	Percentage	Effective
1/120	0.833%	01/01/1942
1/100	1.000%	01/01/1950
1/80	1.250%	01/01/1966
1/70	1.429%	01/01/1973

4. Normal Retirement (Superannuation)

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

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

- (a) 0.833% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/120 Class,
1.000% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/100 Class,
1.250% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/80 Class,
1.429% of 1/12th of Final Average Salary multiplied by years of credited service on the 1/70 Class,

PLUS

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



Schedule N - Continued

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

PLUS

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

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



Schedule N - Continued

10. Disability Retirement

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

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

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

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

13. Death Benefits

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

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



Schedule N - Continued

14. Employee Contributions

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

15. Deposit Administrator

Investment Managers:

NFJ Investment Group	Schwab
Federated Investors	ASG
PIMCO	Goldman Sachs
Reinhart Partners	DSIP WF Asset Mgt
Madison Investment Advisors	Spectrum Asset Mgt
Kayne Anderson Rudnick Invt Mgt.	

Custodian:

Wells Fargo

Investment Consultant:

Wells Fargo Advisors

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

17. Cost-of-Living - The cost-of-living increase shall be reviewed at least once in every three years by the Retirement Board. Prior to 2017, a percentage of the CPI could be granted. After 2016, the annual CPI could be granted. The Board has granted cost-of-living increases twelve times in the past from January, 1972 through January, 1995 and since then as follows:

PERCENTAGE/ANNUAL CHANGE IN C.P.I.	EFFECTIVE DATE OF INCREASE
85%	1/1/1997
85%	1/1/1998
100%	1/1/1999
100%	1/1/2000
100%	1/1/2001
100%	1/1/2002
100%	1/1/2003
100%	1/1/2004
95%	1/1/2007
85%	1/1/2013



Schedule N - Continued

18. Early Retirement Provision - The Retirement Board has authorized the following Early Retirement Provisions:

Percent of Additional Service	Early Retirement Period
20%	10/01/1996-09/30/1997
20%	10/01/2001-09/30/2002
20%	06/01/2015-12/31/2015



Schedule O

Historical Trend Information

REVENUES BY SOURCE

<u>Fiscal Year</u>	<u>Employee Contributions</u>	<u>Employer Contributions</u>	<u>Investment Income</u>	<u>Miscellaneous</u>	<u>Total</u>
2010	\$ 1,109,462	\$ 2,096,091	\$ 4,196,032	\$ 11,154	\$ 7,412,739
2011	1,134,146	1,306,329	11,202,600	6,251	13,649,326
2012	1,111,580	806,725	5,481,641	8,684	7,408,630
2013	1,106,526	978,907	9,492,183	45,850	11,623,466
2014	1,060,075	1,135,549	6,053,477	42,006	8,291,107
2015	1,127,652	1,111,373	711,597	(8,261)	2,942,361
2016	1,063,211	1,685,928	5,997,372	0	8,746,511
2017	1,099,322	1,958,315	11,944,729	11,900	15,014,266
2018	1,160,205	1,771,378	(2,241,279)	0	690,304
2019	1,259,646	1,926,337	18,444,940	0	21,630,923

EXPENSES BY TYPE

<u>Fiscal Year</u>	<u>Benefits</u>	<u>Refunds</u>	<u>Administrative/ Miscellaneous</u>	<u>Total</u>
2010	\$ 7,109,707	\$ 937,380	\$ 522,094	\$ 8,569,181
2011	4,404,203	349,037	416,651	5,169,891
2012	5,036,795	472,490	352,168	5,861,453
2013	4,992,941	437,548	521,322	5,951,811
2014	5,779,737	293,062	502,452	6,575,251
2015	5,714,432	339,748	483,173	6,537,353
2016	6,987,267	396,504	418,600	7,802,371
2017	6,240,889	317,269	446,131	7,004,289
2018	6,287,649	710,568	452,399	7,450,616
2019	6,365,132	545,347	454,638	7,365,117



Schedule O - Continued

Plan Maturity Measures

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

<u>Fiscal Year</u>	<u>Actives Per Retirees</u>	<u>Ratio of Assets to Payroll</u>	<u>Effect on ADC of a 1% Change in Assets</u>	<u>Ratio of Actuarial Liability to Payroll</u>	<u>Effect on ADC of a 1% Change in Liability</u>
2018	.71	4.2	\$ 90,000	4.9	\$ 105,000
2019	.73	4.7	\$ 106,000	4.7	\$ 107,000

The Society of Actuaries' Retirement Plans Experience Committee (RPEC) has released the final report of the Pub-2010 Public Retirement Plans Mortality Tables. The primary focus of this study was a comprehensive review of recent mortality experience of public retirement plans in the United States. There are separate tables for teachers, safety employees, and general employees. The effect of changing to the Pub-2010 for General on the ADC is an increase of \$ 605,000.