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St. Clair County Employees' Retirement System

December 31, 2020

Actuarial Valuation Report

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Actuarial Certification

At the request of the plan sponsor, this report summarizes the actuarial results of the St. Clair County Employees' Retirement System as of December 31, 2020. The purpose of this report is to communicate the following results of the valuation:

- Funded Status;
- and Determine Recommended 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 and asset information has been provided to us by the employer. Asset information has been provided to us by the County. 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 employer. 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.

Actuarial Certification

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



Nick H. Meggos, EA, FCA



Taylor Clary, ASA

October 18, 2021

Date

Executive Summary

The actuarial report provides the plan sponsor with several ways to measure the funded status of the pension plan. The following detail is included in the report:

- Recommended Contribution
- Asset Performance
- Plan Demographics

This report is filled with actuarial terminology. However, the ultimate objective of the valuation is to provide a rational method of funding the plan. It is necessary to fund the benefit promised by the employer in a manner that is logical and employer friendly, yet safeguards the participants' interest. The actuarially derived contribution, however, is not the true cost of the pension plan. The true cost is illustrated by the following formula:

$$\text{Ultimate Pension Cost} = \text{Benefits Paid} - \text{Investment Income} + \text{Plan Expenses}$$

While the plan's liability and normal cost determine the current contribution recommendations, the true cost is controlled only by the "defined" benefit and investment income generated by the underlying assets. The actuarial process only controls the timing of costs.

We suggest that a plan sponsor treat the actuarial report as you would treat a scorecard. It is simply a measure of progress toward the ultimate goal of paying all pension benefits when participants retire.

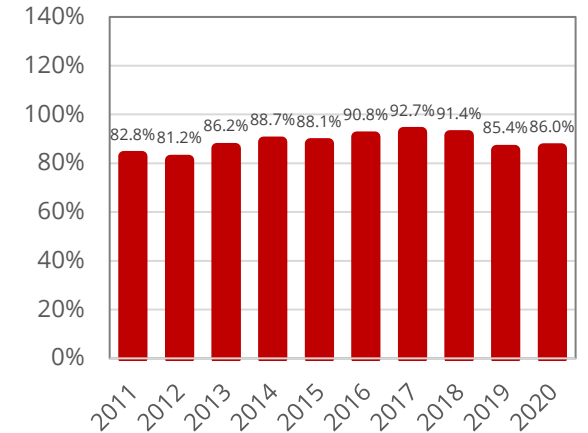
Executive Summary

Summary Results

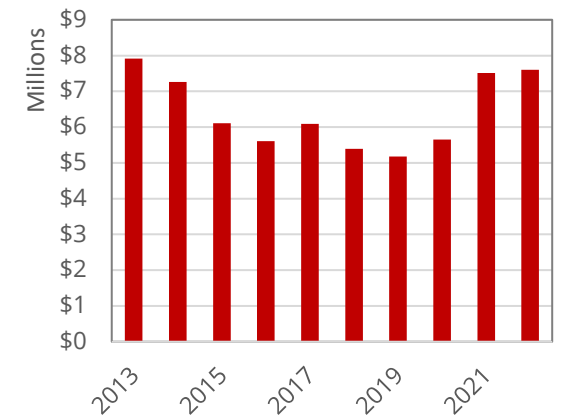
The actuarial valuation's primary purpose is to produce a scorecard measure displaying the funding progress of the plan toward the ultimate goal of paying benefits at retirement. The accrued liability is based on an entry age level percentage of pay.

Valuation Date For Fiscal Year Beginning	December 31, 2019 January 1, 2021	December 31, 2020 January 1, 2022
Funded Status Measures		
Entry Age Accrued Liability	\$294,855,467	\$304,622,172
Actuarial Value of Assets	251,879,408	262,058,236
Unfunded Actuarial Accrued Liability (UAAL)	\$42,976,059	\$42,563,936
Funded Percentage (AVA)	85.4%	86.0%
Funded Percentage (MVA)	86.1%	88.0%
Cost Measures		
Recommended Contribution	\$7,508,530	\$7,601,585
Recommended Contribution as a Percentage of Payroll	23.5%	24.6%
Asset Performance		
Market Value of Assets (MVA)	\$253,836,937	\$267,925,203
Actuarial Value of Assets (AVA)	\$251,879,408	\$262,058,236
Actuarial Value/Market Value	99.2%	97.8%
Market Value Rate of Return	18.0%	9.1%
Actuarial Value Rate of Return	6.7%	7.6%
Participant Information		
Active Participants	549	508
Terminated Vested Participants	142	149
Retirees, Beneficiaries, and Disabled Participants	766	784
Total	1,457	1,441
Expected Fiscal Year Payroll	\$31,901,706	\$30,898,813
Covered Payroll	\$33,839,843	\$32,873,411

History of Funded Ratio



History of Recommended Contribution



Executive Summary

Changes since Prior Valuation and Key Notes

The mortality improvement scale used for every employer was updated from SOA Scale MP-2019 to MP-2020. All base mortality tables remained the same as used for December 31, 2019 valuation.

This change results in a decrease in liability and normal cost.

Effective January 1, 2021, the maximum benefit for participants in the PAPE Prosecuting Attorneys unit increased from 69.6% to 75.0% of Final Average Compensation (FAC).

This change results in a small increase in liability and normal cost for this group of employees.

Effective January 1, 2021, participating employees must agree to contribute 6% of their compensation to the plan (8% for Road Commission), with the exception of employees in the following units, who must agree to contribute 5% of their compensation:

- FOCP Friend of Court Supervisors
- CMH Mental Health
- PCJC Probate Court Juvenile Counselors
- SDSP Sheriff Deputies Supervisors
- CPEA/PCSP Circuit Court Family Division Supervisors, Circuit Court Family & Probate Employees Association

This change results in a decrease in employer normal cost for General County as they had several units increase employee contributions from 5% to 6%.

Executive Summary

Five Year Valuation Summary

Valuation Date For Fiscal Year Beginning	12/31/2016 1/1/2018	12/31/2017 1/1/2019	12/31/2018 1/1/2020	12/31/2019 1/1/2021	12/31/2020 1/1/2022
Funding					
Entry Age Accrued Liability	\$252,268,270	\$259,759,791	\$267,201,290	\$294,855,467	\$304,622,172
Actuarial Value of Assets	229,130,114	240,751,178	244,280,219	251,879,408	\$262,058,236
Unfunded Actuarial Accrued Liability	\$23,138,156	\$19,008,613	\$22,921,071	\$42,976,059	\$42,563,936
Funded Percentage	90.8%	92.7%	91.4%	85.4%	86.0%
Normal Cost (NC)	\$4,196,619	\$4,080,653	\$3,967,039	\$3,702,345	\$3,582,182
NC as a Percent of Covered Payroll	11.4%	11.6%	11.6%	10.9%	10.9%
Actual Contributions	\$6,172,608	\$5,694,846	\$5,995,055	TBD	TBD
Recommended Contribution	\$5,396,056	\$5,174,822	\$5,655,485	\$7,508,530	\$7,601,585
Expected Fiscal Year Payroll	\$35,708,838	\$34,265,366	\$33,483,820	\$31,901,706	\$30,898,813
Recommended Contribution (% of Pay)	15.1%	15.1%	16.9%	23.5%	24.6%
Interest Rate	7.50%	7.50%	7.50%	7.00%	7.00%
Expense Load Assumption	\$73,624	\$170,000	\$160,000	\$210,000	\$150,000
Rate of Return					
Actuarial Value of Assets	8.0%	8.1%	4.6%	6.7%	7.6%
Market Value of Assets	8.1%	11.9%	-4.7%	18.0%	9.1%
Demographic Information					
Active Participants	642	604	578	549	508
Terminated Vested Participants	173	152	144	142	149
Retired Participants	599	629	641	664	683
Beneficiaries	97	95	90	93	93
Disabled Participants	8	9	9	9	8
Total Participants	1,519	1,489	1,462	1,457	1,441
Covered Payroll	\$36,811,921	\$35,236,433	\$34,322,001	\$33,839,843	\$32,873,411
Average Compensation*	\$55,579	\$56,587	\$58,248	\$61,286	\$64,136

*Average Compensation shown is the average pay received by Active Participants during the year of the Valuation Date

Executive Summary

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 St. Clair County Employees' Retirement System. 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
Contribution Risk	Scenario Testing; Stress Testing
Demographic Risk	Scenario Testing; Stress Testing; Experience Study
Participant Longevity	Stress Testing; Experience Study
Salary Growth	Scenario Testing; Experience Study
Interest Rates	Scenario Testing; Stochastic Modeling

Executive Summary

Plan Maturity Measures - December 31, 2020

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 St. Clair County Employees' Retirement System falls in its life-cycle.

Duration of Liabilities: 11.7

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: 35.3%

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: 12.3%

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: 6.2%

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.

Assets and Liabilities

The basic building blocks of the actuarial report are contained in this section. These include:

- Actuarial Accrued Liabilities
- Asset Information
- Summary of Contributions

Assets and Liabilities

Present Value of Future Benefits

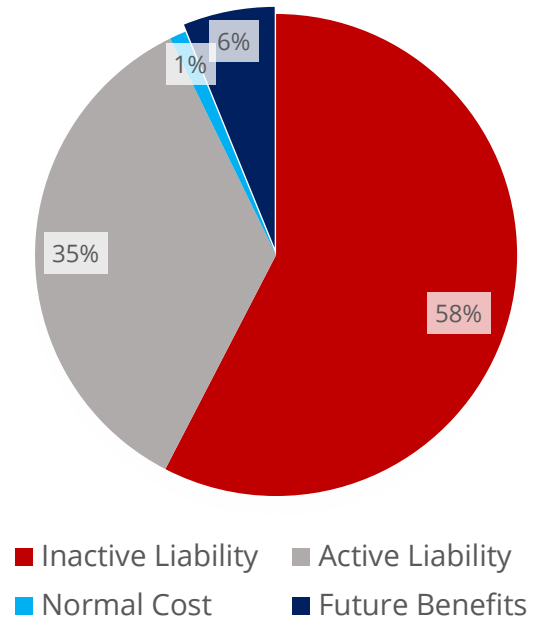
The Present Value of Future Benefits represents the future benefits payable to the existing participants.

December 31, 2020

Present Value of Future Benefits

Active participants	
Retirement	\$114,841,261
Disability	7,032,605
Death	1,066,289
Termination	16,299,467
Total active	\$139,239,622
Inactive participants	
Retired participants	\$162,945,071
Beneficiaries	12,417,581
Disabled participants	937,821
Terminated vested participants	12,834,411
Total inactive	\$189,134,884
Total	\$328,374,506
 Present value of future payrolls	 \$216,170,327

Breakdown of Present Value of



Assets and Liabilities

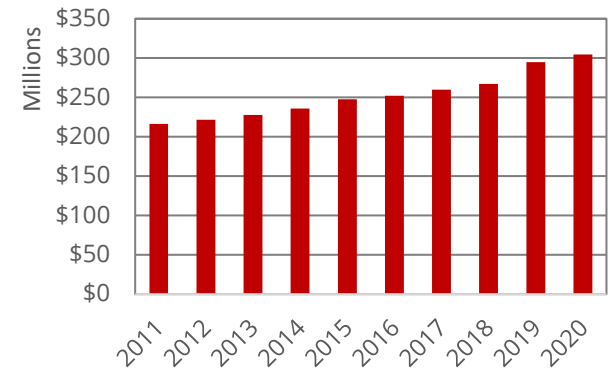
Entry Age Accrued Liability

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

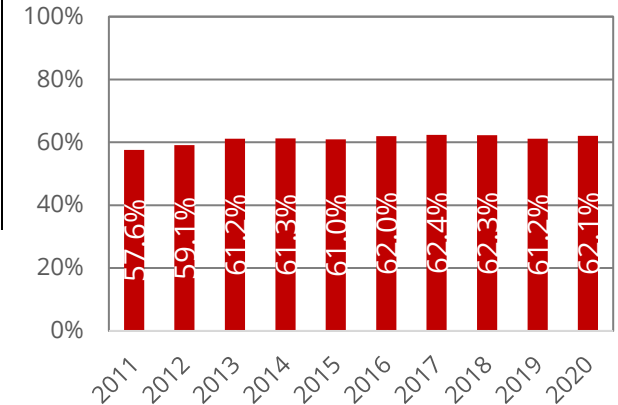
December 31, 2020

Active participants	
Retirement	\$99,649,189
Disability	5,327,201
Death	873,109
Termination	9,637,790
Total Active	<u>\$115,487,289</u>
Inactive participants	
Retired participants	\$162,945,071
Beneficiaries	12,417,581
Disabled participants	937,820
Terminated vested participants	12,834,411
Total Inactive	<u>\$189,134,883</u>
 Total Entry Age Accrued Liability	 \$304,622,172
 Normal Cost	 \$3,582,182
Interest Rate	7.00%

History of Liabilities



History of the Percentage of Inactive Liability



Assets and Liabilities

Reconciliation of Entry Age Accrued Liabilities

A plan's Entry Age Accrued Liability will change from one year to the next. It increases due to benefit accruals (Normal Cost) and interest, and it decreases as benefits are paid. Demographic experience, assumptions changes, and plan changes can cause increases or decreases.

	December 31, 2020
1. Entry Age Accrued Liability prior year	\$294,855,467
2. Increases or decreases due to:	
(a) Normal Cost	\$3,702,345
(b) Interest Adjustment	20,330,876
(c) Benefits Paid	(16,512,733)
(d) Demographic Experience	3,306,783
(e) Interest Rate Changes	0
(f) Mortality Changes	(1,063,290)
(g) Other Assumption Changes	0
(h) Plan Changes	2,724
(i) Other Changes	0
3. Entry Age Accrued Liability current year	\$304,622,172

Assets and Liabilities

Asset Information

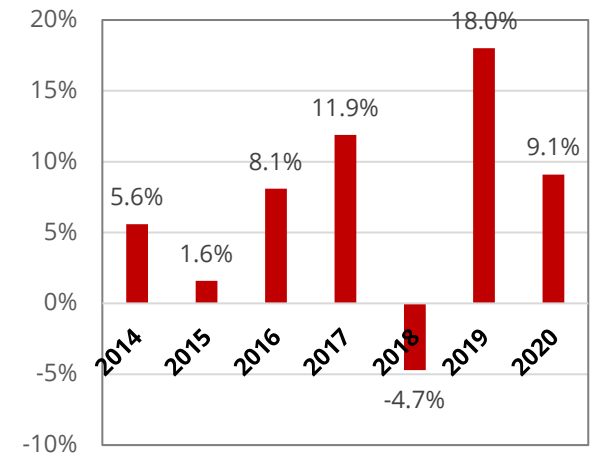
The amount of assets backing the pension promise is the most significant driver of volatility and future costs within a pension plan. The investment performance of the assets directly offsets the ultimate cost.

December 31, 2020

Market Value Reconciliation

Market value of assets, beginning of prior year	\$253,836,937
Contributions	
Employer contributions	\$5,995,055
Employee contributions	1,959,887
Total	\$7,954,942
Investment income	\$22,793,161
Benefit payments	(\$16,512,733)
Administrative expenses	(\$147,104)
Market value of assets, beginning of current year (without receivable contributions)	\$267,925,203
Discounted receivable contributions	\$0
Market value of assets, beginning of current year (with discounted receivables)	\$267,925,203
Historical Rates of Return	
Rate of return for 2020	9.1%
Rate of return for 2019	18.0%
Rate of return for 2018	-4.7%
Rate of return for 2017	11.9%
Actuarial Value of Assets	
Value at beginning of current year	\$262,058,236

Rates of Return



Monitoring the pension plan's investment performance is crucial to eliminating surprises.

Assets and Liabilities

Asset Information (continued) – 20% Phase in

Plan Assets are used to develop funded percentages and contribution requirements.

December 31, 2020

Investment Gain or (Loss)

1. Prior year's actuarial value of assets	\$251,879,408
2. Employer contributions for the prior plan year	5,995,055
3. Employee contributions for the prior plan year	1,959,887
4. Benefit payments during the prior plan year	(16,512,733)
5. Administrative expenses during the prior plan year	(147,104)
6. Expected earnings at 7.0% to the end of the plan year on	
(a) Actuarial value of assets	\$17,631,559
(b) Contributions	278,423
(c) Benefit payments	(577,946)
(d) Administrative expenses	(5,149)
(e) Total expected earnings, (a) + (b) + (c) + (d)	\$17,326,887
7. Expected actuarial value of assets, beginning of current year	\$260,501,400
8. Market value of assets, beginning of current year	\$267,925,203
9. Actual return on market value	\$22,793,161
10. Investment Gain or (Loss), (9) – (6e)	\$5,466,274

Actuarial Value of Assets

11. Phase in of asset gain/(loss)	
(a) Current year (20% x \$5,466,274)	\$1,093,255
(b) First prior year (20% x \$21,348,742)	4,269,748
(c) Second prior year (20% x (\$29,026,550))	(5,805,310)
(d) Third prior year (20% x \$9,145,529)	1,829,106
(e) Fourth prior year (20% x \$850,184)	170,037
(f) Total phase-in	\$1,556,836
12. Preliminary actuarial value of assets, [(1) + (2) + (3) + (4) + (5) + (6e)] + (11f)	\$262,058,236
13. 80% Market value of assets	\$214,340,162
14. 120% Market value of assets	\$321,510,244
15. Final actuarial value of assets	\$262,058,236
16. Return on actuarial value of assets	7.6%

Funding Results

The basic building blocks of the actuarial report are contained in this section. These include:

- Reconciliation of Gain/Loss
- Recommended Contribution

Funding Results

Reconciliation of Gain/Loss

December 31, 2020

Liability (Gain)/Loss

1. Entry Age Accrued liability, beginning of prior year	\$294,855,467
2. Normal cost for prior year	3,702,345
3. Benefit payments	(16,512,733)
4. Expected Interest	20,330,876
5. Change in Assumptions	(1,063,290)
6. Change in Plan Provisions	2,724
7. Expected Entry Age Accrued liability, beginning of current year	<u>\$301,315,389</u>
8. Actual Entry Age Accrued liability	\$304,622,172
9. Liability Gain/(Loss), (7) – (8)	<u>(\$3,306,783)</u>

Asset Gain/(Loss)

10. Actuarial value of assets, beginning of prior year	\$251,879,408
11. Contributions	7,954,942
12. Benefit payments	(16,512,733)
13. Administrative expenses	(147,104)
14. Expected Investment return	17,326,887
15. Expected actuarial value of assets, beginning of current year	<u>\$260,501,400</u>
16. Actual actuarial value of assets, beginning of current year	\$262,058,236
17. Asset Gain/(Loss), (16) – (15)	<u>\$1,556,836</u>

Total Gain/(Loss), (17) + (9)

(\$1,749,947)

Development of Recommended Contribution

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

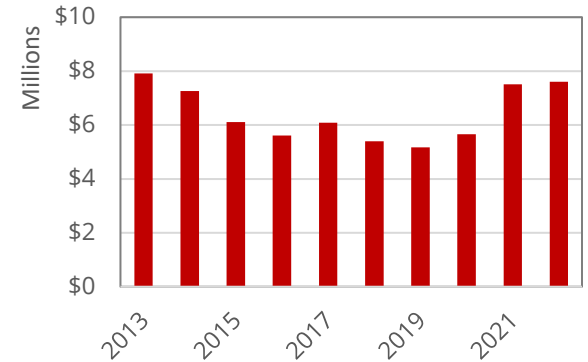
December 31, 2020

Recommended Contribution

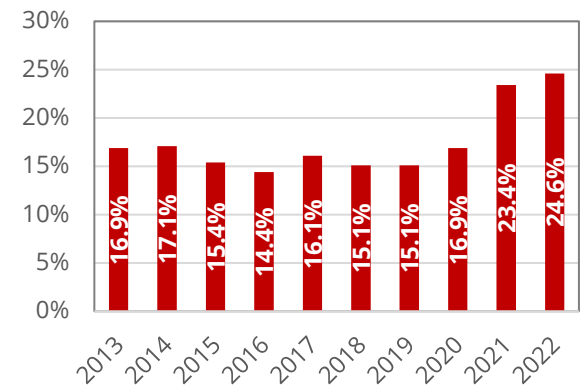
1. Entry Age Accrued Liability	
(a) Active	\$115,487,289
(b) Terminated Vested Benefits	12,834,411
(c) Receiving Benefits	176,300,472
(d) Total, (a) + (b) + (c)	\$304,622,172
2. Actuarial value of assets	\$262,058,236
3. Unfunded accrued liability, (1d) - (2)	\$42,563,936
4. Amortization of (3)*	\$4,991,097
5. Normal Cost	
(a) Total Normal Cost	\$3,582,182
(b) Expected Participant Contributions	(1,850,319)
(c) Net Normal Cost	\$1,731,863
6. Administrative Expenses	\$150,000
7. Applicable Interest	728,625
8. Total Recommended Contribution, (4) + (5c) + (6) + (7)	\$7,601,585
9. Estimated Fiscal Year Payroll	\$30,898,813
10. Percent of Participating Payroll, (8) / (9)	24.6%

*More details are provided in the back of the report.

History of Recommended Contribution



History of Recommended Contribution (% of Payroll)



Data, Assumptions, and Plan Provisions

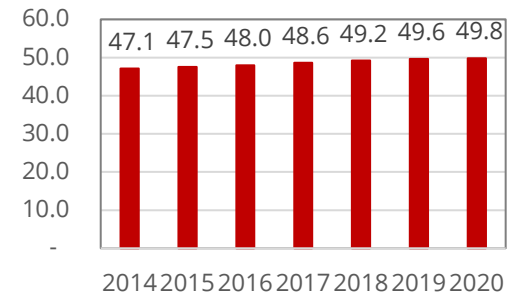
- Demographic Information
- Plan Provisions
- Assumptions and Methods

Demographic Information

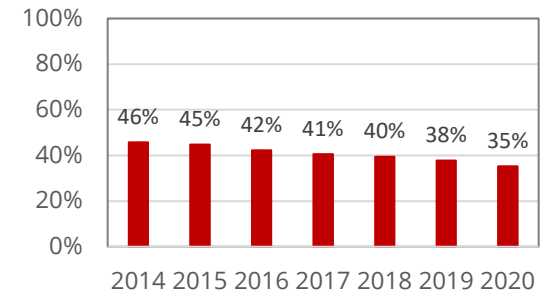
The foundation of a reliable actuarial report is the participant information provided by the plan sponsor. Monitoring trends in demographic information is crucial for long-term pension planning.

	December 31, 2019	December 31, 2020
Participant Counts		
Active Participants	549	508
Retired Participants	664	683
Beneficiaries	93	93
Disabled Participants	9	8
Terminated Vested Participants	142	149
Total Participants	1,457	1,441
Active Participant Demographics (Ongoing)		
Average Age	49.6	49.8
Average Service	16.2	16.8
Average Compensation	\$61,286	\$64,136
Estimated Fiscal Year Payroll	\$31,901,706	\$30,898,813
Total Covered Payroll	\$33,839,843	\$32,873,411

History of Average Active Participant Age



History of Active Participant Ratio



Demographic Information (continued)

	December 31, 2019	December 31, 2020
Retiree Statistics		
Average Age	70.5	70.9
Average Monthly Benefit	\$1,793	\$1,832
Beneficiary Statistics		
Average Age	77.0	76.7
Average Monthly Benefit	\$1,235	\$1,281
Disabled Participant Statistics		
Average Age	65.9	61.6
Average Monthly Benefit	\$953	\$903
Terminated Vested Participant Statistics		
Number of Terminated Vested	142	149
Average Age	50.2	51.0
Number with Monthly Benefits	121	127
Average Monthly Benefit	\$992	\$1,065
Number due Employee Contribution Refund	21	22
Total Employee Contribution Dollars	\$147,898	\$147,592

Monitoring the average age of the population is important due to the relationship of actuarial cost to age. Generally speaking, an older population generates a higher actuarial cost.

Changes in the ratio of active to retired participants can be a significant driver of costs in a volatile asset market.

Data, Assumptions, and Plan Provisions

Participant Reconciliation

	Active	Terminated Vested	Disabled	Retired	Beneficiaries	Totals
Prior Year	549	142	9	664	93	1,457
Active						
To Death	(1)	0	0	0	0	(1)
To Terminated Vested	(14)	14	0	0	0	0
To Lump Sum Cash-Out	0	0	0	0	0	0
To Retired	(29)	0	0	29	0	0
Terminated Vested						
To Active	0	0	0	0	0	0
To Disabled	0	(1)	1	0	0	0
To Retired	0	(3)	0	3	0	0
To Lump Sum Cash-Out	0	(3)	0	0	0	(3)
To Death	0	0	0	0	0	0
Retired						
To Death	0	0	0	(13)	0	(13)
Survivor						
To Death	0	0	0	0	(9)	(9)
Disabled						
To Death	0	0	(2)	0	0	(2)
Additions	3	0	0	0	9	12
Departures	0	0	0	0	0	0
Current Year	508	149	8	683	93	1,441

Data, Assumptions, and Plan Provisions

Active Participant Schedule

Active participant information grouped based on age and service.

Age Group	Years of Service										Total
	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	
Under 25											0
25 to 29		9	1								10
30 to 34	1	1	8	2							12
35 to 39	1	4	14	16	19						54
40 to 44		2	10	18	39	6					75
45 to 49			14	17	35	24	5				95
50 to 54			5	24	38	29	17	1			114
55 to 59			7	7	19	28	2	10	2		75
60 to 64			5	10	20	13	3	2			53
65 to 69			1	3	7	1		4			16
70 & up			1		1	1		1			4
Total	2	16	66	97	178	102	27	18	2	0	508

Data, Assumptions, and Plan Provisions

Plan Provisions

Name of plan

St. Clair County Employees' Retirement System

Effective date

The plan was originally effective as of January 1, 1964.

Participation

A county policeman, sheriff, or deputy sheriff who agrees to make required participant contributions shall become a participant on his/her date of hire.

Plan is closed to new hires for most of General County employees, Road Commission, and Mental Health.

Benefits

Normal Retirement

Eligibility

Sheriffs	25 years of service regardless of age.
Others	Age 55 with 25 years of service.
All	Age 60 with 8 years of service. When age plus service equals 80 and service is at least 25 years.

Benefit

The pension payable for modified plan members is determined as the Final Average Compensation (FAC) multiplied by:

<u>Years of Service</u>	<u>Annual Multiplier</u>	<u>Annual Application</u>
1-10	1.75%	Accumulative
11-19	2.00%	Accumulative
20-24	2.00%	Retroactive to 1st Year
25-29	2.40%	Retroactive to 1st Year
	(2.50% for Sheriff Department Supervisors)	

The pension payable for original plan members is determined as the FAC multiplied by total service and 2.00%.

Data, Assumptions, and Plan Provisions

Final Average Compensation (FAC)

Highest 3 years out of last 10 (highest 5 years out of last 10 for Mental Health; Friend of the Court and Road Commission is the highest 3 years out of the last 5). Base pay only for certain General County and Sheriff's Department members.

Please see the appendix for applicable provisions by group

Non-Duty Disability Retirement

Eligibility	10 or more years of service
Benefit	Computed as a regular retirement, offsets apply.

Duty Disability Retirement

Eligibility	
Sheriffs	10 years of service
Others	No age or service requirements. Must be in receipt of Worker's Compensation payments.
Benefit	
Sheriffs	50% of compensation at the time of disability and offsets apply.
Others	Computed as a regular retirement. Upon termination of Worker's Compensation payments, additional service credit is granted and benefit is recomputed. Offsets apply.

Termination Benefit

Participants become vested in their accrued benefit after 8 years of service.

Supplemental Payments to Retirees Age 65 and Older

If a retiree had less than 20 years of service at retirement, an annual payment of \$14.00 per month will be made for the life of the retiree. For members with 20 or more years of service at retirement, an annual payment of \$16.00 per month.

Post-Retirement Life Insurance

The Retirement System provides \$3,500 of life insurance to retirees.

Credited Service

Service is credited for employees working more than 1,000 hours (nearest 1/12th). Full year of service is granted for more than 1,950 hours and partial credit is provided for hours worked between 1,000 and 1,950.

Optional forms of payment

A participant may choose to receive distributable benefits in an actuarially equivalent alternative form of benefit as follows.

- a monthly benefit payable for the participant's lifetime; or
- a monthly benefit payable for the participant's lifetime with a guarantee that the remainder, if any, of ether 120 monthly payments will be made to the participant's beneficiary following his death; or
- a monthly benefit payable for the participant's lifetime with 50% or 100% of such benefit continued to a surviving contingent annuitant following his death; or
- a monthly benefit payable for the participant's lifetime with a pop-up option with 50% or 100% of such benefit continued to a surviving contingent annuitant following his death

Actuarial Equivalence

Interest Rate: 7.0%

Mortality: Pub-2010 General mortality table, blended 50% female and 50% male, projected to the valuation date for the year using the SOA MP improvement scale in effect for the previous valuation year.

Data, Assumptions, and Plan Provisions

Employee Contributions

As a condition for participation, employees must agree to contribute 6% of their compensation to the plan (8% for Road Commission), with the exception of employees in the following units, who must agree to contribute 5% of their compensation:

- FOCP Friend of Court Supervisors
- CMH Mental Health
- PCJC Probate Court Juvenile Counselors
- SDSP Sheriff Deputies Supervisors
- CPEA/PCSP Circuit Court Family Division Supervisors, Circuit Court Family & Probate Employees Association

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 event following the measurement date and prior to the date of this report that would materially impact the results of this report.

Data, Assumptions, and Plan Provisions

Actuarial Assumptions and Methods

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

December 31, 2020

Participant and Asset Information Collected as of

December 31, 2020

Cost Method (CO)

Individual Entry Age Level Percent of Pay Cost Method

Amortization Method (CO)

Mental Health

15 year level dollar amortization of Unfunded Actuarial Accrued Liability

General County

15 year level dollar closed amortization of Unfunded Actuarial Accrued Liability

Road Commission

15 year level dollar closed amortization of Unfunded Actuarial Accrued Liability

Each subsequent year after an employer who has closed participation reaches a 15 year amortization period of their unfunded accrued liability, a new amortization base for any assumption changes, plan changes, or actuarial gain/loss will be set up which will be fully amortized in 15 years.

Asset Valuation Method

20% Phase-In Method: Expected actuarial value of assets, adjusted by 20% of the asset gain/(loss) from the previous five years. Where the asset gain/(loss) for a particular year is defined as the difference between the actual market value return and the expected actuarial value return. This method was first used for the December 31, 2005 valuation.

Interest Rates (CO)

7.00%

The interest rate is the expected long term rate of return on assets. This assumption is supported by the investment mix of the plan assets as of 12/31/2020.

Data, Assumptions, and Plan Provisions

Retirement Rates (FE)

Age	General*	Road Commission	Sheriff**	Service	Sheriff**
50	20.0%	25.0%		25	50.0%
51	20.0%	25.0%		26	15.0%
52	20.0%	25.0%		27	15.0%
53	20.0%	25.0%		28	25.0%
54	20.0%	25.0%		29	25.0%
55	40.0%	25.0%		30+	100.0%
56	40.0%	25.0%			
57	40.0%	25.0%			
58	40.0%	25.0%			
59	40.0%	25.0%			
60	20.0%	15.0%	15.0%		
61	20.0%	15.0%	15.0%		
62	20.0%	40.0%	40.0%		
63	30.0%	20.0%	20.0%		
64	35.0%	20.0%	20.0%		
65	35.0%	100.0%	100.0%		
66	25.0%	100.0%	100.0%		
67	25.0%	100.0%	100.0%		
68	25.0%	100.0%	100.0%		
69	25.0%	100.0%	100.0%		
70+	100.0%	100.0%	100.0%		

*Includes Mental Health Authority

**Sheriff Retirement Rates are only based on age when the participant has less than 25 years of service.

The assumed retirement rates are based on a study of actual experience for the plan during 2013-2018. See the experience study report date December 13, 2019.

Data, Assumptions, and Plan Provisions

Disability Rates (FE)

Ages	Percent Becoming Disabled within Next Year
20	0.08%
25	0.08%
30	0.08%
35	0.08%
40	0.20%
45	0.26%
50	0.49%
55	0.89%
60	1.41%

Disability rates are determined based on the results of broad population studies.
50% of Disabilities are assumed to be duty related.
50% of Disabilities are assumed to be non-duty related.

Withdrawal Rates (FE)

Age	Years of Service	Percent of Active Members Separating within Next Year		
		General*	Road Commission	Sheriff
ALL	0	15.0%	2.0%	5.0%
	1	9.0%	2.0%	5.0%
	2	9.0%	2.0%	5.0%
	3	9.0%	2.0%	5.0%
	4	9.0%	2.0%	5.0%
	5	9.0%	2.0%	5.0%
	6+	9.0%	2.0%	2.0%
20		6.0%		
25		6.0%		
30		6.0%		
35		6.0%		
40		6.0%		
45		4.0%		
50		4.0%		
55		4.0%		
60		4.0%		
65		4.0%		

*Includes Mental Health Authority

The assumed withdrawal rates are based on a study of actual experience for the plan during 2013-2018. See the experience study report date December 13, 2019.

Data, Assumptions, and Plan Provisions

Annual Pay Increases (FE)

Pay increase assumption applies to all groups and includes 2.25% inflation. Pay increases compounded with inflation are based on service as follows:

<u>Service</u>	<u>Increase</u>
1	7.00%
2	6.00%
3	5.00%
4	4.00%
5	3.00%
6-19	2.25%
20+	2.25%

The assumed annual pay increases are based on a study of actual experience for the plan during 2013-2018 as well as the employer's average target increase for a career employee. See the experience study report date December 13, 2019.

Mortality Rates (FE)

Healthy:

General and Mental Health: Pub-2010 General mortality table with generational improvements from 2010 based on the SOA Scale MP-2020

Sheriff: Pub-2010 Public Safety mortality table with generational improvements from 2010 based on the SOA Scale MP-2020

Road Commission: RP-2014 Blue Collar mortality table with generational improvements from 2006 based on the SOA Scale MP-2020

Disabled:

General and Mental Health: Pub-2010 Non-Public Safety Disabled Retiree mortality table with generational improvements from 2010 based on the SOA Scale MP-2020

Sheriff: Pub-2010 Public Safety Disabled Retiree mortality table with generational improvements from 2010 based on the SOA Scale MP-2020

Road Commission: RP-2014 Disabled mortality table with generational improvements from 2006 based on the SOA Scale MP-2020

Beneficiaries:

Pub-2010 General mortality table with generational improvements from 2010 based on the SOA Scale MP-2020

Mortality assumptions are set to reflect general population trends.

Data, Assumptions, and Plan Provisions

Marital Status and Ages (FE)	100% of Participants assumed to be married with female spouse assumed to be 3 years younger
Payment Form Election (FE)	Single Life Annuity: 40% 50% Joint Life Annuity: 20% 100% Joint Life Annuity: 40%
Expense and/or Contingency Loading (FE)	Preceding year's administrative expenses, rounded up to the nearest \$10,000. Expenses are assumed to be paid mid-year. Administrative expenses are allocated to each employer based on each employer's proportional share of the total actuarial value of assets.
Cost of Living Increases (FE)	None

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

Other Measurements

- Asset Allocation by Group
- Development of Recommended Contribution by Group
- Amortization Bases
- Demographic Information by Group
- Plan Provisions by Group

Other Measurements

Asset Allocation by Group

The assets were originally allocated by group for the December 31, 2005 valuation. This asset allocation by group has been maintained for each valuation thereafter taking into account contributions and benefit payments by group. The table below shows how the assets changed by group since the last valuation.

	General	Mental Health	Road Commission	Total
Actuarial Value of Assets, 12/31/2019	\$ 165,636,557	\$ 46,724,684	\$ 39,518,167	\$ 251,879,408
Employer Contributions	3,923,266	1,060,747	1,011,042	5,995,055
Employee Contributions	1,247,078	454,064	258,745	1,959,887
Benefit Payments	(11,011,311)	(2,580,727)	(2,920,695)	(16,512,733)
Expenses	(96,736)	(27,288)	(23,080)	(147,104)
Investment Income	<u>12,409,847</u>	<u>3,522,906</u>	<u>2,950,970</u>	<u>18,883,723</u>
Actuarial Value of Assets, 12/31/2020	\$ 172,108,701	\$ 49,154,386	\$ 40,795,149	\$ 262,058,236

Other Measurements

Development of Recommended Contribution by Group – General County (Including Sheriff Division)

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

December 31, 2020

Funded Position

1. Entry age accrued liability	\$201,654,831
2. Actuarial value of assets	\$172,108,701
3. Unfunded actuarial accrued liability (UAAL)	\$29,546,130
4. Funded Ratio, (2) / (1)	85.3%

Employer Contributions

5. Normal Cost	
(a) Total normal cost	\$2,347,167
(b) Expected participant contributions	<u>(1,189,072)</u>
(c) Net normal cost	\$1,158,095
6. Administrative expenses	\$98,513
7. Amortization of UAAL	3,575,567
8. Applicable interest	<u>512,530</u>
9. Total recommended contribution	\$5,344,705
10. Estimated fiscal year payroll	\$19,688,620
11. Recommended contribution as a percentage of estimated payroll	27.1%

Other Measurements

Development of Recommended Contribution by Group – Mental Health

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

December 31, 2020

Funded Position

1. Entry age accrued liability	\$58,023,534
2. Actuarial value of assets	\$49,154,386
3. Unfunded actuarial accrued liability (UAAL)	\$8,869,148
4. Funded Ratio, (2) / (1)	84.7%

Employer Contributions

5. Normal Cost	
(a) Total normal cost	\$905,729
(b) Expected participant contributions	<u>(438,332)</u>
(c) Net normal cost	\$467,397
6. Administrative expenses	\$28,136
7. Amortization of UAAL	910,079
8. Applicable interest	<u>149,107</u>
9. Total recommended contribution	\$1,554,719
10. Estimated fiscal year payroll	\$8,566,644
11. Recommended contribution as a percentage of estimated payroll	18.1%

Other Measurements

Development of Recommended Contribution by Group – Road Commission

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

December 31, 2020

Funded Position

1. Entry age accrued liability	\$44,943,807
2. Actuarial value of assets	\$40,795,149
3. Unfunded actuarial accrued liability (UAAL)	\$4,148,658
4. Funded Ratio, (2) / (1)	90.8%

Employer Contributions

5. Normal Cost	
(a) Total normal cost	\$329,286
(b) Expected participant contributions	(222,915)
(c) Net normal cost	\$106,371
6. Administrative expenses	\$23,351
7. Amortization of UAAL	505,451
8. Applicable interest	66,988
9. Total recommended contribution	\$702,161
10. Estimated fiscal year payroll	\$2,638,549
11. Recommended contribution as a percentage of estimated payroll	26.6%

Other Measurements

Amortization Bases

General County (Including Sheriff Division)

<u>Date Established</u>	<u>Years Remaining</u>	<u>Remaining Balance</u>	<u>Annual Payment</u>
12/31/2014	9	\$10,716,957	\$1,537,297
12/31/2015	10	2,143,568	285,230
12/31/2016	11	(1,695,268)	(211,286)
12/31/2017	12	(1,254,325)	(147,591)
12/31/2018	13	3,667,303	410,090
12/31/2019	14	14,892,494	1,591,478
12/31/2020	15	1,075,401	110,349
Total		\$29,546,130	\$3,575,567

Mental Health

<u>Date Established</u>	<u>Years Remaining</u>	<u>Remaining Balance</u>	<u>Annual Payment</u>
12/31/2020	15	\$8,869,147	\$910,079

Road Commission

<u>Date Established</u>	<u>Years Remaining</u>	<u>Remaining Balance</u>	<u>Annual Payment</u>
12/31/2016	11	\$3,818,771	\$475,944
12/31/2017	12	(775,632)	(91,265)
12/31/2018	13	413,636	46,254
12/31/2019	14	828,765	88,565
12/31/2020	15	(136,882)	(14,047)
Total		\$4,148,658	\$505,451

Total **\$42,563,935** **\$4,991,098**

Other Measurements

Demographic Information by Group

	General County	Mental Health	Road Commission	Plan Total
Active Participants				
Number accruing benefits	325	140	43	508
Average age	49.6	49.3	53.3	49.8
Average years of employment	17.5	13.6	21.9	16.8
Average pay*	\$63,790	\$63,684	\$68,230	\$64,136
Terminated Vested				
Number of Terminated Vested	80	60	9	149
Average age	51.0	50.9	52.2	51.0
Number with monthly benefits	70	49	8	127
Total deferred monthly benefits	\$74,143	\$53,292	\$7,817	\$135,251
Average deferred monthly benefit	\$1,059	\$1,088	\$977	\$1,065
Number due Employee Contribution Refund	10	11	1	22
Total Employee Contribution Dollars	\$60,800	\$86,676	\$116	\$147,592
Participants Receiving Benefits				
Number of Receiving Benefits	516	134	134	784
Average age	71.5	70.3	72.4	71.4
Total monthly benefits	\$914,510	\$217,877	\$245,573	\$1,377,960
Average monthly benefit	\$1,772	\$1,626	\$1,833	\$1,758

*Average Pay shown is average pay received during 2020

Other Measurements

Demographic Information by Group – Total Actives at 12/31/2020

Attained Age as of 12/31/2020	Credited Service							Average Pay*	
	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +		Total
25 - 29	9	1						10	\$63,443
30 - 34	2	8	2					12	\$54,144
35 - 39	5	14	16	19				54	\$64,040
40 - 44	2	10	18	39	6			75	\$65,888
45 - 49		14	17	35	24	5		95	\$68,419
50 - 54		5	24	38	29	17	1	114	\$67,980
55 - 59		7	7	19	28	2	12	75	\$60,449
60			5	6	4		2	17	\$59,321
61		2	2	5	2			11	\$51,765
62			1	4	3	1		9	\$59,284
63		3	1	2	2			8	\$53,100
64			1	3	2	2		8	\$71,109
65 +		2	3	8	2		5	20	\$50,450
Total	18	66	97	178	102	27	20	508	\$64,136

*Average Pay shown is average pay received during 2020

Other Measurements

Demographic Information by Group – General County Actives at 12/31/2020

Attained Age as of 12/31/2020	Credited Service							Average Pay*	
	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +		Total
25 - 29	9							9	\$61,951
30 - 34	2		1					3	\$47,065
35 - 39	5	6	12	15				38	\$65,087
40 - 44	2	4	13	31	5			55	\$66,597
45 - 49		4	12	22	17	2		57	\$71,193
50 - 54		1	11	27	20	9	1	69	\$66,336
55 - 59		1	5	12	18	1	9	46	\$56,939
60			3	6	4			13	\$53,595
61				4	2			6	\$54,593
62			1	2	2			5	\$53,927
63			1	2	2			5	\$47,200
64			1	3		2		6	\$63,489
65 +			2	7	1		3	13	\$56,265
Total	18	16	62	131	71	14	13	325	\$63,790

*Average Pay shown is average pay received during 2020

Other Measurements

Demographic Information by Group – Mental Health Actives at 12/31/2020

Attained Age as of 12/31/2020	Credited Service								Average Pay*
	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total	
25 - 29		1						1	\$76,872
30 - 34		8						8	\$53,104
35 - 39		8	4	2				14	\$60,531
40 - 44		6	4	7				17	\$61,632
45 - 49		10	5	9	5	1		30	\$65,688
50 - 54		4	13	8	6	5		36	\$70,705
55 - 59		6	2	3	4		1	16	\$63,847
60			2					2	\$52,530
61		2	2	1				5	\$48,371
62				2	1			3	\$63,177
63		3						3	\$62,933
64									N/A
65 +		2	1				2	5	\$51,201
Total	0	50	33	32	16	6	3	140	\$63,684

*Average Pay shown is average pay received during 2020

Other Measurements

Demographic Information by Group – Road Commission Actives at 12/31/2020

Attained Age as of 12/31/2020	Credited Service								Average Pay*
	< 5	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 +	Total	
25 - 29									N/A
30 - 34			1					1	\$83,702
35 - 39				2				2	\$68,707
40 - 44			1	1	1			3	\$77,010
45 - 49				4	2	2		8	\$58,896
50 - 54				3	3	3		9	\$69,680
55 - 59				4	6	1	2	13	\$68,686
60							2	2	\$103,327
61								0	N/A
62						1		1	\$74,386
63								0	N/A
64					2			2	\$93,970
65 +				1	1			2	\$10,773
Total	0	0	2	15	15	7	4	43	\$68,230

*Average Pay shown is average pay received during 2020

Other Measurements

Demographic Information by Group – Terminated Vested at 12/31/2020

Due Only Employee Contributions Refund

Attained Age as of 12/31/2020	General		Mental Health		Road Commission		Total	
	#	Dollars	#	Dollars	#	Dollars	#	Dollars
20 - 39	7	\$45,782	3	\$30,177	0	N/A	10	\$75,959
40 - 49	1	\$2,726	3	\$31,982	1	\$116	5	\$34,824
50 - 59	1	\$12,285	4	\$18,906	0	N/A	5	\$31,190
60 +	1	\$7	1	\$5,611	0	N/A	2	\$5,618
Total	10	\$60,800	11	\$86,676	1	\$116	22	\$147,592

Have a Vested Monthly Benefit Payable

Attained Age as of 12/31/2020	General		Mental Health		Road Commission		Total	
	#	Average Benefit	#	Average Benefit	#	Average Benefit	#	Average Benefit
20 - 39	5	\$843	3	\$915	0	N/A	8	\$870
40 - 49	20	\$1,161	17	\$1,131	3	\$853	40	\$1,125
50 - 59	36	\$1,159	23	\$1,124	4	\$1,057	63	\$1,140
60 +	9	\$554	6	\$911	1	\$1,028	16	\$717
Total	70	\$1,059	49	\$1,088	8	\$977	127	\$1,065

Other Measurements

Demographic Information by Group – Participants Receiving Benefits at 12/31/2020

Attained Age as of 12/31/2020	General		Mental Health		Road Commission		Total	
	#	Average Benefit	#	Average Benefit	#	Average Benefit	#	Average Benefit
<40	1	\$1,088	0	N/A	0	N/A	1	\$1,088
40 - 49	0	N/A	0	N/A	1	\$932	1	\$932
50 - 54	7	\$3,402	0	N/A	2	\$2,971	9	\$3,306
55 - 59	23	\$3,129	8	\$2,845	7	\$2,357	38	\$2,927
60 - 64	85	\$2,078	26	\$1,985	22	\$2,024	133	\$2,051
65 - 69	112	\$1,948	33	\$1,500	24	\$2,003	169	\$1,868
70 - 74	138	\$1,667	33	\$1,492	25	\$2,435	196	\$1,736
75 - 79	76	\$1,481	23	\$1,374	26	\$1,691	125	\$1,505
80 - 84	34	\$1,142	7	\$1,208	12	\$932	53	\$1,103
85 - 89	21	\$1,158	4	\$1,181	9	\$1,035	34	\$1,128
90 +	19	\$895	0	N/A	6	\$711	25	\$851
Total	516	\$1,772	134	\$1,626	134	\$1,833	784	\$1,758

Other Measurements

Plan Provisions by Group

Group	Code	Category	Eligibility	Multiplier	Maximum	Lump Sums in FAC	Years in FAC period	Closed to New Hires
Bailiff and Court Security Officers Assoc. Modified	66	G	Rule of 80, 60 & 8, 55 & 25	Graded	hired prior 1/1/08 75% - hired after 1/1/08 70%	N	3	7/1/2012
Bailiff and Court Security Officers Assoc. Original	67	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	7/1/2012
Board Members Modified	13	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Board Members Original	57	G	Rule of 80, 60 & 8, 55 & 25	2%	75.00%	N	3	1/1/2009
CANUE Non-Affiliated Modified	36	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
CANUE Non-Affiliated Original	37	G	Rule of 80, 60 & 8, 55 & 25	2%	75.00%	N	3	1/1/2009
Commissioners Modified	14	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Communication Officers POAM Modified	69	G	Rule of 80, 25 & Out, 60 & 8, 55 & 25	Graded	75.00%	Y	3	7/1/2011
Communication Officers POAM Original	68	G	Rule of 80, 25 & Out, 60 & 8, 55 & 25	2%	64.00%	Y	3	7/1/2011
Corr. Ofcrs. & Support Staff Modified	24	G	Rule of 80, 25 & out (Corr Off Only), 60 & 8, 55 & 25	Graded	75.00%	Y	3	10/21/2009
Corr. Ofcrs. & Support Staff Original	23	G	Rule of 80, 25 & out (Corr Off Only), 60 & 8, 55 & 25	2%	64.00%	Y	3	10/21/2009
Corrections Officers Supervisors Modified	25	G	Rule of 80, 25 & out (Corr Off Only), 60 & 8, 55 & 25	Graded	75.00%	Y	3	1/1/2009
Corrections Officers Supervisors Original	26	G	Rule of 80, 25 & out (Corr Off Only), 60 & 8, 55 & 25	2%	64.00%	Y	3	1/1/2009
District Court AFSCME Modified	38	G	Rule of 80, 60 & 8, 55 & 25	Graded	hired prior 7/1/06 75% - hired after 7/1/06 70%	N	3	8/19/2009
District Court AFSCME Original	39	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	8/19/2009
Elected Officials Modified	15	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Elected Officials Original	16	G	Rule of 80, 60 & 8, 55 & 25	2%	75.00%	N	3	1/1/2009
Friend of Court Supervisors Modified	32	G	Rule of 80, 60 & 8, 55 & 25	Graded	hired prior 1/1/07 75% - hired after 1/1/07 70%	N	3	7/1/2011
Friend of Court Supervisors Original	33	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	7/1/2011
Friend of the Court Modified	30	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	5/11/2011
Friend of the Court Original	31	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	5/11/2011
Human Resources Clerks and Specialists Modified	58	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Human Resources Clerks and Specialists Original	59	G	Rule of 80, 60 & 8, 55 & 25	2%	75.00%	N	3	1/1/2009

Other Measurements

Plan Provisions by Group

Group	Code	Category	Eligibility	Multiplier	Maximum	Lump Sums in FAC	Years in FAC period	Closed to New Hires
Judges Modified	35	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Mental Health Chapter 10 Modified	17	MH	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	5	1/1/2016
Mental Health Chapter 10 Original	18	MH	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	5	1/1/2016
Mental Health Chapter 20 Modified	17	MH	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	Y	5	1/1/2016
Mental Health Chapter 20 Original	18	MH	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	Y	5	1/1/2016
Probate Clerical Modified	44	G	Rule of 80, 60 & 8, 55 & 25	Graded	hired prior 7/1/06 75% - hired after 7/1/06 70%	N	3	7/1/2011
Probate Court Juvenile Counselors Modified	46	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	12/16/2009
Probate Court Juvenile Counselors Original	47	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	12/16/2009
Prosecuting Attorneys Modified	42	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Prosecuting Attorneys Original	43	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	1/1/2009
Public Health Nurse Supervisors Modified	60	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Public Health Nurse Supervisors Original	61	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	1/1/2009
Public Health Nurses Modified	52	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/1/2009
Public Health Nurses Original	53	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	1/1/2009
Public Service Employees Modified	50	G	Rule of 80, 60 & 8, 55 & 25	Graded	hired prior 7/1/06 75% - hired after 7/1/06 70%	N	3	7/1/2009
Public Service Employees Original	51	G	Rule of 80, 60 & 8, 55 & 25	2%	64.00%	N	3	7/1/2009
Road Commission Modified	20	RC	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	Y	3	8/23/2011
Road Commission Original	19	RC	Rule of 80, 60 & 8, 55 & 25	2%	75.00%	Y	3	8/23/2011
Sheriff Deputies Modified	22	G	Rule of 80, 25 & out, 60 & 8, 55 & 25	Graded	75.00%	Y	3	No
Sheriff Deputies Original	21	G	Rule of 80, 25 & out, 60 & 8, 55 & 25	2%	64.00%	Y	3	No
Sheriff Deputies Supervisors Modified	27	G	Rule of 80, 25 & out, 60 & 8, 55 & 25	Graded	hired prior 1/1/07 75% - hired after 1/1/07 70%	Y	3	7/1/2011
Circuit Court Family Supervisors, Family & Probate Employees Modified	48	G	Rule of 80, 60 & 8, 55 & 25	Graded	75.00%	N	3	1/12009