

Report of  
AN ACTUARIAL VALUATION  
December 31, 1983 of the  
Moorhead Fire Department  
Relief Association  
Moorhead, Minnesota

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July 16, 1984

Board of Trustees  
Moorhead Fire Department Relief Association  
Moorhead, Minnesota

Submitted in this report are the results of the December 31, 1983 actuarial valuation of the assets, actuarial values, and contribution requirements associated with the benefits provided by the Moorhead Fire Department Relief Association.

The valuation results contained in Section A provide the actuarial information needed to determine the employer's "minimum obligation" effective January 1, 1985. 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.

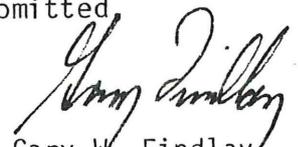
Section C contains a description of the actuarial funding method and the risk experience assumptions used. The economic risk experience assumptions, as well as the actuarial funding method to be used, are established by state law.

Information needed to comply with Statement of Financial Accounting Standards 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

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 accrued liability by December 31, 2010.

Over the past few years, both the actual rates of salary increase and investment return have generally exceeded the assumed rates, resulting in increases in the dollar amount of unfunded accrued liabilities. If the financial experiences of recent years persist, and the economic assumptions and financing method are not changed, it is reasonable to expect that unfunded accrued liabilities will increase in actual dollar amount for a number of years. This is true even though a level dollar amortization schedule is being followed. Accordingly, it is reasonable to expect that under the described conditions the actual dollar contributions required to make amortization payments will increase for a number of years. On the other hand, if inflation subsides and actual economic activity approaches assumed experience, it is reasonable to expect the dollar amount of the contribution to amortize the unfunded accrued liability to remain relatively constant. The notion that amortization dollar amounts may be increasing is not necessarily cause for alarm. If adjusted for changes in purchasing power, any future increases in the dollar contributions may or may not reflect increases in terms of real dollars (inflation adjusted dollars).

It is also 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.

### Change in Non-Economic Assumptions

The results of the recent four year experience studies we completed for 49 Minnesota Police and Fire Relief Associations demonstrated a need to change actuarial assumptions regarding (i) pre and post-retirement mortality and (ii) rates of withdrawal from active service for reasons other than retirement, death and disability.

The contribution rate presented in this report was determined using revised assumptions. The new assumptions for mortality and withdrawal are shown on page C-1.

This change in assumptions increased the normal cost rate 2.94% of payroll and increased the amortization payment by \$23,863. The increase in the unfunded actuarial accrued liability (deficit) due to these assumption changes was \$351,533.

Moorhead Fire Department Relief Association

CONTRIBUTION RATE TO PROVIDE BENEFITS

Member portion & Employer portion

Effective January 1, 1985

Contributions for	If Paid Equally Throughout Year Normal Cost % of Active Payroll for 1985	+	U.A.L. Dollars
Normal cost of annuities:			
Age & service: to members	21.73%		
Age & service: to survivors	0.87		
Disability	2.37		
Death before retirement	0.97		
Refunds of member contributions	0.33		
Total Normal Cost	<u>26.27</u>		
Amortization of unfunded accrued liabilities (UAL) (26 year level dollar payment)			
Retired lives			\$ 0
Active members			<u>158,247</u>
Total			<u>158,247</u>
Total Cost of Benefits	26.27%	+	\$158,247
Member contributions	8.00%		
COMPUTED EMPLOYER RATE:			
(a) If Paid Equally Throughout Year	18.27%	+	\$158,247
(b) IF PAID AT CALENDAR YEAR END	18.72%	+	\$162,155

Moorhead Fire Department Relief Association  
 Present Actuarial Condition

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The Association accrued actuarial assets were in excess of \$2.3 million on December 31, 1983 -- a considerable sum of money if unencumbered and allocated among a small group of persons. This is not the case with Association assets.

The following schedule puts the \$2.3 million into perspective by showing the relationship between accrued assets, accrued liabilities, and the number of persons with actual and potential claims on the Association's assets.

	Accrued Actuarial Assets	Accrued Liabilities	Unfunded Accrued Liabilities	% Funded
Retirants and Beneficiaries				
Retired Members (11)		\$1,390,676		
Surviving Spouses (5)		130,170		
Surviving Children (0)		0		
Total (16)	\$1,520,846	\$1,520,846	\$ 0	100.0%
Deferred Members (0)	0	0	0	-
Active Members (26)	805,441	3,136,678	2,331,237	25.7
Total	\$2,326,287	\$4,657,524	\$2,331,237	49.9%

Accrued liabilities represent the value, computed as of December 31, 1983 of:

- (i) retirement allowances likely to be paid the 16 retirants and beneficiaries; and
- (ii) the contributions assumed to have been made for the 26 active members from their entry into the plan until December 31, 1983.

To illustrate, the value of retirement allowances likely to be paid the 16 retirants and beneficiaries, discounted for investment earnings and mortality, was computed to be \$1,520,846 as of December 31, 1983. This means that if the 16 retirants and beneficiaries live and die according to the assumed mortality and if the \$1,520,846 can be invested to yield an average annual return of 5.0 percent over the remaining lifetimes of the 16 retirants and beneficiaries, then the \$1,520,846 together with investment earnings thereon will just be sufficient to pay the 16 retirants and beneficiaries their allowances for their remaining lifetimes.

With respect to active members, the accrued liability of \$3,136,678 represents the amount that would have been accumulated by December 31, 1983 if the normal cost (which is expressed as a level percentage of pay) had been contributed from the date of hire until December 31, 1983 for each of the 26 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)

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Valuation Date December 31	Accrued Liabilities	Accrued Assets	Percent Funded
1978	\$1,850	\$ 968	52.3%
1979	N/A	N/A	N/A
1980	3,109	1,329	42.7
1981	4,167	1,531	36.7
1982	3,858	1,994	51.7
1983	4,306	2,326	54.0
After change in assumptions	4,658	2,326	49.9

Moorhead Fire Department Relief Association  
 Computed Contributions - Comparative Schedule

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Year Ended December 31		Total Normal Cost as a Percent of Valuation Payroll*	Contribution For Unfunded Accrued Liabilities - \$ or %
Valuation	Fiscal		
1978	1980	14.16%	\$ 14,400
1979	1981	N/A	N/A
1980	1982	25.64	114,688
1981	1983	29.39	172,694
1982	1984	23.68	124,251
1983	1985	23.33	134,384
After change in assumptions		26.27	158,247

\* Includes member contributions.

Moorhead Fire Department Relief Association  
 CONTRIBUTION FOR CALENDAR YEAR EFFECTIVE JANUARY 1, 1985

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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 1985	\$ _____	
(2) Total normal cost % from page A-2	26.27%	
(3) Total normal cost (Line 1 times line 2)		\$ 158,247
(4) Amortization payment on UAL from page A-2		_____
(5) Total contributions required (Line 3 plus line 4)		_____
(6) Employee contributions (Line 1 times 8%)	\$ _____	
(7) State amortization aid based on 12/31/78 UAL of \$881,759	13,270	
(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

Moorhead Fire Department Relief Association  
 Retirants and Beneficiaries December 31, 1983  
 By Type of Annuity Being Paid

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<u>Type of Annuity Being Paid</u>	<u>No.</u>	<u>Monthly Amounts</u>	<u>Computed Accrued Liabilities</u>
Retirants receiving:			
Age & Service	11	\$7,266.79	\$1,390,676
Disability	<u>0</u>	<u>0</u>	<u>0</u>
Totals	11	7,266.79	1,390,676
Beneficiaries receiving:			
Spouse	5	911.38	130,170
Child	<u>0</u>	<u>0</u>	<u>0</u>
Totals	5	911.38	130,170
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Totals	16	\$8,178.17	\$1,520,846

Inactive Members Eligible for Deferred Benefits  
 December 31, 1983

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<u>No.</u>	<u>Monthly Amount</u>	<u>Computed Accrued Liabilities</u>
0	\$0	\$0

Moorhead Fire Department Relief Association  
 Retirants and Beneficiaries December 31, 1983  
 By Attained Ages

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<u>Attained Ages</u>	<u>Number</u>		
	<u>Age &amp; Service Retirants</u>	<u>Disability</u>	<u>Death Before Retirement</u>
55-59	3		
60-64	2		
70-74	5		
75-79	1		
80-84	3		
85-89			1
100-104	<u>1</u>		<u>—</u>
Totals	15		1

Moorhead Fire Department Relief Association  
 Retirants and Beneficiaries Added to and Removed from Rolls  
 Comparative Statement

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<u>Valuation Date December 31</u>	<u>No. Added to Rolls</u>	<u>No. Removed from Rolls</u>	<u>Rolls End of Year</u>		<u>% Incr. in Annual Allowances</u>	<u>Average Allowances</u>	<u>Discounted Value of Allowances</u>	
			<u>No.</u>	<u>Annual Allowances</u>			<u>Total</u>	<u>Average</u>
1978			14	\$39,013	- %	\$2,787	\$ 362,246	\$25,875
1979			14	39,013	0	2,787	350,890	25,064
1980		1	13	37,861	(3.0)	2,912	337,909	25,993
1981	3		16	79,270	109.4	4,954	980,444	61,278
1982			16	82,044	3.5	5,128	1,123,826	70,239
1983	2	2	16	98,138	19.6	6,134	1,520,846	95,053

Moorhead Fire Department Relief Association

Active Members December 31, 1983

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
30-34		4						4	\$ 88,899
35-39		2	2					4	89,082
40-44			7	2	1			10	235,873
45-49				1	4	1		6	170,395
50-54					1			1	26,495
55-59						1		1	30,456
Totals		6	9	3	6	2		26	\$641,200

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

Age: 41.6 years.

Service: 15.9 years.

Annual Pay: \$24,662.

Moorhead Fire Department Relief Association  
 Comparative Schedule  
 Of Active Members

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Valuation Date December 31	Active Members	Valuation Payroll	Average			
			Age	Service	Pay	% Incr.
1978	33	\$531,714	37.3 yrs.	11.8 yrs.	\$16,113	- %
1979	33	569,147	38.2	12.6	17,247	7.0
1980	33	617,850	39.2	13.6	18,723	8.6
1981	31	671,035	39.2	13.5	21,646	15.6
1982	29	627,194	40.9	15.1	21,627	(0.1)
1983	26	641,200	41.6	15.9	24,662	14.0

Moorhead Fire Department Relief Association

Brief Summary (12/31/83) of Benefit Provisions Evaluated and/or Considered

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Full Paid Firemen

Age & Service Retirement

Eligibility. 20 years of service and 55 years of age.

Amount. For first 20 years of service, 50% of "final average salary". For each year in excess of 20 an additional 2% is added up to a maximum of 80% at 35 years of service. The benefit is then increased by an amount equal to 3% of final average salary.

Final Average Salary means the average salary earned during the last 5 years of employment on which contributions were made.

Disability Retirement

Eligibility. Totally and permanently disabled to the extent that no longer able to perform the duties of a firefighter before being eligible for age & service retirement.

Amount. Same as age & service benefit assuming 20 years service and 55 years of age. If less than 5 years service, final average salary is based on actual service to the time of the disability.

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

Eligibility.

Spouse. Legally married to member at separation from service and residing with member at time of death. Benefits terminate upon remarriage.

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

Amount.

Spouse. 30% of average monthly salary for six months preceeding separation from service.

Child. 1/3 of spouse benefit per child.

Maximum Family Benefit. \$5,400 per year.

Vested Deferred. 10 years of service and separated before age 55. Payment beginning is deferred to attainment of eligibility for age & service retirement had active membership continued. Benefit of 2 1/2% of final average salary times years of service with maximum of 50% of final average salary.

Post Retirement Adjustments ("Escalator"). Benefit payments to retired members and beneficiaries are increased each January by the lesser of the following percentages: (1) 3 1/2% or (2) the preceding year's percentage increase in the salary of a first grade firefighter.

Member Contributions. 8% of salary. Total member contributions are refundable, with 3% interest, compounded annually, if no monthly benefit is payable upon separation from service. (No member contributions are made beyond 35 years of service.)

Funeral Expenses. \$1,000 lump sum payment upon death of active or retired member.

## Volunteer Firemen

### Age & Service Retirement

Eligibility. 20 years of service and 60 years of age.

Amount. \$576 per year.

### Disability Retirement

Eligibility. Totally and permanently disabled to the extent that no longer able to perform the duties of a firefighter before being eligible for age & service retirement. (Must be duty related.)

Amount. \$480 per year.

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

Eligibility. Same as full paid firemen.

Amount.

Spouse. \$480 per year.

Child. \$180 per year.

Funeral Expenses. \$500 lump sum payment upon death of active or retired member.

Vested Deferred. 4 years of service and separated before age 60. Payment beginning is deferred to attainment of age for eligibility for age & service retirement had active membership continued. Benefit is \$12 per year for each year of service with maximum of \$480 per year.

Post Retirement Adjustment ("Escalator"). Benefit payments to retired members are increased each January by the lesser of the following percentages: (1) 3 1/2% or (2) the preceding year's percentage increase in the salary of a first grade firefighter.

Member Contributions. \$1 per month for up to 20 years of service. No contributions for service beyond 20 years.

SECTION C  
VALUATION METHODS AND ASSUMPTIONS

Moorhead Fire Department Relief Association

Valuation Methods and Assumptions

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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 For Life		Increasing 3.5% Yearly		Men	Women
	Men	Women	Men	Women		
45	\$177.21	\$189.58	\$286.32	\$314.75	29.50	34.00
50	163.12	177.21	252.05	280.82	25.20	29.50
55	147.50	163.12	218.10	246.55	21.16	25.20
60	130.52	147.50	184.99	212.60	17.42	21.16
65	112.87	130.52	153.78	179.49	14.05	17.42
70	95.20	112.87	125.20	148.28	11.09	14.05
75	77.77	95.20	99.33	119.70	8.52	11.09
80	61.71	77.77	77.19	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

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<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

Moorhead Fire Department Relief Association  
Statement of the Present Value of Accumulated Plan Benefits  
December 31, 1983

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Actuarial Present Value of  
Accumulated Plan Benefits

Vested Benefits:	
Participants currently receiving payments	\$1,527,790
Other participants	904,598
Total Vested Benefits	<u>2,432,388</u>
Non-Vested Benefits	766,988
Total Actuarial Present Value of Accumulated Plan Benefits	<u><u>\$3,199,376</u></u>

The actuarial present value of accumulated plan benefits as of January 1, 1983 was \$2,850,540. During the year the plan experienced a net increase of \$348,836 in the actuarial present value of plan benefits. Of that increase, \$63,628 was attributable to changes in actuarial assumptions for determination of this value.

The actuarial present value of accumulated plan benefits decreased \$407,022 due to change in the method of valuing the spouses benefit. 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

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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.

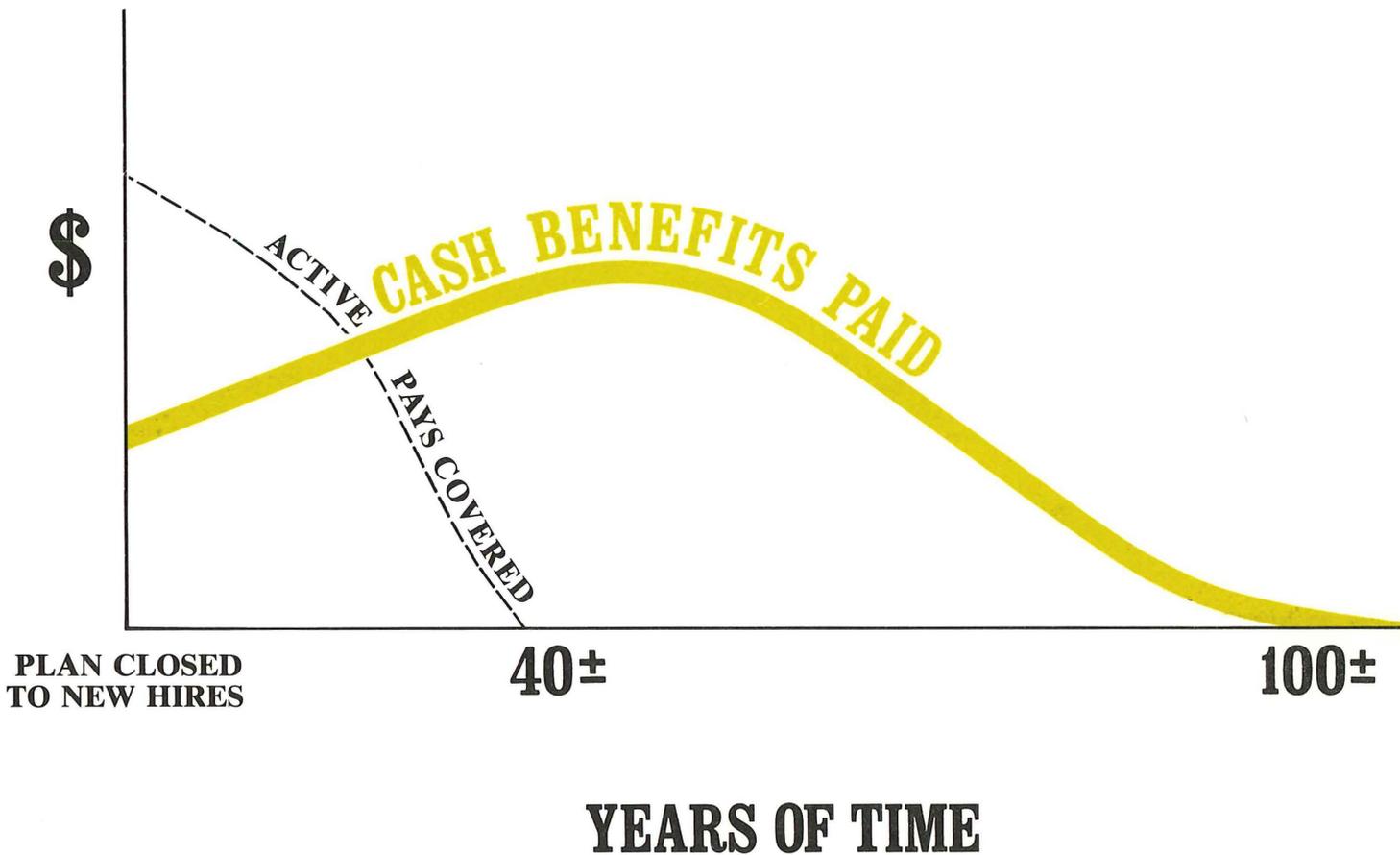
A preferred funding method for a closed plan consists of: level-percent funding for normal cost (the cost of members' service now being rendered); plus a level dollar contribution for unfunded accrued liabilities over a limited period of years. The period of years must be limited so that plan assets 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.

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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.

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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.