Pension Plan of Kent County, Delaware

January 1, 2019
Actuarial Valuation Report

Kent County Levy Court

Actuarial Valuation as of January 1, 2019

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At the request of the plan sponsor, this report summarizes the Pension Plan of Kent County, Delaware as of January 1, 2019. The purpose of this report is to communicate the following results of the valuation:

- Funded Status; and
- Actuarially Determined Contribution.

This report has been prepared in accordance with the applicable Federal and State laws. Consequently, it may not be appropriate for other purposes. Please contact Nyhart prior to disclosing this report to any other party or relying on its content for any purpose other than that explained above. Failure to do so may result in misrepresentation or misinterpretation of this report.

The results in this report were prepared using information provided to us by other parties. The census information has been provided to us by the employer. Asset information has been provided to us by the trustee. We have reviewed the provided data for reasonableness when compared to prior information provided, but have not audited the data. Where relevant data may be missing, we have made assumptions we believe to be reasonable. We are not aware of any significant issues with and have relied on the data provided. Any errors in the data provided may result in a different result than those provided in this report. A summary of the data used in the valuation is included in this report.

The actuarial assumptions and methods were chosen by the Board. In our opinion, all actuarial assumptions and methods are individually reasonable and in combination represent our best estimate of anticipated experience of the plan. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following:

- plan experience differing from that anticipated by the economic or demographic assumptions;
- changes in economic or demographic assumptions;
- increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and
- changes in plan provisions or applicable law.

We did not perform an analysis of the potential range of future measurements due to the limited scope of our engagement. This report has been prepared in accordance with generally accepted actuarial principles and practice.

Neither Nyhart nor any of its employees have any relationship with the plan or its sponsor which could impair or appear to impair the objectivity of this report.

To the extent that this report or any attachment concerns tax matters, it is not intended to be used and cannot be used by a taxpayer for the purpose of avoiding penalties that may be imposed by law.

The undersigned are compliant with the continuing education requirements of the Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States and are available for any questions.

Nyhart

Carter M. Angell

Carter M. Angell, FSA, EA, MAAA

Kevin Carey

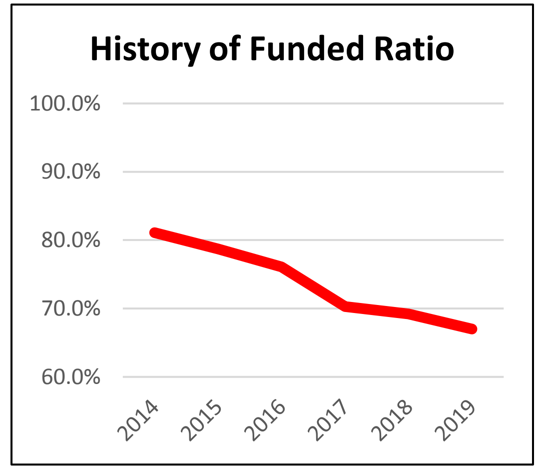
Kevin Carey, ASA, EA

April 22, 2019
Date

Summary Results

The actuarial valuation's primary purpose is to produce a scorecard measure displaying the funding progress of the plan toward the ultimate goal of paying benefits at retirement. The accrued liability is based on an entry age level percentage of pay method.

Valuation Date	January 1, 2018	January 1, 2019
Funded Status Measures		
Entry Age Accrued Liability	$56,506,230	$61,137,089
Actuarial Value of Assets	39,077,674	40,944,564
Unfunded Accrued Liability	$17,428,556	$20,192,525
Funded Percentage (AVA)	69.2%	67.0%
Funded percentage (MVA)	71.5%	61.8%
Cost Measures		
Recommended Employer Contribution	$2,811,213	$3,175,598
Expected Employee Contribution	213,369	232,486
Total County Contribution	$3,024,582	$3,408,084
Total County Contribution (as a percentage of payroll)	20.7%	23.0%
Asset Performance		
Market Value of Assets (MVA)	$40,396,997	$37,771,956
Actuarial Value of Assets (AVA)	$39,077,674	$40,944,564
Actuarial Value/Market Value	96.7%	108.4%
Participant Information		
Active Participants	291	291
Terminated Vested Participants	102	96
Retirees, Beneficiaries, and Disabled Participants	212	230
Total	605	617
Expected Payroll	$14,633,137	$14,837,958



Changes Since Prior Valuation and Key Notes

There have been no changes to the plan provisions since the last valuation.

To better reflect anticipated plan experience, the administrative expense load added to the Normal Cost was changed from $55,000 in 2018 to $75,000 in 2019.

To better reflect anticipated plan experience, the interest rate used to discount liabilities was changed from 7.50% per annum (net of investment expenses) to 7.25% per annum (net of investment expenses). This change resulted in an increase in the Accrued Liability, Normal Cost, and Recommended Employer Contribution.

To better reflect anticipated plan experience, the mortality improvement scale was changed to the assumptions from the 2018 Social Security Administration Trustee's Report. The base RP-2006 Total and Disabled tables remain the same. This change caused a decrease in the Accrued Liability, Normal Cost, and Recommended Employer Contribution.

COLA Assumption

Nyhart has made the recommendation to value the ad-hoc compound COLA that has been historically granted. Kent County and the Pension Review Committee understand Nyhart's recommendation and that not valuing the COLA is an option **only if** the ad-hoc COLAs cease. This message was communicated prior to the most recent meeting to decide on the upcoming COLA and the COLA was granted, though it has been communicated to Nyhart that only those employees who retire from service with Kent County will receive a COLA.

Nyhart believes a COLA should be valued and the recommended employer contribution should be determined assuming a 1% COLA is a permanent feature of the plan. Kent County has requested a COLA not be valued. If a 1% compound COLA per annum was granted to all current pensioners and future pensioners who retire from active service, there would be a substantial impact on the 1/1/2019 valuation results as displayed by the following measures:

	Assuming no COLA	Assuming 1% annual COLA
Entry Age Accrued Liability	$61,137,089	$66,245,049
Funded Percentage (AVA)	67.0%	61.8%
Recommended Employer Contribution	$3,175,598	$3,774,766

Identification of Risks

The results presented in this report are shown as single point values. However, these values are derived using assumptions about future markets and demographic behavior. If actual experience deviates from our assumptions, the actual results for the plan will consequently deviate from those presented in this report. Therefore, it is critical to understand the risks facing this pension plan. The following table shows the risks we believe are most relevant to the Plan. The risks are generally ordered with those we believe to have the most significance at the top. Also shown are possible methods by which a more detailed assessment of the risk can be performed.

Type of Risk	Method to Assess Risk
Investment Return	Scenario Testing; Asset Liability Study
Interest Rates	Scenario Testing; Asset Liability Study
Political Risk	Scenario Testing
Participant Longevity	Stress Testing
Early Retirement	Stress Testing
Salary Growth	Scenario Testing; Projections
Contribution	Projections and Contribution Strategy

Plan Maturity Measures

Each pension plan has a distinct life-cycle. New plans promise future benefits to active employees and then accumulate assets to pre-fund those benefits. As the plan matures, benefits are paid and the pre-funded assets begin to decumulate until ultimately, the plan pays out all benefits. A plan's maturity has a dramatic influence on how risks should be viewed. The following maturity measures illustrate where the Plan falls in its life-cycle.

Duration of Liabilities: 12.0
Duration is the most common measure of plan maturity. It is defined as the sensitivity of the liabilities to a change in the interest rate assumption. The metric also approximates the weighted average length of time, in years, until benefits are expected to be paid. A plan with high duration is, by definition, more sensitive to changes in interest rates. A plan with low duration is more susceptible to risk if asset performance deviates from expectations as there would be less time to make up for market losses in adverse market environments while more favorable environments could result in trapped surplus from gains. Conversely, high duration plans can often take on more risk when investing, and low duration plans are less sensitive to interest rate fluctuations.

Demographic Distribution - Ratio of Actively Accruing Participants to All Participants: 47.2%
A plan with a high ratio is more sensitive to fluctuations in salary (if a salary-based plan) and statutory changes. A plan with a low ratio is at higher risk from demographic experience. Such a plan should pay close attention to valuation assumptions as there will be less opportunity to realize future offsetting gains or losses when current experience deviates from assumptions. Plans with a low ratio also have limited opportunities to make alterations to plan design to affect future funded status.

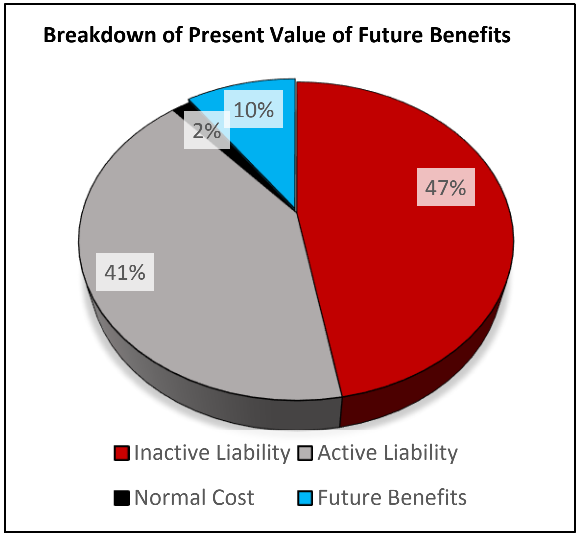
Asset Leverage - Ratio of Payroll for Plan Participants to Market Value of Assets: 39.3%
Younger plans typically have a large payroll base from which to draw in order to fund the plan while mature plans often have a large pool of assets dedicated to providing benefits to a population primarily consisting of members no longer on payroll. Plans with low asset leverage will find it more difficult to address underfunding, as the contributions needed to make up the deficit will represent a higher percentage of payroll than for a plan with high asset leverage.

Benefit Payment Percentage - Ratio of Annual Benefit Payments to Market Value of Assets: 7.4%
As a plan enters its decumulation phase, a larger percentage of the pre-funded assets are paid out each year to retirees. A high percentage is not cause for alarm as long as the plan is nearly fully funded. However, such a plan is more sensitive to negative asset performance, especially if cash contributions are not an option to make up for losses.

Present Value of Future Benefits

The Present Value of Future Benefits represents the future benefits payable to the existing participants.

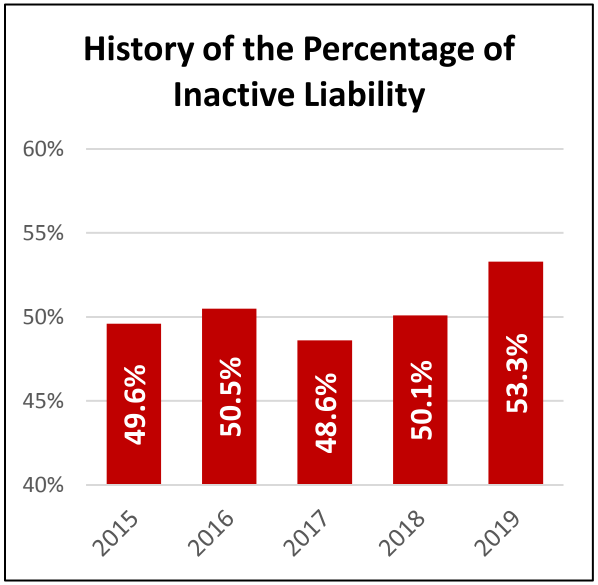
	January 1, 2019
Present Value of Future Benefits	
Active participants	
Retirement	$33,165,065
Disability	746,510
Death	122,382
Termination	2,386,391
Refund of contributions	0
Total active	$36,420,348
Inactive participants	
Retired participants	$27,478,047
Beneficiaries	1,294,533
Disabled participants	280,908
Terminated vested participants	3,508,176
Total inactive	$32,561,664
Total	$68,982,012
Present value of future payrolls	$112,892,179



Funding Liability – Entry Age Level Percent of Pay

The Funding Liability measures the present value of benefits earned as of the valuation date, using a specified set of actuarial assumptions.

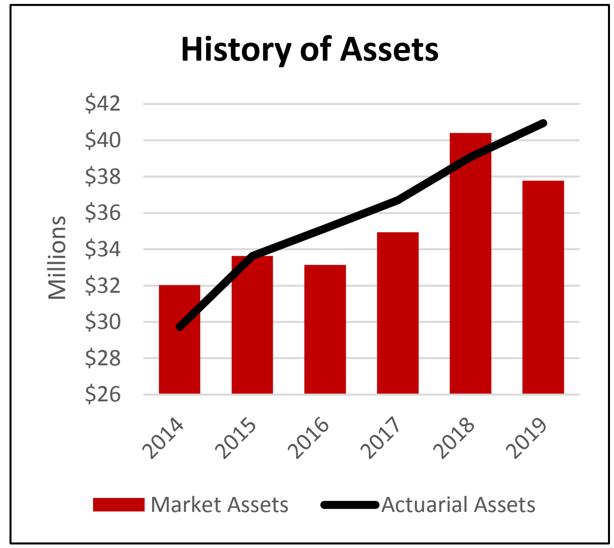
	January 1, 2019
Entry Age Normal Percent of Pay Liabilities	
Active participants	
Retirement	$26,602,504
Disability	438,239
Death	89,926
Termination	1,444,756
Refund of contributions	0
Total Active	$28,575,425
Inactive participants	
Retired participants	$27,478,047
Beneficiaries	1,294,533
Disabled participants	280,908
Terminated vested participants	3,508,176
Total Inactive	$32,561,664
Total	$61,137,089
Total Normal Cost	$1,162,445
Employee Normal Cost	232,486
Employer Normal Cost	$929,959



Asset Information

The amount of assets backing the pension promise is the most significant driver of volatility and future costs within a pension plan. The investment performance of the assets directly offsets the ultimate cost.

	January 1, 2019
Market Value Reconciliation	
Market value of assets, beginning of prior year	$40,396,997
Contributions	
Employer contributions	2,542,916
Member contributions	200,244
Non-employer contributing entity	0
Total	2,743,160
Investment income	(2,512,711)
Benefit payments	(2,780,919)
Administrative expenses	(74,571)
Market value of asset, beginning of current year	$37,771,956
Return on Market Value	-6.23%
Market value of assets available for pension benefits	$37,771,956
Actuarial value of assets	
Value at beginning of current year	$40,944,564



Asset Information (continued) – 5-Year Asset Smoothing

Actuarial Value of Assets are used to develop funded percentages and contribution requirements.

	January 1, 2019
1. Expected market value of assets	
(a) Market value of assets, beginning of prior year	$40,396,997
(b) Contributions	2,743,160
(c) Benefit payments	(2,780,919)
(d) Administrative expenses	(74,571)
(e) Expected return	3,022,793
(f) Expected market value of assets, beginning of current year	$43,307,460
2. Market value of assets, beginning of current year	$37,771,956
3. Actual return on market value	$(2,512,711)
4. Amount subject to phase in [(3)-(1e)]	$(5,535,504)
5. Phase in of asset gain/(loss)	
(a) Current year (80% x $(5,535,504))	$(4,428,403)
(b) First prior year (60% x $3,138,401)	1,883,041
(c) Second prior year (40% x $(315,464))	(126,186)
(d) Third prior year (20% x $(2,505,300))	(501,060)
(e) Total phase-in	$(3,172,608)
6. Preliminary actuarial value of assets, beginning of current year [(2)-(5e)]	$40,944,564
7. 80% of Market value of assets	$30,217,565
8. 120% of Market value of assets	$45,326,347
9. Adjustment to actuarial value of assets due to 20% corridor	$0
10. Final actuarial value of assets (6) - (9)	$40,944,564
11. Return on actuarial value of assets	5.1%

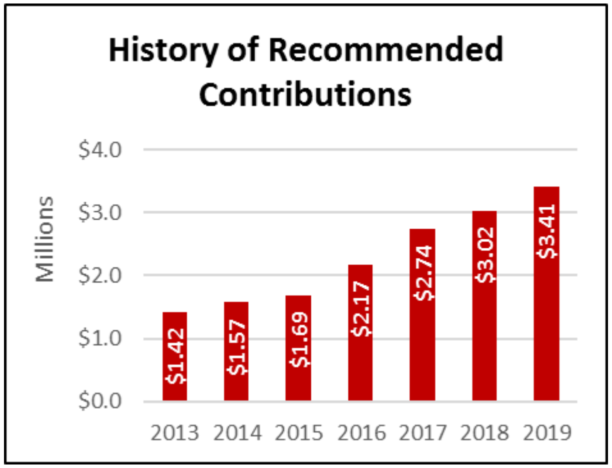
Reconciliation of Gain/Loss

	January 1, 2019
Liability (gain)/loss	
Actuarial liability, beginning of prior year	$56,506,230
Normal cost	1,085,268
Benefit payments	(2,780,919)
Expected Interest	4,215,078
Change in actuarial assumptions	1,552,035
Expected actuarial liability, beginning of current year	$60,577,692
Actual actuarial liability	$61,137,089
Liability (gain)/loss	$559,397
Asset (gain)/loss	
Actuarial value of assets, beginning of prior year	$39,077,674
Contributions	2,743,160
Benefit payments	(2,780,919)
Administrative Expenses	(74,571)
Expected investment return	3,086,321
Expected actuarial value of assets, beginning of current year	$42,051,665
Actual actuarial value of assets, beginning of current year	$40,944,564
Asset (gain)/loss	$1,107,101
Total (gain)/loss	$1,666,498

Development of Actuarially Determined Contribution

The actuarially determined contribution is the annual amount necessary to fund the plan according to funding policies and/or applicable laws.

Valuation Date	January 1, 2019
Funded Position	
1. Entry age accrued liability	$61,137,089
2. Actuarial value of assets	$40,944,564
3. Unfunded actuarial accrued liability (UAAL)	$20,192,525
Employer Contributions	
1. Normal Cost	
(a) Employer normal cost	$929,959
(b) Expected employee contributions	232,486
(c) Total normal cost	$1,162,445
2. Expected Administrative Expenses	75,000
3. Amortization of UAAL	1,885,348
4. Applicable interest	285,291
5. Total recommended contribution at valuation date	$3,408,084
6. Expected employee contributions	$232,486
7. Expected employer contributions	$3,175,598
8. Expected payroll	$14,837,958
9. Expected employer contribution as a percentage of expected payroll (7) / (8)	21.4%

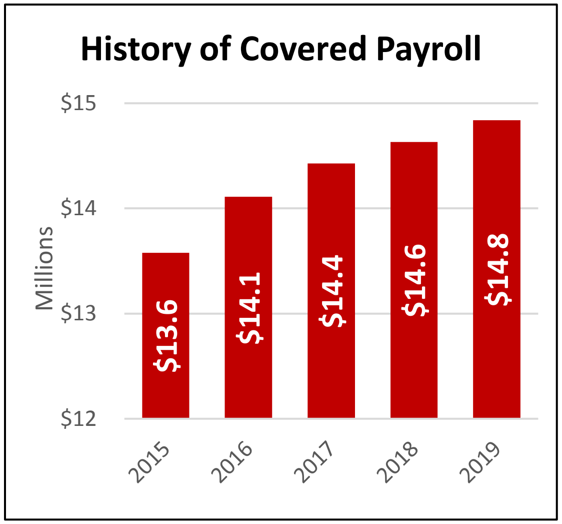


The accrued liability exceeds the actuarial value of assets as of January 1, 2019. The unfunded liability has been amortized over a 20-year closed period at 7.25% interest.
The total recommended contribution includes $232,486 in expected employee contributions.
The total recommended contribution includes interest to account for actual timing of when the contribution Is expected to be made.

Demographic Information

The foundation of a reliable actuarial report is the participant information provided by the plan sponsor. Monitoring trends in demographic information is crucial for long-term pension planning.

	January 1, 2019
Participant Counts	
Active Participants	291
Retired Participants	201
Beneficiaries	27
Disabled Participants	2
Terminated Vested Participants	96
Total Participants	617
Active Participant Demographics	
Average Age	48.6
Average Service	11.5
Average Compensation	$50,990
Total Expected Payroll	$14,837,958



Demographic Information (continued)

	January 1, 2019
Retiree Statistics	
Average Age	71.9
Average Monthly Benefit	$1,171
Beneficiary Statistics	
Average Age	70.2
Average Monthly Benefit	$436
Disabled Participants Statistics	
Average Age	49.9
Average Monthly Benefit	$1,676
Terminated Vested Participants Statistics	
Average Age	50.3
Average Monthly Benefit	$563
Terminated Participants Due a Return of Employee Contributions Statistics	
Average Age	50.3
Total Employee Contributions Payable	$4,462

Participant Reconciliation

	Active	Terminated Vested	Disabled	Retired	Survivor	Totals
Prior Year	291	102	2	181	29	605
Active						
To Terminated Vested	(4)	4	0	0	0	0
To Disabled	0	0	0	0	0	0
To Retired	(17)	0	0	17	0	0
To Lump Sum Cash-Out	(4)	0	0	0	0	(4)
To Death with beneficiary	0	0	0	0	0	0
Terminated Vested						
To Retired	0	(9)	0	9	0	0
To Lump Sum Cash-Out	0	(1)	0	0	0	(1)
Disabled						
To Death	0	0	0	0	0	0
Retired						
To Death no beneficiary	0	0	0	(5)	0	(5)
To Death with beneficiary	0	0	0	(1)	1	0
Survivor						
To Death	0	0	0	0	(2)	(2)
Additions	25	0	0	0	0	25
Departures	0	0	0	0	(1)	(1)
Current Year	291	96	2	201	27	617

Active Participant Schedule

Active participant information grouped based on age and service.

	Years of Service										
Age Group	**Under 1**	**1 to 4**	**5 to 9**	**10 to 14**	**15 to 19**	**20 to 24**	**25 to 29**	**30 to 34**	**35 to 39**	**40 & Up**	**Total**	**Average Pay**
Under 25	6	3	0	0	0	0	0	0	0	0	9	$41,298
25 to 29	2	12	3	0	0	0	0	0	0	0	17	$45,204
30 to 34	3	9	5	6	0	0	0	0	0	0	23	$44,580
35 to 39	3	9	5	7	4	0	0	0	0	0	28	$48,975
40 to 44	3	8	4	3	9	3	0	0	0	0	30	$54,422
45 to 49	2	4	4	7	6	5	2	0	0	0	30	$55,425
50 to 54	3	7	4	10	7	5	10	4	0	0	50	$52,141
55 to 59	2	12	8	11	10	9	2	2	1	0	57	$52,405
60 to 64	0	5	6	7	9	5	2	0	1	0	35	$49,110
65 to 69	1	0	3	2	0	1	1	0	0	0	8	$66,242
70 & up	1	0	1	0	1	1	0	0	0	0	4	$40,728
Total	26	69	43	53	46	29	17	6	2	0	291	$50,990

Plan Effective Date

The plan was established June 18, 1957. The plan was last amended May 28, 2013.

Plan Status

The plan is open to new participants and all participants are eligible to accrue additional benefits.

Eligibility for Participation

An employee who receives a regular salary directly from Kent County will be a covered employee. The following people shall also be considered covered employees:

- Elected officials of Kent County;
- Board of Assessment members; and
- Part-time employees working more than 1,000 hours per calendar year

The following employees shall not be considered covered employees and are not eligible for the plan:

- The Mortgage Commissioner;
- Summer Youth Employment Program (or successor) employees;
- Part-time (less than 1,000 hours per year), temporary, contracted, or seasonal employees; and
- Former City of Dover paramedics having contributions made to the City pension plan by the County. Covered employment will begin when the contributions to the City pension plan cease, if the former City of Dover paramedic remains employed by the County

Accrued Benefit

The monthly pension payable to covered employees hired on or before December 21, 2010 shall be 2% of the Average Monthly Base Salary of the highest three consecutive years (36 consecutive months) of salary with Kent County multiplied by the number of years served in covered employment with Kent County. For covered employees hired after December 21, 2010, the multiplier shall be 1.85% instead of 2%.

Benefits

Normal Retirement

Eligibility	Age 62 and 5 years of service for those hired on or before June 29, 2010; or Age 62 and 8 years of service for those hired after June 29, 2010
Benefit	Accrued Benefit

Early Retirement

Eligibility	Age 55 and 20 years of service; or Age 60 and 15 years of service; or Any age and 30 years of service
Benefit	Accrued Benefit

Late Retirement

Eligibility	Participation continues after normal retirement date
Benefit	Accrued Benefit

Disability

Eligibility	A Covered Employee who shall become disabled while in Covered Employment and covered under County-provided long-term disability Insurance
Benefit	Covered employee will be considered as remaining in Covered Employment until they retire or the cessation of disability insurance, if earlier, for benefit accrual purposes

Death before Retirement

Eligibility	Covered employee with vested accrued benefit
Benefit	For married employees: 50% of the Accrued Benefit the covered employee would have received had they terminated employment on the date of death and survived to the earliest retirement age For single employees: Survivor portion of the 50% Joint and Survivor Annuity if the covered employee terminated employment on the date of death and survived to the earliest retirement age

Termination Benefit

Eligibility	5 years of service if hired on or before June 29, 2010, 8 years of service if hired after June 29, 2010
Benefit	Accrued retirement benefit payable at participant's normal retirement date

Average Monthly Base Salary

Highest 36 consecutive months of base wage pay rate compensation approved by the County government for the position held and paid over a one-year Period, excluding pay for overtime, longevity, shift differential, accrued time payouts, bonuses, or any other special pay other than base wage pay rate compensation. Payroll deductions shall not reduce the annual compensation or salary amount. Amount will be limited by 401(a)(17) of the Code.

Credited Service

Years of service will be granted based on elapsed time for covered employees working more than 1,000 hours in a calendar year.

If a covered employees had similar employment with New Castle County, Sussex County, or the State of Delaware prior to June 27, 1986, such years of service shall be recognized and included for pension benefits, provided that such covered employee was employed by Kent County on or before June 27, 1986

Employee Contributions

Effective July 1, 2009, employees hired on or before December 21, 2010 shall contribute 1% of base salary payable over the normal pay periods

Effective December 21, 2010, employees hired after December 21, 2010 shall contribute 3% of base salary over $6,000, payable over the normal pay periods

Payment Forms

Normal Form

Life Annuity

Optional Forms

50%, 75%, or 100% Joint and Survivor Annuity, 5 or 10-Year Certain and Life Annuity, Lump Sum (if less than $3,500)

Actuarial Equivalence

Optional forms of payment will be converted from a life annuity using the applicable mortality table and the applicable interest rate for the month of December preceding the Plan Year in which the payment begins, as specified by the Secretary of the Treasury per Section 417(e)(3)

Plan Provisions Not Included

We are not aware of any plan provisions not included in the valuation

Adjustments Made for Subsequent Events

We are not aware of any events following the measurement date and prior to the date of this report that would materially impact the results of this report

Except where otherwise indicated, the following assumptions were selected by the plan sponsor with the concurrence of the actuary. Prescribed assumptions are based on the requirements of the relevant law, the Internal Revenue Code, and applicable regulation. The actuary was not able to evaluate the prescribed assumptions for reasonableness for the purpose of the measurement.

Valuation Date

January 1, 2019

Participant and Asset Information Collected as of

January 1, 2019

Cost Method (CO)

Entry Age Cost Method – Percent of pay

Amortization Method (CO)

20 year closed amortization of Unfunded Accrued Liability (Fresh Start at 1/1/2017)

Asset Valuation Method

Gains or losses on the Market Value of Assets are recognized over five years, subject to a 20% corridor around the Market Value of Assets

Interest Rates (CO)

7.25%, net of investment expenses

This assumption has been set by the plan sponsor in conjunction with their asset advisor. Detailed evaluation of this assumption was outside the scope of our engagement.

Annual Pay Increases (FE)

Sample rates:

Age	Rate
20	5.50%
25	4.50%
35	3.50%
45	3.25%
55+	3.00%

The annual pay increases are based on a study of actual experience for the plan from January 1, 2011 – January 1, 2016.

Expense and/or Contingency Loading (FE)

The Normal Cost is increased by $75,000 to cover anticipated administrative expenses paid from the trust during the 2019 plan year.

Mortality Rates (FE)

Healthy Lives	RP-2014 Total Mortality Table with fully generational improvements projected from 2006 based on assumptions from the 2018 Social Security Administration Trustee's Report
Disabled Lives	RP-2014 Disabled Mortality Table with fully generational improvements projected from 2006 based on assumptions from the 2018 Social Security Administration Trustee's Report

As the plan is not large enough to have credible experience, mortality assumptions are set to reflect general population trends.

Retirement Rates (FE)

Age	Rate
55-57	10%
58-59	0%
60	25%
61	10%
62	20%
63-64	15%
65-69	50%
70+	100%

The retirement rates are based on a study of actual experience for the plan from January 1, 2011 – January 1, 2016.

Disability Rates (FE)

Sample rates:

Age	Rate
25	0.077%
30	0.091%
35	0.116%
40	0.203%
45	0.358%
50	0.617%
55	1.075%
60	1.397%
65+	0.000%

As the plan is not large enough to have credible experience, disability rates are determined based on the results of broad population studies.

Withdrawal Rates (FE)

Rates based on age and service, select and ultimate table:

	Service					
Age	**Under 1**	**1-2**	**2-3**	**3-4**	**4-5**	**5+**
20	12.00%	15.00%	18.00%	15.00%	10.00%	8.00%
25	12.00%	15.00%	18.00%	15.00%	10.00%	8.00%
30	12.00%	15.00%	15.00%	15.00%	9.50%	7.00%
35	12.00%	12.00%	15.00%	12.00%	7.50%	6.00%
40	12.00%	11.50%	12.00%	10.00%	7.50%	5.50%
45	12.00%	10.00%	12.00%	10.00%	5.00%	3.00%
50	12.00%	6.50%	10.00%	5.00%	5.00%	3.00%
55	12.00%	4.00%	5.00%	4.00%	4.00%	2.00%
60	12.00%	1.50%	2.00%	1.50%	1.50%	1.50%

The withdrawal rates are based on a study of actual experience for the plan from January 1, 2011 – January 1, 2016.

Marital Status and Ages (FE)

100% of Participants are assumed to be married with wives assumed to be 3 years younger than husbands.

Payment Form Election (FE)

Life Annuity	100%
Lump Sum	0%

Cost of Living Adjustment (CO)

None assumed. Past practice has indicated the ad-hoc COLA is granted more often than not and Nyhart believes it should be valued. However, Kent County and the Pension Review Committee are opposed to valuing a COLA at this time. Please see pg. 4 for a summary of results if a COLA were valued.

FE indicates an assumption representing an estimate of future experience
MD indicates an assumption representing observations of estimates inherent in market data
CO indicates an assumption representing a combination of an estimate of future experience and observations of market data

The actuarial report also shows the necessary items required for plan reporting and any state requirements.

- ✓ Schedule of Amortizations

Schedule of Amortizations

	January 1, 2019		
Date Established	Remaining Period Years	Outstanding Balance	Annual Payment*
1/1/2017	18	$14,799,949	$1,396,695
1/1/2018	19	2,190,933	201,371
1/1/2019	20	3,201,643	287,282
	Total	$20,192,525	$1,885,348

*Annual Payment for the amortization bases established as of 1/1/2017 and 1/1/2018 were changed to amounts sufficient to pay down the outstanding balance over the remaining period years using the new discount rate of 7.25%.