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## **TOWN OF NEWINGTON POLICE OFFICERS' PENSION PLAN**

**Actuarial Valuation as of July 1, 2023  
To Determine Funding for Fiscal Year 2024-25**

**Prepared by**

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Consulting Actuary

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## Certification

As part of our engagement with the Town of Newington ("Town"), we have performed an actuarial valuation of the Plan as of July 1, 2023. Our findings are set forth in this actuary's report. The main purposes of this valuation are to determine funding for fiscal year 2024-25, to review the Plan's experience since the prior valuation, and to assess the funded position of the Plan.

Actuarial computations presented in this report are for the purposes of determining the recommended funding amounts for the Plan. The calculations in this report have been made on a basis consistent with our understanding of the Plan's funding policy and on our understanding of the plan provisions as summarized in this report. Determinations for purposes other than meeting these requirements, such as for financial reporting in accordance with GASB standards, may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes.

We believe that the measures of funded status contained herein are appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations and for assessing the need for or the amount of future contributions. Note that a Plan's funded status is dependent on the selection of both the actuarial cost method and the asset smoothing method; different measurements would result if, for instance, the Market Value of Assets were used in place of the Actuarial Value of Assets.

Actuarial assumptions, including interest rates, mortality tables, and others identified in this report, and actuarial cost methods are adopted by the Town, who is responsible for selecting the Plan's funding policy, actuarial cost methods, asset valuation methods, and actuarial assumptions. The policies, methods, and assumptions used in this valuation are those that have been so adopted and are described in this report. The Town is solely responsible for communicating to Milliman any changes thereto. All costs, liabilities, rates of interest, and other factors for the Plan have been determined on the basis of actuarial assumptions and methods which, in our professional opinion, are individually reasonable (taking into account the experience of the Plan and reasonable expectations); and which, in combination, offer a reasonable estimate of anticipated future experience affecting the Plan and are expected to have no significant bias.

This valuation is only an estimate of the Plan's financial condition as of a single date. It can neither predict the Plan's future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of Plan benefits, only the timing of Plan contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, 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 or modifications to contribution calculations based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of future measurements.

## Certification

In preparing this report, we relied, without audit, on information (some oral and some in writing) supplied by the Town. This information includes, but is not limited to, benefit provisions, member census data, and financial information. We found this information to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different, and our calculations may need to be revised.

Milliman's work is prepared solely for the use and benefit of the Town. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions: (a) the Town may provide a copy of Milliman's work, in its entirety, to the Town's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the Town; and (b) the Town may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law. No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The valuation results were developed using models intended for valuations that use standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the *Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States*, published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.



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Rebecca A. Sielman, FSA  
Consulting Actuary

## Section I - Executive Summary

### Changes Since the Prior Valuation

#### Plan Experience

From July 1, 2022 to July 1, 2023, the plan's assets earned 11.549% on a Market Value basis and 1.932% on an Actuarial Value basis. The interest rate assumption for this period was 6.125%; the result is an asset gain of about \$3.0 million on a Market Value basis and a loss of about \$2.7 million on an Actuarial Value basis.

From July 1, 2022 to July 1, 2023, the Accrued Liability was expected to grow from \$89.1 million to \$91.1 million, based on expected changes in the plan's membership per the actuarial assumptions. Actual changes in the plan's membership during this period resulted in an Accrued Liability as of July 1, 2023 of \$91.6 million (measured before any changes in the plan provisions or the actuarial methods and assumptions). This difference of \$0.5 million between the expected Accrued Liability and the actual Accrued Liability is termed a 'liability loss'. The primary factors contributing to this liability loss were: (1) a sizeable loss from retirement experience, particularly for several officers who retired at young ages; (2) a modest gain from mortality experience, from a higher than expected number of retiree and beneficiary deaths; and (3) a small gain from more terminations than expected.

#### Plan Changes

This valuation reflects the implementation of a Deferred Retirement Option Plan (DROP). This change caused the Unfunded Accrued Liability to increase by about \$0.2 million and the Actuarially Determined Contribution to decrease by about \$9,000.

#### Changes in Actuarial Assumptions

None.

#### Changes in Actuarial Methods

None.

#### Other Significant Changes

Although it is possible that the COVID-19 pandemic could have a material impact on the projected mortality, liabilities, and contribution requirements, we have chosen not to make an adjustment in the projections at this time, given the substantial current uncertainty regarding the impact of COVID-19 on mortality and plan costs, including whether the pandemic will increase or decrease mortality during the term of our projections. We will be monitoring this development closely and may adjust future projections to reflect the impact of COVID-19, if and when it becomes appropriate.

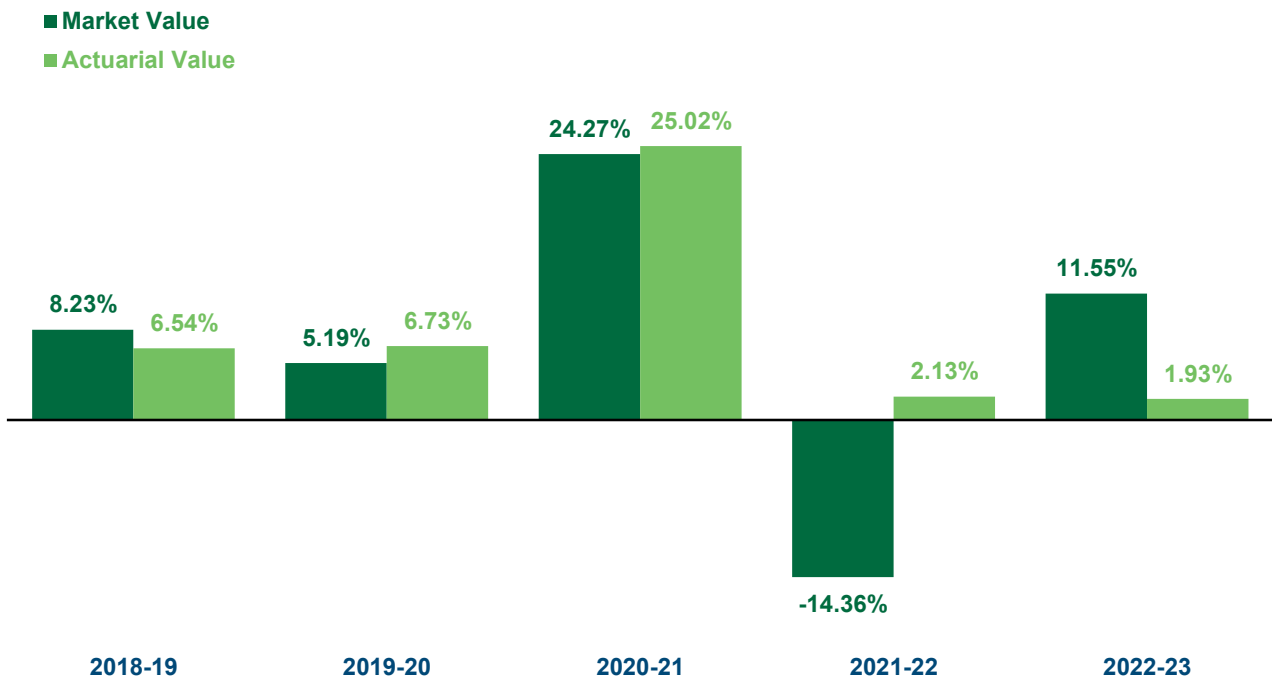
## Section I - Executive Summary Assets

There are two different measures of the plan's assets that are used throughout this report. The Market Value is a snapshot of the plan's investments as of the valuation date. The Actuarial Value is a smoothed asset value designed to temper the volatile fluctuations in the market by recognizing investment gains or losses non-asymptotically over five years.

	Market	Actuarial
Value as of July 1, 2022	\$55,076,732	\$65,746,708
Town and Member Contributions	3,763,144	3,763,144
Investment Income	6,287,712	1,257,793
Benefit Payments and Administrative Expenses	(5,025,954)	(5,025,954)
Value as of July 1, 2023	60,101,634	65,741,691

The Actuarial Value currently exceeds the Market Value by \$5.6 million. This figure represents investment losses that will be gradually recognized in future years. This process will exert upward pressure on the Town's contribution, unless there are offsetting market gains.

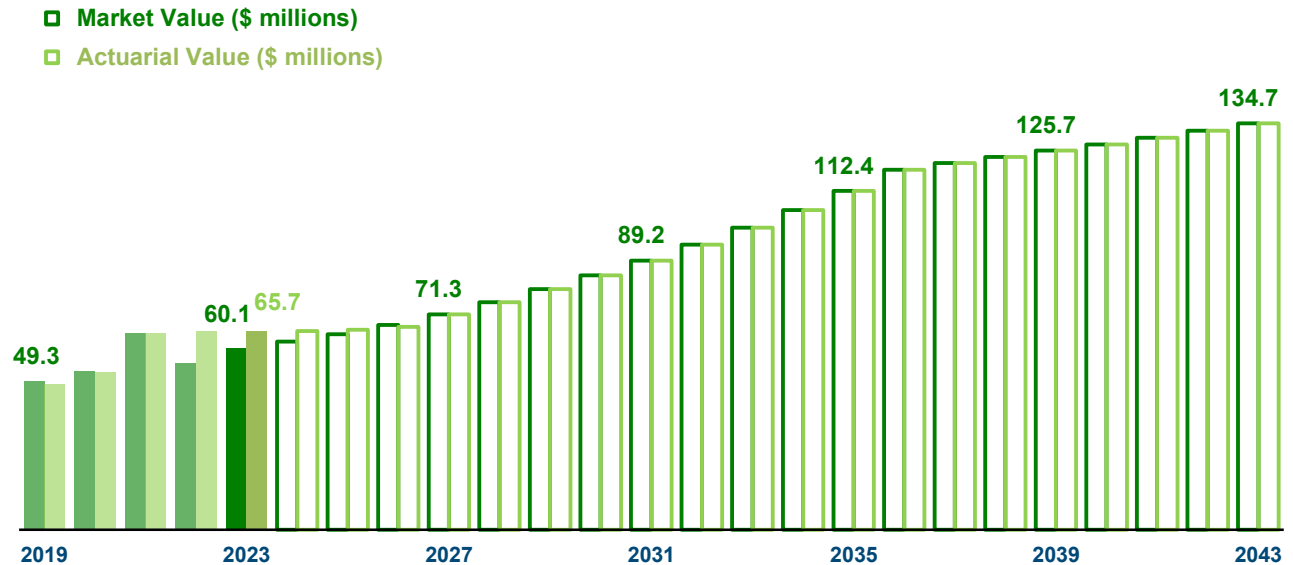
Historical rates of return are shown in the graph below:



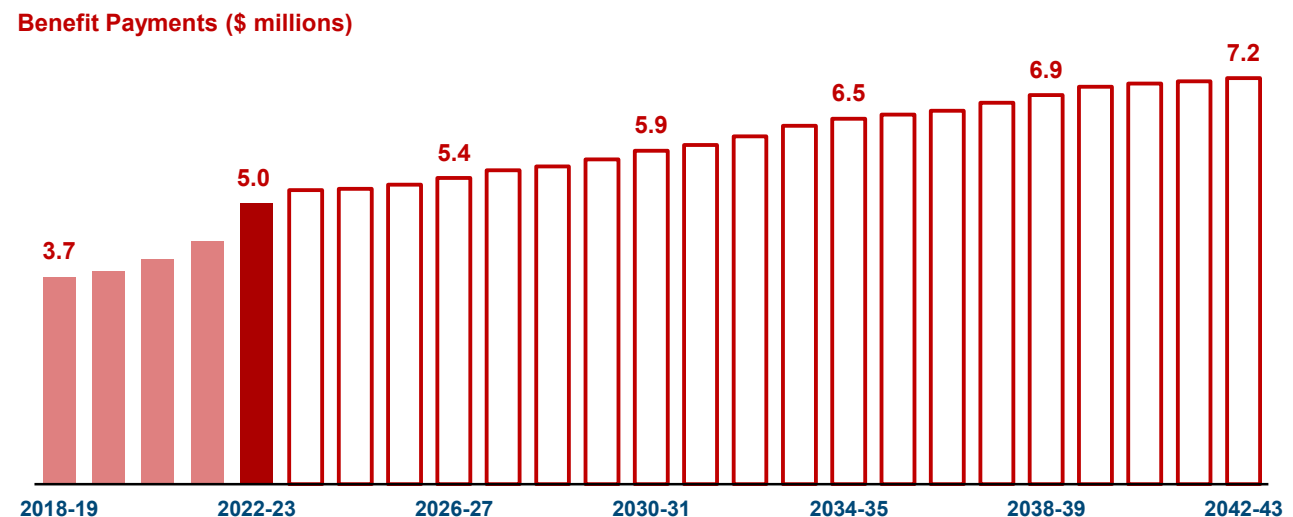
## Section I - Executive Summary

### Assets (continued)

The graph below shows how this year's asset values compare to where the plan's assets have been over the past several years and how they are projected to change over the next 20 years. For purposes of this projection, we have assumed that the Town always contributes the Actuarially Determined Contribution and the investments always earn the assumed interest rate each year.



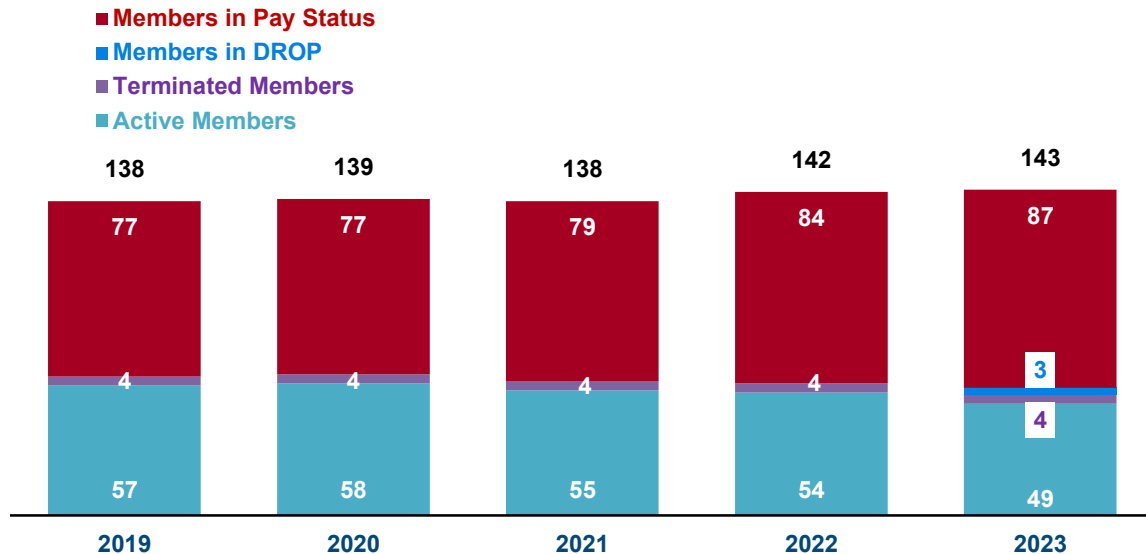
In 2022-23, the plan paid out \$4,983,400 in benefits to members. Over the next 20 years, the plan is projected to pay out a total of \$125 million in benefits to members.



## Section I - Executive Summary

### Membership

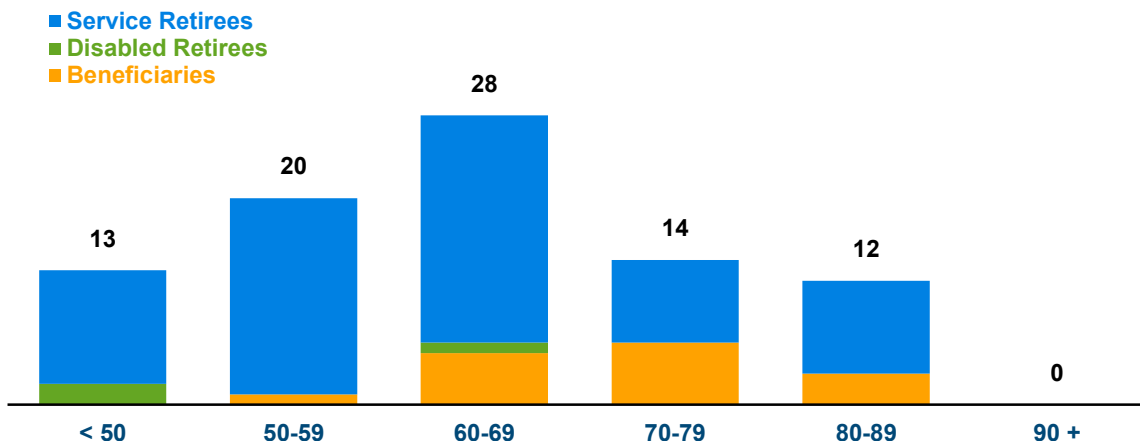
There are four basic categories of plan members included in the valuation: (1) members who are receiving monthly pension benefits, (2) former employees who have a vested right to benefits but have not yet started collecting, (3) active employees who have met the eligibility requirements for membership, and (4) members who are currently in the DROP.



#### Members in Pay Status on July 1, 2023

Service Retirees	69	Average Age	65.0
Disabled Retirees	3	Total Annual Benefit	\$4,835,351
Beneficiaries	15	Average Annual Benefit	55,579
Total	87		

The members in pay status fall across a wide distribution of ages:





## Section I - Executive Summary

### Membership (continued)

#### Terminated Vested Members on July 1, 2023

Count	2
Average Age	41.0
Total Annual Benefit	\$363,383
Average Annual Benefit	181,692

#### Nonvested Members Due Refunds on July 1, 2023

Count	2
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#### Members in DROP on July 1, 2023

Count	3
Total DROP Account Balance	\$113,711

#### Active Members on July 1, 2023

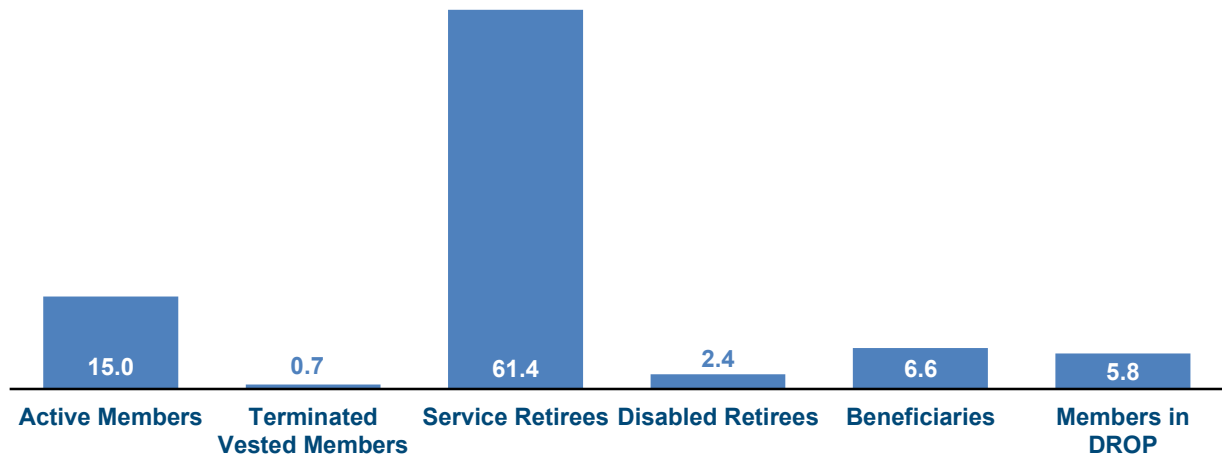
Count	49
Average Age	35.9
Average Service	8.0
Payroll	\$5,998,802
Average Payroll	122,425

The table below illustrates the age and years of service of the active membership:

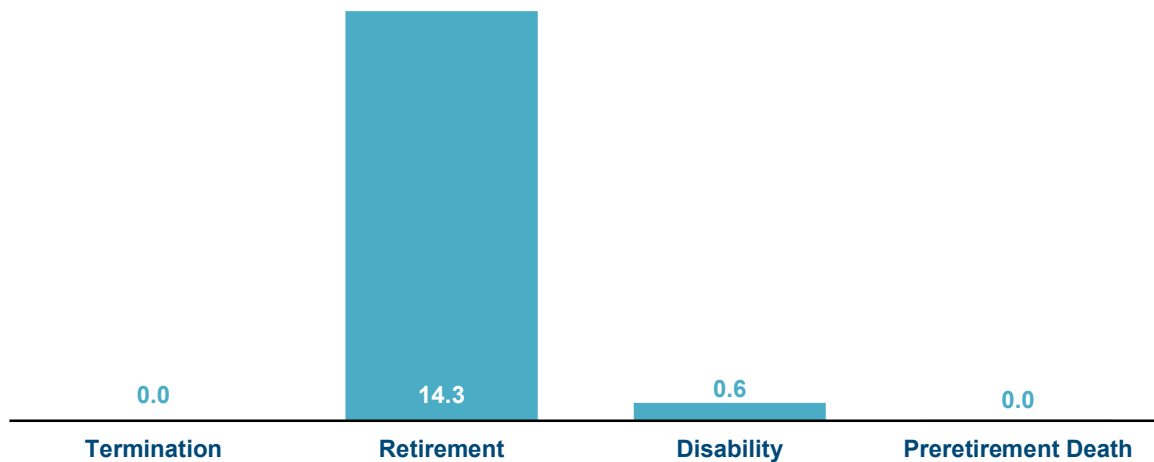
Age	Years of Service						Total
	0-4	5-9	10-14	15-19	20-24	25-29	
< 25		4					4
25-29		10	1				11
30-34		7	3	2			12
35-39		1		3	1		5
40-44		2		1	5		8
45-49			1	1	5	1	8
50-54				1			1
55-59							0
60-64							0
65+							0
<b>Total</b>	0	24	5	8	11	1	49

## Section I - Executive Summary Accrued Liability

The Accrued Liability as of July 1, 2023 is \$91,853,107, which consists of the following pieces (in \$ millions):



The Accrued Liability for active members can be broken down further by the different types of benefits provided by the plan:

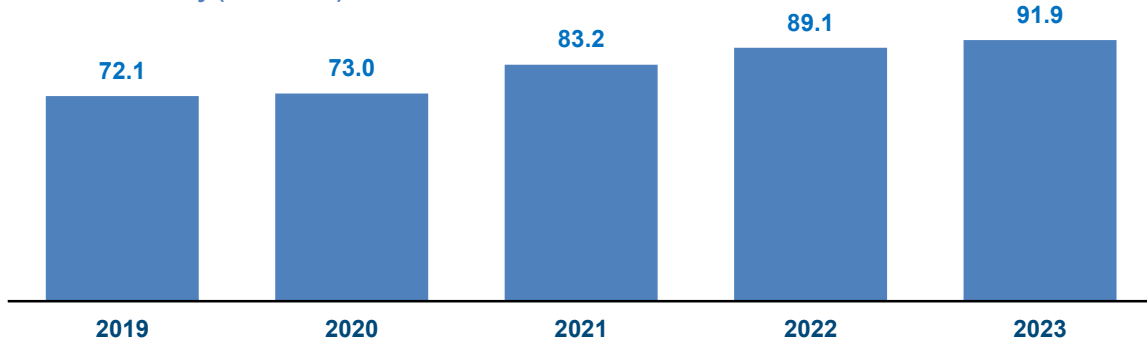


## Section I - Executive Summary

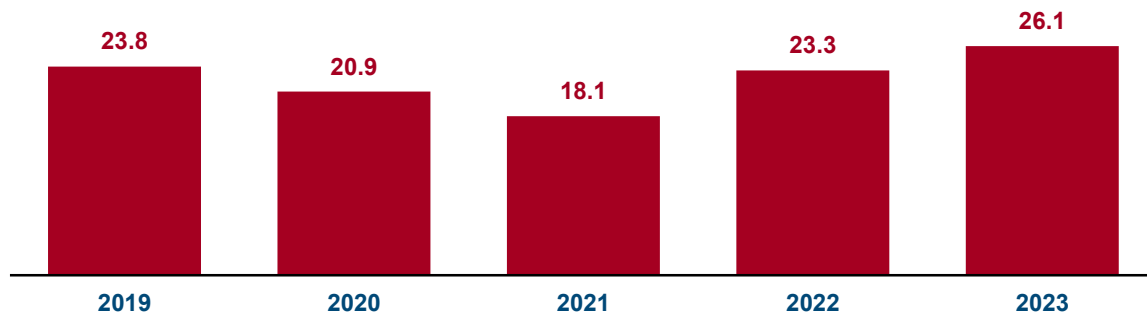
### Funded Status

The Accrued Liability grows over time as active members earn additional benefits, and goes down over time as members receive benefits; it may also change when there are changes to the plan provisions or changes in the actuarial assumptions. The Unfunded Accrued Liability is the dollar difference between the Accrued Liability and the Actuarial Value of Assets; the Funded Ratio is the ratio of the two.

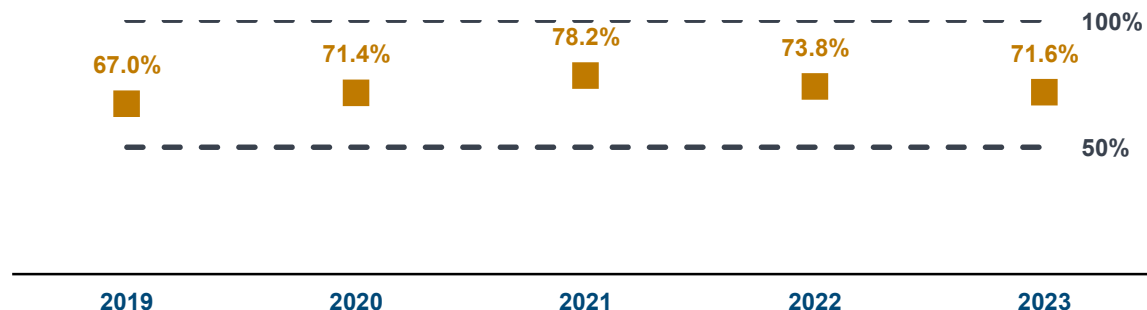
Accrued Liability (\$ millions)



Unfunded Accrued Liability (\$ millions)



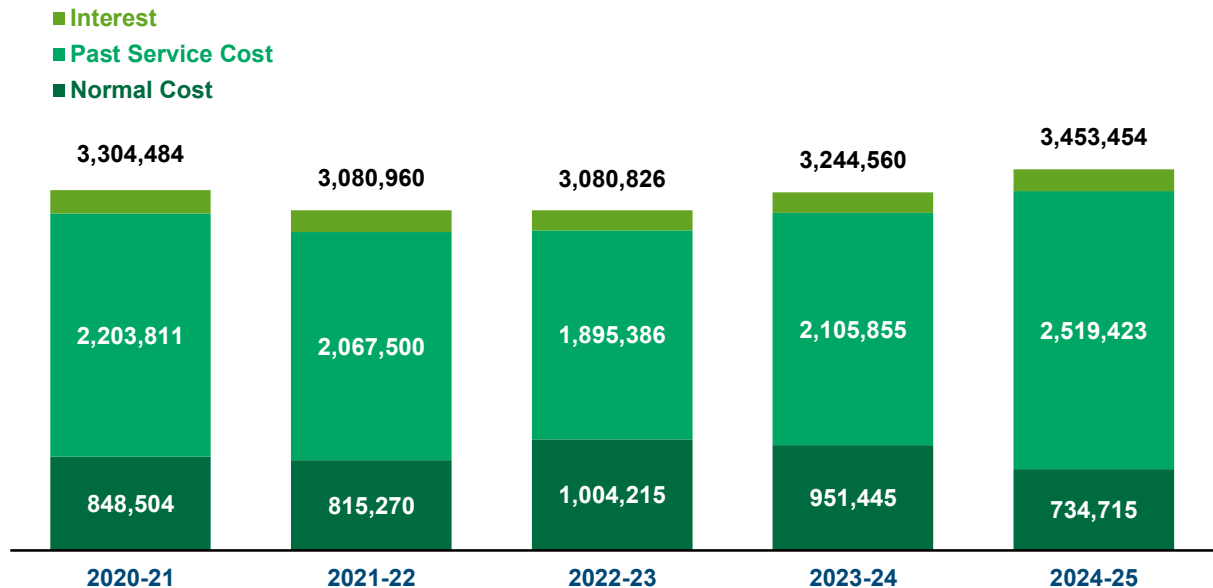
Funded Ratio



## Section I - Executive Summary

### Actuarially Determined Contribution (ADC)

The ADC consists of three pieces: a Normal Cost payment to fund the benefits earned each year, a Past Service Cost to gradually reduce any unfunded or surplus liability, and Interest to reflect the timing of the contribution relative to the valuation date. The ADC for fiscal year 2024-25 is \$3,453,454:

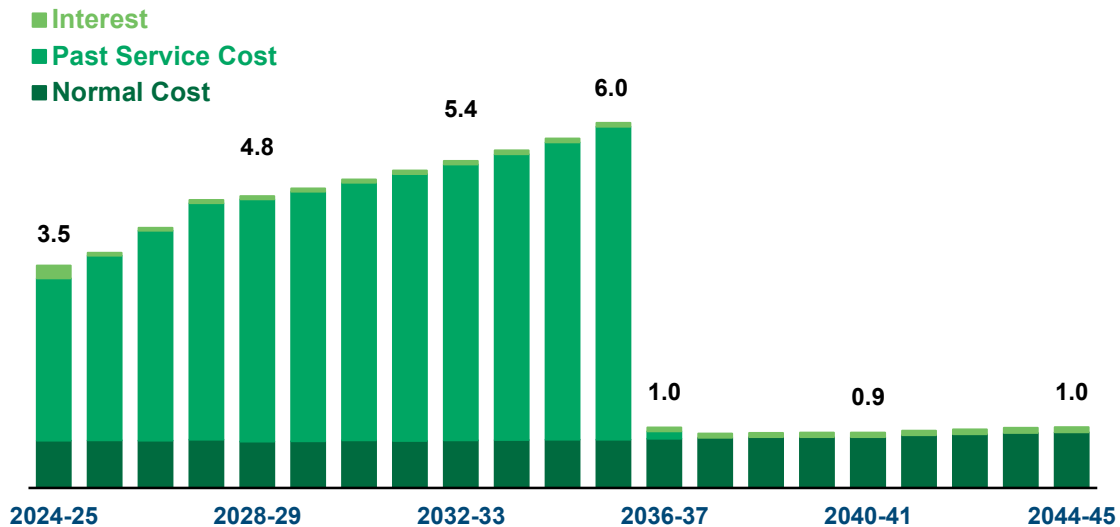


Actuarial Standard of Practice (ASOP) No. 4 requires the actuary to calculate and disclose a 'reasonable' ADC, which considers whether the actuarial methods and actuarial assumptions are in compliance with all applicable ASOPs. Based on the actuarial assumptions and methods used in this report, we believe the ADC is reasonable in accordance with ASOP 4 and reflects a balance among benefit security for plan members, intergenerational equity among stakeholders, and stability of periodic costs.

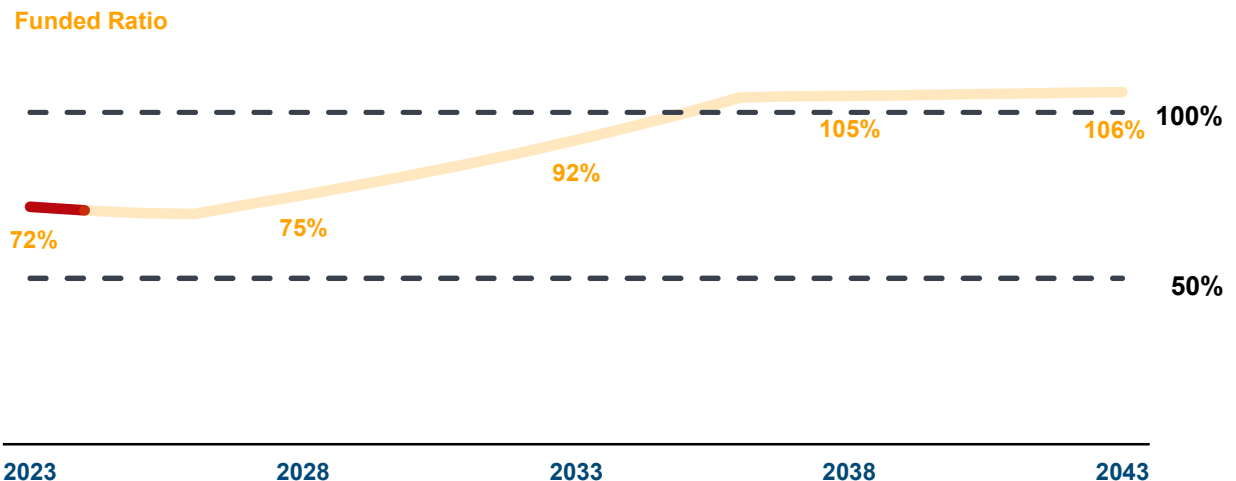
## Section I - Executive Summary

### Long-Range Forecast

If the Town pays the Actuarially Determined Contribution each year, the investments earn exactly the assumed interest rate each year, and there are no changes in the plan provisions or in the actuarial methods and assumptions, then we project the following long-range Actuarially Determined Contributions (in \$ millions):



On the basis of this forecast, the Actuarially Determined Contribution currently exceeds the sum of the Normal Cost plus one year's interest on the Unfunded Accrued Liability and the Unfunded Accrued Liability is expected to be fully amortized by 2035. Over time, the funded ratio is expected to change as follows:

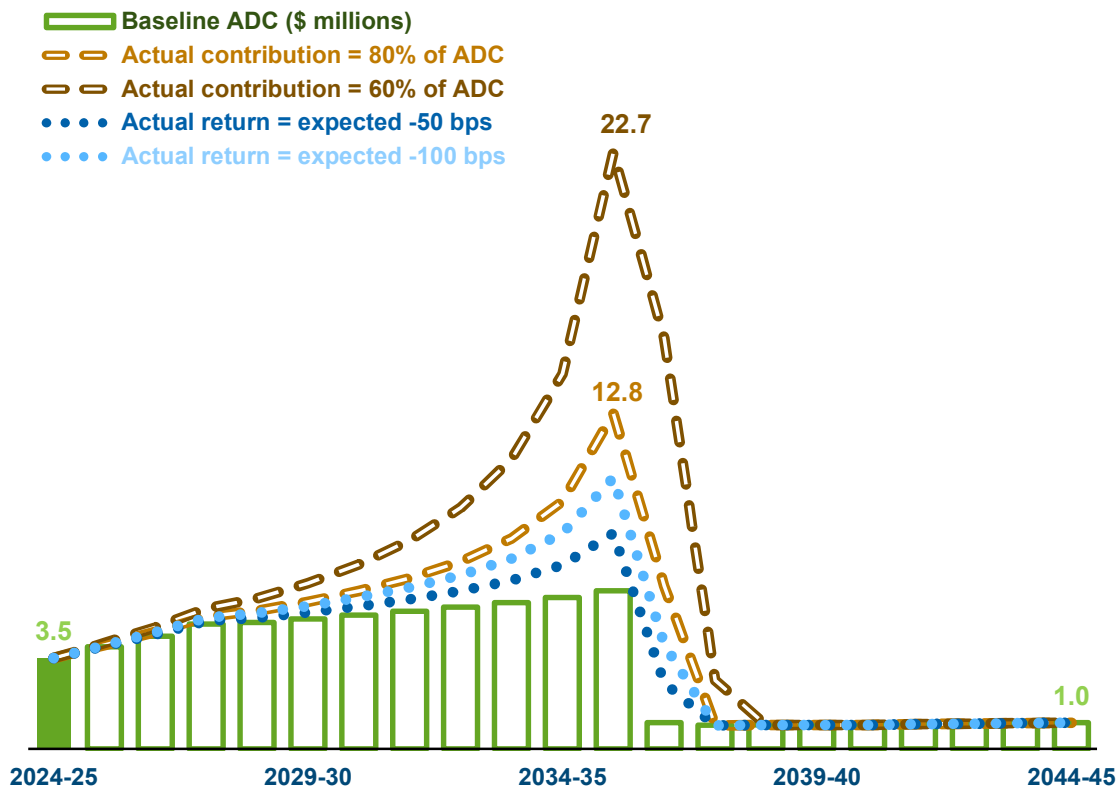


To the extent that there are future investment or liability gains or losses, changes in the actuarial assumptions or methods, or plan changes, the actual valuation results will differ from these forecasts. Please see Section III D for more details of the long range forecast.

## Section I - Executive Summary

### Long-Range Forecast (continued)

Pension benefits are paid for through a combination of contributions from the Town and from employees, and from investment income. If the Town pays less than the Actuarially Determined Contribution each year, or if the investments persistently earn less than the assumed interest rate, then the plan's funded status would suffer, and to compensate, the Town's contribution levels would be pushed higher. The risks of underfunding and underearning are illustrated in the hypothetical scenarios below:



The scenarios illustrated above are based on deterministic projections that assume emerging plan experience always exactly matches the actuarial assumptions; in particular that actual asset returns will be constant in every year of the projection period. Variation in asset returns, contribution amounts, and many other factors may have a significant impact on the long-term financial health of the plan, the liquidity constraints on plan assets, and the Town's future contribution levels. Stochastic projections could be prepared that would enable the Town to understand the potential range of future results based on the expected variability in asset returns and other factors. Such analysis was beyond the scope of this engagement.

## Section I - Executive Summary Summary of Principal Results

Membership as of	July 1, 2022	July 1, 2023
Active Members	54	49
Terminated Members	4	4
Members in DROP	0	3
Members in Pay Status	<u>84</u>	<u>87</u>
Total Count	142	143
Payroll	\$7,080,551	\$5,998,802
Assets and Liabilities as of	July 1, 2022	July 1, 2023
Market Value of Assets	\$55,076,732	\$60,101,634
Actuarial Value of Assets	65,746,708	65,741,691
Accrued Liability for Active Members	23,321,014	14,984,385
Accrued Liability for Terminated Members	335,736	702,443
Accrued Liability for Members in DROP	0	5,759,004
Accrued Liability for Members in Pay Status	<u>65,429,732</u>	<u>70,407,275</u>
Total Accrued Liability	89,086,482	91,853,107
Unfunded Accrued Liability	23,339,774	26,111,416
Funded Ratio	73.8%	71.6%
Actuarially Determined Contribution for Fiscal Year	2023-24	2024-25
Normal Cost	\$951,445	\$734,715
Past Service Cost	2,105,855	2,519,423
Interest	<u>187,260</u>	<u>199,316</u>
Actuarially Determined Contribution	3,244,560	3,453,454

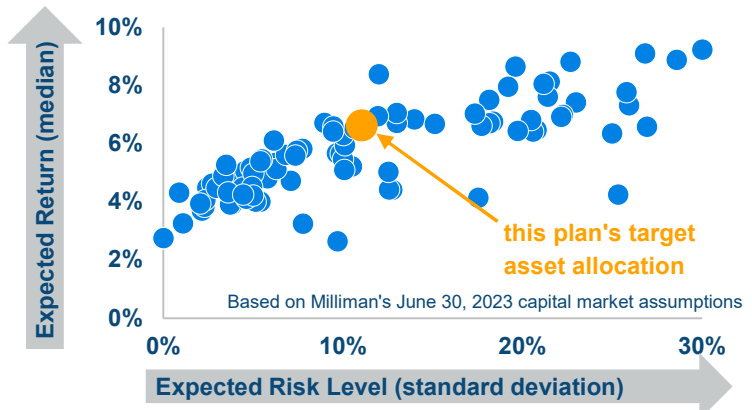
## Section I - Executive Summary

### Asset Allocation

Monies that flow out of a pension plan (benefits and expenses) must be matched over the long term by monies that flow into the plan (contributions and investment income). This is expressed in a classic equation: **B** (benefits) + **E** (expenses) = **C** (contributions) + **I** (investment income).

Actuarial assumptions enable us to anticipate the long-term levels of **B** (benefits) and **E** (expenses) that will be paid out of the plan. In order to determine the appropriate level of **C** (contributions) that should come in to the plan, we must first anticipate the long-term level of **I** (investment income) the plan is likely to receive. That is why, for purposes of calculating the Actuarially Determined Contribution, we measure this plan's liability using the long-term rate of investment returns this plan's portfolio is expected to generate.

Pension plans construct their portfolios by allocating assets across a wide range of asset classes with different risk and return profiles; the graph includes nearly 100 asset classes that pension plans invest in. As the graph illustrates, asset classes with higher expected returns also have higher risk levels; that is, a higher likelihood of experiencing both very good returns and very bad returns. Asset classes with lower expected returns also have lower risk levels.



The plan's target allocation represents a balance. Investing in lower-returning asset classes should reduce future investment returns and therefore increase future Town contributions, but the lower risk levels would result in lower year-over-year volatility in the Actuarially Determined Contribution and might provide more benefit security for plan members. Conversely, investing in higher-returning asset classes should increase future investment returns and therefore reduce future Town contributions, but would also increase the volatility of those contributions and potentially reduce benefit security for plan members.

In the graph above, the asset class with the lowest risk level is US Cash, and the asset class with the highest risk level is Private Equity. If the plan were invested 100% in either of these extremes, it would impact the interest rate assumption and therefore the Accrued Liability, Funded Ratio, and ultimately the Town's annual contributions; the volatility of the contributions would also change based on the risk level of the portfolio:

	100% US Cash *	Plan's Interest Rate Assumption	100% Private Equity
Expected long-term return (median)	3.26%	6.125%	9.23%
Expected risk level (standard deviation)	1.1%	11.1%	30.0%
Accrued Liability on July 1, 2023 **	\$129.2 million	\$91.9 million	\$63.4 million
Funded Ratio on July 1, 2023 ***	51%	71%	104%

\* This would be considered a "low-default-risk obligation measure" (LDROM) using the language of ASOP 4.

\*\* Calculated using the same actuarial assumptions and methods that were used for this valuation, except for the interest rate; the plan's duration on the valuation date, as measured for GASB 68 purposes, was used to estimate the impact of the interest rate difference relative to the valuation interest rate assumption.

\*\*\* Measured using the Actuarial Value of Assets



## Section II - Plan Assets

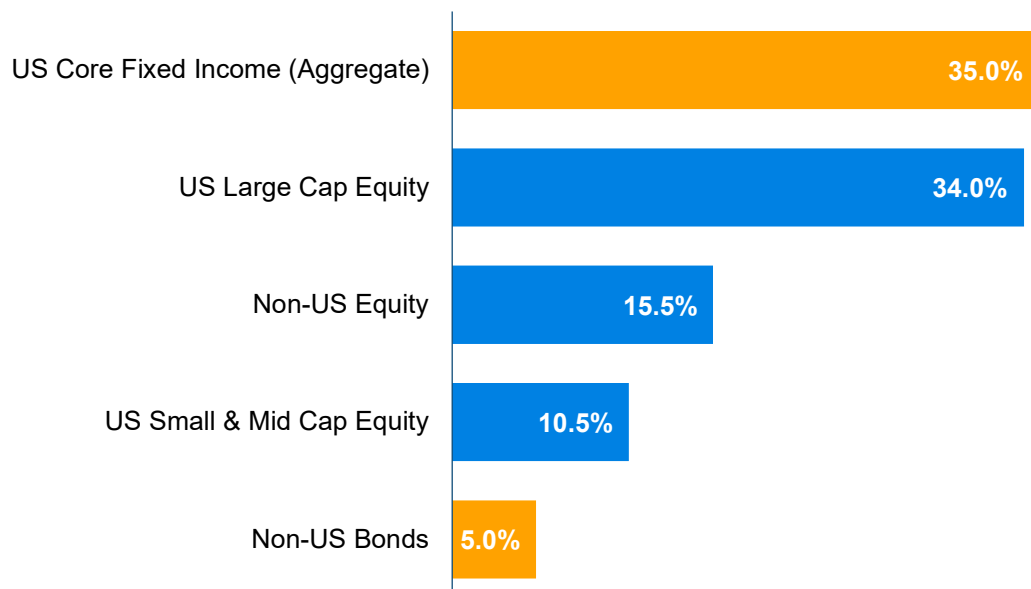
### A. Summary of Fund Transactions

<b>Market Value as of July 1, 2022</b>	<b>\$55,076,732</b>
Town Contributions	3,180,826
Member Contributions	582,318
Net Investment Income	6,287,712
Benefit Payments	(4,983,407)
Administrative Expenses	(42,547)
<b>Market Value as of June 30, 2023</b>	<b>60,101,634</b>
Expected Return on Market Value of Assets	3,334,681
Market Value (Gain)/Loss	(2,953,031)
Approximate Rate of Return *	11.549%

\* The rate shown here is not the dollar or time weighted investment yield rate which measures investment performance. It is an approximate net return assuming all activity occurred on average midway through the fiscal year.

#### Target Asset Allocation as of June 30, 2023

- Equity
- Fixed Income



## Section II - Plan Assets

### B. Development of Actuarial Value of Assets

In order to minimize the impact of market fluctuations on the contribution level, we use an Actuarial Value of Assets that recognizes gains and losses non-asymptotically over a five year period. The Actuarial Value of Assets as of July 1, 2023 is determined below.

1.	Expected Market Value of Assets:			
	a. Market Value of Assets as of July 1, 2022			\$55,076,732
	b. Town and Member Contributions			3,763,144
	c. Benefit Payments and Administrative Expenses			(5,025,954)
	d. Expected Earnings Based on 6.125% Interest			<u>3,334,681</u>
	e. Expected Market Value of Assets as of July 1, 2023			57,148,603
2.	Actual Market Value of Assets as of July 1, 2023			60,101,634
3.	Market Value (Gain)/Loss: (1e) - (2)			(2,953,031)
4.	Delayed Recognition of Market (Gains)/Losses:			
			<b>Percent Not</b>	<b>Amount Not</b>
	<b>Plan Year End</b>	<b>(Gain)/Loss</b>	<b>Recognized</b>	<b>Recognized</b>
	06/30/2023	(\$2,953,031)	80%	(\$2,362,425)
	06/30/2022	<u>13,337,470</u>	60%	<u>8,002,482</u>
				5,640,057
5.	Actuarial Value of Assets as of July 1, 2023: (2) + (4)			65,741,691
6.	Approximate Rate of Return on Actuarial Value of Assets			1.932%
7.	Actuarial Value (Gain)/Loss			2,729,775

## Section III - Development of Contribution

### A. Past Service Cost

In determining the Past Service Cost, the Unfunded Accrued Liability is amortized as a level percent over a closed 13 year period starting July 1, 2022.

	July 1, 2022	July 1, 2023
1. Accrued Liability		
Active Members	\$23,321,014	\$14,984,385
Terminated Vested Members	335,736	702,443
DROP Members	0	5,759,004
Service Retirees	55,824,877	61,379,561
Disabled Retirees	2,381,150	2,384,093
Beneficiaries	<u>7,223,705</u>	<u>6,643,621</u>
Total Accrued Liability	89,086,482	91,853,107
2. Actuarial Value of Assets (see Section IIB)	65,746,708	65,741,691
3. Unfunded Accrued Liability: (1) - (2)	23,339,774	26,111,416
4. Funded Ratio: (2) / (1)	73.8%	71.6%
5. Amortization Period	13	12
6. Amortization Growth Rate	3.25%	3.25%
7. Past Service Cost: (3) amortized over (5)	2,105,855	2,519,423

## Section III - Development of Contribution

### B. Actuarial Gains / (Losses)

From one valuation to the next, the Accrued Liability and Actuarial Value of Assets may change in ways that were not anticipated by the actuarial assumptions that were used in the last valuation. If the Accrued Liability is lower than expected or the Actuarial Value of Assets is higher than expected, we say that the plan has experienced an 'actuarial gain', and if the Accrued Liability is higher than expected or the Actuarial Value of Assets is lower than expected, we say that the plan has experienced an 'actuarial loss'. The actuarial gains / losses that arose during 2022-23 are shown below, along with the impact of plan changes and changes in the actuarial assumptions and method. Please see page 3 for more details on any changes since the last valuation.

	Accrued Liability A	Actuarial Value of Assets B	Unfunded Accrued Liability = A - B
1. Value as of July 1, 2022	\$89,086,482	\$65,746,708	\$23,339,774
2. Normal Cost as of July 1, 2022	1,548,595		1,548,595
3. Town Contributions during 2022-23		3,180,826	(3,180,826)
4. Employee Contributions during 2022-23		582,318	(582,318)
5. Benefit Payments during 2022-23	(4,983,407)	(4,983,407)	0
6. Administrative Expenses during 2022-23		(42,547)	42,547
7. One year of interest on (1) thru (2) at 6.125%	5,551,398	4,026,986	1,524,412
8. Half year of interest on (3) thru (6) at 6.125%	<u>(152,617)</u>	<u>(39,418)</u>	<u>(113,199)</u>
9. Expected value as of July 1, 2023	91,050,451	68,471,466	22,578,985
10. Actual value as of July 1, 2023 before any plan, assumption, or method changes	91,624,301	65,741,691	25,882,610
11. Experience gains / losses: (10) - (9)	573,850	(2,729,775)	3,303,625
12. Impact of plan changes (see page 3)	228,806	0	228,806
13. Impact of assumption changes (see page 3)	0	0	0
14. Impact of method changes (see page 3)	0	0	0
15. Final value as of July 1, 2023	91,853,107	65,741,691	26,111,416

## Section III - Development of Contribution

### C. Actuarially Determined Contribution

	2023-24	2024-25
1. Total Normal Cost	\$1,548,595	\$1,277,058
2. Expected Member Contributions	637,250	586,143
3. Expected Administrative Expenses	40,100	43,800
4. Employer Normal Cost: (1) - (2) + (3)	951,445	734,715
5. Past Service Cost (see Section IIIA)	2,105,855	2,519,423
6. Interest on (4) + (5) to beginning of fiscal year	187,260	199,316
7. Actuarially Determined Contribution: (4) + (5) + (6)	3,244,560	3,453,454
8. Actuarially Determined Contribution as a Percent of Payroll	45.8%	57.6%

## Section III - Development of Contribution

### D. Long Range Forecast

This forecast is based on the results of the July 1, 2023 actuarial valuation and assumes that the Town will pay the Actuarially Determined Contribution each year, the assets will return the assumed interest rate on a market value basis each year, and there are no future changes in the actuarial methods or assumptions or in the plan provisions. For purposes of this forecast the amortization period declines to 1 year to illustrate the progress of the plan towards becoming fully funded; in actual practice the amortization period will not be less than 10 years in order to shield the Town from contribution volatility. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

Valuation Date	Values as of the Valuation Date				Fiscal Year	Cash Flows Projected to the Following Fiscal Year			
	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio		Town Contributions	Member Contributions	Benefit Payments	Net Cash Flows
7/1/2023	\$91,853,107	\$65,741,691	\$26,111,416	71.6%	2024-25	\$3,453,454	\$553,393	(\$5,245,375)	(\$1,238,528)
7/1/2024	93,465,000	65,867,000	27,598,000	70.5%	2025-26	3,874,000	568,000	(5,320,000)	(878,000)
7/1/2025	95,172,000	66,283,000	28,889,000	69.6%	2026-27	4,286,000	585,000	(5,436,000)	(565,000)
7/1/2026	96,895,000	67,222,000	29,673,000	69.4%	2027-28	4,741,000	589,000	(5,572,000)	(242,000)
7/1/2027	98,698,000	71,334,000	27,364,000	72.3%	2028-29	4,804,000	604,000	(5,640,000)	(232,000)
7/1/2028	100,403,000	75,403,000	25,000,000	75.1%	2029-30	4,933,000	621,000	(5,765,000)	(211,000)
7/1/2029	102,150,000	79,730,000	22,420,000	78.1%	2030-31	5,082,000	631,000	(5,920,000)	(207,000)
7/1/2030	103,957,000	84,343,000	19,614,000	81.1%	2031-32	5,226,000	647,000	(6,023,000)	(150,000)
7/1/2031	105,687,000	89,240,000	16,447,000	84.4%	2032-33	5,386,000	662,000	(6,176,000)	(128,000)
7/1/2032	107,444,000	94,494,000	12,950,000	87.9%	2033-34	5,557,000	671,000	(6,364,000)	(136,000)
7/1/2033	109,194,000	100,090,000	9,104,000	91.7%	2034-35	5,754,000	683,000	(6,491,000)	(54,000)
7/1/2034	110,876,000	106,020,000	4,856,000	95.6%	2035-36	6,013,000	700,000	(6,565,000)	148,000
7/1/2035	112,508,000	112,394,000	114,000	99.9%	2036-37	996,000	718,000	(6,629,000)	(4,915,000)
7/1/2036	114,193,000	119,366,000	(5,173,000)	104.5%	2037-38	893,000	736,000	(6,771,000)	(5,142,000)
7/1/2037	115,948,000	121,547,000	(5,599,000)	104.8%	2038-39	908,000	751,000	(6,912,000)	(5,253,000)
7/1/2038	117,760,000	123,624,000	(5,864,000)	105.0%	2039-40	910,000	757,000	(7,059,000)	(5,392,000)
7/1/2039	119,495,000	125,712,000	(6,217,000)	105.2%	2040-41	912,000	788,000	(7,114,000)	(5,414,000)
7/1/2040	121,209,000	127,783,000	(6,574,000)	105.4%	2041-42	943,000	810,000	(7,154,000)	(5,401,000)
7/1/2041	123,009,000	129,955,000	(6,946,000)	105.6%	2042-43	964,000	833,000	(7,209,000)	(5,412,000)
7/1/2042	124,919,000	132,272,000	(7,353,000)	105.9%	2043-44	989,000	845,000	(7,472,000)	(5,638,000)

## Section III - Development of Contribution

### E. History of Funded Status

Valuation Date	Actuarial Value of Assets	Accrued Liability	Unfunded Accrued Liability	Funded Ratio
July 1, 2013	\$28,505,350	\$53,455,897	\$24,950,547	53.3%
July 1, 2014	31,673,813	55,606,605	23,932,792	57.0%
July 1, 2015	35,321,259	59,022,146	23,700,887	59.8%
July 1, 2016	37,835,177	62,249,703	24,414,526	60.8%
July 1, 2017	41,264,222	64,483,784	23,219,562	64.0%
July 1, 2018	44,992,789	67,817,928	22,825,139	66.3%
July 1, 2019	48,316,732	72,119,566	23,802,834	67.0%
July 1, 2020	52,122,725	73,046,544	20,923,819	71.4%
July 1, 2021	65,030,805	83,172,407	18,141,602	78.2%
July 1, 2022	65,746,708	89,086,482	23,339,774	73.8%
July 1, 2023	65,741,691	91,853,107	26,111,416	71.6%

## Section III - Development of Contribution

### F. History of Town Contributions

Fiscal Year	Actuarially Determined Contribution	Actual Town Contribution	Payroll	Actual Contribution as a Percent of Payroll
2014-15	\$3,195,093	\$3,195,093	\$5,535,655	57.7%
2015-16	3,338,285	3,338,285	5,765,839	57.9%
2016-17	3,486,256	3,515,356	5,827,731	60.3%
2017-18	3,613,092	3,613,092	6,151,253	58.7%
2018-19	3,496,092	3,496,092	6,182,890	56.5%
2019-20	3,758,427	3,758,427	6,380,871	58.9%
2020-21	3,304,484	3,304,484	6,547,900	50.5%
2021-22	3,080,960	3,080,960	6,388,387	48.2%
2022-23	3,080,826	3,180,826	6,748,169	47.1%
2023-24	3,244,560	TBD	7,080,551	TBD
2024-25	3,453,454	TBD	5,998,802	TBD



## Section IV - Membership Data

### A. Reconciliation of Membership from Prior Valuation

Details of the changes in the Plan membership since the last valuation are shown below. Additional details on the Plan membership are provided in the remainder of Section IV.

	Active Members	Terminated Vested Members	Nonvested Due Refunds	DROP Members	Service Retirees	Disabled Retirees	Beneficiaries	Total
<b>Count July 1, 2022</b>	54	1	3	0	65	3	16	142
Terminated								
- vested benefits due	(1)	1	-	-	-	-	-	0
- paid refund	(1)	-	(1)	-	-	-	-	(2)
- non-vested benefits due	-	-	-	-	-	-	-	0
Entered DROP	(3)	-	-	3	-	-	-	0
Died								
- with beneficiary	-	-	-	-	(1)	-	1	0
- no beneficiary	(1)	-	-	-	-	-	(2)	(3)
Benefits expired	-	-	-	-	-	-	-	0
New member	6	-	-	-	-	-	-	6
Retired	(5)	-	-	-	5	-	-	0
New Alternate Payee	-	-	-	-	-	-	-	0
Correction	-	-	-	-	-	-	-	0
<b>Count July 1, 2023</b>	49	2	2	3	69	3	15	143

## Section IV - Membership Data

### B. Statistics of Active Membership

	As of July 1, 2022	As of July 1, 2023
Number of Active Members	54	49
Average Age	38.4	35.9
Average Service	9.9	8.0
Total Payroll	\$7,080,551	\$5,998,802
Average Payroll	131,121	122,425

## Section IV - Membership Data

### C. Statistics of Inactive Membership

	As of July 1, 2022	As of July 1, 2023
<b>Terminated Vested Members</b>		
Number	1	2
Total Annual Benefit	\$22,674	\$58,883
Average Annual Benefit	22,674	29,442
Average Age	42.0	41.0
<b>Nonvested Members Due Refunds</b>		
Number	3	2
<b>DROP Members</b>		
Number	0	3
Total DROP Account Balance	\$0	\$113,711
<b>Service Retirees</b>		
Number	65	69
Total Annual Benefit	\$3,735,871	\$4,074,839
Average Annual Benefit	57,475	59,056
Average Age	64.1	63.8
<b>Disabled Retirees</b>		
Number	3	3
Total Annual Benefit	\$135,434	\$136,958
Average Annual Benefit	45,145	45,653
Average Age	50.8	51.8
<b>Beneficiaries</b>		
Number	16	15
Total Annual Benefit	\$661,606	\$623,554
Average Annual Benefit	41,350	41,570
Average Age	72.6	73.2

## Section IV - Membership Data

### D. Distribution of Inactive Members as of July 1, 2023

	Age	Number	Annual Benefits
<b>Terminated Vested Members</b>	< 50	2	\$58,883
	50 - 59	0	0
	60 - 69	0	0
	70 - 79	0	0
	80 - 89	0	0
	90 +	<u>0</u>	<u>0</u>
	Total	2	58,883
<b>Service Retirees</b>	< 50	11	\$775,539
	50 - 59	19	1,235,837
	60 - 69	22	1,273,414
	70 - 79	8	432,343
	80 - 89	9	357,706
	90 +	<u>0</u>	<u>0</u>
	Total	69	4,074,839
<b>Disabled Retirees</b>	< 50	2	\$108,537
	50 - 59	0	0
	60 - 69	1	28,421
	70 - 79	0	0
	80 - 89	0	0
	90 +	<u>0</u>	<u>0</u>
	Total	3	136,958
<b>Beneficiaries</b>	< 50	0	\$0
	50 - 59	1	7,238
	60 - 69	5	268,510
	70 - 79	6	276,234
	80 - 89	3	71,572
	90 +	<u>0</u>	<u>0</u>
	Total	15	623,554

## Section V - Analysis of Risk

### A. Introduction

The results of this actuarial valuation are based on one set of reasonable assumptions. However, it is almost certain that future experience will not exactly match these assumptions. As an example, the plan's investments may perform better or worse than assumed in any single year and over any longer time horizon. It is therefore important to consider the potential impacts of these likely differences when making decisions that may affect the future financial health of the plan, or of the plan's members.

In addition, as plans mature they accumulate larger pools of assets and liabilities. The increase in size in turn increases the potential magnitude of adverse experience. As an example, the dollar impact of a 10% investment loss on a plan with \$1 billion in assets and liabilities is much greater than the dollar impact for a plan with \$1 million in assets and liabilities. Since pension plans make long-term promises and rely on long-term funding, it is important to consider how mature the plan is today, and how mature it may become in the future.

Actuarial Standard of Practice No. 51 (ASOP 51) directs actuaries to provide pension plan sponsors with information concerning the risks associated with the plan:

- Identify risks that may be significant to the plan.
- Assess the risks identified as significant to the plan. The assessment does not need to include numerical calculations.
- Disclose plan maturity measures and historical information that are significant to understanding the plan's risks.

This section of the report uses the framework of ASOP 51 to communicate important information about significant risks to the plan, the plan's maturity, and relevant historical plan data.

Please see Section III D for more information on the basis for the projected results shown on the following pages.

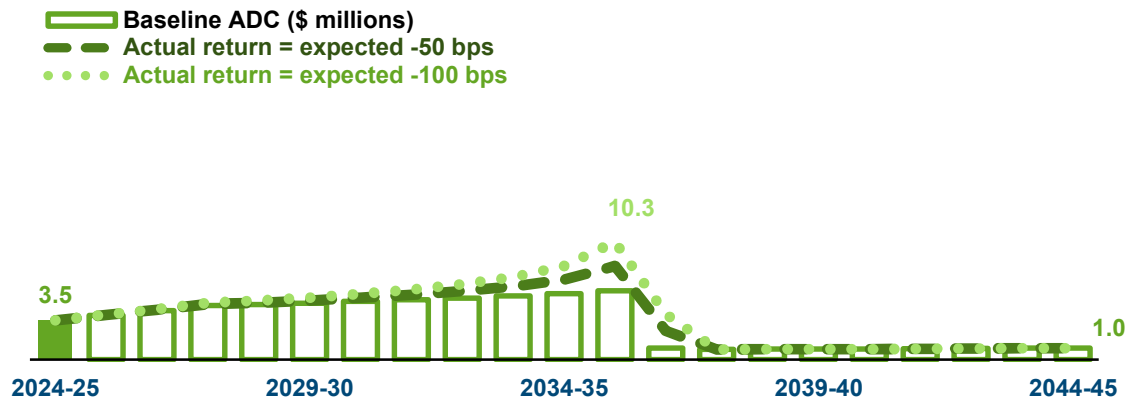
## Section V - Analysis of Risk

### B. Risk Identification and Assessment

#### Investment Risk

Definition: This is the potential that investment returns will be different than expected.

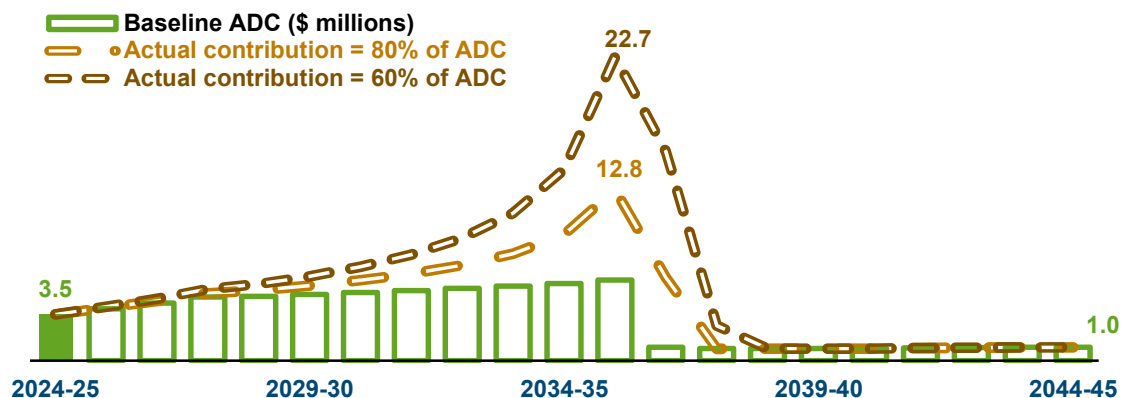
Identification: To the extent that actual investment returns differ from the assumed investment return, the plan's future assets, Actuarially Determined Contributions, and funded status may differ significantly from those presented in this valuation. The consequences of persistent underperformance on future Actuarially Determined Contribution levels are illustrated below:



#### Contribution Risk

Definition: This is the potential that actual future contributions will be less than the Actuarially Determined Contribution.

Identification: Over the past 8 years, actual contributions have been 89.8% of the Actuarially Determined Contribution in total. The consequences of persistent underfunding on future Actuarially Determined Contribution levels are illustrated below:



## Section V - Analysis of Risk

### B. Risk Identification and Assessment

#### Liquidity Risk

**Definition:** This is the potential that assets must be liquidated at a loss earlier than planned in order to pay for the plan's benefits and operating costs. This risk is heightened for plans with negative cash flows, in which contributions are not sufficient to cover benefit payments plus expenses.

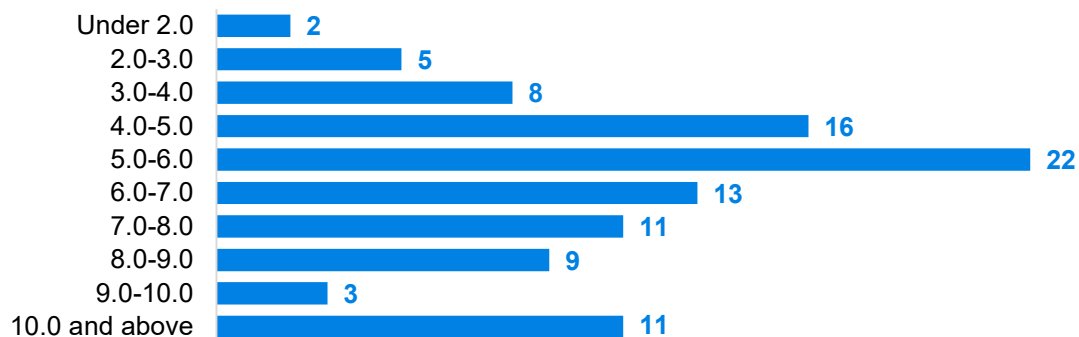
**Identification:** In 2022-23, the plan had negative cash flow, with town and member contributions to the plan of \$3,763,144 compared to \$5,025,954 of benefit payments and administrative expenses paid out of the plan. We suggest that you consult with your investment advisors with respect to the liquidity characteristics of the plan's investment holdings.

#### Maturity Risk

**Definition:** This is the potential for total plan liabilities to become more heavily weighted toward inactive liabilities over time, and for plan assets and/or liabilities to become larger relative to the active member liability.

**Identification:** The plan is subject to maturity risk because as plan assets and liabilities continue to grow, the dollar impact of any gains or losses on the assets or liabilities also becomes larger.

**Assessment:** As of July 1, 2023, the plan's Asset Volatility Ratio (the ratio of the market value of plan assets to payroll) is 10.0. According to Milliman's 2022 Public Pension Funding Study, the 100 largest US public pension plans have the following range of Asset Volatility Ratios:



#### Inflation Risk

**Definition:** This is the potential for a pension to lose purchasing power over time due to inflation.

**Identification:** The members of pension plans without fully inflation-indexed benefits are subject to the risk that their purchasing power will be reduced over time due to inflation.

**Assessment:** Members who retire on or before January 1, 2007 receive an annual benefit increase of 1.50%. For this group of members, their pension benefits have some insulation against inflation risk. Members who retire after January 1, 2007 do not receive benefit increases after retirement, so these members bear all of the inflation risk.

## Section V - Analysis of Risk

### B. Risk Identification and Assessment

#### Insolvency Risk

Definition: This is the potential that a plan will become insolvent; that is, assets will be fully depleted.

Identification: If a plan becomes insolvent, contractually required benefits must be paid from the plan sponsor's other remaining assets.

Assessment: Under the GASB 68 depletion date methodology, the plan is not projected to become insolvent. Please see the GASB 68 report for more details on the underlying analysis.

#### Demographic Risks

Definition: This is the potential that mortality, turnover, retirement, or other demographic experience will be different than expected.

Identification: The pension liabilities reported herein have been calculated by assuming that members will follow patterns of demographic experience as described in Appendix B. If actual demographic experience or future demographic assumptions are different from what is assumed to occur in this valuation, future pension liabilities, Actuarially Determined Contributions, and funded status may differ significantly from those presented in this valuation. Formal Experience Studies performed on a regular basis are helpful in ensuring that the demographic assumptions reflect emerging plan experience.

#### Pensionable Earnings Risk

Definition: This is the potential for active members to add items to their pensionable earnings and receive pension benefits that are higher than expected.

Identification: This plan uses gross earnings to determine pension amounts. To the extent that members have years with substantial amounts of overtime pay, this could put upward pressure on subsequent Actuarially Determined Contributions.

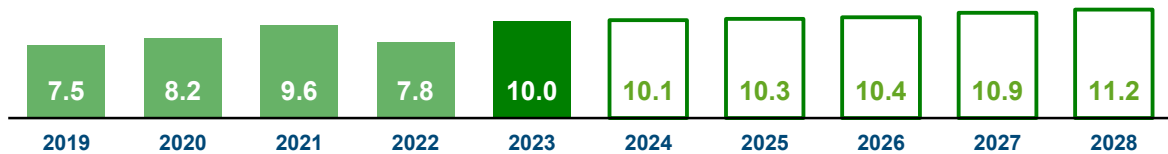


## Section V - Analysis of Risk

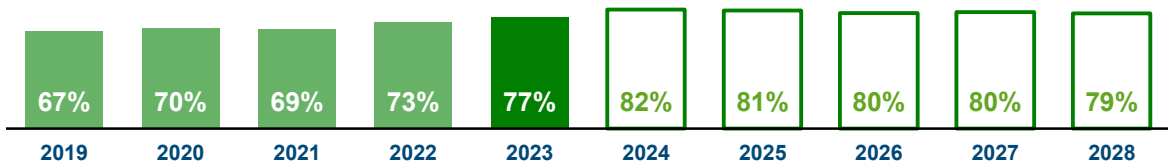
### C. Maturity Measures

The metrics presented below are different ways of understanding the plan's maturity level, both in the past and as it is expected to change in the coming years.

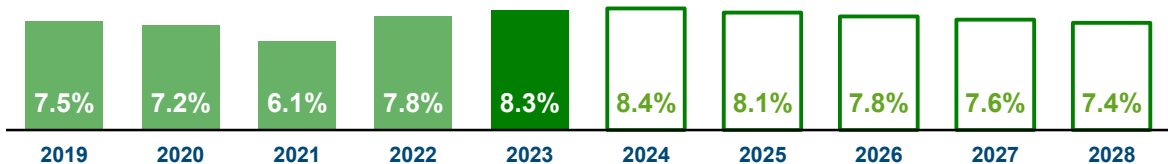
#### Asset Volatility Ratio: Market Value of Assets compared to Payroll



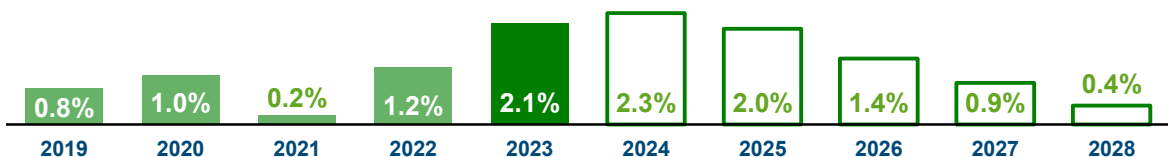
#### Accrued Liability for members in pay status compared to total Accrued Liability



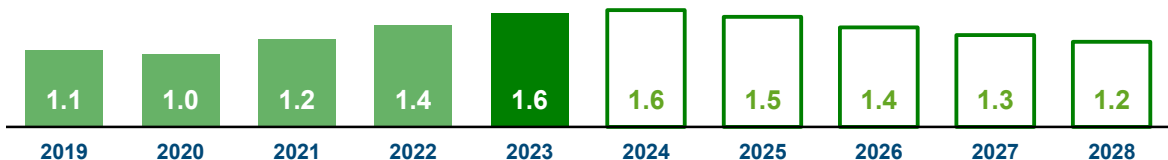
#### Benefit Payments compared to Market Value of Assets



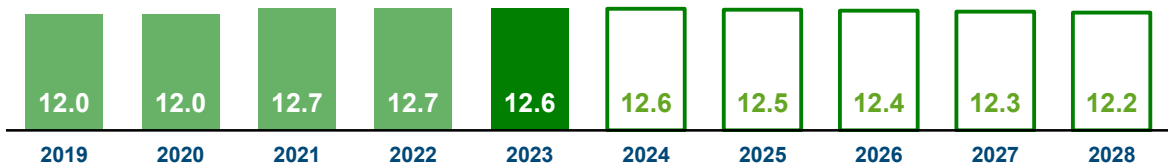
#### Net Cash Flows compared to Market Value of Assets



#### Benefit Payments compared to Town Contributions



#### Duration of Accrued Liability (based on GASB 68 sensitivity disclosures)



## Appendix A - Actuarial Funding Method

The actuarial funding method used in the valuation of this Plan is known as the Entry Age Normal Method. The Actuarially Determined Contribution consists of three pieces: Normal Cost plus a Past Service Cost payment to gradually eliminate the Unfunded Accrued Liability plus Interest to reflect the timing of the contribution relative to the valuation date to reflect the one-year lag between the valuation date and when the contribution is expected to be paid.

The Normal Cost is determined by calculating the present value of future benefits for present active Members that will become payable as the result of death, disability, retirement or termination. This cost is then spread as a level percentage of earnings from entry age to termination as an Active Member. If Normal Costs had been paid at this level for all prior years, a fund would have accumulated. Because this fund represents the portion of benefits that would have been funded to date, it is termed the Accrued Liability. In fact, it is calculated by adding the present value of benefits for Retired Members and Terminated Vested Members to the present value of benefits for Active Members and subtracting the present value of future Normal Cost contributions.

The funding cost of the Plan is derived by making certain specific assumptions as to rates of interest, mortality, turnover, etc. which are assumed to hold for many years into the future. Since actual experience may differ somewhat from the assumptions, the costs determined by the valuation must be regarded as estimates of the true costs of the Plan.

The Unfunded Accrued Liability is the excess of the Accrued Liability over the assets which have been accumulated for the plan. This Unfunded Accrued Liability is amortized as a level percent over a closed period of 13 years starting on July 1, 2022.

The Actuarial Value of Assets is determined by recognizing market gains and losses non-asymptotically over a five year period.

The long-range forecasts included in this report have been developed by assuming that members will terminate, retire, become disabled, and die according to the actuarial assumptions with respect to these causes of decrement, and that pay increases, cost of living adjustments, and so forth will likewise occur according to the actuarial assumptions. Members who are projected to leave active employment are assumed to be replaced by new active members with the same age, service, gender, and pay characteristics as those hired in the past few years.

## Appendix B - Actuarial Assumptions

Each of the assumptions used in this valuation was set based on industry standard published tables and data, the particular characteristics of the plan, relevant information from the plan sponsor or other sources about future expectations, and our professional judgment regarding future plan experience. We believe the assumptions are reasonable for the contingencies they are measuring, and are not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

<b>Interest Rate</b>	6.125%
<b>Amortization Growth Rate</b>	3.25%
<b>Expenses</b>	Administrative expenses paid in the prior year, increased by 3% and rounded to the nearest \$100.
<b>Salary Scale</b>	3.25%
<b>Mortality</b>	PubS-2010 Mortality Table for Employees, Healthy Annuitants and Disabled Annuitants with generational projection of future improvements per the MP-2021 Ultimate scale. This assumption incorporates the expectation of mortality improvements beyond the valuation date.
<b>Turnover</b>	None.
<b>Retirement</b>	50% in the first year eligible for Normal Retirement (75% if DROP eligible). 15% in each following year. 100% at age 65. For employees hired after October 1, 2013, no retirements are assumed prior to the completion of 25 years of service.
<b>Disability</b>	11th Railroad Retirement Board Disability Rates.
<b>Marital Status</b>	80% of members are assumed to be married with wives 3 years younger than husbands.
<b>Cost of Living Adjustment</b>	1.50%
<b>Worker's Compensation</b>	10% of Final Average Earnings.

## Appendix C - Summary of Plan Provisions

This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself. To the extent that this summary does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

<b>Eligibility</b>	Employed for twenty or more hours a week for more than 5 months per calendar year.
<b>Employee Contributions</b>	<p>8% of after tax earnings, 8.5% of after tax earnings effective July 1, 2015 and 9% of after tax earnings effective July 1, 2016. Interest is credited at 4% per annum.</p> <p>Refund of Employee Contributions with interest to date of termination of employment or death, unless the employee is eligible for a deferred retirement income.</p>
<b>Continuous Service</b>	The period of continuous employment with the Police Department beginning with the first of the month following date of employment measured in years and full months.
<b>Final Average Earnings</b>	Highest average gross earnings received in any three full calendar years.
<b>Normal Retirement Date</b>	<p>Hired prior to January 1, 2007: the earlier of age 50 or the completion of 20 years of service.</p> <p>Hired after January 1, 2007 but before October 1, 2013: the later of age 45 and the completion of 20 years of service; in order to be eligible for cost of living adjustments and retiree insurance benefits, the earlier of age 50 and the completion of 25 years of service.</p> <p>Hired after October 1, 2013: the later of age 45 and the completion of 20 years of service; in order to be eligible for retiree insurance benefits, the later of age 50 and the completion of 25 years of service.</p>
<b>Normal Retirement Benefit</b>	2.5% of Final Average Earnings multiplied by Continuous Service. For employees hired after January 1, 2007 the benefit is capped at the lesser of 70% of base compensation in the year prior to retirement and 62.5% of Final Average Earnings.
<b>Early Retirement Date</b>	Age 45 and 10 years of Continuous Service.
<b>Early Retirement Benefit</b>	Benefit is based on Continuous Service and Final Average Earnings to actual retirement date actuarially reduced for early commencement.

## Appendix C - Summary of Plan Provisions

<b>Deferred Retirement Date</b>	Members may continue to work beyond Normal Retirement.
<b>Deferred Retirement Benefit</b>	Benefit based on Continuous Service and Final Average Earnings to actual date of retirement.
<b>Death Benefit Eligibility</b>	Married Member (for at least one year) or with minor children. Age 25 with 1 year of Aggregate Service.
<b>Death Benefit</b>	35% of benefit accrued to date of death.
<b>Disability Retirement</b>	Members not covered under the Long Term Disability Contract.
<b>Disability Retirement Benefit</b>	60% of earnings at the time of disability, less Worker's Compensation.
<b>Termination Benefit Eligibility</b>	Ten years of Continuous Service.
<b>Termination Benefit</b>	Benefit accrued to date of termination with payment commencing on Normal Retirement Date.
<b>Cost of Living Adjustment</b>	One half of active salary increases.
<b>Deferred Retirement Option Plan (DROP)</b>	A member is eligible to participate in the DROP at Normal Retirement Date. The DROP period can be from 1 to 5 years, in increments of whole years. During the DROP period, the member will not accrue additional pension benefits. Each month, an amount equal to the member's pension benefit (determined as if the member had retired at the start of the DROP period) will be contributed to a separate 401a Plan. At the end of the DROP period, the member will commence receiving pension benefits from this Plan and will be eligible to withdraw the 401a Plan account balance. During the DROP period the member will continue to make employee contributions to this Plan.

## Appendix D - Glossary

**Actuarial Cost Method** - This is a procedure for determining the Actuarial Present Value of Benefits and allocating it to time periods to produce the Actuarial Accrued Liability and the Normal Cost.

**Accrued Liability** - This is the portion of the Actuarial Present Value of Benefits attributable to periods prior to the valuation date by the Actuarial Cost Method (i.e., that portion not provided by future Normal Costs).

**Actuarial Assumptions** - With any valuation of future benefits, assumptions of anticipated future events are required. If actual events differ from the assumptions made, the actual cost of the plan will vary as well. Some examples of key assumptions include the interest rate, salary scale, and rates of mortality, turnover and retirement.

**Actuarial Present Value of Benefits** - This is the present value, as of the valuation date, of future payments for benefits and expenses under the Plan, where each payment is: a) multiplied by the probability of the event occurring on which the payment is conditioned, such as the probability of survival, death, disability, termination of employment, etc.; and b) discounted at the assumed interest rate.

**Actuarial Value of Assets** - This is the value of cash, investments and other property belonging to the plan, typically adjusted to recognize investment gains or losses over a period of years to dampen the impact of market volatility on the Actuarially Determined Contribution.

**Actuarially Determined Contribution ("ADC")** - This is the employer's periodic contributions to a defined benefit plan, calculated in accordance with actuarial standards of practice.

**Attribution Period** - The period of an employee's service to which the expected benefit obligation for that employee is assigned. The beginning of the attribution period is the employee's date of hire and costs are spread across all employment.

**Interest Rate** - This is the long-term expected rate of return on any investments set aside to pay for the benefits. In a financial reporting context (e.g., GASB 68) this is termed the Discount Rate.

**Normal Cost** - This is the portion of the Actuarial Present Value of Benefits allocated to a valuation year by the Actuarial Cost Method.

**Past Service Cost** - This is a catch-up payment to fund the Unfunded Accrued Liability over time (generally 10 to 30 years). A closed amortization period is a specific number of years counted from one date and reducing to zero with the passage of time; an open amortization period is one that begins again or is recalculated at each valuation date. Also known as the Amortization Payment.

**Return on Plan Assets** - This is the actual investment return on plan assets during the fiscal year.

**Unfunded Accrued Liability** - This is the excess of the Accrued Liability over the Actuarial Value of Assets.