

Report of
AN ACTUARIAL VALUATION
December 31, 1985 of the
City of Duluth
Firemen's Relief Association
Duluth, Minnesota

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ACTUARIES & CONSULTANTS

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May 2, 1986

Board of Trustees
City of Duluth Firemen's Relief Association
Duluth, Minnesota

Submitted in this report are the results of the December 31, 1985 actuarial valuation of the assets, actuarial values, and contribution requirements associated with the benefits provided by the Duluth Firemen's Relief Association.

The valuation results contained in Section A provide the actuarial information needed to determine the employer's "minimum obligation" effective January 1, 1987. Section A also contains comments regarding the valuation results.

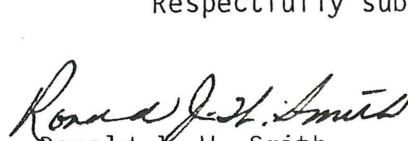
The valuation was based upon information furnished by the association concerning benefits, financial transactions, active members, terminated members, retirants and beneficiaries. Data was checked for year to year consistency but was not otherwise audited by us. This information is summarized in Section B.

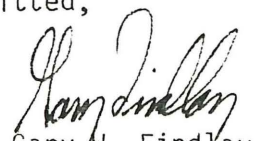
Section C contains a description of the actuarial funding method and the risk experience assumptions used. The economic risk experience assumptions, as well as the actuarial funding method to be used, are established by state law.

Information needed to comply with Statement of Financial Accounting Standards No. 35 is contained in Section D.

The actuarial valuation was prepared using generally accepted actuarial principles and practices based upon the methods, assumptions, summary of plan provisions and the member and financial data described in this report.

Respectfully submitted,


Ronald J. W. Smith


Gary W. Findlay
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SECTION A
RESULTS OF THE VALUATION

COMMENTS

Economic Assumptions and Financing Method

The economic assumptions of 5% annual investment return and 3 1/2% annual salary increases are established by state law. State law also specifies that the annual minimum obligation of the municipality shall be determined by adding (i) the employer normal cost percent times covered payroll to (ii) the level dollar amount required to amortize the unfunded actuarial accrued liability by December 31, 2010.

It is worth noting that when the same assumptions and methods are applied to plans which differ in nature, the valuation results may not be comparable (for example, it is currently not valid to compare valuation results for a plan having full escalation to valuation results for a plan having a 3 1/2% cap on escalation). Caution should be exercised when attempting to assess the financial condition of one Association relative to another on the basis of valuation results produced using the assumptions and methods mandated by state law.

Results of the December 31, 1985 Valuation

The results presented in this December 31, 1985 actuarial valuation report are slightly different than the preliminary results outlined in the Analysis of the Proposal to Phase Out Local Association and Provide Benefits Under PERA dated February 7, 1986. These differences occurred due to the fact that the earlier report was prepared on the basis of preliminary salary and asset information.

Duluth Firemen's Relief Association
 CONTRIBUTION RATE TO PROVIDE BENEFITS
 Member portion & Employer portion
 Effective January 1, 1987

<u>Contributions for</u>	<u>If Paid Equally Throughout Year</u> Normal Cost % of Active Payroll for 1987	+	<u>UAAL Dollars</u>
Normal cost of annuities:			
Age & service: to members	15.74%		
Age & service: to survivors	2.54		
Disability	3.00		
Death before retirement	1.79		
Refunds of member contributions	0.00		
Total Normal Cost	23.07%		
Amortization of unfunded actuarial accrued liabilities (UAAL) (24 year level dollar payment)			
Retired lives			\$1,132,253
Active members			998,782
Total			<u>2,131,035</u>
Total Cost of Benefits	23.07%	+	\$2,131,035
Member contributions	<u>8.00%</u>		
COMPUTED EMPLOYER RATE:			
(a) If Paid Equally Throughout Year	15.07%	+	\$2,131,035
(b) IF PAID AT CALENDAR YEAR END	15.44%	+	\$2,183,661

Duluth Firemen's Relief Association
Present Actuarial Condition

The Association's accrued actuarial assets were in excess of \$9.9 million on December 31, 1985 -- a considerable sum of money if unencumbered and allocated among a small group of persons. This is not the case with the Association's assets.

The following schedule puts the \$9.9 million into perspective by showing the relationship between accrued actuarial assets, actuarial accrued liabilities, and the number of persons with actual and potential claims on the Association's assets.

	<u>Accrued Actuarial Assets</u>	<u>Actuarial Accrued Liabilities</u>	<u>Unfunded Actuarial Accrued Liabilities</u>	<u>% Funded</u>
Retirants and Beneficiaries				
Retired Members (111)		\$21,548,928		
Surviving Spouses (63)		4,110,336		
Surviving Children (4)		<u>56,100</u>		
Total (178)	\$9,875,339	\$25,715,364	\$15,840,025	38.4%
Deferred Members (1)	106,576	277,524	170,948	38.4
Active Members (118)	<u>0</u>	<u>14,123,577</u>	<u>14,123,577</u>	0.0
Total	\$9,981,915	\$40,116,465	\$30,134,550	24.9%

Actuarial accrued liabilities represent the value, computed as of December 31, 1985 of:

- (i) retirement allowances likely to be paid the 178 retirants and beneficiaries; and
- (ii) the contributions assumed to have been made for the 118 active members from their entry into the plan until December 31, 1985.

To illustrate, the value of retirement allowances likely to be paid the 178 retirants and beneficiaries, discounted for investment earnings and mortality, was computed to be \$25,715,364 as of December 31, 1985. This means that if the 178 retirants and beneficiaries live and die according to the assumed mortality and if the \$25,715,364 can be invested to yield an average annual return of 5.0 percent over the remaining lifetimes of the 178 retirants and beneficiaries, then the \$25,715,364 together with investment earnings thereon will just be sufficient to pay the 178 retirants and beneficiaries their allowances for their remaining lifetimes.

With respect to active members, the actuarial accrued liability of \$14,123,577 represents the amount that would have been accumulated by December 31, 1985 if the normal cost (which is expressed as a level percentage of pay) had been contributed from the date of hire until December 31, 1985 for each of the 118 actives, if these amounts had earned 5.0% interest and if the members in the past had lived, died, withdrawn, retired and received salary increases according to the actuarial assumptions shown in this report.

Historical Funding Ratio Schedule
(\$ in thousands)

<u>Valuation Date December 31</u>	<u>Actuarial Accrued Liabilities</u>	<u>Accrued Actuarial Assets</u>	<u>Percent Funded</u>
1978	\$23,066	\$2,045	8.9%
1979	26,232	2,605	9.9
1980	28,494	3,179	11.2
1981	31,162	3,179	10.2
1982	33,105	4,844	14.6
1983	33,747	6,886	20.4
1983*	36,360	6,886	18.9
1984	37,908	8,388	22.1
1985	40,116	9,982	24.9

* After change in assumptions.

Duluth Firemen's Relief Association
 Computed Contributions - Comparative Schedule

Year Ended December 31		Total Normal Cost as a Percent of Valuation Payroll*	Contribution For Unfunded Actuarial Accrued Liabilities - \$ or %
Valuation	Fiscal		
1978	1980	21.51%	\$1,025,714
1979	1981	21.85	1,499,925
1980	1982	23.53	1,631,490
1981	1983	23.50	1,832,851
1982	1984	23.41	1,883,287
1983	1985	23.38	1,823,297
1983	1985**	25.65	2,000,666
1984	1986	24.49	2,043,837
1985	1987	23.07	2,131,035

* Includes employee contributions (currently 8%).

** After changes in assumptions.

Duluth Firemen's Relief Association

CONTRIBUTION FOR CALENDAR YEAR EFFECTIVE JANUARY 1, 1987

For any period of time the percent-of-payroll contribution rate is converted to dollars. The amount of dollars for any calendar year depends upon the results of the last actuarial valuation, and upon the timing of contributions within the year. The later the contribution date, the greater the dollar amount will be.

The municipality's dollar contribution for the year may be determined as follows:

- | | | |
|--|---------------|-----------|
| (1) Estimated covered payroll for 1987 | | \$ _____ |
| (2) Total normal cost % from page A-2 | | 23.07% |
| (3) Total normal cost (Line 1 times line 2) | | \$ _____ |
| (4) Amortization payment on UAAL from page A-2 | | 2,131,035 |
| (5) Total contributions required (Line 3 plus line 4) | | _____ |
| (6) Employee contributions (Line 1 times 8%) | | \$ _____ |
| (7) (a) State amortization aid based on
12/31/78 UAAL of \$21,020,885 | \$316,364 | |
| (b) State amortization aid based on
1984 legislation | <u>47,392</u> | |
| (c) Total State amortization aid | | \$363,756 |
| (8) Estimated insurance premium aid | | _____ |
| (9) Estimated total contributions from
other sources (Line 6 plus line 7 plus line 8) | | _____ |
| (10) Employer's Minimum Obligation if payment is made
in equal installments throughout the year.
(Line 5 minus line 9) | | \$ _____ |
| (11) EMPLOYER'S MINIMUM OBLIGATION IF PAYMENT IS MADE
AT YEAR END (Line 10 times 1.0247) | | \$ _____ |

SECTION B
VALUATION DATA
AND
SUMMARY OF BENEFIT PROVISIONS

Duluth Firemen's Relief Association
Retirants and Beneficiaries December 31, 1985
By Type of Annuity Being Paid

<u>Type of Annuity Being Paid</u>	<u>No.</u>	<u>Monthly Amounts</u>	<u>Computed Actuarial Accrued Liabilities</u>
Retirants receiving:			
Age & Service	102	\$119,242.11	\$18,228,504
Disability	<u>9</u>	<u>10,730.81</u>	<u>3,320,424</u>
Totals	111	129,972.92	21,548,928
Beneficiaries receiving:			
Spouse	63	37,878.75	4,110,336
Child	<u>4</u>	<u>962.00</u>	<u>56,100</u>
Totals	67	38,840.75	4,166,436
Totals	<u>178</u>	<u>\$168,813.67</u>	<u>\$25,715,364</u>

Inactive Members Eligible for Deferred Benefits
December 31, 1985

<u>No.</u>	<u>Monthly Amount</u>	<u>Computed Actuarial Accrued Liabilities</u>
1	\$1,047.68	\$277,524

Duluth Firemen's Relief Association
Retirants and Beneficiaries December 31, 1985
By Attained Ages

<u>Attained Ages</u>	<u>Number</u>		
	<u>Age & Service</u>	<u>Disability</u>	<u>Death Before Retirement</u>
Under 20	2		2
35-39		1	
40-44		5	
45-49		1	
50-54	7	2	1
55-59	12		2
60-64	17		
65-69	26		1
70-74	36		2
75-79	12		4
80-84	16		
85-89	17		3
90-94	5		1
95-99	<u>2</u>	<u>—</u>	<u>1</u>
Totals	152	9	17

Duluth Firemen's Relief Association
Retirants and Beneficiaries Added to and Removed from Rolls

Comparative Statement

Valuation Date December 31	No. Added to Rolls	No. Removed from Rolls	Rolls End of Year		% Incr. in Annual Allowances	Average Allowances	Discounted Value of Allowances	
			No.	Annual Allowances			Total	Average
1978			163	\$1,078,400	- %	\$ 6,616	\$12,763,263	\$ 78,302
1979	9	4	168	1,299,408	20.5	7,735	14,991,336	89,234
1980	9	15	162	1,367,448	5.2	8,441	15,734,056	97,124
1981	10	10	162	1,484,365	8.6	9,163	16,748,063	103,383
1982	4	4	162	1,573,451	6.0	9,713	17,422,695	107,548
1983	8	6	164	1,640,724	4.3	10,004	19,929,685	121,522
1984	8	5	167	1,781,351	8.6	10,667	21,198,961	126,940
1985	16	5	178	2,025,764	13.7	11,381	25,715,364	144,468

Duluth Firemen's Relief Association
Active Members December 31, 1985
By Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
25-29		3						3	\$ 86,580
30-34		12						12	346,320
35-39		15	13	6				34	981,240
40-44		2	7	17	2			28	808,080
45-49			2	6	11	1		20	577,200
50-54					10	4	1	15	432,900
55-59							2	2	57,720
60							1	1	28,860
61							1	1	28,860
62							1	1	28,860
63							1	1	28,860
Totals		32	22	29	23	5	7	118	\$3,405,480

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 42.3 years.

Service: 16.3 years.

Annual Pay: \$28,860.

Duluth Firemen's Relief Association

Comparative Schedule

Of Active Members

Valuation Date December 31	Active Members	Valuation Payroll	Average			
			Age	Service	Pay	% Incr.
1978	153	\$2,882,520	41.1 yrs.	14.7 yrs.	\$18,840	- %
1979	153	3,143,232	40.7	14.3	20,544	9.0
1980	153	3,425,976	40.2	13.7	22,392	9.0
1981	150	3,670,200	40.9	14.5	24,468	9.3
1982	147	3,812,004	41.5	15.2	25,932	6.0
1983	140	3,687,600	42.0	15.7	26,340	1.6
1984	133	3,683,568	42.4	16.3	27,696	5.1
1985	118	3,405,480	42.3	16.3	28,860	4.2

Duluth Firemen's Relief Association

Brief Summary (12/31/85) of Benefit Provisions Evaluated and/or Considered

Age & Service Retirement

Eligibility. 20 years of service and 50 years of age.

Amount. For first 20 years of service, 31.85/80 of base pay. For the 21st year, 1/80 is added. For years in excess of 21, an additional 2/80 is added up to a maximum of 40.85/80 of base pay for 25 or more years of service.

Pay Used For Plan Purposes. "Base pay" means the maximum pay of a firefighter on which benefits are based.

Disability. Disabled to the extent that unable to perform the duties of a firefighter.

Amount.

Duty Disability. 40.85/80 of base pay.

Non-Duty Disability. From 31.85/80 to 40.85/80 of base pay. (Determined by Board.)

Member's Death While Active, Or In Deferred Status, Or Retired

Eligibility.

Spouse. Legally married to member at least one year at time of separation and residing with member at time of death. Benefits terminate upon remarriage but may be reinstated if marriage terminates.

Child. Younger than age 18, or if full time student, younger than age 22.

Amount.

Spouse. 20/80 of base pay.

Child. 8/80 of base pay per child.

Maximum Family Benefit. 40/80 of base pay.

Vested Deferred. 20 years of service and separated before age 50. Payment beginning is deferred to attainment of age 50.

Post-Retirement Adjustments ("Escalator"). Each time base pay is changed, payments to all benefit recipients are simultaneously changed by the same percent that base pay changed.

Member Contributions. 8% of base pay. Non-refundable.

SECTION C

VALUATION METHODS AND ASSUMPTIONS

Duluth Firemen's Relief Association
Valuation Methods and Assumptions

The Entry Age Normal Cost method was used to determine the normal cost of all benefits.

The rate of investment return (interest) used in making the valuation was 5.0 percent per annum, compounded annually. State law requires use of this assumption.

The mortality table used was the UP-1984 Table set forward 2 years for males and set back 3 years for females.

Sample Ages	Single Life Values: Present Value of \$1 Monthly				Future Life Expectancy (Years)	
	Level		Increasing			
	For Life		3.5% Yearly			
	Men	Women	Men	Women	Men	Women
45	\$177.21	\$189.58	\$280.82	\$314.75	29.50	34.00
50	163.12	177.21	246.55	280.82	25.20	29.50
55	147.50	163.12	212.60	246.55	21.16	25.20
60	130.52	147.50	179.49	212.60	17.42	21.16
65	112.87	130.52	148.28	179.49	14.05	17.42
70	95.20	112.87	119.70	148.28	11.09	14.05
75	77.77	95.20	93.83	119.70	8.52	11.09
80	61.71	77.77	71.69	93.83	6.39	8.52

Age & service retirement was assumed to occur at age 58, or attained age if older.

Sample Rates of Separation From Active Employment Before Retirement, Death or Disability

Sample Ages	% of Active Members Separating within Next Year
20	1.50%
25	1.25
30	1.00
35	0.75
40	0.50
45	0.25
50+	0.00

Pay Adjustment Factor Used To Project Current Pays

<u>Sample Ages</u>	<u>Present Pay Resulting in Pay of \$1,000 at Age 60</u>	<u>Percent Increase in Pay During Next Year</u>
20	\$ 253	3.5%
25	300	3.5
30	356	3.5
35	423	3.5
40	503	3.5
45	597	3.5
50	709	3.5
55	842	3.5
60	1,000	3.5

Use of the pay adjustment factor illustrated above is required by state law.

Disability retirements were assumed to occur as indicated below:

<u>Sample Ages</u>	<u>% of Active Members Becoming Disabled within Next Year</u>
20	0.08%
25	0.08
30	0.08
35	0.08
40	0.20
45	0.26
50	0.49
55	0.89

SECTION D

ACCUMULATED PLAN BENEFITS

Duluth Firemen's Relief Association

Statement of the Present Value of Accumulated Plan Benefits

December 31, 1985

Actuarial Present Value of
Accumulated Plan Benefits

Vested Benefits:

Participants currently receiving payments	\$25,472,472
Other participants	4,949,206
Total Vested Benefits	<u>30,421,678</u>

Non-Vested Benefits	4,033,395
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Total Actuarial Present Value of Accumulated Plan Benefits	<u><u>\$34,455,073</u></u>
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The actuarial present value of accumulated plan benefits as of January 1, 1985, was \$31,713,428. During the year the plan experienced a net increase of \$2,741,645 in the actuarial present value of accumulated plan benefits.

The accompanying notes are an integral part of the Statement of the Present Value of Accumulated Plan Benefits.

1. The actuarial present value of accumulated plan benefits presented in this statement was determined using the following assumptions:
 - a. Future salary increases prior to retirement were not considered for active members.
 - b. Future service was considered only to the extent that it would permit active plan participants to become eligible for benefits attributable to service rendered prior to the date of determination.
 - c. Regular valuation assumptions were used as to mortality, withdrawal, retirement ages, and disability.
 - d. Investment return was assumed to be at the rate of 8% compounded annually.
 - e. Salary increase related post retirement benefit adjustments were assumed to be at the rate of 6 1/2% compounded annually unless a lower rate is specified by law.
2. The calculation of the actuarial present value of accumulated plan benefits was made because of the requirements of the Financial Accounting Standards Board. Comparison of this value with plan assets is not indicative of the future ability of the plan to pay benefits when due or of their security in a termination situation.

Calculation of contribution requirements and related benefit value information in a "going concern" environment according to the principles of level cost financing is made by the annual actuarial valuations. The results of the contribution rate calculations cannot be simply replaced by the accumulated plan benefit results. To do so will mislead.

APPENDICES

APPENDIX I

FINANCIAL PRINCIPLES AND OPERATIONAL TECHNIQUES

Promises Made, and Eventually Paid. As each year is completed, the plan in effect hands an "IOU" to each member then acquiring a year of service credit -- the "IOU" says: "The Pension Plan owes you a portion of your retirement benefits, payments to be made in cash, commencing when you qualify for retirement."

The related key financial questions are:

Which generation of taxpayers contributes the money to cover the IOU?

The present taxpayers, who receive the benefit of the member's present year of service?

Or the future taxpayers, who happen to be in town paying taxes at the later time when the IOU becomes a cash demand?

A sound principle of sound retirement plan financing is to have this year's taxpayers contribute the money to cover the IOUs being handed out this year. By following this principle, THE CONTRIBUTION RATE WILL REMAIN APPROXIMATELY LEVEL FROM GENERATION TO GENERATION -- our children and grandchildren will contribute the same percents of active payroll we contribute now.

A PENSION PLAN BECOMES CLOSED

The diagram in this appendix shows two important activities which occur after a plan has been closed to employees hired in the future.

Cash benefits paid continue to increase for decades, while active member payroll begins to decrease to zero.

Funding Method. A funding method is the long-term, planned pattern for employer contributions.

For an open plan (a plan covering future employees), the level-percent-of-active-member payroll funding method is the basic funding method.

The level-percent funding method can also be applied to a closed plan. However, the resulting contribution percent usually jumps to a high rate, because the number of covered active members is decreasing.

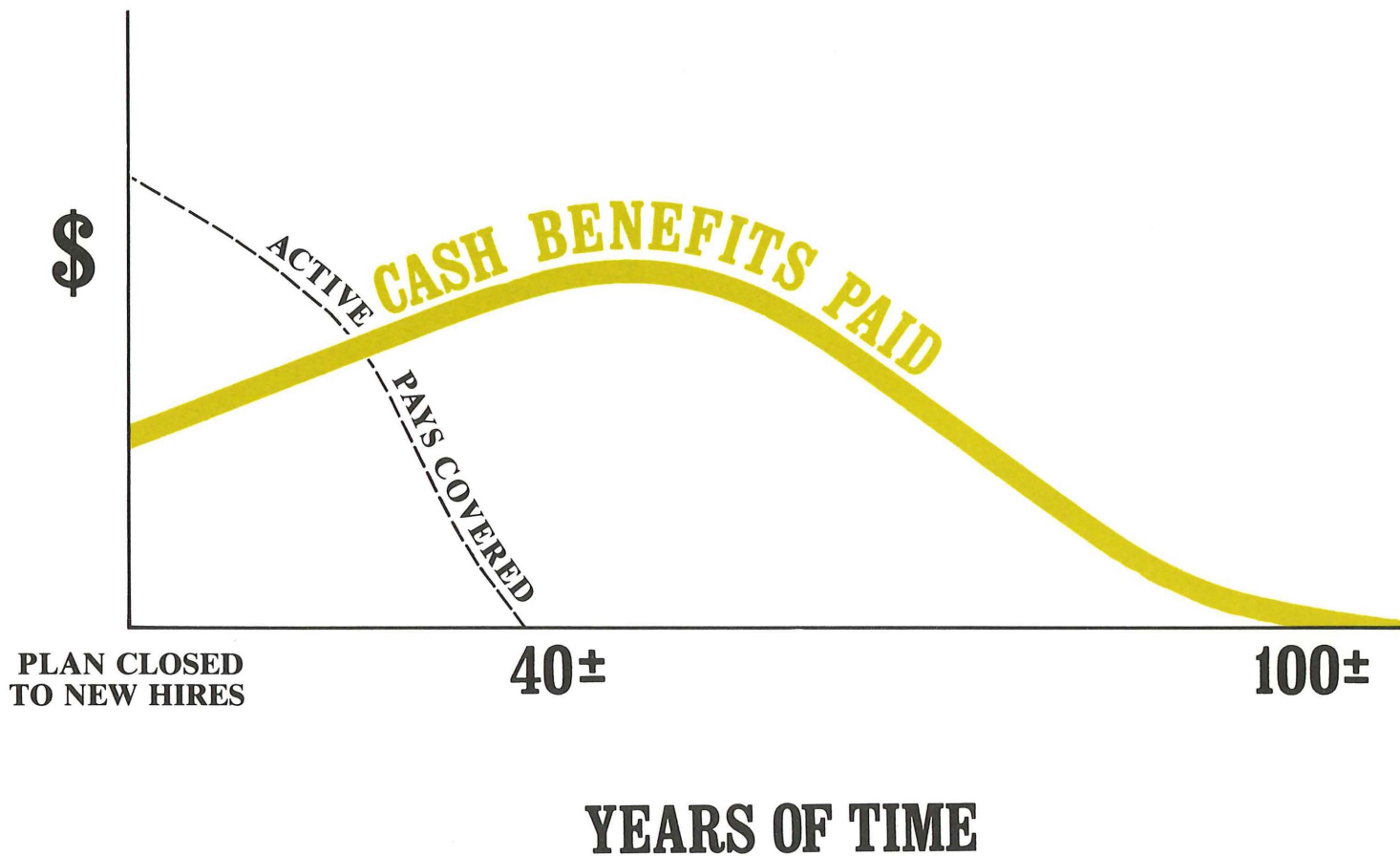
A preferred funding method for a closed plan consists of: level-percent funding for normal cost (the cost of members' service now being rendered); plus a level dollar contribution for unfunded actuarial accrued liabilities over a limited period of years. The period of years must be limited so that plan assets don't become zero while benefits are still payable.

Computing Contributions To Support Plan Benefits. From a given schedule of benefits and from the employee data and asset data furnished him, the actuary determines the contribution rates to support the benefits by means of an actuarial valuation and a funding method.

In making an actuarial valuation, assumptions must be made regarding anticipated financial experiences for the next year and for decades in the future. Only the subsequent actual experience of the plan can indicate the degree of accuracy of the assumptions. Reconciling Differences Between Assumed Experience and Actual Experience. Once actual experience has occurred and been observed, it will not coincide exactly with assumed experience, regardless of the wisdom of the assumptions or the skill of the actuary and the millions of calculations he made. The future can be predicted with considerable but not 100% precision, except for inflation which seems to defy reliable prediction.

A well-managed plan copes with these continually changing differences by having periodic actuarial valuations. Each actuarial valuation is a complete recalculation of assumed future experience, taking into account all past differences between assumed and actual experience. The result is continuing adjustment in financial position.

A CLOSED PENSION PLAN



A plan becomes closed when no new hires are admitted to active membership. The persons covered by the plan at the time of closing continue their normal activities and continue to be covered by the plan, until the last survivor dies.

CASH BENEFITS LINE. After a pension plan becomes closed, the usual pattern is for cash benefits to continue to increase for decades of time. Eventually the cash benefits will peak, and then gradually decrease over more decades of time, ultimately to zero. The last cash benefit is likely to occur a century after the time the plan is closed.

The precise amounts of cash benefits cannot be known now, and must be estimated by assumptions of future experiences in a variety of financial risk areas.

APPENDIX II
MEANING OF UNFUNDED ACCRUED LIABILITIES

Almost every pension plan (public or private) has "unfunded accrued liabilities", so whatever they are, they aren't rare. Since the term is not part of everyday conversation, it needs some definition.

"Accrued liabilities" are the present value \$ of plan promises to pay benefits in the future based upon service already rendered - - - a liability has been established ("accrued") because the service has been rendered, but the resulting monthly cash benefit may not be payable until years in the future. Accrued liabilities \$ are the result of complex mathematical calculations, which are made by the plan's actuary (which is the name given to the specialist who makes such calculations).

If "accrued liabilities" at any time exceed the plan's accrued assets (cash & investments), the difference is "unfunded accrued liabilities". This is the common condition. If the plan's assets equalled the plan's "accrued liabilities", the plan would be termed "fully funded". This is a rare condition.

Each time a plan adds a new benefit which applies to service already rendered, an "accrued liability" is created, which is also an "unfunded accrued liability" because the plan can't print instant cash to cover the accrued liability. Payment for such unfunded accrued liabilities is spread over a period of years, commonly in the 20-40 year range.

Unfunded accrued liabilities can occur in another way: If actual financial experience is less favorable than assumed financial experience, the difference is added to unfunded accrued liabilities. In plans where plan benefits are directly related to an employee's pay near time of retirement (a common plan provision) rather than his average pay throughout his working career, unfunded accrued liabilities have been increasing in recent years because unexpected rates of pay increase have created additional accrued liabilities which could not be matched by reasonable investment results. Some of these unexpected pay increases are the direct result of inflation, which is a very destructive force on financial stability.

The existence of unfunded accrued liabilities is not bad, then (any more than a mortgage on your house is "bad"), but the changes from year to year in amount of unfunded accrued liabilities are important - - - "bad" or "good" or somewhere in between.

Nor are unfunded accrued liabilities a bill payable immediately (your food costs are payable immediately), but it is important that policy-makers prevent the amount from becoming unreasonably high and it is vital that your plan have a sound method for making payments toward them so that they are controlled.

The existence of large amounts of unfunded accrued liabilities indicates that total contributions in past years were less than level - - - an almost certain history if retired life liabilities are not fully funded now.