



Anne Arundel County Employees' Retirement Plan

Actuarial Valuation as of January 1, 2018 to
Determine the County's Contribution for the Fiscal
Year Ending June 30, 2019

Bolton

Submitted by:

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Table of Contents

	Page
Transmittal Letter.....	1
Section I Executive Summary.....	2
Section II Determination of County Contributions.....	9
Section III Valuation of Assets.....	12
Section IV Participant Information.....	14
Section V Summary of Plan Provisions.....	17
Section VI Actuarial Methods and Assumptions.....	24
Section VII Glossary.....	29
Appendices.....	36
Summary of Funding Process.....	36
Benefit Payment Projection.....	38
Risk Metrics.....	39
Summary of Major Legislative Changes.....	40



Bolton

May 15, 2018

PERSONAL & CONFIDENTIAL

Andrea Rhodes
Personnel Officer
Anne Arundel County Government
P.O. Box 6675
Annapolis, MD 21401

Re: Employees' Retirement Plan Valuation

Dear Andrea:

The following sets forth the actuarial valuation of the Anne Arundel County Employees' Retirement Plan as of January 1, 2018. Section 1 of the report provides a summary while Sections 2 through 6 contain the development of the County's contribution for the 2019 fiscal year along with a summary of the census and asset data, plan provisions, assumptions and actuarial methods. Section 7 provides a glossary of many of the terms used in this report. The appendices of the report provide information for financial reporting as well as a ten-year projection of benefit payments.

We are available to answer any questions on the material in this report or to provide explanations or further details as appropriate. The undersigned credentialed actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report. We are not aware of any direct or material indirect financial interest or relationship, including investments or other services that could create a conflict of interest, which would impair the objectivity of our work.

Respectfully submitted,

BOLTON



Thomas Lowman, FSA, EA



Kristopher Seets, FSA, EA



Section I. Executive Summary

Background

Bolton Partners, Inc. has prepared the following report that sets forth the actuarial valuation of the Anne Arundel County Employees' Retirement Plan as of January 1, 2018.

Actuarially Determined Contributions (ADC)

The actuarially determined contribution (ADC) amount increased as a dollar amount and as a percentage of payroll this year.

	FY2017	FY2018	FY2019
ADC	\$25,203,933	\$26,104,496	\$27,960,533
Percent of Total Payroll	19.7%	20.0%	20.2%

The above amounts assume the County contribution will be made monthly throughout the fiscal year.

Changes in Contribution Rate

The following table shows the sources of changes in the County's contribution rate.

Description	Contribution Rate
January 1, 2017 Valuation	20.0%
Investment Performance	0.2%
Pay Increases	0.0%
New Entrants/Change in Normal Cost	(0.2%)
COLA	(0.2%)
Change in Expenses	0.0%
Demographics and Other Changes	0.4%
January 1, 2018 Valuation	20.2%



Section I. Executive Summary (cont.)

Funding Measures

Funding Measures	1/1/2017	1/1/2018	Percent Change
1. Actuarial Accrued Liability			
a. Active	\$ 289,520,179	\$ 293,102,892	1.2%
b. Retirees and Beneficiaries	502,382,393	537,800,594	7.1%
c. Term Vested	21,092,820	20,560,386	(2.5%)
d. Total	\$ 812,995,392	\$ 851,463,872	4.7%
2. Actuarial Value of Assets	\$ 627,147,521	\$ 653,155,048	4.1%
3. Plan Funded Ratio (2. / 1.d.)	77.1%	76.7%	
4. Market Value of Assets	\$ 592,099,005	\$ 670,226,434	13.2%
5. Funded Ratio based on Market Value of Assets (4. / 1.d.)	72.8%	78.7%	

Risk Measures

The risk that a plan sponsor incurs from a defined benefit plan is primarily the risk of substantial increases in annual contributions. These increases occur most frequently due to variation in the investment returns. This valuation reflects the smoothing of asset returns, which reduces the risk of wide year-by-year contribution changes, but does not ultimately reduce the risk inherent in a defined benefit plan. The following table shows three commonly used measures of the relative riskiness of a pension plan, relative to the plan sponsor and the employee group covered by the plan. Additional information is shown in Appendix 3.

Risk Measure	CY2015	CY2016	CY2017	Conservative Measures
Retiree Liability as a Percent of Total Liability	60%	62%	63%	<50%
Assets to Payroll	4.4	4.5	4.8	<5
Liabilities to Payroll	6.1	6.2	6.2	<5
Benefit Payments to Contributions	1.4	1.4	1.5	1 - 3



Section I. Executive Summary (cont.)

Experience Analysis

The following factors affected the County's contribution as a percentage of payroll:

- Retiree COLAs effective July 1, 2017 were less than the assumed annual increases.
- Investment returns during CY2017 were about \$51.1 million higher than expected. A portion of this gain is reflected in this valuation, with the remaining portions to be reflected in future valuations. This was offset by the continued recognition of prior investment losses. There is a total of \$17.1 million in net deferred investment gains as of January 1, 2018 that will be reflected in future valuations.
- Pay for returning employees increased approximately 5.7% over the prior year; higher than what was expected.
- Total participant payroll increased by 6.1% over the prior year; more than the assumption of 3.0% growth per year.

Changes in Method, Assumptions, and Plan Amendments

There were no method or assumption changes since the prior valuation.

There were no plan amendments adopted that affect benefits since the prior valuation.

Projection of Expected Benefit Payments

The projection of expected benefit payments for current participants is shown in Appendix 2.

Sources of Information

The January 1, 2018 participant data and market value of assets were provided by or at the direction of Anne Arundel County. While we have reviewed this data for consistency and completeness, we have not audited this data.



Section I. Executive Summary (cont.)

Actuarial Certification

This actuarial valuation sets forth our calculation of an estimate of the liabilities of the Anne Arundel County Employees' Retirement Plan (the Plan), together with a comparison of these liabilities with the value of the plan assets, as submitted by Anne Arundel County Government (the County). This calculation and comparison with assets is applicable for the valuation date only. The future is uncertain, and the plan may become better funded or more poorly funded in the future. This valuation does not provide any guarantee that the plan will be able to provide the promised benefits in the future.

This is a deterministic valuation in that it is based on a single set of assumptions. This set of assumptions is one possible basis for our calculations. Other assumptions may be equally valid. The future is uncertain and the plan's actual experience will differ from those assumptions; these differences may be significant or material because these results are very sensitive to the assumptions made and, in some cases, to the interaction between the assumptions. We may consider that some factors are not material to the valuation of the plan and may not provide a specific assumption for those factors. We may have used other assumptions in the past. We will likely consider changes in assumptions at a future date.

Different assumptions or scenarios within the range of possibilities may also be reasonable and results based on those assumptions would be different. As a result of the uncertainty inherent in a forward looking projection over a very long period of time, no one projection is uniquely "correct" and many alternative projections of the future could also be regarded as reasonable. Two different actuaries could, quite reasonably, arrive at different results based on the same data and different views of the future. A "sensitivity analysis" shows the degree to which results would be different if you substitute alternative assumptions within the range of possibilities for those utilized in this report. We have not been engaged to perform such a sensitivity analysis and thus the results of such an analysis are not included in this report. At the County's request, Bolton Partners, Inc. is available to perform such a sensitivity analysis.

The County is responsible for selecting the plan's funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods and assumptions used in this valuation are those that have been so prescribed and are described in this report. The County is solely responsible for communicating to Bolton Partners, Inc. any changes required thereto.



Section I. Executive Summary (cont.)

Actuarial Certification (cont.)

The County could reasonably ask how the valuation would change if we used a different assumption set or if plan experience exhibited variations from our assumptions. This report does not contain such an analysis. This type of analysis would be a separate assignment.

In addition, decisions regarding benefit improvements, benefit changes, the trust's investment policy, and similar issues should not be based on this valuation. These are complex issues and other factors should be considered when making such decisions. These other factors might include the anticipated vitality of the local economy and future growth expectations, as well as other economic and financial factors.

The cost of this plan is determined by the benefits promised by the plan, the plan's participant population, the investment experience of the plan and many other factors. An actuarial valuation is a budgeting tool for the County. It does not affect the cost of the plan. Different funding methods provide for different timing of contributions to the plan. As the experience of the plan evolves, it is normal for the level of contributions to the plan to change. If a contribution is not made for a particular year, either by deliberate choice or because of an error in a calculation, that contribution can be made in later years. We will not be responsible for contributions that are made at a future time rather than an earlier time. The plan sponsor is responsible for funding the cost of the plan.

We make every effort to ensure that our calculations are accurately performed. These calculations are complex. Despite our best efforts, we may make a mistake. We reserve the right to correct any potential errors by amending the results of this report or by including the corrections in a future valuation report.

Because modeling all aspects of a situation is not possible or practical, we may use summary information, estimates, or simplifications of calculations to facilitate the modeling of future events in an efficient and cost-effective manner. We may also exclude factors or data that are immaterial in our judgment. Use of such simplifying techniques does not, in our judgment, affect the reasonableness of valuation results for the plan.

This report is based on plan provisions, census data, and asset data submitted by the County. We have relied on this information for purposes of preparing this report, but have not performed an audit. The accuracy of the results presented in this report is dependent upon the accuracy and completeness of the underlying information. The County is solely responsible for the validity and completeness of this information.



Section I. Executive Summary (cont.)

Actuarial Certification (cont.)

The County is solely responsible for selecting the plan's investment policies, asset allocations and individual investments. Bolton Partners, Inc.'s actuaries have not provided any investment advice to the County.

The information in this report was prepared for the internal use of the County and its auditors in connection with our actuarial valuations of the pension plan. It is neither intended nor necessarily suitable for other purposes. Bolton Partners, Inc. is not responsible for the consequences of any other use or the reliance upon this report by any other party.

The only purpose of this report is to provide the recommended employer contribution for the 2019 fiscal year. This report may not be used for any other purpose; Bolton Partners, Inc. is not responsible for the consequences of any unauthorized use.

The calculation of actuarial liabilities for valuation purposes is based on a current estimate of future benefit payments. The calculation includes a computation of the "present value" of those estimated future benefit payments using an assumed discount rate; the higher the discount rate assumption, the lower the estimated liability will be. For purposes of estimating the liabilities (future and accrued) in this report, you selected an assumption based on the expected long-term rate of return on plan investments. Using a lower discount rate assumption, such as a rate based on long-term bond yields, could substantially increase the estimated present value of future and accrued liabilities.

Because valuations are a snapshot in time and are based on estimates and assumptions that are not precise and will differ from actual experience, contribution calculations are inherently imprecise. There is no uniquely "correct" level of contributions for the coming plan year.

This report provides certain financial calculations for use by the auditor. These values have been computed in accordance with our understanding of generally accepted actuarial principles and practices and fairly reflect the actuarial position of the Plan. The various actuarial assumptions and methods which have been used are, in our opinion, appropriate for the purposes of this report.



Section I. Executive Summary

Actuarial Certification (cont.)

The report is conditioned on the assumption of an ongoing plan and is not meant to present the actuarial position of the Plan in the case of Plan termination. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions, changes in economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status), and changes in plan provisions or applicable law.

The County should notify Bolton Partners, Inc. promptly after receipt of this report if the County disagrees with anything contained in the report or is aware of any information that would affect the results of the report that has not been communicated to Bolton Partners, Inc. or incorporated therein. The report will be deemed final and acceptable to the County unless the County promptly provides such notice to Bolton Partners, Inc.

The undersigned credentialed actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. We are currently compliant with the Continuing Professional Development Requirement of the Society of Actuaries. We are not aware of any direct or material indirect financial interest or relationship, including investments or other services, which could create a conflict of interest that would impair the objectivity of our work.

We are available to answer any questions on the material in this report to provide explanations or further details as appropriate.

Bolton Partners, Inc.



Thomas Lowman, FSA, EA



Kristopher Seets, FSA, EA



Section II. Determination of County Contributions

Derivation of Liabilities

Below is a summary of the actuarial accrued liability of the future benefits expected to be paid from the plan.

Unfunded Liability	1/1/2017	1/1/2018
1. Participants		
a. Active	2,187	2,278
b. Terminated Vested	278	277
c. Disabled	75	102
d. Retirees	1,582	1,630
e. Beneficiaries	150	162
f. Total	4,272	4,449
2. Active Payroll	\$ 130,312,665	\$ 138,239,224
3. Actuarial Accrued Liability		
a. Active Participants	\$ 289,520,179	\$ 293,102,892
b. Terminated Vested Participants	21,092,820	20,560,386
c. Retirees and Beneficiaries	502,382,393	537,800,594
d. Total	\$ 812,995,392	\$ 851,463,872
4. Actuarial Asset Value	\$ 627,147,521	\$ 653,155,048
5. Unfunded Actuarial Liability (3.d.- 4.)	\$ 185,847,871	\$ 198,308,824
6. Funded Ratio (4. ÷ 3.d.)	77.1%	76.7%



Section II. Determination of County Contributions (cont.)

Development of County Contributions

The breakdown of the Actuarially Determined Contribution into normal cost, amortization payment, and expected administrative expenses is illustrated below.

Actuarially Determined Contribution	FY2019
1. County Normal Cost	\$ 11,867,106
2. Amortization Amount	\$ 13,631,692
3. Expected Expenses	\$ 511,000
4. County's Contribution (1. + 2. + 3.)	\$ 26,009,798
5. County's Contribution at Adjusted for Timing of Payment (4. x 1.075)	\$ 27,960,533
6. County's Contribution as a Percentage of Participant Payroll	20.2%



Section II. Determination of County Contributions (cont.)

Schedule of Amortization Bases

Below is a schedule of the amortization bases as of January 1, 2018.

Description	Date Established	Remaining Years	Amount to be Amortized	Payment / (Credit)
Unfunded Accrued Liability	1/1/2004	16	\$ (234,033)	\$ (19,771)
Actuarial (Gain)/Loss	1/1/2005	17	\$ 10,836,317	\$ 878,041
Actuarial (Gain)/Loss	1/1/2006	18	\$ 7,875,406	\$ 614,074
Actuarial (Gain)/Loss	1/1/2007	19	\$ 8,843,480	\$ 665,524
Assumption Change	1/1/2008	20	\$ 14,747,773	\$ 1,073,990
Actuarial (Gain)/Loss	1/1/2008	20	\$ (6,143,736)	\$ (447,411)
Actuarial (Gain)/Loss	1/1/2009	21	\$ 50,223,680	\$ 3,547,637
Actuarial (Gain)/Loss	1/1/2010	22	\$ (2,109,915)	\$ (144,869)
Asset Method Change	1/1/2011	23	\$ 30,928,843	\$ 2,068,175
Actuarial (Gain)/Loss	1/1/2011	23	\$ (4,318,901)	\$ (288,800)
Actuarial (Gain)/Loss	1/1/2012	24	\$ 33,108,307	\$ 2,159,898
Assumption Change	1/1/2013	25	\$ 12,869,012	\$ 820,363
Actuarial (Gain)/Loss	1/1/2013	25	\$ 35,592,660	\$ 2,268,930
Assumption Change	1/1/2014	16	\$ 19,749,284	\$ 1,668,441
Actuarial (Gain)/Loss	1/1/2014	16	\$ (17,858,055)	\$ (1,508,667)
Actuarial (Gain)/Loss	1/1/2015	17	\$ 6,782,654	\$ 549,582
Actuarial (Gain)/Loss	1/1/2016	18	\$ (18,460,149)	\$ (1,439,405)
Actuarial (Gain)/Loss	1/1/2017	19	\$ 4,027,173	\$ 303,068
Actuarial (Gain)/Loss	1/1/2018	20	\$ 11,849,024	\$ 862,892
Totals			\$ 198,308,824	\$ 13,631,692

Bases are amortized as an equal percent of payroll each year with total payroll expected to increase 3.0% annually. Since the January 1, 2018 amortization payment of \$13,631,692 is not sufficient to cover the interest on the plan's unfunded liability, the unfunded liability is scheduled to increase for an initial period.



Section III. Valuation of Assets

Reconciliation of Assets

Below is a reconciliation of assets (unaudited) from January 1, 2016 through December 31, 2017.

	CY2016	CY2017
1. Beginning of Year Assets	\$ 561,618,396	\$ 589,617,927
2. Receipts		
a. Employer Contributions	\$ 25,910,810	\$ 25,579,171
b. Employee Contributions	5,263,910	5,457,116
c. Investment Income & Dividends	11,423,984	12,410,868
d. Realized and Unrealized Gain/(Loss)	31,413,874	82,183,853
e. Stock Loan Income	53,700	80,192
f. Other	2,292,359	4,214,681
g. Total Receipts	\$ 76,358,636	\$ 129,925,881
3. Deductions		
a. Benefit Payments	\$ 44,023,953	\$ 47,380,483
b. Administrative Expenses	496,520	525,956
c. Investment Expenses	3,838,633	3,981,856
d. Total Disbursements	\$ 48,359,106	\$ 51,888,295
4. Net Increase (2.g. – 3.d.)	\$ 27,999,531	\$ 78,037,586
5. Preliminary Ending Value (1. + 4.)	\$ 589,617,927	\$ 667,655,512
6. Contribution Receivable	\$ 2,481,079	\$ 2,570,922
7. End of Year Assets	\$ 592,099,005	\$ 670,226,434
8. Rate of Return Net of Investment Fees (2I / [A + B – I] Method)	7.43%	16.29%

Please note that some numbers may not add due to rounding.



Section III. Valuation of Assets (cont.)

Calculation of Actuarial Asset Value

The actuarial asset value as of January 1, 2018 is determined by spreading the asset gain or loss for each year over a five-year period. The asset gain or loss is the amount by which the actual asset return differs from the expected asset return.

				1/1/2018
1.	Market Value of Assets			\$ 670,226,434
2.	Spreading of Investment (Gain)/Loss			
	Calendar Year	(Gain)/Loss	% Deferred	Amount Deferred
	2017	\$ (51,129,575)	80%	\$ (40,903,660)
	2016	468,580	60%	281,148
	2015	51,745,913	40%	20,698,365
	2014	14,263,804	20%	2,852,761
	a. Total Deferred			(17,071,386)
3.	Actuarial Value of Assets (1. + 2.a.)			\$ 653,155,048
4.	Rate of Return Net of Investment Fees (2I / [A + B - I] Method)			6.9%



Section IV. Participant Information

Participant Summary

The following table summarizes the counts, ages and benefit information for plan participants used in this valuation.

	1/1/2017	1/1/2018
1. Actives		
a. Number	2,187	2,278
b. Average Age	48.8	48.5
c. Average Service	12.0	11.4
d. Average Salary	\$ 59,585	\$ 60,684
2. Service Retirements and Beneficiaries		
a. Number	1,807	1,894
b. Average Age	68.9	69.2
c. Total Annual Benefits	\$ 44,606,634	\$ 48,244,357
3. Vested Terminations		
a. Number	278	277
b. Average Age	49.7	49.6
c. Total Annual Benefits	\$ 2,867,321	\$ 2,813,793



Section IV. Participant Information (cont.)

Active Age/Service Distribution Including Compensation

Shown below is the distribution of active participants based on age and service. The compensation shown is the average rate of pay as of January 1, 2018.

Age	Years of Service as of 01/01/2018										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Up	
Under 25	29	22	0	0	0	0	0	0	0	0	51
	36,227	37,962	0	0	0	0	0	0	0	0	36,975
25 - 29	59	82	14	3	0	0	0	0	0	0	158
	42,752	44,274	45,501	51,646	0	0	0	0	0	0	43,954
30 - 34	29	84	40	25	0	0	0	0	0	0	178
	44,919	50,927	52,318	54,696	0	0	0	0	0	0	50,790
35 - 39	26	74	43	50	21	0	0	0	0	0	214
	44,551	61,542	53,777	56,560	57,355	0	0	0	0	0	56,343
40 - 44	19	82	29	52	31	11	1	0	0	0	225
	52,135	70,222	64,865	63,016	65,442	69,457	73,097	0	0	0	65,656
45 - 49	28	62	39	67	54	23	22	2	0	0	297
	47,660	56,393	55,367	63,779	69,024	69,580	73,235	70,793	0	0	61,763
50 - 54	35	66	44	60	66	41	34	16	1	0	363
	58,558	52,411	57,567	59,662	68,923	76,275	74,786	70,342	61,734	0	63,436
55 - 59	18	64	44	82	60	42	50	24	14	0	398
	60,299	56,672	59,500	64,933	70,259	72,344	81,415	73,570	71,459	0	67,200
60 - 64	9	39	27	39	28	24	24	14	18	17	239
	62,427	49,290	58,013	60,119	85,398	74,950	77,351	76,684	78,227	76,474	67,880
65 - 69	5	18	13	19	15	9	11	7	5	3	105
	26,867	41,655	51,986	72,180	76,025	85,525	80,269	60,324	92,333	91,392	65,548
70 & Up	4	10	5	7	11	6	1	2	2	2	50
	13,407	14,807	42,683	47,475	70,806	59,051	7,848	55,778	94,853	62,901	46,310
Totals	261	603	298	404	286	156	143	65	40	22	2,278
	46,911	53,828	56,004	61,517	70,053	73,416	77,237	71,387	78,040	77,275	60,684
Averages											
						Age	48.5				
						Service	11.4				



Section IV. Participant Information (cont.)

Participant Reconciliation

Shown below is the reconciliation of participants between the prior and current valuation date.

	Active Participants	Inactive Participants With Deferred Benefits	Receiving Benefits	Total
Participants in Last Valuation	2,187	278	1,807	4,272
Retired	(86)	(18)	104	0
Vested Termination	(23)	23	0	0
Nonvested Termination	(70)	(2)	0	(72)
Disabled	(5)	(1)	6	0
Deceased	(3)	0	(44)	(47)
Beneficiary	0	1	21	22
Rehired	4	(4)	0	0
QDRO Put in Pay	0	0	0	0
Transfer In	2	0	0	2
Transfer Out	(3)	0	0	(3)
New Hires	275	0	0	275
Data Adjustment	0	0	0	0
Participants in This Valuation	2,278	277	1,894	4,449



Section V. Summary of Plan Provisions

Members in Tier 1

Plan Year

January 1 – December 31.

Normal Retirement Age

Age 60 and vested, or if earlier, when the participant has reached 30 years of service.

Early Retirement Age

Age 50 and the completion of 20 years of service.

Normal Form of Benefit

Monthly life annuity with modified cash refund.

Post Retirement Cost of Living Increases

Simple for Benefits Accrued as of 1/31/97

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- a. Prior year benefit plus base benefit multiplied by increase in current CPI from CPI for prior year, or
- b. Benefit increased by 3% of original benefit.

Compound for Benefits Accrued after 1/31/97

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- a. Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or
- b. Benefit increased by 2.5%.

Employee Contributions

4% of compensation.



Section V. Summary of Plan Provisions (cont.)

Compensation

Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.

Final Earnings

The average of the highest 3 years of annual basic pay.

Normal Retirement Benefit Formula

2% of final earnings for each year of service, maximum 60%.

Early Retirement Benefit Formula

Same as normal retirement, but reduced by the following factors:

Years Early	Reduction Factor
1	2%
2	5%
3	9%
4	14%
5	20%
6	28%
7	36%
8	44%
9	52%
10	60%



Section V. Summary of Plan Provisions (cont.)

Termination Prior to Retirement

Less than 5 Years of Service

Return of employee contributions with 4.25% interest.

5 Years of Service or more

For employees hired before July 1, 2015, at the discretion of the employee, either a return of contributions with interest or the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

For employees hired on or after July 1, 2015 and County Council, appointed exempt employees, and County Executives hired on or after December 1, 2014, return of employee contributions with 4.25% interest.

10 Years of Service or more

For employees hired on or after July 1, 2015 and County Council members whose first term begins on or after December 1, 2014, at the discretion of the employee, either a return of contributions with interest or the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

Disability

Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

Line of Duty Disability

The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.

Non-Line of Duty Disability

Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.



Section V. Summary of Plan Provisions (cont.)

Pre-Retirement Spouse's Benefit

Married and Eligible for Early Retirement

The greatest of:

- \$10 per month
- 50% of the final earnings
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form.

Other Pre-Retirement Death Benefits

Return of employee contributions with 4.25% interest plus a lump sum of 50% of final earnings.

Changes Since Prior Valuation

None.

Members in Tier 2

Plan Year

January 1 – December 31.

Normal Retirement Age

Age 60 and vested, or if earlier, when the participant has reached 30 years of service.

Early Retirement Age

Age 50 and the completion of 20 years of service.



Section V. Summary of Plan Provisions (cont.)

Normal Form of Benefit

Monthly life annuity.

Post Retirement Cost of Living Increases

Compound for Benefits Accrued after 1/31/97

Retiree benefits are adjusted each year. The revised benefit amount is the lesser of:

- a. Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or
- b. Benefit increased by 2.5%.

Employee Contributions

No employee contributions required or allowed.

Compensation

Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.

Final Earnings

The average of the highest 3 years of the last 5 years of annual basic pay.

Normal Retirement Benefit Formula

1.0% of final earnings for each year of service.

Early Retirement Benefit Formula

Same as normal retirement, but reduced for early commencement (using the same factors as Tier 1).



Section V. Summary of Plan Provisions (cont.)

Termination Prior to Retirement

Less than 5 Years of Service

No benefit is payable.

5 Years of Service or more

For employees hired before July 1, 2015, the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

For employees hired on or after July 1, 2015 and County Council, appointed exempt employees, and County Executives hired on or after December 1, 2014, return of employee contributions with 4.25% interest.

10 Years of Service or more

For employees hired on or after July 1, 2015 and County Council members whose first term begins on or after December 1, 2014, the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

Disability

Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

Line of Duty Disability

The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.

Non-Line of Duty Disability

Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.



Section V. Summary of Plan Provisions (cont.)

Pre-Retirement Spouse's Benefit

Married and Eligible for Early Retirement

The greatest of:

- \$10 per month
- 50% of the final earnings
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form.

Unmarried or not Eligible for Early Retirement

A lump sum of 50% of final earnings.

Changes Since Prior Valuation

None.



Section VI. Actuarial Methods and Assumptions

Funding Method

Projected Unit Credit Actuarial Cost Method. The contribution equals the sum of the normal cost and the amount necessary to amortize the unfunded actuarial liabilities and any actuarial gains or losses over a period of years. Amortization payments increase 3.0%.

Asset Method

Asset smoothing method which spreads the investment gains or losses in excess of the assumed return over a five-year period. Actuarial Value of Assets recognizes adjustments resulting from an audit.

Interest

7.5% compounded annually, net of investment expenses.

Post Retirement COLA Increases

Benefits accrued before Bill 88-96 are assumed to increase by 3.0% of the original benefit each year from retirement.

Benefits accrued after Bill 88-96 are assumed to increase by 1.8% of the current benefit each year from retirement.



Section VI. Actuarial Methods and Assumptions (cont.)

Salary Increases

The following graded schedule is used:

Age	Rate
20	6.5%
25	6.0%
30	5.5%
35	5.0%
40	4.5%
45	4.0%
50	3.5%
55	3.5%

Mortality

Healthy

RP-2000 Blue Collar Mortality Table for males and females projected generationally using scale AA. Pre-Termination mortality uses 60% of these rates. Projections to the valuation date represent current mortality and projections using scale AA beyond the valuation date represent future mortality improvement.

Disabled

RP-2000 Blue Collar Mortality Table for males and females set forward five years and then projected generationally using scale AA. Projections to the valuation date represent current mortality and projections using scale AA beyond the valuation date represent future mortality improvement.

100% of pre-retirement deaths are assumed to be non-duty related.



Section VI. Actuarial Methods and Assumptions (cont.)

Disability

Sample rates are:

Age	Rate
30	0.0198%
35	0.0297%
40	0.0607%
45	0.1003%
50	0.1622%
55	0.2661%
60	0.3973%
64	0.5408%

10% of disablements are assumed to be duty-related.



Section VI. Actuarial Methods and Assumptions (cont.)

Turnover¹

Sample rates are:

Age	Male	Female
20	12.47%	21.57%
25	9.97%	18.12%
30	6.78%	13.34%
35	4.37%	9.05%
40	3.48%	7.48%
45	2.40%	5.95%
50	0.63%	1.56%
55	0.43%	1.07%
60	0.00%	0.00%

Retirement

Sample rates are:

Age	Service		
	20	30	31
50	6%	40%	40%
55	9%	30%	5%
60	15%	15%	15%
65	40%	40%	40%
68	100%	100%	100%

¹ Tier 1 terminations prior to age 40 are assumed to elect a refund of employee contributions with interest



Section VI. Actuarial Methods and Assumptions (cont.)

Disability Leave

Active liabilities (which depend on credited service) are loaded by 1.5% to account for future crediting of disability service.

Military Service

Active liabilities (which depend on credited service) are loaded by 1% to account for future crediting of military service.

Marriage

It is assumed that 70% of employees are married. Husbands are assumed to be 4 years older than wives.

Other Methods and Assumptions

A load for estimated administrative expenses is included in the Actuarially Determined Contribution. The load is equal to the average of actual expenses for the two years preceding the valuation date, rounded to the nearest thousand.

Males are assumed to be four years older than their spouses.

The Tier 1 service cap of 60% is valued as 62% to account for Disability and Military service credit not being limited by the 30-year cap on service. Actual military service information for actives is not available.

Members are assumed to stay in their current tier.

The rationale for the demographic assumptions is based on the results of the December 2012 Experience Study. The economic assumptions are based on future expectations with an underlying 3.0% inflation assumption.

Changes Since Prior Valuation

None.



Section VII. Glossary

Actuarial Accrued Liability (AAL)

The difference between the Actuarial Present Value of Future Benefits and the Actuarial Present Value of Future Normal Costs or the portion of the present value of future benefits allocated to service before the valuation date in accordance with the actuarial cost method. Represents the present value of benefits expected to be paid from the plan in the future allocated to service prior to the date of the measurement.

Actuarial Asset Valuation Method

The method of determining the value of the assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets or a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined contribution (ADC).

Actuarial Cost Method

A procedure for allocating the Actuarial Present Value of Future Benefits and the actuarial Present Value of Future Normal costs and the Actuarial Accrued Liability. Also known as the "funding method". Examples of actuarial cost methods include Aggregate, Entry Age Normal, Projected Unit Credit, and Pay-as-you-go.



Section VII. Glossary (cont.)

Actuarial Present Value of Future Benefits (APVFB)

The Actuarial Present Value of amounts which are expected to be paid at various future times to active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members entitled to either a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.

Aggregate Cost Method

An actuarial cost method that spreads the cost of all future benefits in excess of plan assets as a level percentage of future salary or service. The actuarial accrued liability is set to the value of assets in this method.

Annual Determined Contributions of the Employer(s) (ADC)

The employer's periodic determined contributions to a pension plan, calculated in accordance with the assumptions and methods used by the plan actuary. The ADC replaced the actuarially required contribution (ARC), with the replacement of GASB 27 with GASB 68.

Cost-of-Living Adjustment (COLA)

An annual increase in the amount of a retired participant's benefit intended to adjust the benefit for inflation.

Covered Group

Plan members included in actuarial valuation.



Section VII. Glossary (cont.)

Deferred Retirement Option Program (DROP)

A program allowing a participant eligible to retire to continue working for a fixed period of time, while accumulating the benefit payments he would have received if he had retired on his entry to DROP.

Demographic Assumption

Assumptions regarding the future population of pension participants, including retirement, termination, disability and mortality assumptions.

Economic Assumption

Assumptions regarding future economic factors, including COLA, salary improvement, change in average wages, changes in Social Security benefits and investment returns.

Employer's Contributions

Contributions made in relation to the actuarially determined contributions of the employer (ADC). An employer has made a contribution in relation to the ADC if the employer has (a) made payments of benefits directly to or on behalf of a retiree or beneficiary, (b) made premium payments to an insurer, or (c) irrevocably transferred assets to a trust, or an equivalent arrangement, in which plan assets are dedicated to providing benefits to retirees and their beneficiaries in accordance with the terms of the plan and are legally protected from creditors of the employer(s) or plan administrator.



Section VII. Glossary (cont.)

Entry Age Normal (EAN) Cost Method

An actuarial cost method that spreads the cost for each individual's expected benefits over their career, either as a level percentage of pay or service. The actuarial accrued liability is the accumulated value of all past normal cost, and the unfunded accrued liability (surplus) is the excess of the AAL over the value of assets.

Expenses

Plan expenses paid by the plan are divided into administrative and investment related expenses.

Funded Ratio

The actuarial value of assets expressed as a percentage of the plan's actuarial accrued liability.

GASB

Government Accounting Standards Board.

GASB No. 25 and GASB No. 27

These are the government accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 27 sets the accounting rules for the employers that sponsor or contribute to public retirement systems while Statement No. 25 sets the rules for the systems themselves.

GASB No. 67 and GASB No. 68

These are the government standards that replace GASB 25 and 27. They are effective for plan years beginning after June 14, 2013 and employer fiscal years beginning after June 14, 2014.

Investment Return Assumption or Investment Rate of Return (Discount Rate)

The rate used to adjust a series of future payments to reflect the time value of money.



Section VII. Glossary (cont.)

Level Percentage of Projected Payroll Amortization Method

Amortization payments are calculated so that they are a constant percentage of the projected payroll of active plan members over a given number of years. The dollar amount of the payments generally will increase over time as payroll increases due to inflation; in dollars adjusted for inflation, the payments can be expected to remain level.

Normal Cost or Normal Actuarial Cost

That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

Pay-as-you-go (PAYG)

A method of financing a benefits plan under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments and expenses becoming due.

Payroll Growth Rate

An actuarial assumption with respect to future increases in total covered payroll attributable to inflation; used in applying the level percentage of projected payroll amortization method.

Plan Liabilities

Obligations payable by the plan at the reporting date, including, primarily, benefits and refunds due and payable to plan members and beneficiaries, and accrued investment and administrative expenses. Plan liabilities do not include actuarial accrued liabilities for benefits that are not due and payable at the reporting date.



Section VII. Glossary (cont.)

Plan Members

The individuals covered by the terms of a Pension or OPEB plan. The plan membership generally includes employees in active service, terminated employees who have accumulated benefits but are not yet receiving them, and retired employees and beneficiaries currently receiving benefits.

Projected Unit Credit (PUC) Funding Method

An actuarial cost method that spreads the employee's benefit over their career, as a level percentage of service. The normal cost is the present value of the portion of the benefit assigned to the current year. The actuarial accrued liability is the accumulated value of all past normal cost, and the unfunded accrued liability (surplus) is the excess of the AAL over the value of assets.

Post-Employment

The period between termination of employment and retirement as well as the period after retirement.

Salary Improvement

An actuarial assumption regarding the increase in employees' salaries, reflecting cost-of-living, merit and longevity increases.

Select and Ultimate Rates

Actuarial assumptions that contemplate different rates for successive years. Instead of a single assumed rate with respect to, for example, the investment return assumption, the actuary may apply different rates for the early years of a projection and a single rate for all subsequent years. For example, if an actuary applies an assumed investment return of 8 percent for year 2000, 7.5 percent for 2001, and 7 percent for 2002 and thereafter, then 8 percent and 7.5 percent are select rates, and 7 percent is the ultimate rate.



Section VII. Glossary (cont.)

Unfunded Actuarial Accrued Liabilities

The excess of the present value of prospective pension benefits, as of the date of a pension plan valuation, over the sum of (1) the actuarial value of the assets of the plan and (2) the present value of future normal costs determined by any of several actuarial cost methods. For plans that define an accrued liability, this amount equals the excess of the accrued liability over plan assets.

Vested Plan Benefits

All benefits to which current participants have a vested right based on pay and service through the valuation date. A participant has a vested right to a benefit if he/she would still be eligible to receive that benefit if employment terminated on the valuation date.



Appendix 1

Summary of Funding Progress

Valuation Date	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability	(3) Percentage Funded (1) / (2)	(4) Unfunded Actuarial Accrued Liability (2) - (1)	(5) Annual Covered Payroll	(6) Unfunded Actuarial Accrued Liability as a Percentage of Covered Payroll (4) / (5)
1/1/2009	\$488,275,803	\$568,194,980	85.9%	\$79,919,177	\$124,803,488	64.0%
1/1/2010	\$519,556,093	\$598,841,131	86.8%	\$79,285,038	\$126,030,706	62.9%
1/1/2011	\$522,165,144	\$627,269,587	83.2%	\$105,104,443	\$123,498,129	85.1%
1/1/2012	\$516,070,401	\$653,653,058	79.0%	\$137,582,657	\$120,415,534	114.3%
1/1/2013	\$508,232,321	\$693,580,675	73.3%	\$185,348,354	\$116,024,717	159.7%
1/1/2014	\$545,812,384	\$735,729,033	74.2%	\$189,916,649	\$115,809,426	164.0%
1/1/2015	\$582,795,438	\$781,105,960	74.6%	\$198,310,522	\$127,090,869	156.0%
1/1/2016	\$604,433,282	\$785,306,609	77.0%	\$180,873,327	\$127,827,040	141.5%
1/1/2017	\$627,147,521	\$812,995,392	77.1%	\$185,847,871	\$130,312,665	142.6%
1/1/2018	\$653,155,048	\$851,463,872	76.7%	\$198,308,824	\$138,239,224	143.5%

Analysis of the dollar amounts of net assets available for benefits, actuarial accrued liability, and unfunded actuarial accrued liability in isolation can be misleading. Expressing the net assets available for benefits as a percentage of the actuarial accrued liability provides one indication of funding status on a going-concern basis. Analysis of this percentage over time indicates whether the plan is becoming financially stronger or weaker. Generally, the greater this percentage, the stronger the plan. Trends in unfunded actuarial accrued liability and annual covered payroll are both affected by inflation. Expressing the unfunded actuarial accrued liability as a percentage of annual covered payroll approximately adjusts for the effects of inflation and aids analysis of Anne Arundel County's progress made in accumulating sufficient assets to pay benefits when due. Generally, the smaller this percentage, the stronger the plan.



Appendix 1 (cont.)

Summary of Contributions

Year Ended December 31	Actuarially Determined Contribution	Percentage Contributed
2014	\$24,426,165	100.1%
2015	\$25,654,839	99.9%
2016	\$25,809,828	100.0%
2017	\$25,654,218	100.0%

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows.

Actuarial cost method	Projected unit credit
Amortization Method	Level percentage of pay, closed
Remaining amortization period	Remaining amortization periods range from 16 to 25 years with an average effective period of 22 years. Starting with new bases in 2014, Assumption changes and gains and losses are amortized over 20 years and plan changes are amortized over the average future service of the active population at the time of change.
Asset valuation method	Five-year smoothed method
Actuarial assumptions:	
Investment rate of return	7.50%
Projected salary increase	Varies by age
Post-retirement cost-of-living adjustments	3.0% for pre 2/97 accruals 1.8% for post 2/97 accruals



Appendix 2: Benefit Payment Projection

The following table shows the estimated benefit payments from January 1, 2018 through December 31, 2027 based on existing members of the plan.

Calendar Year	Benefits
2018	\$52,976,000
2019	55,879,000
2020	58,838,000
2021	61,379,000
2022	64,230,000
2023	67,026,000
2024	69,775,000
2025	72,423,000
2026	75,083,000
2027	77,539,000



Appendix 3: Risk Metrics

The County contributions will vary over time based on the experience of the plan's investments and participants. As the value of the plan's assets and liabilities increase relative to the participant payroll, there is a greater risk of large changes to the County's contribution expressed as a percentage of participant payroll.

The Asset Volatility Ratio (AVR) is equal to the market value of assets (MVA) divided by payroll. A higher AVR implies that the plan is exposed to greater contribution volatility. The current AVR of 4.8 indicates that a 1% asset gain/loss can be related to about 4.8% of the annual payroll. The plan currently amortizes asset gains/losses over a period of 20 years. This would result in a change in the County's contribution of about 0.4% of payroll for each 1.0% change in market assets.

The Liability Volatility Ratio (LVR) is equal to the Actuarial Accrued Liability (AAL) divided by payroll. A higher LVR implies that the plan is exposed to greater contribution volatility due to changes in liability measurements. The current LVR of 6.2 indicates that a 1% liability gain/loss can be related to about 6.2% of the annual payroll. The plan currently amortizes liability gains/losses over a period of 20 years. This would result in a change in the County's contribution of about 0.4% of payroll for each 1.0% change in AAL. As the plan approaches a 100% funded level, the AVR will converge to the LVR.

	2014	2015	2016	2017	2018
AVR	4.9	4.6	4.4	4.5	4.8
LVR	6.2	6.1	6.1	6.2	6.2



Appendix 4: Summary of Major Legislative Changes

County Council Bill No. 36-89

Effective 7/1/89.

Pension benefits and vesting provisions were improved. The accrual percentage per year of service was increased from 1.8% to 2.0%, permitting accrual of the maximum 60% benefit in 30 years instead of 33-1/3.

Full vesting was granted after 5 years of service. The old provisions used a graded scale granting 75% vesting after 10 years, climbing to 100% vesting after 15 years.

County Council Bill No. 34-92

Effective 6/1/92 through 8/31/92.

Participants age 50 or older with at least 20 years of service could elect to retire with an additional pension equal to 1/12 of 2% for each year of credited service. The additional amount could be taken as a pension increase, a lump sum, or as a temporary supplement to age 62. Appropriate actuarial adjustments apply.

State House Bill No. 687

Effective 7/1/90.

County employees were given the opportunity to apply for credit under the County's plan for previous service with the State of Maryland (or a political subdivision of the State).



Appendix 4: Summary of Major Legislative Changes (cont.)

County Council Bill 90-93

Effective 12/22/93.

Plan participants are required to pay the full actuarial value for service purchases. Purchases can only be made at retirement. To be eligible, an employee must have 60 months of County service. Existing plan participants must be notified of their right to purchase service under existing law.

County Council Bill No. 82-94

Effective 10/31/94.

Transfers assets from general employees plan to A&E plan for participants who have transferred between these two plans.

County Council Bill No. 88-96

Effective 12/4/96.

The previous method of calculating cost of living increases will only apply to benefits accrued as of 1/31/97. The cost of living increase for future benefits is a compound increase equal to 60% of the annual change in the CPI, not to exceed 2.5%. Employees hired, or rehired, on or after 12/4/96 will be Tier Two employees and will have different benefits than current employees.



Appendix 4: Summary of Major Legislative Changes (cont.)

County Council Bill No. 41-99

Effective 6/15/99.

Employees paid under the deputy sheriff employees pay schedule become Tier Two members of the Detention Center Plan effective as of January 1, 1999. Service credited under the Employees' Plan will count as credited service in the Detention Center Plan and no future benefit will be paid from the Employees' Plan. Assets are transferred from the Employees' Plan to the Detention Center Plan in an amount equal to the projected unit credit accrued liability in the Employees' Plan.

Recodification

Effective 2/25/2002.

Allows a benefit based on disability leave service and pre-plan military service to be paid over the 60% cap. Normal Retirement was changed to the earlier of 30 years of service or age 60.

County Council Bill No. 74-09

Effective 12/11/2009.

For non-represented members, FY2010 annual pay shall be determined by increasing FY2009 annual pay by an assumed 3% for determining the final average basic pay.

County Council Bill No. 6-10

Effective 4/18/2010.

Provides for a disability benefit for those participants who are totally and permanently disabled as a result of qualified military service.



Appendix 4: Summary of Major Legislative Changes (cont.)

County Council Bill No. 98-12

Effective 5/13/2013.

Changed the definition of "final average basic pay" from highest 3 out of the last 5 years basic pays to higher 3 of all basic pays.

County Council Bill No. 97-13

Effective 4/14/2014.

Members of the Employees' Plan and Category II members of the Detention and Deputy Sheriffs' Plan hired on or after July 1, 2015 will be subject to 10 year vesting and 10 year normal retirement provisions. The 10 year requirement also affects the ability to purchase service or get credit for pre-plan military service. The 10 year requirement extends to County Council members hired on or after December 1, 2014.

