

**CITY OF ATTLEBORO
CONTRIBUTORY RETIREMENT SYSTEM**

Actuarial Valuation Report

January 1, 2010

TABLE OF CONTENTS

	<u>Page</u>
REPORT SUMMARY	
Highlights	1
Introduction	2
Actuarial Experience	3
ACTUARIAL COSTS AND LIABILITIES	
Normal Costs	4
Present Value of Actuarial Accrued Liabilities	5
Present Value of Future Benefits	6
FUNDED STATUS AND APPROPRIATIONS	
Market Value of Plan Assets	7
Actuarial Value of Assets	8
Unfunded Actuarial Accrued Liabilities	9
Appropriations	10
Appropriation Forecast	11
GAS No. 25 and GAS No. 27	13
PERAC Annual Statement	14
EXHIBITS	
1 Age/Service Distribution with Salary	16
2 Retiree Distribution	17
3 Disabled Retiree Distribution	18
4 Distribution Forecast	19
5 Summary of Plan Provisions	20
6 Actuarial Methods and Assumptions	27
7 Glossary of Terms	31
CERTIFICATION	33
BREAKOUTS	34

Report Summary:**Highlights****January 1, 2007****January 1, 2010**Contributions

Funding Schedule FY 2011	\$4,956,422	\$4,956,422
Funding Schedule FY 2012	5,136,720	5,066,017

Funded Ratios

GAS No. 25	75.5%	69.3%
------------	-------	-------

Participants

Actives	671	626
Retirees and Beneficiaries	362	343
Vested	0	0
Inactives	112	131
Disabled	<u>43</u>	<u>40</u>
Total	1,188	1,140

Payroll

Payroll of Active Members	\$24,238,213	\$26,656,072
Average Payroll	36,123	42,581

Normal Cost

Employer	1,477,028	1,493,965
Employee	1,973,554	2,222,075
Administrative Expenses	<u>160,000</u>	<u>185,000</u>
Total	3,610,582	3,901,040

Actuarial Accrued Liabilities

Actives	57,761,454	70,921,092
Retirees, Beneficiaries, Disabilities and Inactives	<u>61,183,005</u>	<u>67,815,353</u>
Total	118,944,459	138,736,445

Actuarial Value of Assets

<u>89,750,844</u>	<u>96,158,771</u>
-------------------	-------------------

Unfunded Actuarial Accrued Liabilities

\$29,193,615	\$42,577,674
--------------	--------------

Introduction

This report presents the City of Attleboro actuarial valuation findings as of January 1, 2010, under the Commonwealth of Massachusetts Retirement System.

The actuarial valuation is based on:

- Provisions Chapter 32 of the Massachusetts General Laws, "M.G.L", as of January 1, 2010.
- Employee data provided by the Retirement Board
- Asset information reported to the Public Employee Retirement Administration Commission by the City of Attleboro Retirement System
- Actuarial assumptions approved by the Retirement Board

The valuation and appropriation forecast are prepared in accordance with Chapter 32 of the M.G.L. as of January 1, 2010.

The valuation and forecast do not account for:

- Any subsequent changes in the law
- Chapter 32 of the M.G.L., Section 3(8)(c) transfers between systems
- State-mandated benefits
- Cost-of-living increases granted to retired members between 1982 and 1997. The cost of these benefits has been assumed by the State under Proposition Two and One-Half.

Actuarial Experience

In performing the actuarial valuation, various assumptions are made regarding such factors as mortality, retirement, disability, and withdrawal rates as well as both payroll, salary increases, and investment returns. A comparison of the current valuation and the prior valuation is made to determine how closely actual experience corresponded to anticipated occurrences. This analysis of the system provides insight into the overall quality of the actuarial assumptions and helps explain any change in the annual appropriation.

The unfunded liability was 15,124,435 more than expected on January 1, 2010. The increase is the result of the net unfavorable actuarial experience during the preceding years. The market value of assets had a return of -27.3% for 2008 and 19.1% for 2009. The combined net return was less than the assumed annual investment return of 8.00%. The System adopted an asset smoothing method for 2010. The sources of the actuarial (gain) and loss are as follows:

Assets (gain)/loss	27,941,834
Salary Increases	(1,107,748)
New Participants	1,508,763
Active - Retirements	11,721
Active - Terminations	420,694
Active - Mortality	(120,289)
Active - Disabilities	(658,308)
Inactive - Mortality and data adjustments	1,795,268
Contributions	(951,045)
Other, including data and interest on employee deductions	(69,034)
Total (gain)/loss before asset method change	28,771,856
Change in asset method (gain)/loss	(13,647,422)
Total	15,124,434

Actuarial Costs and Liabilities:

Normal Costs

The normal cost is the sum of the individual normal costs determined for each member as if the assumptions underlying the cost determinations had been exactly realized. An individual normal cost represents that part of the cost of a member's future benefits which are assigned to the current year as if the costs are to remain level as a percentage of the member's pay. Benefits payable under all circumstances (i.e., retirement, death, disability, and terminations) are included in this calculation. Anticipated employee contributions to be made during the year are subtracted from the total normal cost to determine employer normal cost. The total normal cost is divided by total payroll to determine the normal cost as a percent of pay. The normal cost is shown in Table I.

Table I

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Superannuation	\$2,380,635	\$2,624,822
Termination	317,231	286,546
Death	178,457	187,620
Disability	574,259	617,052
Administrative Expenses	<u>160,000</u>	<u>185,000</u>
Total Normal Cost	3,610,582	3,901,040
% of Pay	14.9%	14.6%
Employee Contributions	1,973,554	2,222,075
% of Pay	8.1%	8.3%
Employer Normal Cost	\$1,637,028	\$1,678,965
% of Pay	6.8%	6.3%

Present Value of Actuarial Accrued Liabilities

The actuarial accrued liabilities (AAL) represents today's value of all benefits earned by the actives and inactive. The AAL can be compared to the assets to determine the funded status of the Plan. The value of these earned benefits is shown in Table II below.

Table II

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Actives		
Superannuations	\$50,266,708	\$62,572,784
Termination	1,053,831	1,153,223
Death	1,896,018	2,307,373
Disability	4,544,897	4,887,712
Retirees and Inactives		
Retirees and Beneficiaries	51,953,738	58,425,587
Vested	0	0
Terminated (Refund)	760,427	1,034,584
Disabled	<u>8,468,840</u>	<u>8,355,182</u>
Total	\$118,944,459	\$138,736,445

Present Value of Future Benefits

The present value of future benefits represents today's value of all benefits earned by the inactive participants as well as all benefits earned and expected to be earned in the coming years by the active participants. The difference between the present value of future benefits and the present value of actuarial accrued liabilities is the value of benefits to be earned in the coming years. The value of the total expected benefits is shown in Table III.

Table III

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Actives		
Superannuation	\$73,259,675	\$86,700,843
Termination	\$2,414,110	2,325,894
Death	\$3,490,358	3,944,733
Disability	\$10,674,820	11,202,205
Retirees and Inactives		
Retirees and Beneficiaries	51,953,738	58,425,587
Vested	0	0
Terminated (Refund)	760,427	1,034,584
Disabled	<u>8,468,840</u>	<u>8,355,182</u>
Total	\$151,021,968	\$171,989,028

Funded Status and Appropriations:

Market Value of Plan Assets

The trust fund composition on a market value basis is shown in Table IV.

Table IV

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Cash equivalents	\$2,374,735	\$1,129,468
Short term investments	0	0
Fixed income securities	18,937,599	21,419,850
Equities	46,162,027	35,973,671
International	10,555,786	11,135,030
Real Estate	9,773,114	6,498,450
Venture Capital	0	0
Other	0	4,271,682
Accounts receivable	1,941,104	2,083,127
Accounts payable	0	0
Accrued income	<u>6,479</u>	<u>71</u>
Total Market Value	\$89,750,844	\$82,511,349
Total Actuarial Value	\$89,750,844	\$96,158,771

Actuarial Value of Assets

The actuarial value of assets is determined by projecting the market value of assets as of the beginning of the prior plan year with the assumed rate of return during that year (8.0%) and accounting for deposits and disbursements with interest at the assumed rate of return. An adjustment is then applied to recognize the difference between the actual investment return and expected return over a five year period. This preliminary actuarial value is not allowed to differ from the market value of assets by more than 20%. The calculation of the actuarial value of assets as of January 1, 2010 is presented in Table V.

Table V

	<u>January 1, 2010</u>
(1) Market value at January 1, 2009	\$69,795,391
(2) 2009 Contributions	\$7,745,195
(3) 2009 Payments	(\$8,329,093)
(4) Net interest adjustment at 8.0% on (1), (2), and (3) to December 31, 2009	\$5,560,275
(5) Expected market value on January 1, 2010	\$74,771,768
(1) + (2) + (3) + (4)	
(6) Actual market value on January 1, 2010	\$82,511,349
(7) 2009 (Gain) / Loss	(\$7,739,581)
(8) 80% of 2009 (Gain) / Loss	(\$6,191,664)
(9) 2008 (Gain) / Loss	\$33,961,109
(10) 60% of 2008 (Gain) / Loss	\$20,376,666
(11) 2007 (Gain) / Loss	\$345,693
(12) 40% of 2007 (Gain) / Loss	\$138,277
(13) 2006 (Gain) / Loss	(\$3,379,283)
(14) 20% of 2006 (Gain) / Loss	(\$675,857)
Actuarial value on January 1, 2010, (6) + (8) + (10) + (12) + (14)	
(15) but not less than 90% nor greater than 110% of (6)	\$96,158,771
(16) Ratio of actuarial value to market value	116.54%
(17) Market Value Return for 2008	-27.3%
(18) Actuarial Value Return for 2008	-10.2%
(19) Market Value Return for 2009	19.1%
(20) Actuarial Value Return for 2009	15.6%

Unfunded Actuarial Accrued Liabilities

Under the Entry Age Normal Actuarial Cost Method, the Actuarial Accrued Liability represents what the accumulated assets would have been as of the valuation date if:

- current plan provisions and assumptions had always been in effect,
- experience conformed exactly to assumptions, and
- the normal cost had been contributed each year since inception.

The actuarial value of the Fund's assets as of the end of the prior year are subtracted from the Actuarial Accrued Liability (AAL) to determine the Unfunded Actuarial Accrued Liability (UAAL) as of the valuation date. Over time, annual pension contributions will accumulate Plan assets equal to the AAL, and the UAAL will be eliminated. Thereafter, annual contributions equal to the normal cost will keep the Plan's assets and liabilities in balance. The UAAL is developed in Table VI.

Table VI

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Actuarial Accrued Liability	\$118,944,459	\$138,736,445
Actuarial Assets	<u>89,750,844</u>	<u>96,158,771</u>
Unfunded Actuarial Accrued Liability	\$29,193,615	\$42,577,674
Funded Status	75.5%	69.3%

Appropriations

The pension appropriation for the upcoming fiscal years have been calculated in accordance with the requirements set forth in Section 22D of Chapter 32 of the Massachusetts General Laws. These amounts were calculated to comply with the June 30, 2030, full funding mandate for all accrued liabilities. The pension appropriation is the sum of the:

- Employer normal cost,
- Increasing amortization of the unfunded actuarial accrued liability by June 30, 2029
\$ 38,624,445 over 19 years with 4.25% increasing payments
- Increasing amortization of the 2003 Early Retirement Incentive by June 30, 2029
\$ 3,953,229 over 19 years with 4.25% increasing payments
- Interest adjustment for payments until assumed date of payment (varies by department)

The pension appropriation is shown in Table VII.

Table VII

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
Normal cost	\$1,637,028	\$1,678,965
Amortization payment of the unfunded accrued liability	2,083,420	2,742,412
Amortization payment of 1992 ERI liability	93,937	0
Amortization payment of 2003 ERI liability	<u>437,543</u>	<u>280,687</u>
Total cost	\$4,251,928	\$4,702,064
% of Pay	17.5%	17.6%
Fiscal 2011 cost	\$4,956,422	\$4,956,422
Fiscal 2012 cost	\$5,136,720	\$5,066,017

Appropriation Forecast

The following exhibit forecasts employer and employee contributions over the next 32 years under the adopted funding schedule.

Note that the forecast is based upon an "open group" method. This method assumes that sufficient employees will be hired each year to keep the number constant. The total payroll of the system is expected to increase 4.5% per year. The employee contribution rate is expected to increase to 10.5% by 2028 as members contributing base percentages 5%, 7%, and 8% are replaced by new members, whose base contribution is 9%. Payments are assumed to be spread over the fiscal year.

The employer total cost, as a percentage of payroll, is expected to decrease gradually over the next 19 years until the unfunded liabilities are completely paid off, at which time only the normal cost will remain. For FYE 2011, the total cost represents on average about 18.6% of payroll, decreasing to about 4.3% by the time the unfunded liabilities are fully paid off. The decrease in the cost as a percentage of payroll is a result of the increase in member deductions.

Appropriation Forecast

Fiscal Year	Employee Payroll*	Employee Contribution	Employer Normal Cost with Interest	Amortization Payments with Interest	Employer Total Cost with Interest	Employer Total Cost % of Payroll	Funded Ratio %**
2011	\$26,656,072	\$2,222,075	\$1,744,832	\$3,211,590	\$4,956,422	18.6	69.3
2012	\$27,855,595	\$2,357,525	\$1,786,501	\$3,279,516	\$5,066,017	18.2	70.6
2013	\$29,109,097	\$2,500,667	\$1,828,387	\$3,418,895	\$5,247,282	18.0	71.9
2014	\$30,419,006	\$2,651,917	\$1,870,426	\$3,564,198	\$5,434,624	17.9	73.3
2015	\$31,787,862	\$2,811,715	\$1,912,545	\$3,715,677	\$5,628,222	17.7	74.7
2016	\$33,218,315	\$2,980,525	\$1,954,668	\$3,873,593	\$5,828,261	17.5	76.1
2017	\$34,713,140	\$3,158,835	\$1,996,709	\$4,038,221	\$6,034,930	17.4	77.5
2018	\$36,275,231	\$3,347,157	\$2,038,575	\$4,209,845	\$6,248,420	17.2	79.0
2019	\$37,907,616	\$3,546,031	\$2,080,166	\$4,388,763	\$6,468,929	17.1	80.5
2020	\$39,613,459	\$3,756,026	\$2,121,372	\$4,575,286	\$6,696,658	16.9	82.0
2021	\$41,396,065	\$3,977,739	\$2,162,074	\$4,769,735	\$6,931,809	16.7	83.6
2022	\$43,258,888	\$4,211,801	\$2,202,143	\$4,972,449	\$7,174,592	16.6	85.2
2023	\$45,205,538	\$4,458,874	\$2,241,441	\$5,183,778	\$7,425,219	16.4	86.8
2024	\$47,239,787	\$4,719,654	\$2,279,816	\$5,404,089	\$7,683,905	16.3	88.5
2025	\$49,365,577	\$4,994,875	\$2,317,106	\$5,633,763	\$7,950,869	16.1	90.3
2026	\$51,587,028	\$5,285,309	\$2,353,135	\$5,873,198	\$8,226,333	15.9	92.1
2027	\$53,908,444	\$5,591,767	\$2,387,715	\$6,122,808	\$8,510,523	15.8	93.9
2028	\$56,334,324	\$5,915,104	\$2,420,642	\$6,383,028	\$8,803,670	15.6	95.9
2029	\$58,869,369	\$6,181,284	\$2,529,570	\$6,654,306	\$9,183,876	15.6	97.9
2030	\$61,518,491	\$6,459,442	\$2,643,401	\$0	\$2,643,401	4.3	100.0
2031	\$64,286,823	\$6,750,116	\$2,762,354	\$0	\$2,762,354	4.3	100.0
2032	\$67,179,730	\$7,053,872	\$2,886,660	\$0	\$2,886,660	4.3	100.0
2033	\$70,202,818	\$7,371,296	\$3,016,560	\$0	\$3,016,560	4.3	100.0
2034	\$73,361,944	\$7,703,004	\$3,152,305	\$0	\$3,152,305	4.3	100.0
2035	\$76,663,232	\$8,049,639	\$3,294,159	\$0	\$3,294,159	4.3	100.0
2036	\$80,113,077	\$8,411,873	\$3,442,396	\$0	\$3,442,396	4.3	100.0
2037	\$83,718,166	\$8,790,407	\$3,597,304	\$0	\$3,597,304	4.3	100.0
2038	\$87,485,483	\$9,185,976	\$3,759,182	\$0	\$3,759,182	4.3	100.0
2039	\$91,422,330	\$9,599,345	\$3,928,345	\$0	\$3,928,345	4.3	100.0
2040	\$95,536,335	\$10,031,315	\$4,105,121	\$0	\$4,105,121	4.3	100.0
2041	\$99,835,470	\$10,482,724	\$4,289,851	\$0	\$4,289,851	4.3	100.0
2042	\$104,328,066	\$10,954,447	\$4,482,895	\$0	\$4,482,895	4.3	100.0

* Calendar basis

** Beginning of Fiscal Year

GASB Statements No. 25 and No. 27

Effective for periods beginning after June 15, 1997, the Governmental Accounting Standards Board (GASB) requires the disclosure of pension related liabilities for public employer financial statements in accordance with Statements 25 and 27. These statements, which replace GASB Statement No. 5, must be adhered to by any public employee retirement system that follows Generally Accepted Accounting Principles (GAAP).

These disclosures are intended to establish a reporting framework that distinguishes between:

- current financial information about plan assets and financial activities,
- actuarially determined information from a long-term perspective,
- the funded status of the plan, and
- progress being made in accumulating sufficient assets to pay benefits when due.

Footnote disclosures required by GASB Statement No. 25 and 27 include a description of the plan, a summary of significant accounting policies, and information about contributions, legally required reserves, and investment concentrations. As a result of the oversight of the Public Employees Retirement Administration Commission (PERAC) and the conversion of unpaid contributions to pension related debt, the Net Pension Obligation (NPO) as required by Statement No. 27 will effectively always be equal to \$0. The required disclosure information is shown in Table VIII.

Table VIII

	<u>January 1, 2007</u>	<u>January 1, 2010</u>
(1) Actuarial Accrued Liability	\$118,944,459	\$138,736,445
(2) Actuarial Value of Assets	<u>89,750,844</u>	<u>96,158,771</u>
(3) Unfunded Actuarial Accrued Liability	29,193,615	42,577,674
(4) Funded Ratio (2)/(1)	75.5%	69.3%
(5) Covered Payroll	\$24,238,213	\$26,656,072
(6) UAAL as a percentage of payroll: (3)/(5)	120.4%	159.7%
(7) Annual Required Contribution (ARC)	\$4,551,457	\$4,956,422
(8) Net Pension Obligation	\$0	\$0

PERAC Annual Statement
APPENDIX PAGE 3
ACTUARIAL VALUATION AND ASSUMPTIONS

The most recent actuarial valuation of the System was prepared by Buck Consultants as of January 1, 2010.

The normal cost for employees on that date was:	\$2,222,075	8.3% of pay
The normal cost for the employer was:	1,678,965	6.3% of pay
The actuarial liability for active members was:		\$70,921,092
The actuarial liability for retired members was:		67,815,353
Total actuarial accrued liability:		138,736,445
System assets as of that date:		96,158,771
Unfunded actuarial accrued liability:		\$42,577,674

The ratio of system's assets to total actuarial liability was 69.3%

The principal actuarial assumptions used in the valuation are as follows:

Investment Return:	8.0%
Rate of Salary Increase:	4.5%

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (b)	Unfunded Actuarial Accrued Liability (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a percent of Covered Payroll (b-a)/c
01/01/10	\$96,158,771	\$138,736,445	\$42,577,674	69.3%	\$26,656,072	159.7%
01/01/07	89,750,844	118,944,459	29,193,615	75.5%	24,238,213	120.4%
01/01/04	66,028,724	105,340,466	39,311,742	62.7%	21,799,607	180.3%
01/01/01	55,187,055	84,885,226	29,698,171	65.0%	20,608,634	144.1%
01/01/98	40,837,836	69,407,224	28,569,388	58.8%	16,441,243	173.8%
01/01/95	24,337,698	51,002,000	26,664,302	47.7%	12,779,325	208.7%
01/01/92	20,092,680	41,732,515	21,639,835	48.1%	10,527,926	205.5%

Attach Copy of Current Approved Funding Schedule

EXHIBITS

Age/Service Distribution with Salary as of January 1, 2010

Attained Age	Average Salary									Total
	<5	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
< 20	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
20-24	7	0	0	0	0	0	0	0	0	7
	29,289	0	0	0	0	0	0	0	0	29,289
25-29	22	2	0	0	0	0	0	0	0	24
	27,752	49,396	0	0	0	0	0	0	0	29,556
30-34	24	13	5	0	0	0	0	0	0	42
	40,294	56,339	43,955	0	0	0	0	0	0	45,696
35-39	17	23	13	3	0	0	0	0	0	56
	32,783	50,984	47,394	54,492	0	0	0	0	0	44,813
40-44	18	19	21	6	12	0	0	0	0	76
	27,096	35,295	53,429	62,003	54,083	0	0	0	0	43,439
45-49	28	28	17	13	22	10	0	0	0	118
	23,753	38,808	40,893	53,302	62,792	66,694	0	0	0	43,967
50-54	20	31	20	7	22	13	3	1	0	117
	27,090	34,113	39,317	46,174	50,709	60,365	59,995	68,673	0	41,520
55-59	15	13	22	15	17	12	9	3	1	107
	30,280	34,768	38,698	40,789	38,906	54,981	73,747	60,471	46,474	42,824
60-64	6	13	15	7	8	3	8	2	0	62
	31,805	38,236	43,153	43,578	37,855	39,118	60,647	57,621	0	42,917
65-69	1	0	1	2	3	3	1	0	1	12
	36,285	0	7,578	23,394	45,960	41,876	28,363	0	123,711	42,186
70+	0	2	1	1	0	0	0	0	1	5
	0	39,732	19,819	34,935	0	0	0	0	82,090	43,262
Total Employees	158	144	115	54	84	41	21	6	3	626
Average Salary	29,847	40,605	43,178	47,227	50,573	57,425	64,631	60,888	84,092	42,581

Retiree Distribution as of January 1, 2010

Attained Age	Number of Employees			Total Payments		
	Male	Female	Total	Male	Female	Total
< 20	0	0	0	0	0	0
20-24	0	0	0	0	0	0
25-29	0	0	0	0	0	0
30-34	0	0	0	0	0	0
35-39	1	0	1	3,035	0	3,035
40-44	0	0	0	0	0	0
45-49	1	0	1	2,887	0	2,887
50-54	3	0	3	175,566	0	175,566
55-59	14	9	23	516,144	193,385	709,529
60-64	41	15	56	1,620,246	188,430	1,808,676
65-69	22	23	45	644,137	373,014	1,017,152
70-74	19	33	52	403,343	450,600	853,942
75-79	21	33	54	436,253	452,420	888,673
80-84	26	27	53	426,912	235,593	662,505
85-89	15	17	32	205,841	149,974	355,815
90-94	6	12	18	73,525	127,938	201,462
95-99	0	5	5	0	18,144	18,144
Total	169	174	343	4,507,888	2,189,498	6,697,386
Average (Age/Payment)	71.6	76.4	74	26,674	12,583	19,526
Frequency Percent	49.3	50.7	100	67.3	32.7	100

Disabled Retiree Distribution as of January 1, 2010

Attained Age	Number of Employees			Total Payments		
	Male	Female	Total	Male	Female	Total
< 20	0	0	0	0	0	0
20-24	0	0	0	0	0	0
25-29	0	0	0	0	0	0
30-34	0	0	0	0	0	0
35-39	0	0	0	0	0	0
40-44	0	0	0	0	0	0
45-49	0	0	0	0	0	0
50-54	3	3	6	102,164	46,506	148,670
55-59	1	1	2	14,649	31,323	45,971
60-64	8	0	8	235,239	0	235,239
65-69	6	0	6	142,595	0	142,595
70-74	6	0	6	136,346	0	136,346
75-79	7	0	7	162,602	0	162,602
80-84	2	1	3	46,473	9,792	56,265
85-89	1	0	1	17,157	0	17,157
90-94	1	0	1	3,029	0	3,029
95-99	0	0	0	0	0	0
Total	35	5	40	860,252	87,621	947,873
Average (Age/Payment)	69.4	59.9	68.2	24,579	17,524	23,697
Frequency Percent	87.5	12.5	100	90.8	9.2	100

EXHIBIT 4 - CASHFLOW FORECAST:

The following is a 30 year forecast of benefit payments net of state reimbursable COLA payments, Contribution Income and Investment Returns.

Plan Year Ending	Benefit Payments	Employee Contributions	Employer Contributions	Investment Returns	Net change in plan assets
2010	\$8,244,989	\$2,222,075	\$4,956,422	\$7,469,019	\$6,402,528
2011	8,608,106	2,357,525	5,066,017	8,041,291	6,856,727
2012	8,987,119	2,500,667	5,247,282	8,583,938	7,344,768
2013	9,411,721	2,651,917	5,434,624	9,164,295	7,839,115
2014	9,874,306	2,811,715	5,628,222	9,783,189	8,348,820
2015	10,333,868	2,980,525	5,828,261	10,443,481	8,918,399
2016	10,916,504	3,158,835	6,034,930	11,145,039	9,422,300
2017	11,527,836	3,347,157	6,248,420	11,886,340	9,954,081
2018	12,214,878	3,546,031	6,468,929	12,667,794	10,467,877
2019	12,877,453	3,756,026	6,696,658	13,491,925	11,067,155
2020	13,578,494	3,977,739	6,931,809	14,363,131	11,694,185
2021	14,277,278	4,211,801	7,174,592	15,285,263	12,394,378
2022	15,012,023	4,458,874	7,425,219	16,262,708	13,134,778
2023	15,784,580	4,719,654	7,683,905	17,298,645	13,917,624
2024	16,596,895	4,994,875	7,950,869	18,396,432	14,745,280
2025	17,451,014	5,285,309	8,226,333	19,559,612	15,620,239
2026	18,349,088	5,591,767	8,510,524	20,791,924	16,545,127
2027	19,293,378	5,915,104	8,803,670	22,097,319	17,522,714
2028	20,286,265	6,181,284	9,183,877	23,477,025	18,555,920
2029	21,330,248	6,459,442	2,643,401	24,675,414	12,448,009
2030	22,427,957	6,750,116	2,762,354	25,635,362	12,719,874
2031	23,582,157	7,053,872	2,886,660	26,615,165	12,973,540
2032	24,795,755	7,371,296	3,016,560	27,613,268	13,205,369
2033	26,071,808	7,703,004	3,152,305	28,627,821	13,411,321
2034	27,413,530	8,049,639	3,294,159	29,656,641	13,586,909
2035	28,824,300	8,411,873	3,442,396	30,697,184	13,727,153
2036	30,307,672	8,790,407	3,597,304	31,746,501	13,826,539
2037	31,867,383	9,185,976	3,759,182	32,801,195	13,878,970
2038	33,507,360	9,599,345	3,928,345	33,857,373	13,877,703
2039	34,631,988	10,031,315	4,105,121	34,934,125	14,438,573

amounts in thousands

EXHIBIT 5 – SUMMARY OF PLAN PROVISIONS:

This summary is prepared in accordance with Chapter 32 as of January 1, 2010, and does not take into account any subsequent changes.

1. Administration

Each of the 107 contributory retirement systems for public employees for the Commonwealth of Massachusetts are guided by the applicable provisions of Chapter 32 of the Massachusetts General Laws and other applicable statutes. Although these boards operate semi-independently, there is a uniform set of rules governing benefits, eligibility, contributions, financing, and accounting.

2. Participation

Participation is mandatory for all full-time employees whose employment commences prior to age 65. Eligibility with respect to part-time, professional, temporary, or intermittent employment is governed by the local board. Membership is optional for certain elected officials, State officials appointed by the Governor, and certain hospital interns.

There are four classes of membership as follows:

- (i) Group 1: Most general employees in State and local government
- (ii) Group 2: Certain specified hazardous duty positions
- (iii) Group 3: State police officers and inspectors
- (iv) Group 4: Local police officers, firefighters, and designated employees of the municipal light department.

For members in more than one group, participation will be proportional.

3. **Salary**

Salary is defined as gross regular compensation. Salary does not include bonuses, overtime, severance pay, unused sick leave credit, or other similar compensation.

4. **Member Contributions**

Member contributions vary depending upon date hired as follows:

<u>Date of Hire</u>	<u>Member Contribution Rate</u>
Prior to 1975	5.0% of Salary
1975 to 1983	7.0% of Salary
1984 to 1996	8.0% of Salary
1996 and Later plus	9.0% of Salary
1979 and Later	Additional 2.0% of Salary in excess of \$30,000

5. **Average Salary**

Average salary is used to determine a participant's benefit. It is defined as the average salary during the three consecutive-year period that produces the highest average. (Alternatively, if a greater amount results, it is the average rate of salary earned during the period or periods, whether or not consecutive, that constitutes the last three years preceding retirement.)

6. **Creditable Service**

In general, creditable service is awarded during the period in which a member contributes to the retirement system.

7. Service Retirement

a. Eligibility:

For an employee to be eligible for service retirement (also referred to as superannuation), one of the following conditions must be met:

- (i) completion of 20 years of service
- (ii) for an employee hired prior to January 1, 1978, attainment of age 55 as an active member
- (iii) for an employee hired on or after January 1, 1978, attainment of age 55 as an active member and completion of ten years of service
- (iv) if an employee is a State Police officer (Group 3), attainment of age 50

b. Benefit Amount:

The retirement allowance is determined as a product of the participant's Benefit Rate times Average Salary times Creditable Service, where Benefit Rate is determined from the following table:

<u>Age at Retirement</u>	<u>Percentage of Average Salary</u>		
	<u>Group 1</u>	<u>Group 2</u>	<u>Group 4</u>
65 or Over	.025	.025	.025
64	.024	.025	.025
63	.023	.025	.025
62	.022	.025	.025
61	.021	.025	.025
60	.020	.025	.025
59	.019	.024	.025
58	.018	.023	.025
57	.017	.022	.025
56	.016	.021	.025
55	.015	.020	.025
54	.014	.014	.024
53	.013	.013	.023
52	.012	.012	.022
51	.011	.011	.021
50	.010	.010	.020
49	.009	.009	.019
48	.008	.008	.018
47	.007	.007	.017
46	.006	.006	.016
45	.005	.005	.015
44	.004	.004	.004
43	.003	.003	.003
42	.002	.002	.002
41	.001	.001	.001

For Group 3 (State Police), the benefit is 50% of the participant's final year's rate of regular salary, plus an additional 1% for each year of service in excess of 20 years. In addition, for veterans (all groups) there is an additional benefit of \$15 per year for each year of service, up to a maximum of 20 years of service.

8. Deferred Vested Retirement

a. Eligibility:

A participant who has completed ten or more years of creditable service is eligible for a deferred vested retirement benefit. If termination is involuntary, the participant is vested after six years.

b. Benefit Amount:

The participant's accrued benefit is payable commencing at age 55, or may be deferred until later at the employee's option.

c. Refund of Contributions:

In lieu of the deferred pension benefit, a member may elect to receive a refund of their accumulated contributions. Members with ten or more years of service are entitled to 100% of the credited interest on their contributions. Members with five to ten years of service are entitled to 50% of the credited interest on their contributions. No credited interest is provided for members with less than five years of service.

9. Accidental Disability

a. Eligibility:

Participants are eligible for an accidental disability benefit, regardless of service or age, if they become permanently and totally incapacitated for further duty as a result of personal injury sustained while in the performance of duties.

b. Benefit Amount:

The accidental disability amount is 72% of annual salary plus \$450 per year for each child plus an additional annuity based upon accumulated Member Contributions with credited interest.

10. Ordinary Disability

a. Eligibility:

An ordinary disability occurs when a member becomes permanently and totally disabled due to sickness or injury that is not job related. In order to be eligible for an ordinary disability benefit, a member must have ten years of service (and be less than age 55).

b. Benefit Amount:

The ordinary disability amount is equal to the accrued retirement benefit as if the member were age 55. If the member was a veteran, the benefit is 50% of the member's final rate of Salary during the preceding 12 months, plus an annuity based upon accumulated Member Contributions plus credited interest. If the participant is over age 55, he will receive not less than the superannuation allowance to which he is entitled.

11. Survivor Benefits

a. Occupational Death:

The survivors of a member who dies due to an occupational injury will be entitled to a lump sum return of contributions plus a pension benefit equal to 72% of the participant's annual Salary.

b. Non-Occupational Death:

Upon the death of a member other than due to an occupational injury, the designated beneficiary will be entitled to a retirement benefit as if Option C had been elected with a minimum of \$250 per month to the surviving spouse, plus \$120 for the first child, plus \$90 for each additional child. If no beneficiary is designated and if the employee worked two years, and is married at least one year, the spouse may elect benefits. If there is no designated beneficiary or surviving spouse, then member contributions are returned. If there are dependent children but no surviving spouse, they may elect minimum survivor benefits of \$250 per month plus \$120 for the first child and \$90 for each additional child.

c. Refund of Contributions:

Upon the death of a member not entitled to survivor benefits, the beneficiary is entitled to a refund of all member contributions with interest.

12. Cost-of-Living Increases

In accordance with the adoption of Chapter 17 of the Acts of 1997, the granting of a cost-of-living adjustment will be determined by an annual vote by the Retirement Board. The amount of increase will be based upon the Consumer Price Index, limited to a maximum of 3.0%, beginning on July 1. All retirees, disabled retirees, and beneficiaries who have been receiving benefits payments for at least one year as of July 1 are eligible for the adjustment. The maximum amount of pension benefit subject to a COLA is \$12,000. All COLAs granted to members after 1981 and prior to July 1, 1998 are deemed to be an obligation of the State and are not the liability of the Retirement System.

13. Postretirement Death Benefits

Any benefits following the death of a member after retirement are based upon the form of benefit the participant elected at the time of retirement. There are three available forms as follows:

- (i) Option A – Life annuity
- (ii) Option B – Life annuity with death benefit equal to excess of member contributions plus credited interest to retirement over annuity benefit paid to member
- (iii) Option C – Life annuity with 66-2/3% of benefit continued after death of member to designated joint annuitant

EXHIBIT 6 – ACTUARIAL METHODS AND ASSUMPTIONS:

The actuarial cost method, factors, and assumptions used in determining cost estimates are presented below.

1. Member Data

The member data used in the determination of cost estimates consist of pertinent information with respect to the active, inactive, retired, and disabled members of the employer as supplied by the employer to the actuary.

2. Valuation Date

January 1, 2010.

3. Actuarial Cost Method

The costs of the Plan have been determined in accordance with the individual entry age normal actuarial cost method.

4. Rate of Investment Return

It is assumed that the assets of the fund will accumulate at a compound annual rate of 8.0% per annum.

5. Cost-of-Living Increases

Cost-of-living increases have been assumed to be 3.0% of the lesser of the pension amount and \$12,000 per year.

6. Salary Scale

The assumed annual rates for salary increases including longevity are illustrated by the following rates:

<u>Service</u>	<u>General Employees</u>	<u>Police and Fire Employees</u>
0	7.00%	8.00%
1	6.50%	7.50%
2	6.50%	7.00%
3	6.00%	6.50%
4	6.00%	6.00%
5	5.50%	6.00%
6	5.50%	5.50%
7	5.00%	5.50%
8	5.00%	5.25%
9+	4.75%	5.25%

7. Value of Investments

Assets held by the fund are valued at market value as reported by the Public Employees' Retirement Administration Commission (PERAC). The actuarial value of assets is determined using a five-year smoothing of unrealized gains and losses.

8. Annual Rate of Withdrawal Prior to Retirement

Based on an analysis of experience, the assumed annual rates of withdrawal may best be illustrated by the following rates at the following ages:

<u>Service</u>	<u>General Employees</u>	<u>Police and Fire Employees</u>
0	0.150	0.015
1	0.120	0.015
2	0.100	0.015
3	0.090	0.015
4	0.080	0.015
5	0.076	0.015
10	0.054	0.015
15	0.033	0.000
20	0.020	0.000
25	0.010	0.000
30+	0.000	0.000

9. Annual Rate of Mortality

It is assumed that both preretirement and postretirement mortality are represented by the RP-2000 Mortality Table for males and females. Mortality for disabled members is represented by the RP-2000 Mortality Table set forward two years for all disabled members.

10. Service Retirement

Based on an analysis of experience, the assumed annual retirement rates are illustrated at the following ages:

<u>Age</u>	<u>Male General Employees</u>	<u>Female General Employees</u>	<u>Male and Female Police and Fire Employees</u>
50	0.0100	0.0150	0.02000
51	0.0100	0.0150	0.02000
52	0.0100	0.0200	0.02000
53	0.0100	0.0250	0.05000
54	0.0200	0.0250	0.07500
55	0.0200	0.0550	0.15000
56	0.0250	0.0650	0.10000
57	0.0250	0.0650	0.10000
58	0.0500	0.0650	0.10000
59	0.0650	0.0650	0.15000
60	0.1200	0.0500	0.20000
61	0.2000	0.1300	0.20000
62	0.3000	0.1500	0.25000
63	0.2500	0.1250	0.25000
64	0.2200	0.1800	0.30000
65	0.4000	0.1500	1.00000
66	0.2500	0.2000	1.00000
67	0.2500	0.2000	1.00000
68	0.3000	0.2500	1.00000
69	0.3000	0.2000	1.00000
70	1.0000	1.0000	1.00000

11. Annual Rate of Disability Prior to Retirement

Based on an analysis of experience, the assumed annual rates of disability may best be illustrated by the following probabilities at the following ages:

<u>Attained Age</u>	<u>General Employees</u>	<u>Police and Fire Employees</u>
20	0.0001	0.0010
30	0.0003	0.0030
40	0.0010	0.0030
50	0.0019	0.0125

In addition, it is assumed for the general employees that 45% of all disabilities are ordinary (55% are service connected). For police and fire employees, 10% of all disabilities are assumed to be ordinary (90% are service connected).

12. Family Composition

It is assumed that 80% of all members will be survived by a spouse and that females (males) are three years younger (older) than members.

13. Administrative Expenses

The normal cost is increased by an amount equal to the anticipated administrative expenses for the upcoming fiscal year. The amount for fiscal year 2010 is \$185,000 and is anticipated to increase at 4.5% per year.

EXHIBIT 7 – GLOSSARY OF TERMS:

This glossary summarizes the technical terms contained in this report.

1. Actuarial Accrued Liability

That portion of the Actuarial Present Value of plan benefits that is not provided for by future employer Normal Costs or employee contributions.

2. Actuarial Assumptions

Assumptions as to the occurrence of future events affecting the Retirement System such as:

- Rates of investment returns
- Increases in a member's salary
- Inflation
- The probability of mortality, turnover, disablement
- Retirement at each age and other relevant items

3. Actuarial Cost Method

A procedure for allocating the Actuarial Present Value of pension plan benefits between Normal Cost and Actuarial Accrued Liability.

4. Actuarial Present Value

The single sum amount required at the valuation date that is required to provide for anticipated future events based upon the terms of the plan and the Actuarial Assumptions.

5. Forecast

A projection of future benefit payments or contribution requirements based upon the terms of the plan, the current asset amounts, the Actuarial Assumptions, and additional assumptions as to the replacement of terminating employees with new employees.

6. Normal Cost

That portion of the Actuarial Present Value of future benefits that is assigned to the current year.

7. Unfunded Actuarial Accrued Liability

That portion of the Actuarial Accrued Liability that is not provided for by current actuarial value of assets.

8. Valuation Method

The method used to divide the cost of future benefits among the Actuarial Accrued Liability, the current year's Normal Costs, and future years' Normal Costs. The resulting current funding requirement is then determined as the current year's Normal Cost plus the payment necessary to amortize the Unfunded Actuarial Liability.

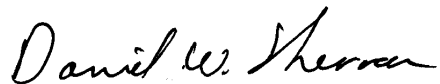
9. Vested Liability

That portion of the Actuarial Present Value of Accrued Benefits that a member would be entitled to if the member terminated employment with the employer as of the valuation date.

CERTIFICATION:

This report fairly represents the actuarial position of the City of Attleboro Retirement System contributing as of January 1, 2010, in accordance with generally accepted actuarial principles applied consistently with the preceding valuation. In our opinion, the actuarial assumptions used to compute actuarial accrued liability and normal cost is reasonably related to plan experience and to reasonable expectations, and represents our best estimate of anticipated plan experience.

Buck Consultants, LLC



Daniel W. Sherman, ASA, MAAA
Enrolled Actuary No. 08-4086

April 2010

BREAKOUTS

Breakouts

	<u>Total</u>	<u>Unit</u>			<u>City Departments</u>					
		<u>City (Cty)</u>	<u>Housing (AHA)</u>	<u>Redevelopment (ARA)</u>	<u>Council</u>	<u>Mavor's Office</u>	<u>Budget & M.I.S.</u>	<u>Accounting</u>	<u>Assessors</u>	
(1) Participants										
(a) Actives	626	610	14	2	10	5	4	4	4	4
(b) Inactives	131	127	4	0	6	0	1	0	0	0
(c) Retirees	343	338	4	1	3	5	2	1	1	4
(e) Disabled Retirees	<u>40</u>	<u>40</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>
(f) Total	1140	1115	22	3	19	10	8	5	5	8
(2) Payroll of Active Participants	\$26,656,072	\$25,915,064	\$632,568	\$108,440	\$129,703	\$288,976	\$254,130	\$212,020		\$196,352
(3) Normal Cost										
(a) Total Normal Cost	3,716,040	3,628,907	73,874	13,259	20,476	38,764	30,985	22,230		30,849
(b) Expected Employee Contributions	2,222,075	2,159,956	52,766	9,353	10,551	25,558	23,200	18,460		17,377
(c) Administrative Expenses	<u>185,000</u>	<u>180,662</u>	<u>3,678</u>	<u>660</u>	<u>1,019</u>	<u>1,930</u>	<u>1,543</u>	<u>1,107</u>		<u>1,536</u>
(d) Net Employer Normal Cost (a) - (b) + (c)	\$1,678,965	\$1,649,613	\$24,786	\$4,566	\$10,944	\$15,136	\$9,328	\$4,877		\$15,008
(4) Actuarial Accrued Liability	\$138,736,445	\$136,470,936	\$1,951,943	\$313,566	\$478,150	\$1,277,548	\$1,150,989	\$555,794		\$765,795
(5) Assets*	<u>96,158,771</u>	<u>94,588,538</u>	<u>1,352,899</u>	<u>217,334</u>	<u>331,408</u>	<u>885,474</u>	<u>797,755</u>	<u>385,223</u>		<u>530,776</u>
(6) Unfunded Actuarial Accrued Liability (4) - (5)	\$42,577,674	\$41,882,398	\$599,044	\$96,232	\$146,742	\$392,074	\$353,234	\$170,571		\$235,019
(7) 2003 ERI Amortization	280,687	280,687	0	0	718	1,918	1,728	835		1,150
(8) Unfunded Amortizations	2,742,412	2,697,630	38,584	6,198	9,452	25,253	22,752	10,986		15,137
(9) Fiscal 2010 Cost (3d) + (7) + (8)	\$4,702,064	\$4,627,930	\$63,370	\$10,764	\$21,114	\$42,307	\$33,808	\$16,698		\$31,295
(10) Fiscal 2011 Cost**	\$4,956,422	\$4,877,467	\$67,769	\$11,186	\$22,252	\$44,588	\$35,631	\$17,598		\$32,982
(11) Percentage of total	100.00%	98.41%	1.37%	0.23%	0.45%	0.90%	0.72%	0.36%		0.67%
(12) Fiscal 2012 Cost**	\$5,066,017	\$4,984,684	\$69,815	\$11,518	\$22,742	\$45,568	\$36,414	\$17,985		\$33,707
(13) Percentage of total	100.00%	98.39%	1.38%	0.23%	0.45%	0.90%	0.72%	0.36%		0.67%

* Allocation is based on the ratio of the AAL

** Allocation is based on the ratio of the Fiscal 2010 Cost

P:\Actrl\Attleboro\Val2010\Attleboro2010_Val_AV_final.xls\Breakouts

Breakouts

	<u>City Departments</u>							
	<u>Treasurer</u>	<u>Collector</u>	<u>Personnel</u>	<u>Clerk</u>	<u>Election Commission</u>	<u>Planning</u>	<u>Community Development</u>	<u>Police</u>
(1) Participants								
(a) Actives	5	6	3	4	2	4	2	89
(b) Inactives	1	1	4	0	0	1	1	19
(c) Retirees	3	6	4	1	1	1	0	47
(e) Disabled Retirees	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>14</u>
(f) Total	9	13	11	5	3	6	3	169
(2) Payroll of Active Participants	\$221,508	\$230,426	\$128,888	\$169,388	\$72,472	\$247,218	\$100,910	\$5,466,732
(3) Normal Cost								
(a) Total Normal Cost	26,151	31,392	16,061	28,480	12,169	25,346	16,370	910,966
(b) Expected Employee Contributions	16,880	20,044	9,530	15,109	6,304	22,330	9,060	477,537
(c) Administrative Expenses	<u>1,302</u>	<u>1,563</u>	<u>800</u>	<u>1,418</u>	<u>606</u>	<u>1,262</u>	<u>815</u>	<u>45,352</u>
(d) Net Employer Normal Cost (a) - (b) + (c)	\$10,573	\$12,911	\$7,331	\$14,789	\$6,471	\$4,278	\$8,125	\$478,781
(4) Actuarial Accrued Liability	\$854,993	\$712,246	\$1,089,161	\$379,457	\$151,918	\$409,995	\$34,505	\$37,882,897
(5) Assets*	<u>592,599</u>	<u>493,660</u>	<u>754,902</u>	<u>263,003</u>	<u>105,295</u>	<u>284,169</u>	<u>23,916</u>	<u>26,256,784</u>
(6) Unfunded Actuarial Accrued Liability (4) - (5)	\$262,394	\$218,586	\$334,259	\$116,454	\$46,623	\$125,826	\$10,589	\$11,626,113
(7) 2003 ERI Amortization	1,284	1,069	1,635	570	228	616	52	79,628
(8) Unfunded Amortizations	16,901	14,079	21,529	7,501	3,003	8,104	682	748,834
(9) Fiscal 2010 Cost (3d) + (7) + (8)	\$28,758	\$28,059	\$30,495	\$22,860	\$9,702	\$12,998	\$8,859	\$1,307,243
(10) Fiscal 2011 Cost**	\$30,309	\$29,572	\$32,139	\$24,093	\$10,225	\$13,699	\$9,337	\$1,377,730
(11) Percentage of total	0.61%	0.60%	0.65%	0.49%	0.21%	0.28%	0.19%	27.80%
(12) Fiscal 2012 Cost**	\$30,975	\$30,222	\$32,846	\$24,622	\$10,450	\$14,000	\$9,542	\$1,408,015
(13) Percentage of total	0.61%	0.60%	0.65%	0.49%	0.21%	0.28%	0.19%	27.79%

* Allocation is based on the ratio of the AAL

** Allocation is based on the ratio of the Fiscal 2010 Cost

Breakouts

City Departments

	<u>Fire</u>	<u>Inspection</u>	<u>Animal Control</u>	<u>School</u>	<u>DPW-Highway</u>	<u>Health</u>	<u>Council on Aging</u>	<u>Veterans</u>
(1) Participants								
(a) Actives	85	7	4	230	22	6	5	2
(b) Inactives	12	0	0	55	5	2	0	0
(c) Retirees	68	3	0	118	22	3	2	4
(e) Disabled Retirees	<u>13</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>
(f) Total	178	10	4	408	51	11	7	6
(2) Payroll of Active Participants	\$4,972,180	\$344,130	\$133,846	\$6,642,863	\$922,285	\$304,791	\$204,775	\$80,473
(3) Normal Cost								
(a) Total Normal Cost	859,989	38,079	14,293	858,092	103,728	32,868	29,912	10,330
(b) Expected Employee Contributions	405,104	26,024	11,274	546,219	79,105	23,841	17,771	6,586
(c) Administrative Expenses	<u>42,814</u>	<u>1,896</u>	<u>712</u>	<u>42,719</u>	<u>5,164</u>	<u>1,636</u>	<u>1,489</u>	<u>514</u>
(d) Net Employer Normal Cost (a) - (b) + (c)	\$497,699	\$13,951	\$3,731	\$354,592	\$29,787	\$10,663	\$13,630	\$4,258
(4) Actuarial Accrued Liability	\$37,009,041	\$759,596	\$206,800	\$25,849,403	\$5,112,708	\$1,422,751	\$659,531	\$575,873
(5) Assets*	<u>25,651,111</u>	<u>526,479</u>	<u>143,334</u>	<u>17,916,322</u>	<u>3,543,638</u>	<u>986,114</u>	<u>457,124</u>	<u>399,140</u>
(6) Unfunded Actuarial Accrued Liability (4) - (5)	\$11,357,930	\$233,117	\$63,466	\$7,933,081	\$1,569,070	\$436,637	\$202,407	\$176,733
(7) 2003 ERI Amortization	73,687	1,141	311	40,826	7,677	2,136	990	865
(8) Unfunded Amortizations	731,560	15,015	4,088	510,967	101,063	28,124	13,037	11,383
(9) Fiscal 2010 Cost (3d) + (7) + (8)	\$1,302,946	\$30,107	\$8,130	\$906,385	\$138,527	\$40,923	\$27,657	\$16,506
(10) Fiscal 2011 Cost**	\$1,373,201	\$31,730	\$8,568	\$955,257	\$145,996	\$43,130	\$29,148	\$17,396
(11) Percentage of total	27.71%	0.64%	0.17%	19.27%	2.95%	0.87%	0.59%	0.35%
(12) Fiscal 2012 Cost**	\$1,403,387	\$32,428	\$8,757	\$976,256	\$149,206	\$44,078	\$29,789	\$17,778
(13) Percentage of total	27.70%	0.64%	0.17%	19.27%	2.95%	0.87%	0.59%	0.35%

* Allocation is based on the ratio of the AAL

** Allocation is based on the ratio of the Fiscal 2010 Cost

P:\Actrl\Attleboro\Val2010\Attleboro2010_Val_AV_final.xls\Breakouts

Breakouts

City Departments

	<u>Library</u>	<u>Recreation</u>	<u>Park</u>	<u>Forestry</u>	<u>Retirement Board</u>	<u>Wastewater</u>	<u>Water</u>	<u>Other City</u>
(1) Participants								
(a) Actives	16	8	19	1	3	28	31	1
(b) Inactives	1	3	8	1	1	1	4	0
(c) Retirees	12	2	7	0	1	8	7	3
(e) Disabled Retirees	<u>1</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
(f) Total	30	14	35	2	5	37	44	4
(2) Payroll of Active Participants	\$648,853	\$352,100	\$800,249	\$49,126	\$88,195	\$1,318,118	\$1,302,852	\$31,505
(3) Normal Cost								
(a) Total Normal Cost	77,640	38,714	75,500	3,974	5,883	133,493	132,307	3,866
(b) Expected Employee Contributions	50,905	31,017	61,467	3,190	6,664	110,889	105,315	2,645
(c) Administrative Expenses	<u>3,865</u>	<u>1,927</u>	<u>3,759</u>	<u>198</u>	<u>293</u>	<u>6,646</u>	<u>6,587</u>	<u>190</u>
(d) Net Employer Normal Cost (a) - (b) + (c)	\$30,600	\$9,624	\$17,792	\$982	(\$488)	\$29,250	\$33,579	\$1,411
(4) Actuarial Accrued Liability	\$2,986,462	\$1,107,638	\$2,639,420	\$302,744	\$513,689	\$5,686,038	\$5,777,441	\$118,353
(5) Assets*	<u>2,069,928</u>	<u>767,708</u>	<u>1,829,392</u>	<u>209,833</u>	<u>356,040</u>	<u>3,941,015</u>	<u>4,004,367</u>	<u>82,029</u>
(6) Unfunded Actuarial Accrued Liability (4) - (5)	\$916,534	\$339,930	\$810,028	\$92,911	\$157,649	\$1,745,023	\$1,773,074	\$36,324
(7) 2003 ERI Amortization	4,484	1,663	3,963	455	771	35,625	14,485	176
(8) Unfunded Amortizations	59,034	21,895	52,174	5,984	10,154	112,396	114,203	2,340
(9) Fiscal 2010 Cost (3d) + (7) + (8)	\$94,118	\$33,182	\$73,929	\$7,421	\$10,437	\$177,271	\$162,267	\$3,927
(10) Fiscal 2011 Cost**	\$99,193	\$34,971	\$77,915	\$7,821	\$11,000	\$186,829	\$171,017	\$4,139
(11) Percentage of total	2.00%	0.71%	1.57%	0.16%	0.22%	3.77%	3.45%	0.08%
(12) Fiscal 2012 Cost**	\$101,373	\$35,740	\$79,628	\$7,993	\$11,242	\$190,936	\$174,776	\$4,230
(13) Percentage of total	2.00%	0.71%	1.57%	0.16%	0.22%	3.77%	3.45%	0.08%

* Allocation is based on the ratio of the AAL

** Allocation is based on the ratio of the Fiscal 2010 Cost