City of Livonia Retiree Health and Disability Benefits Plan

Actuarial Valuation as of November 30, 2012

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Section One: Valuation Summary



Purpose of Valuation

The purpose of the annual actuarial valuation of the City of Livonia Retiree Health and Disability Benefits Plan as of November 30, 2012 is to:

- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active participants,
- Compute a pre-funding contribution rate to finance the benefits promised by the Plan as they accrue.

Assumptions Used in the Valuation

The liabilities and pre-funding contribution rate are very sensitive to the long-term assumptions used in making the valuation. The assumptions used in making this valuation, summarized in Section Four, are only one reasonable set out of a large number of possibilities. To the extent that actual experience differs from the long-term assumptions, the liabilities and contribution rates will be greater or less than those indicated in this report. The assumptions having the greatest impact are the rate of medical care inflation and the discount rate. A 6% annual rate for medical care inflation was assumed for the year following the valuation, 5.5% for the next year and 4.75% thereafter.

Actuarial Accrued Liabilities

The total actuarial accrued liabilities of the Plan as of November 30, 2012, were computed to be \$169,363,408.

Funding Value of Assets

The funding value of assets as of November 30, 2012 was \$65,666,804.

Computed City Contribution Rate

The City's total contribution for Defined Benefit Plan participants was computed to be 21.08% for General, 25.76% for Police, and 20.56% for Fire.

The City's total contribution rate for Defined Contribution Plan participants was computed to be 21.48% for General, 26.53% for Police employees and 21.97% for Fire.

Participants

	Defined Benefit Plan	Defined Contribution Plan	Total
Active Participants	155	356	511
Active Participant Payroll	\$11,282,045	\$19,682,051	\$30,964,096
Retired Participants	511	120	631
Inactive Vested Participants	21	12	33

Payroll				
Defined Benefit				
General	\$3,219,057			
Police	5,138,874			
Fire	2,924,114			
Defined Contribution				
General	\$13,563,866			
Police	3,249,031			
Fire	2,869,154			
Total				
General	\$16,782,923			
Police	8,387,905			
Fire	5,793,268			
Total	\$30,964,096			

Section Two:

Actuarial Calculations – Funding



Recommended City Contribution Rates for the Fiscal Year Beginning December 1, 2013

The City's computed contribution rates for the year beginning December 1, 2013 are indicated below.

Unfunded actuarial accrued liability was amortized as a level percent of payroll over 40 years for health insurance and 30 years for disability benefits, as adopted by the Board of Trustees. Both periods are unchanged from last year's valuation. The amortization payment is added to the normal cost to determine the total recommended contribution.

The contribution rate for health insurance should be applied to the combined Defined Benefit Plan and Defined Contribution Plan payroll. The contribution rate for disability benefits should be applied to the Defined Contribution Plan payroll only.

	City Contributions Expressed as Percents of Payroll					<u> </u>
	General Police		lice		ire	
		Health		Health		Health
Contributions for	Disability	Insurance	Disability	Insurance	Disability	Insurance
Normal Cost						
Age & service benefits	0.00%	6.74%	0.00%	5.37%	0.00%	6.02%
Disability benefits	0.71	0.18	1.90	0.60	2.41	0.62
Pre-retirement survivor benefits	0.00	0.21	0.00	0.13	0.00	0.16
Termination benefits						
Deferred age & service benefits	0.00	0.94	0.00	1.33	0.00	0.27
Total Normal Cost	0.71	8.07	1.90	7.43	2.41	7.07
Total Amortization Payment	(0.31)	15.01	(1.13)	20.33	(1.00)	15.49
Total Contribution Requirement	0.40	23.08	0.77	27.76	1.41	22.56
Member portion	0.00	2.00	0.00	2.00	0.00	2.00
City portion	0.40%#	21.08%	0.77%#	25.76%	1.41%#	20.56
City portion-Combined Disability Allowance and Health Insurance						
Defined Benefit Plan Participants (21.08%		25.76%		20.56%	
Defined Contribution Plan Particip	21.48%		26.53%		21.97%	
Weighted Average – All Participants		21.41%		26.06%		21.26%

[#] Applies only to Defined Contribution Plan participants.

Actuarial Accrued Liabilities

The actuarial accrued liabilities as of November 30, 2012 was computed to be the following:

	<u>General</u>	Police	<u>Fire</u>	Totals
Active and vested inactive participants	\$29,331,666	\$15,377,066	\$7,902,071	\$52,610,803
Retirees and beneficiaries	55,770,049	39,415,321	21,567,235	116,752,605
Total	85,101,715	54,792,387	29,469,306	169,363,408
Less: Valuation Assets	33,871,518	20,298,606	11,496,680	65,666,804
Unfunded Actuarial Accrued Liabilities	\$51,230,197	\$34,493,781	\$17,972,626	\$103,696,604

(\$ amounts +000)

Valuation Date November 30	Valuation Value of Assets	Actuarial Accrued Liability	Percent Funded	Unfunded AAL	Annual Covered Payroll	UAAL As a % Of Covered Payroll
2003	\$30,475	\$104,386	29.2%	\$73,911	\$34,084	216.8%
2004	37,690	110,156	34.2	72,465	33,355	217.3
2005	41,987	122,019	34.4	80,032	33,312	240.3
2006	47,673	122,267	39.0	74,594	34,373	217.0
2007	52,802	115,685	45.6	62,883	35,354	177.9
2008	55,361	122,117	45.3	66,756	37,403	178.5
2009	57,845	137,822	42.0	79,978	36,981	216.3
2010	60,361	153,223	39.4	92,862	34,062	272.6
2011	62,491	156,260	40.0	93,769	32,871	285.3
2012	65,667	169,363	38.8	103,697	30,964	334.9

Comments

Comment 1: The annual rates of medical care inflation were assumed to be 6% next year, 5.5% the following year and 4.75% thereafter. These rates include the expected savings from cost savings programs for participants who retire in the future. Higher actual and assumed increases in the medical care inflation rates would result in higher funding requirements.

Comment 2: The funding value of assets spreads the difference between the actual and assumed rate of return over 5 years. As of November 30, 2012, the funding value was \$65,666,805 and the market value was \$69,359,081. The recognized rate of return on the funding value was 5.2% versus the 8.0% assumed, due in large part to the phase-in of the 2008 experience.

Comment 3: The increases in the City's contribution rates expressed as percents of payroll, are partially attributable to the decreases in the number of active members. This decreases payroll base over which unfunded actuarial accrued liabilities are amortized. The normal cost portion of the contribution rate decreased in each division.

Comment 4: The Governmental Accounting Standards Board Statements No. 43 and 45 relate to financial reporting for Postemployment Benefit Plans Other Than Pension Plans (OPEB). One of the items to be reported in the financial statements is the annual required contribution (ARC) of the employer. The contribution includes the normal cost and amortization of unfunded actuarial accrued liability. The maximum amortization period is 30 years.

The amortization periods adopted by the Board of Trustees for the funding purposes of this Plan are 30 years for disability benefits and 40 years for health insurance benefits. The 40 year amortization period produces a contribution that is less than the ARC, and hence would result in a net OPEB obligation in the financial reports.

The table on page 6 shows the computed City contributions assuming a 30 year amortization period is used for health benefits as well as disability benefits.

	City Contributions Expressed as Percents of Payroll					
	Based on 30 Year Amortization for Health and Disability					lity
	Gen	eral	Po	olice	Fire	
		Health		Health		Health
Contributions for	Disability	Insurance	Disability	Insurance	Disability	Insurance
Normal Cost						
Age & service benefits	0.00%	6.74%	0.00%	5.37%	0.00%	6.02%
Disability benefits	0.71	0.18	1.90	0.60	2.41	0.62
Pre-retirement survivor benefits	0.00	0.21	0.00	0.13	0.00	0.16
Termination benefits						
Deferred age & service benefits	0.00	0.94	0.00	1.33	0.00	0.27
Total Normal Cost	0.71	8.07	1.90	7.43	2.41	7.07
Total Amortization Payment	(0.31)	17.26	(1.13)	23.37	(1.00)	17.81
Total Contribution Requirement	0.40	25.33	0.77	30.80	1.41	24.88
Member portion	0.00	2.00	0.00	2.00	0.00	2.00
City portion	0.40%#	23.33%	0.77%#	28.80%	1.41%#	22.88
City portion-Combined Disability Allowance and Health Insurance						
Defined Benefit Plan Participants (Health only)		23.33%		28.80%		22.88%
Defined Contribution Plan Particip	ants (Both)	23.73%		29.57%		24.29%
Weighted Average – All Participar	nts	23.65%		29.10%		23.57%

[#] Applies only to Defined Contribution Plan participants.

Section Three: Benefit Provisions



Benefit Provision Summary

Participation Requirements

Participants include all persons in the classified and unclassified service of the City who perform services on a permanent part-time or full-time basis. New hires effective 9/8/2011 for AFSCME, 11/2/2011 for Police and 12/1/2012 for Fire participate in a Retiree Health Savings Plan and do not participate in this Retiree Health and Disability Plan.

Retiree Health Benefits – Defined Benefit Plan Members (Including Members who transferred from the DB Plan)

Eligibility

General Members: 30 years of service regardless of age, or age 55 with 10 years of service. Permanent

part-time General members need only 10 calendar years of membership instead of 10

years of credited service.

Police Officers, Sergeants & Lieutenants 25 years of service regardless of age, or age 52 with 10 years of service. (Age 50

with 10 years but less than 25 years of service early retirement).

Police Chief, Deputy Chief and Captains 27 years of service regardless of age, or age 50 with 10 years of service. (Age 48

with 10 years but less than 27 years of service early retirement).

Fire Members: 27 years of service regardless of age, or age 52 with 10 years of service (age 50 with

10 years of service early retirement).

All Members: Receipt of disability retirement benefit or death in service survivor benefit.

Benefits 100% City-paid health insurance coverage is provided to all retirees. Spouse

coverage is provided while the retiree is alive. Spouse coverage continues after the retiree's death, until attainment of age 65 (or until death if the spouse is receiving a joint and survivor pension). Pursuant to the National Healthcare Reform, effective January 1, 2011, dependent children under age 26 may be covered under the City's

Group Health Plan.

Member Contributions

General, Police, and Fire members contribute 2% of pay.

Retiree Health Benefits – Defined Contribution Plan Members

Eligibility:

General Members: Age 55 with 10 years of service.

Police Officers, 25 years of service regardless of age, or age 52 with 10 years of service.

Sergeants & Lieutenants

Police Chief, 27 years of service regardless of age, or age 50 with 10 years of service.

Deputy Chief & Captains

Fire Members: 27 years of service regardless of age, or age 52 with 10 years of service.

All members: Receipt of disability retirement benefit.

Benefits:

A percentage of the premium is paid by the Plan to all retirees who satisfy the above eligibility requirements. Spouse coverage is provided while the retiree is alive, and for life after the retiree's death. The amount of the Plan benefit is described below:

	Age Service Requirement	Percentage of Premium Paid By Plan
General Members:	55 & 10	50%
	55 &15	60
	55 & 20	75
	55 & 25	100

	Age Service	Percentage of Premium
	Requirement	Paid By Plan
Police Officers, Sergeants	52 & 10	50%
& Lieutenants	52 & 15	60
	52 & 20	75
	25 years of service	100

	Age Service Requirement	Percentage of Premium Paid By Plan
Police Chief,	50 & 10	50%
*		
Deputy Chief & Captains	50 & 15	60
	50 & 20	75
	50 & 25 or	100
	27 years of service	

	Age Service Requirement	Percentage of Premium Paid By Plan
Fire Members:	52 & 10	50%
	52 & 15	60
	52 & 20	75
	52 & 25 or	100
	27 years of service	

Member Contributions

General members (non-Court), Police and Fire members contribute 2% of pay.

Disability Retirement – Defined Contribution Plan Members Only

Eligibility:

Termination of City employment by reason of total and permanent disability after completing at least 10 full years of credited service. The 10 year service requirement is waived for duty disability.

Amount:

- (1) Disability incurred after age 55: A monthly pension computed in the same manner as Normal Pension (see below) under the City of Livonia Employees Retirement System (Defined Benefit Plan) but based on credited service and Average Final Compensation (AFC) at the time of termination.
- (2) Disability incurred before age 55: A monthly pension computed in the same manner as a Normal Pension under the Defined Benefit Plan but based on AFC at time of termination and the credited service the member would have completed had continued in service until age 55. The minimum duty disability pension payable to age 55 is 75% of AFC. Worker's compensation benefits are offset. For non-duty disability cases, the following limitations apply:

Actual Years of Service	Maximum total Years Used to Compute Benefit	Maximum Benefit As a Percentage of AFC
10-15	20	50.0%
16-20	25	62.5
over 20	30 – or actual service if greater	75.0

The Normal Pension under the Defined Benefit Plan is summarized as follows:

General Members: 2.5% of the member's AFC times years of credited service (maximum is

75% of AFC).

Police members (Excluding

Administrators:

2.8% of the member's AFC times the first 24 years of credited service,

plus 7.8% of AFC for the 25th year of credited service (maximum is

75% of AFC).

Police Administrators: 2.8% of the member's AFC times years of credited service (maximum

is 75% of AFC).

Fire Members: 2.8% of the member's AFC times years of credited service (maximum is

75% of AFC).

Average final compensation (AFC) is the average of the highest annual compensations received during any 3 years of service contained within the 10 years of service immediately preceding retirement, including base salary, longevity, shift differential, paid time off, holiday pay, and payment of accumulated vacation time.

An additional cost-of-living allowance is paid to disability retirees. The monthly amount is determined as follows:

- (1) For disability retirees (except as noted on the following page):
 - (a) \$20 per month for a one-year period commencing one year after retirement.
 - (b) \$40 per month for a one-year period commencing two years after retirement.
 - (c) \$60 per month for a one-year period commencing three years after retirement.
 - (d) \$80 per month for a one-year period commencing four years after retirement.
 - (e) \$100 per month for a one-year period commencing five years after retirement.
 - (f) \$120 per month commencing six years after retirement.

- (2) For General disability retirees who retire on or after December 1, 2007:
 - (a) \$25 per month for one year period commencing one year after retirement.
 - (b) \$50 per month for one year period commencing two years after retirement.
 - (c) \$75 per month for one year period commencing three years after retirement.
 - (d) \$100 per month for one year period commencing four years after retirement.
 - (e) \$125 per month for one year period commencing five years after retirement.
 - (f) \$150 per month for one year period commencing six years after retirement.
 - (g) \$175 per month for one year period commencing seven years after retirement.
 - (h) \$200 per month for one year period commencing eight years after retirement.
 - (i) \$225 per month for one year period commencing nine years after retirement.
 - (i) \$250 per month commencing ten years after retirement.
- (3) For Fire disability retirees who retire on or after March 20, 2008 and before December 1, 2008:
 - (a) \$20 per month for one year period commencing one year after retirement.
 - (b) \$40 per month for one year period commencing two years after retirement.
 - (c) \$60 per month for one year period commencing three years after retirement.
 - (d) \$80 per month for one year period commencing four years after retirement.
 - (e) \$100 per month for one year period commencing five years after retirement.
 - (f) \$120 per month for one year period commencing six years after retirement.
 - (g) \$140 per month for one year period commencing seven years after retirement.
 - (h) \$160 per month for one year period commencing eight years after retirement.
 - (i) \$180 per month for one year period commencing nine years after retirement.
 - (j) \$200 per month commencing ten years after retirement
- (4) For Police and Fire disability retirees who retire on or after December 1, 2008:
 - a) \$25 per month for one year period commencing one year after retirement.
 - b) \$50 per month for one year period commencing two years after retirement.
 - c) \$75 per month for one year period commencing three years after retirement.
 - d) \$100 per month for one year period commencing four years after retirement.
 - e) \$125 per month for one year period commencing five years after retirement.
 - f) \$150 per month for one year period commencing six years after retirement.
 - g) \$175 per month for one year period commencing seven years after retirement.
 - h) \$200 per month for one year period commencing eight years after retirement.
 - i) \$225 per month for one year period commencing nine years after retirement.
 - i) \$250 per month commencing ten years after retirement

Employee Contributions:

None

Section Four:

Actuarial Assumptions And Methods



Actuarial Assumptions

Economic Assumptions

(i) Interest Rate 8.0% (net of expenses)

(ii) Inflation Rate - salary 4.0%

- medical care 6% for this year, 5.5% for next year,

4.75% thereafter.

(iii) Salary Increases

Across-the-Board 4.0%

Merit and Longevity Age-related rates.

Sample Annual Rates of Salary Increase

	Across-the-	Merit and	
Age	Board	Longevity	Total
20	4.0%	7.92%	11.92%
25	4.0	5.75	9.75
30	4.0	3.98	7.98
35	4.0	2.89	6.89
40	4.0	2.10	6.10
45	4.0	1.48	5.48
50	4.0	0.96	4.96
55	4.0	0.53	4.53
60	4.0	0.15	4.15
65	4.0	0.00	4.00

Demographic Assumptions

(i) Mortality

1983 Group Annuity Mortality Table

Sample	Value of \$1 Monthly for Life		Futur Expectane	e Life cy (Years)
Ages	Men	Women	Men	Women
50	\$136.10	\$139.31	29.20	34.93
55	128.65	132.91	24.84	30.25
60	119.09	124.55	20.66	25.69
65	107.54	114.36	16.71	21.30
70	94.37	102.55	13.20	17.15
75	79.75	89.28	10.15	13.39
80	64.49	74.88	7.66	10.22

(ii) Rates of Disability

	Percent Becoming Disabled Within Next Year			
Sample Ages	General Police-Fire			
20	0.02%	0.07%		
25	0.04	0.12		
30	0.07	0.24		
35	0.11	0.40		
40	0.16	0.55		
45	0.20	0.71		
50	0.25	0.87		
55	0.30	1.03		

(iii) Termination of Employment

Service related rates for first 5 years of employment. Age related rates after first 5 years of employment

		% of Active Members Separating Within Next Year			
Sample Ages	Years of Service	General	Police	Fire	
All	0	12.00%	13.00%	9.00%	
	1	9.50	6.00	6.00	
	2	8.50	5.50	5.55	
	3	7.50	5.00	4.00	
	4	4.00	3.50	3.00	
25	5 & Over	4.00	3.50	1.62	
30		3.50	3.02	1.40	
35		3.25	2.25	0.83	
40		2.00	1.44	0.32	
45		1.25	0.80	0.18	
50		1.25	0.50	0.18	
55		0.75	0.50	0.18	
60		0.50	0.50	0.18	

(iv) Retirement Rates

Percent of Active Members Retiring within Year Following Attainment of Indicated Retirement Age or Service

Retirement	A	ge Based		Se	rvice Based	
Ages	General	Police	Fire	Service	Police	Fire
46	-%	50%	-%	25	50%	
47	45	25	-	26	50	
48	45	25	-	27	50	50%
49	45	25	-	28	50	50
50	45	40	-	29	50	50
51	45	40	_	30 & up	100	100
52	45	25	50	•		
53	45	25	50			
54	45	25	50			
55	45	25	50			
56	45	25	50			
57	20	25	50			
58	20	25	50			
59	10	25	50			
60	10	100	100			
61	25	100	100			
62	20	100	100			
63	20	100	100			
64	20	100	100			
65	15	100	100			
66	20	100	100			
67	20	100	100			
68	40	100	100			
69 & Up	100	100	100			

Actuarial Method Used for the Valuation

Normal Cost. Normal cost and the allocation of actuarial present values between service rendered before and after the valuation date were determined using an individual entry age actuarial cost method having the following characteristics:

- ❖ The annual normal costs for each individual active participant, payable from date of hire to date of retirement, are sufficient to accumulate the value of the participant's benefit at the time of retirement;
- ❖ Each annual normal cost is a constant percentage of the participant's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liability. Unfunded actuarial accrued liability was amortized as a level percent of payroll over 40 years for health insurance benefits and over 30 years for disability benefits.

Section Five: Valuation Data



7,260,516

Summary of Asset Information Submitted for the Valuation

Statement of Assets

As of November 30, 2012, the net market value of Plan assets was reported to be \$69,359,081.

Revenues and Expenses for the Year Ended November 30, 2012:

a.	Revenues	
	(i) Member Contributions	\$ 624,329
	(ii) Employer Contributions	6,576,195
	(iii) Investment Income (Net of Expenses)	8,812,918
	(iv) Other income	0
	(v) Total Income	16,013,442
b.	Expenses	
	(i) Retirement benefits	99,042
	(ii) Post Retirement Health Benefits	7,141,321
	(iii) Administrative Expenses	20,153

Investment Allocation

(iv) Total Expenses

The reported asset allocation at market value was as follows:

a.	Cash and Short Term (i) Cash (incl. Checking/Savings Accounts) (ii) Accrued Interest/Dividends (iii) Money Market Funds/Certificates of Deposit (iv) Receivables	\$ 167,521 786,767 919,523
b.	Fixed Income	26,700,641
c.	Equities	41,150,269
d.	Other	210,696
e.	Less accounts payable	576,336
f. 1	Net Market Value of Assets November 30, 2012	\$69,359,081

Funding Value of Assets

	2011	2012
A. Funding Value Beginning of Year	\$60,360,855	\$62,491,275
		, ,
B. Market Value End of Year	60,606,155	69,359,081
C. Market Value Beginning of Year	57,612,148	60,606,155
D. Non-Investment Income Net Cash Flow	(289,353)	(59,992)
E. Investment Income		
E1. Market Total B-C-D	3,283,360	8,812,918
E2. Amount for Immediate Recognition (8.0%)	4,817,294	4,996,902
E3. Amount for Phased-In Recognition E1 – E2	(1,533,934)	3,816,016
F. Phased-In Recognition of Investment Income		
F1. From the Current Year 0.20 x E3	(306,787)	763,203
F2. First Prior Year	249,320	(306,787)
F3. Second Prior Year	1,311,679	249,320
F4. Third Prior Year	(3,778,795)	1,311,679
F5. Fourth Prior Year	127,062	(3,778,795)
F6. Total Recognized Investment Gain	(2,397,521)	(1,761,380)
G. Funding Value End of Year A + D + E2 + F6	\$62,491,275	\$65,666,805
H. Market Rate of Return	5.7%	14.5%
I. Recognized Rate of Return	4.0%	5.2%

Participant Summary

Retirees and Beneficiaries

As of November 30, 2012, there were 630 retirees included in the valuation.

	Defined Benefit Plan	Defined Contribution Plan	Total
Number	511	120	631

All Retirees and Beneficiaries - November 30, 2012

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11000	

Age	General	Police	Fire	Totals
40-44	1	2		3
45-49		17		17
50-54	2	28	10	40
55-59	30	17	14	61
60-64	60	16	20	96
65-69	74	26	21	121
70-74	56	28	12	96
75-79	41	17	10	68
80-84	41	9	18	68
85-89	27	4	10	41
90-94	17			17
95-99	3			3
Totals	352	164	115	631

As of November 30, 2012, there were 33 inactive vested participants.

	Defined Benefit Plan	Defined Contribution Plan	Total
Number	21	12	33

Defined Contribution Plan All Inactive Vested Participants -November 30, 2012

Attained

Age	General	Police	Fire	Totals	
40-44	1	2	1	4	
45-49	5	2		7	
50-54	15		1	16	
55-59	1	1		2	
60-64	1			1	
70-74		1		1	
75-79	1			1	
95-99	1			1	
Totals	25	6	2	33	

Active Participants

As of November 30, 2012, there were 511 active participants.

	Defined Benefit	Defined Contribution	
	Plan	Plan	Total
Number	155	356	511
Payroll	\$11,282,045	\$19,682,050	\$30,964,095
Averages			
Age	47.8	48.6	48.4
Service	21.1	12.4	15.0
Salary	\$72,787	\$55,287	\$60,595

Defined Benefit Plan Active Members - November 30, 2012 Age and Service Distribution

Attained					ŗ	Γotals
Age	10-14	15-19	20-24	25-29	No.	Payroll
35-39	4	8			12	\$945,501
40-44	1	32	7		40	3,084,568
45-49		10	36	8	54	4,048,684
50-54	2	6	11	11	30	2,088,834
55-59		1	8	4	13	793,252
60-64		2	3		5	262,954
65-69			1		1	58,252
Total	7	59	66	23	155	\$11,282,045

Group Averages:

Age: 47.8 years Service: 21.1 years Annual Pay: \$72,787

Defined Contribution Plan Active Members - November 30, 2012 Age and Service Distribution

Attained		Service				Totals			
Age	0-4	5-9	10-14	15-19	20-24	25-29	Over 30	No.	Payroll
20-24	2							2	\$104,524
25-29	16	9						25	1,364,305
30-24	4	17	10					31	1,796,971
35-39	3	7	15	1				26	1,608,478
40-44	7	12	22	5				46	2,692,857
45-49	7	9	9	3	6	6		40	2,118,784
50-54	7	13	25	10	5	3	6	69	4,050,845
55-59	9	13	19	3	7	4	6	61	2,975,805
60-64	3	3	13	9	6	1	3	38	2,156,196
65-69	1	4	6	3		1	1	16	716,763
70-74		1	1					2	96,522
Total	59	88	120	34	24	15	16	356	\$19,682,050

Group Averages:

Age: 48.6 years Service: 12.4 years Annual Pay: \$55,287