



# The City of Salisbury

Supplemental Actuarial Valuation of Alternate  
LAGERS Benefits

February 28, 2017



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April 13, 2018

The City of Salisbury  
Salisbury, Missouri

Ladies and Gentlemen:

Submitted in this report are the results of an actuarial valuation prepared to determine the employer contribution rates required to support, for your employees, certain benefits provided by the Missouri Local Government Employees Retirement System (LAGERS). This report contains the information needed to comply with Missouri state disclosure requirements regarding changes in LAGERS benefits by a political subdivision (Sections 105.660 - 105.685 RSMo).

The contribution requirement for benefits likely to accrue as a result of the future service of your employees is described in this report as the current cost plus the disability cost. This contribution rate, expressed as a percent of active employee payroll, will depend on the benefit plan adopted.

The contribution requirement to pay for benefits likely to result from service rendered by your employees prior to the valuation date, the liability for which is not covered by present employer account balances, is described in this report as the prior service cost. The prior service cost is the rate of contribution designed to pay for any unfunded actuarial accrued liability.

Section 70.730 of the Revised Statutes of Missouri requires participating employers to contribute the current cost, disability cost, and prior service cost for the benefit plan in effect. These contributions are mandatory.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix I of this report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 28, 2017. Annual actuarial valuation results for the political subdivision and information pertaining to those results may be found in the political subdivision's annual actuarial valuation report as of February 28, 2017.

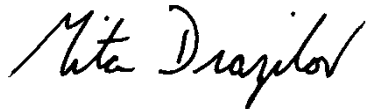
The computed contribution rates will permit the System to continue to operate in accordance with the actuarial principles of level cost financing and the state law which governs LAGERS. Summary provisions of the law as well as benefit illustrations can be found in Appendices II and III.

In accordance with 105.675 RSMo, note that this entire report must be available as public information for at least 45 calendar days prior to the date final official action is taken by your governing body to adopt an alternate benefit plan. You may wish to make notice of this report in the official minutes of the next meeting of your governing body. This action would not be binding on your subdivision, yet would establish the beginning date of the 45 day waiting period. The statement of cost must also be provided to the Joint Committee on Public Employee Retirement. The statement can be mailed to the State Capitol, Room 219-A, Jefferson City, MO 65101 or e-mailed to [JCPER@senate.mo.gov](mailto:JCPER@senate.mo.gov).

The valuation was based on the same data as was used in your February 28, 2017 annual actuarial valuation. If you have any questions concerning this report or LAGERS in general, please contact the LAGERS office in Jefferson City.

Mita D. Drazilov is a Member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Mita D. Drazilov, ASA, FCA, MAAA

## Alternate Plan Provisions Affecting Employer Contribution Rates

The law governing LAGERS provides for either a contributory plan or a non-contributory plan, with benefits based on either a 5 year or 3 year Final Average Salary (FAS).

**Contributory Plan.** Under the contributory plan, each covered member contributes 4% of compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the member's contributions, plus any interest credited to the member's individual account, are refunded upon request.

**Non-Contributory Plan.** Under the non-contributory plan, there is no individual employee contribution to the plan, no individual account maintained for each employee, and no refund paid to employees who terminate before being eligible for a benefit.

The law further provides for nine different benefit programs (benefit formula factors) and allows an employer to elect "rule of 80" eligibility for benefits. Under the rule of 80, employees are eligible for unreduced benefits at the earlier of (i) attainment of their minimum service retirement age or (ii) such time as their years of age plus years of LAGERS credited service equals 80.

In total this allows for 72 different combinations of benefit plans, giving employers considerable latitude in designing the retirement program that best suits their particular situation.

The applicable combinations of these items may be changed from time to time, however, there are limitations on the frequency of changes. A more detailed description of plan provisions may be found in Appendix II of this report.

# The City of Salisbury

## Computed Employer Contribution Rates - General Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
# Benefit Program:	L-1	L-7
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
Retirement Eligibility:	Regular	Regular

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	2.9%
Disability Cost	0.2
Prior Service Cost	<u>2.8</u>
Total	5.9%
 <u>Alternate Plan</u> 	
Current Service Cost	5.7%
Disability Cost	0.3
Prior Service Cost*	<u>5.0</u>
Total	11.0%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u><b>5.1%</b></u>

Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 5.1% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$154,372 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Salisbury

## Projected Estimated Employer Contribution Rates - General Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference
		As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA
2017	\$504,795	5.9%	\$29,783	\$252,190	11.0%	\$55,527	\$406,562	5.1%	\$25,744	\$154,372
2018	521,201	5.9	30,751	255,711	11.0	57,332	409,677	5.1	26,581	153,966
2019	538,140	5.9	31,750	259,007	11.0	59,195	412,161	5.1	27,445	153,154
2020	555,630	5.9	32,782	262,047	11.0	61,119	413,941	5.1	28,337	151,894
2021	573,688	5.9	33,848	264,796	11.0	63,106	414,937	5.1	29,258	150,141
2022	592,333	5.9	34,948	267,216	11.0	65,157	415,061	5.1	30,209	147,845
2023	611,584	5.9	36,083	269,266	11.0	67,274	414,221	5.1	31,191	144,955
2024	631,460	5.9	37,256	270,902	11.0	69,461	412,315	5.1	32,205	141,413
2025	651,982	5.9	38,467	272,076	11.0	71,718	409,234	5.1	33,251	137,158
2026	673,171	5.9	39,717	272,734	11.0	74,049	404,856	5.1	34,332	132,122

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$33,496; the estimated market value of assets is \$33,296; the actuarial accrued liability is \$285,686; and the funded ratio is 11.7%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

# The City of Salisbury

## Computed Employer Contribution Rates - Police Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
# Benefit Program:	L-1	L-7
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
Retirement Eligibility:	Regular	Regular

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	3.5%
Disability Cost	0.4
Prior Service Cost	<u>2.0</u>
Total	5.9%
 <u>Alternate Plan</u> 	
Current Service Cost	6.7%
Disability Cost	0.6
Prior Service Cost*	<u>3.6</u>
Total	10.9%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u>5.0%</u>

Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 5.0% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$34,973 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.



# The City of Salisbury

## Projected Estimated Employer Contribution Rates - Police Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2017	\$155,902	5.9%	\$9,198	\$48,679	10.9%	\$16,993	\$83,652	5.0%	\$7,795	\$34,973
2018	160,969	5.9	9,497	49,012	10.9	17,546	83,893	5.0	8,049	34,881
2019	166,200	5.9	9,806	49,265	10.9	18,116	83,962	5.0	8,310	34,697
2020	171,602	5.9	10,125	49,429	10.9	18,705	83,841	5.0	8,580	34,412
2021	177,179	5.9	10,454	49,494	10.9	19,313	83,508	5.0	8,859	34,014
2022	182,937	5.9	10,793	49,450	10.9	19,940	82,944	5.0	9,147	33,494
2023	188,882	5.9	11,144	49,284	10.9	20,588	82,124	5.0	9,444	32,840
2024	195,021	5.9	11,506	48,984	10.9	21,257	81,021	5.0	9,751	32,037
2025	201,359	5.9	11,880	48,537	10.9	21,948	79,610	5.0	10,068	31,073
2026	207,903	5.9	12,266	47,928	10.9	22,661	77,860	5.0	10,395	29,932

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$11,359; the estimated market value of assets is \$11,291; the actuarial accrued liability is \$60,038; and the funded ratio is 18.9%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

# The City of Salisbury

## Computed Employer Contribution Rates - General Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
# Benefit Program:	L-1	L-6
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
Retirement Eligibility:	Regular	Regular

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	2.9%
Disability Cost	0.2
Prior Service Cost	<u>2.8</u>
Total	5.9%
 <u>Alternate Plan</u> 	
Current Service Cost	8.6%
Disability Cost	0.5
Prior Service Cost*	<u>7.2</u>
Total	16.3%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u><b>10.4%</b></u>

Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 10.4% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$308,077 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Salisbury

## Projected Estimated Employer Contribution Rates - General Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference
		As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA
2017	\$504,795	5.9%	\$29,783	\$252,190	16.3%	\$82,282	\$560,267	10.4%	\$52,499	\$308,077
2018	521,201	5.9	30,751	255,711	16.3	84,956	562,978	10.4	54,205	307,267
2019	538,140	5.9	31,750	259,007	16.3	87,717	564,653	10.4	55,967	305,646
2020	555,630	5.9	32,782	262,047	16.3	90,568	565,179	10.4	57,786	303,132
2021	573,688	5.9	33,848	264,796	16.3	93,511	564,428	10.4	59,663	299,632
2022	592,333	5.9	34,948	267,216	16.3	96,550	562,268	10.4	61,602	295,052
2023	611,584	5.9	36,083	269,266	16.3	99,688	558,550	10.4	63,605	289,284
2024	631,460	5.9	37,256	270,902	16.3	102,928	553,117	10.4	65,672	282,215
2025	651,982	5.9	38,467	272,076	16.3	106,273	545,799	10.4	67,806	273,723
2026	673,171	5.9	39,717	272,734	16.3	109,727	536,408	10.4	70,010	263,674

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$33,496; the estimated market value of assets is \$33,296; the actuarial accrued liability is \$285,686; and the funded ratio is 11.7%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

# The City of Salisbury

## Computed Employer Contribution Rates - Police Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
# Benefit Program:	L-1	L-6
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
Retirement Eligibility:	Regular	Regular

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	3.5%
Disability Cost	0.4
Prior Service Cost	<u>2.0</u>
Total	5.9%
 <u>Alternate Plan</u> 	
Current Service Cost	9.8%
Disability Cost	0.8
Prior Service Cost*	<u>5.2</u>
Total	15.8%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u><b>9.9%</b></u>

Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 9.9% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$69,617 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Salisbury

## Projected Estimated Employer Contribution Rates - Police Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2017	\$155,902	5.9%	\$9,198	\$48,679	15.8%	\$24,633	\$118,296	9.9%	\$15,435	\$69,617
2018	160,969	5.9	9,497	49,012	15.8	25,433	118,446	9.9	15,936	69,434
2019	166,200	5.9	9,806	49,265	15.8	26,260	118,333	9.9	16,454	69,068
2020	171,602	5.9	10,125	49,429	15.8	27,113	117,928	9.9	16,988	68,499
2021	177,179	5.9	10,454	49,494	15.8	27,994	117,203	9.9	17,540	67,709
2022	182,937	5.9	10,793	49,450	15.8	28,904	116,124	9.9	18,111	66,674
2023	188,882	5.9	11,144	49,284	15.8	29,843	114,654	9.9	18,699	65,370
2024	195,021	5.9	11,506	48,984	15.8	30,813	112,757	9.9	19,307	63,773
2025	201,359	5.9	11,880	48,537	15.8	31,815	110,391	9.9	19,935	61,854
2026	207,903	5.9	12,266	47,928	15.8	32,849	107,511	9.9	20,583	59,583

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$11,359; the estimated market value of assets is \$11,291; the actuarial accrued liability is \$60,038; and the funded ratio is 18.9%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

# The City of Salisbury

## Computed Employer Contribution Rates - General Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
Benefit Program:	L-1	L-1
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
# Retirement Eligibility:	Regular	Rule of 80

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	2.9%
Disability Cost	0.2
Prior Service Cost	<u>2.8</u>
Total	5.9%
<u>Alternate Plan</u>	
Current Service Cost	3.2%
Disability Cost	0.2
Prior Service Cost*	<u>3.0</u>
Total	6.4%
<b>Increase In Contribution Rate For Alternate Plan</b>	<u>0.5%</u>

**Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 0.5% would be added to the employer contribution rate currently in effect.**

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$10,884 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.

# The City of Salisbury

## Projected Estimated Employer Contribution Rates - General Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2017	\$504,795	5.9%	\$29,783	\$252,190	6.4%	\$32,307	\$263,074	0.5%	\$2,524	\$10,884
2018	521,201	5.9	30,751	255,711	6.4	33,357	266,566	0.5	2,606	10,855
2019	538,140	5.9	31,750	259,007	6.4	34,441	269,805	0.5	2,691	10,798
2020	555,630	5.9	32,782	262,047	6.4	35,560	272,756	0.5	2,778	10,709
2021	573,688	5.9	33,848	264,796	6.4	36,716	275,382	0.5	2,868	10,586
2022	592,333	5.9	34,948	267,216	6.4	37,909	277,640	0.5	2,961	10,424
2023	611,584	5.9	36,083	269,266	6.4	39,141	279,486	0.5	3,058	10,220
2024	631,460	5.9	37,256	270,902	6.4	40,413	280,872	0.5	3,157	9,970
2025	651,982	5.9	38,467	272,076	6.4	41,727	281,746	0.5	3,260	9,670
2026	673,171	5.9	39,717	272,734	6.4	43,083	282,049	0.5	3,366	9,315

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$33,496; the estimated market value of assets is \$33,296; the actuarial accrued liability is \$285,686; and the funded ratio is 11.7%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

# The City of Salisbury

## Computed Employer Contribution Rates - Police Employees

### As of February 28, 2017

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
Benefit Program:	L-1	L-1
Final Average Salary:	5 year	5 year
Member Contributions:	Contributory	Contributory
# Retirement Eligibility:	Regular	Rule of 80

<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	3.5%
Disability Cost	0.4
Prior Service Cost	<u>2.0</u>
Total	5.9%
 <u>Alternate Plan</u> 	
Current Service Cost	3.6%
Disability Cost	0.4
Prior Service Cost*	<u>2.0</u>
Total	6.0%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u>0.1%</u>

**Employer contribution rates shown above are for the fiscal year beginning in 2018. If the alternate plan is adopted prior to the fiscal year beginning in 2018, 0.1% would be added to the employer contribution rate currently in effect.**

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$1,039 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

The cost for the Rule of 80 provision is very dependent upon the age at hire of the employees. If hiring practices in the future differ from those of the past, the cost for this provision could increase or decrease. The cost shown is based on the age and service characteristics of the present group.



# The City of Salisbury

## Projected Estimated Employer Contribution Rates - Police Employees

### As of February 28, 2017

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference	Estimated Employer Contribution		Estimated Difference
		As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA	As a % of Payroll	Annual Dollars	Between AAL and AVA
2017	\$155,902	5.9%	\$9,198	\$48,679	6.0%	\$9,354	\$49,718	0.1%	\$156	\$1,039
2018	160,969	5.9	9,497	49,012	6.0	9,658	50,048	0.1	161	1,036
2019	166,200	5.9	9,806	49,265	6.0	9,972	50,296	0.1	166	1,031
2020	171,602	5.9	10,125	49,429	6.0	10,296	50,451	0.1	171	1,022
2021	177,179	5.9	10,454	49,494	6.0	10,631	50,505	0.1	177	1,011
2022	182,937	5.9	10,793	49,450	6.0	10,976	50,445	0.1	183	995
2023	188,882	5.9	11,144	49,284	6.0	11,333	50,260	0.1	189	976
2024	195,021	5.9	11,506	48,984	6.0	11,701	49,936	0.1	195	952
2025	201,359	5.9	11,880	48,537	6.0	12,082	49,460	0.1	202	923
2026	207,903	5.9	12,266	47,928	6.0	12,474	48,817	0.1	208	889

AAL = Actuarial Accrued Liability  
 AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2017, the actuarial value of assets is \$11,359; the estimated market value of assets is \$11,291; the actuarial accrued liability is \$60,038; and the funded ratio is 18.9%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2017, there is no difference between the capped and uncapped employer contribution rate.

## **APPENDIX I**

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### **SUMMARY OF FINANCIAL ASSUMPTIONS**

# Summary of Assumptions Used in Actuarial Valuations

## Assumptions Adopted by Board of Trustees after Consulting with Actuary

1. The investment return rate used in making the valuations was 7.25% per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of investment return in excess of the inflation rate. The price inflation rate used in making the valuations was 2.50% and the wage inflation rate used in making the valuations was 3.25%. The 7.25% investment return rate translates to an assumed real rate of return over price inflation of 4.75% and over wage inflation of 4.00%. Adopted 2011 and 2016.
2. The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 Healthy Annuitant mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 disabled mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The pre-retirement mortality tables used were the RP-2014 employees mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. For both the post-retirement and pre-retirement tables, the base year for males was then established to be 2017. Mortality rates for a particular calendar year are determined by applying the MP-2015 mortality improvement scale to the above described tables. Adopted 2016.
3. The probabilities of withdrawal and disability from service, together with individual pay increase assumptions, are shown in Schedule 1. Adopted 2016.
4. The probabilities of retirement with an age and service allowance are shown in Schedule 2. Adopted 2016.
5. Post-retirement cost of living allowances are assumed to be 2.50% per year. Adopted 2016.
6. Total active member payroll is assumed to increase 3.25% a year, which is the portion of the individual pay increase assumptions attributable to wage inflation. In effect, this assumes no change in the number of active members per employer. Adopted 2016.
7. An individual entry-age actuarial cost method of valuation was used in determining age and service allowance actuarial liabilities and normal cost. Adopted 1986.
8. The data about persons now covered was furnished by the political subdivision. Although examined for general reasonableness, the data was not audited by us.

## Schedule 1.

### Separations From Active Employment (Not Including Death-In-Service) Before Age & Service Retirement and Individual Pay Increase Assumptions

		Percent of Active Members Separating Within Next Year							
Sample Ages	Years of Service	General Members				Police		Fire	
		Men		Women		Disability	Withdrawal	Disability	Withdrawal
All	0		19.00%		22.00%		18.00%		10.00%
	1		17.00		20.00		17.00		8.00
	2		15.00		17.00		16.00		7.00
	3		13.00		14.00		13.00		6.00
	4		11.00		13.00		12.00		6.00
25	5 & Over	0.09%	7.30	0.02%	10.80	0.10%	9.80	0.06%	5.00
30		0.12	6.50	0.03	8.90	0.11	7.80	0.10	4.00
35		0.15	5.00	0.06	7.40	0.16	6.10	0.23	2.80
40		0.21	3.70	0.10	5.70	0.22	4.40	0.35	2.20
45		0.30	3.00	0.16	4.20	0.34	3.20	0.56	1.80
50		0.44	2.40	0.24	3.30	0.53	1.80	0.85	1.00
55		0.68	1.80	0.34	2.50	0.88	1.00	1.31	0.50
60		1.02	1.00	0.48	1.20		0.00		0.00
65			0.00		0.00		0.00		0.00

Percent Increase in Individual's Pay During Next Year		
Sample Ages	General & Police	Fire
25	6.55%	7.15%
30	5.75	6.05
35	5.25	5.15
40	4.75	4.45
45	4.25	4.15
50	3.85	3.85
55	3.65	3.65
60	3.55	3.25
65	3.25	3.25

## Schedule 2.

### Percent of Eligible Active Members Retiring Within Next Year Without Rule of 80 Eligibility

#### Early Retirement

Retirement Ages	General Members		Retirement Ages	Police	Fire
	Men	Women			
55	3.00%	3.00%	50	2.50%	2.50%
56	3.00%	3.00%	51	2.50%	2.50%
57	3.00%	3.00%	52	2.50%	2.50%
58	3.00%	3.00%	53	2.50%	2.50%
59	3.00%	3.00%	54	2.50%	2.50%

#### Normal Retirement

Retirement Ages	General Members		Retirement Ages	Police	Fire
	Men	Women			
60	10%	10%	55	10%	13%
61	10	10	56	10	13
62	25	15	57	10	13
63	20	15	58	10	13
64	20	15	59	10	13
65	25	25	60	10	15
66	25	25	61	10	15
67	20	25	62	25	20
68	20	25	63	20	20
69	20	20	64	20	20
70	100	100	65	100	100

## Schedule 2. (Continued)

### Percent of Eligible Active Members Retiring Within Next Year With Rule of 80 Eligibility

Retirement Ages	General Members		Police	Fire
	Men	Women		
50	15%	15%	25%	25%
51	15	15	25	20
52	15	15	15	20
53	15	15	15	20
54	15	15	15	20
55	15	15	15	20
56	15	15	15	20
57	15	15	15	25
58	15	15	15	25
59	15	15	15	25
60	15	15	15	35
61	15	15	25	35
62	30	15	30	45
63	30	15	30	45
64	30	20	30	45
65	30	25	100	100
66	30	25		
67	30	25		
68	30	25		
69	30	25		
70	100	100		

## **APPENDIX II**

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### **SUMMARY OF LAGERS PROVISIONS**

# Missouri Local Government Employees Retirement System

## Brief Summary of LAGERS

### Benefits and Conditions Evaluated and/or Considered as of February 28, 2017

#### (Section References are to RSMo)

**Voluntary Retirement.** Sections 70.645 & 70.600. A member may retire with an age & service allowance after both (i) completing 5 years of credited service, and (ii) attaining the minimum service retirement age.

The minimum service retirement age is age 60 for a general employee and age 55 for a police or fire employee. Optionally, employers may also elect to provide for unreduced benefits for employees whose combination of years of age and years of service equals 80 or more.

**Final Average Salary.** Section 70.600. The average of a member's monthly compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) of credited service producing the highest monthly average, which period is contained within the 120 consecutive months of credited service immediately preceding retirement.

**Age & Service Allowance.** Section 70.655. The allowance, payable monthly for life, equals a specified percent of a member's final average salary multiplied by the number of years of credited service. Each employer elects the percent applicable to its members, from the following programs:

L-1 Benefit Program:	1.00% for life
L-3 Benefit Program:	1.25% for life
L-7 Benefit Program:	1.50% for life
L-9 Benefit Program:	1.60% for life
L-12 Benefit Program:	1.75% for life
L-6 Benefit Program:	2.00% for life
LT-4(65) Benefit Program:	1.00% for life, plus 1.00% to age 65
LT-5(65) Benefit Program:	1.25% for life, plus 0.75% to age 65
LT-8(65) Benefit Program:	1.50% for life, plus 0.50% to age 65
LT-10(65) Benefit Program:	1.60% for life, plus 0.40% to age 65
LT-14(65) Benefit Program:	1.75% for life, plus 0.25% to age 65

The only LT benefit programs available for adoption after August 1, 1994 are the LT(65) programs.

Benefit programs L-9 and LT-10(65) are unavailable for adoption after August 1, 2005.

Benefit program L-11, available only to groups not covered by social security, provides for 2.5% for life.

Subsequent to joining the System the governing body can elect to change benefit programs for the employees, but not more often than once every 2 years.



**Early Allowance.** Section 70.670. A member may retire with an early allowance after both (i) completing 5 years of credited service, and (ii) attaining age 55 if a general employee or age 50 if a police or fire employee. The early allowance amount, payable monthly for life, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of early retirement, but reduced to reflect the fact that the age when payments begin is younger than the minimum service retirement age. The amount of the reduction is 1/2 of 1% (.005) for each month the age at retirement is younger than the minimum service retirement age.

**Deferred Allowance.** Section 70.675. If a member leaves LAGERS-covered employment (i) before attaining the early retirement age, and (ii) after completing 5 years of credited service, the member becomes eligible for a deferred allowance; provided the former member lives to the minimum service retirement age and does not withdraw the accumulated contributions.

The deferred allowance amount, payable monthly for life from the minimum service retirement age, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of leaving LAGERS coverage.

Deferred allowances are also payable any time after reaching the early retirement age, with the reduction for early retirement noted on the previous page.

**Non-Duty Disability Allowance.** Section 70.680. A member with 5 or more years of credited service who becomes totally and permanently disabled from other than duty-connected causes becomes eligible to receive a non-duty disability allowance computed in the same manner as an age & service allowance, based upon the service & earnings record to time of disability.

**Duty Disability Allowance.** Section 70.680. A member regardless of credited service who becomes totally and permanently disabled from duty-connected causes becomes eligible to receive a duty disability allowance computed in the same manner as an age & service allowance, based upon the earnings record to time of disability but based upon the years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

**Death-in-Service.** Section 70.661. Upon the death of a member who had completed 5 years of credited service, the eligible surviving dependents receive the following benefits:

- (a) The surviving spouse receives an allowance equal to the Option A allowance (joint and 75% survivor benefit) computed based upon the deceased members' service & earnings record to time of death.
- (b) When no spouse benefit is payable, the dependent children under age 18 (age 23 if they are full time students) each receive an equal share of 60% of an age & service allowance computed based upon the deceased member's service & earnings record to time of death.
- (c) If the death is determined to be duty related, the 5 year service requirement is waived and the benefit is based on years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

**Benefit Changes After Retirement.** Section 70.655. For retirements effective after September 28, 1975, there is an annual redetermination of monthly benefit amount, beginning the October first following 12 months of retirement. As of each October first the amount of each eligible benefit is redetermined as follows:

- (a) Subject to the maximum in (b), the redetermined amount is the amount otherwise payable multiplied by: 100% plus up to 4%, as determined by the LAGERS Board of Trustees, for each full year of retirement.
- (b) The redetermined amount may not exceed the amount otherwise payable multiplied by the ratio of the Consumer Price Index for the immediately preceding month of June to the Consumer Price Index for the month of June immediately preceding retirement.

**Member Contributions.** Sections 70.690 & 70.705. Each member contributes 4% of compensation beginning after completion of sufficient employment for 6 months of credited service.

If a member leaves LAGERS-covered employment before an allowance is payable, the accumulated contributions are refunded to the member. If the member dies, his accumulated contributions are refunded to a designated beneficiary.

The law governing LAGERS also has a provision for the adoption of a non-contributory plan in which the full cost of LAGERS participation is paid by the employer. Adoption of the non-contributory provisions may be done at the time of membership or a later date; however, a change from contributory to non-contributory or vice-versa may not be made more frequently than every 2 years. Under the non-contributory provisions there is no individual account maintained for each employee and no refund of contributions if an employee terminates before being eligible for a benefit.

**Employer Contributions.** Section 70.730. Each employer contributes the remainder amounts necessary to finance the employees' participation in LAGERS. Contributions to LAGERS are determined based upon level-percent-of-payroll principles, so that contribution rates do not have to increase over decades of time.

**APPENDIX III**



**BENEFIT ILLUSTRATIONS**

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts

For Sample Combinations of Service & Salary  
(L-1 Benefit Program is Years of Credited Service  
times: 1.00% of FAS <sup>1</sup> )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 525	\$ 875	\$1,400	93%
2,000	700	1,016	1,716	86%
2,500	875	1,157	2,032	81%
3,000	1,050	1,297	2,347	78%
3,500	1,225	1,438	2,663	76%
4,000	1,400	1,579	2,979	74%
25 Years of Service:				
\$1,500	\$ 375	\$ 875	\$1,250	83%
2,000	500	1,016	1,516	76%
2,500	625	1,157	1,782	71%
3,000	750	1,297	2,047	68%
3,500	875	1,438	2,313	66%
4,000	1,000	1,579	2,579	64%
15 Years of Service:				
\$1,500	\$225	\$ 875	\$1,100	73%
2,000	300	1,016	1,316	66%
2,500	375	1,157	1,532	61%
3,000	450	1,297	1,747	58%
3,500	525	1,438	1,963	56%
4,000	600	1,579	2,179	54%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-3 Benefit Program is Years of Credited Service times: 1.25% of FAS 1 )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 656	\$ 875	\$1,531	102%
2,000	875	1,016	1,891	95%
2,500	1,094	1,157	2,251	90%
3,000	1,313	1,297	2,610	87%
3,500	1,531	1,438	2,969	85%
4,000	1,750	1,579	3,329	83%
25 Years of Service:				
\$1,500	\$ 469	\$ 875	\$1,344	90%
2,000	625	1,016	1,641	82%
2,500	781	1,157	1,938	78%
3,000	938	1,297	2,235	75%
3,500	1,094	1,438	2,532	72%
4,000	1,250	1,579	2,829	71%
15 Years of Service:				
\$1,500	\$281	\$ 875	\$1,156	77%
2,000	375	1,016	1,391	70%
2,500	469	1,157	1,626	65%
3,000	563	1,297	1,860	62%
3,500	656	1,438	2,094	60%
4,000	750	1,579	2,329	58%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-7 Benefit Program is Years of Credited Service times: 1.50% of FAS 1 )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 788	\$ 875	\$1,663	111%
2,000	1,050	1,016	2,066	103%
2,500	1,313	1,157	2,470	99%
3,000	1,575	1,297	2,872	96%
3,500	1,838	1,438	3,276	94%
4,000	2,100	1,579	3,679	92%
25 Years of Service:				
\$1,500	\$ 563	\$ 875	\$1,438	96%
2,000	750	1,016	1,766	88%
2,500	938	1,157	2,095	84%
3,000	1,125	1,297	2,422	81%
3,500	1,313	1,438	2,751	79%
4,000	1,500	1,579	3,079	77%
15 Years of Service:				
\$1,500	\$338	\$ 875	\$1,213	81%
2,000	450	1,016	1,466	73%
2,500	563	1,157	1,720	69%
3,000	675	1,297	1,972	66%
3,500	788	1,438	2,226	64%
4,000	900	1,579	2,479	62%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-9 Benefit Program is Years of Credited Service times: 1.60% of FAS 1 )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 840	\$ 875	\$1,715	114%
2,000	1,120	1,016	2,136	107%
2,500	1,400	1,157	2,557	102%
3,000	1,680	1,297	2,977	99%
3,500	1,960	1,438	3,398	97%
4,000	2,240	1,579	3,819	95%
25 Years of Service:				
\$1,500	\$ 600	\$ 875	\$1,475	98%
2,000	800	1,016	1,816	91%
2,500	1,000	1,157	2,157	86%
3,000	1,200	1,297	2,497	83%
3,500	1,400	1,438	2,838	81%
4,000	1,600	1,579	3,179	79%
15 Years of Service:				
\$1,500	\$360	\$ 875	\$1,235	82%
2,000	480	1,016	1,496	75%
2,500	600	1,157	1,757	70%
3,000	720	1,297	2,017	67%
3,500	840	1,438	2,278	65%
4,000	960	1,579	2,539	63%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-12 Benefit Program is Years of Credited Service times: 1.75% of FAS 1 )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 919	\$ 875	\$1,794	120%
2,000	1,225	1,016	2,241	112%
2,500	1,531	1,157	2,688	108%
3,000	1,838	1,297	3,135	105%
3,500	2,144	1,438	3,582	102%
4,000	2,450	1,579	4,029	101%
25 Years of Service:				
\$1,500	\$ 656	\$ 875	\$1,531	102%
2,000	875	1,016	1,891	95%
2,500	1,094	1,157	2,251	90%
3,000	1,313	1,297	2,610	87%
3,500	1,531	1,438	2,969	85%
4,000	1,750	1,579	3,329	83%
15 Years of Service:				
\$1,500	\$ 394	\$ 875	\$1,269	85%
2,000	525	1,016	1,541	77%
2,500	656	1,157	1,813	73%
3,000	788	1,297	2,085	70%
3,500	919	1,438	2,357	67%
4,000	1,050	1,579	2,629	66%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(L-6 Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS 1 )**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,050	\$ 875	\$1,925	128%
2,000	1,400	1,016	2,416	121%
2,500	1,750	1,157	2,907	116%
3,000	2,100	1,297	3,397	113%
3,500	2,450	1,438	3,888	111%
4,000	2,800	1,579	4,379	109%
25 Years of Service:				
\$1,500	\$ 750	\$ 875	\$1,625	108%
2,000	1,000	1,016	2,016	101%
2,500	1,250	1,157	2,407	96%
3,000	1,500	1,297	2,797	93%
3,500	1,750	1,438	3,188	91%
4,000	2,000	1,579	3,579	89%
15 Years of Service:				
\$1,500	\$ 450	\$ 875	\$1,325	88%
2,000	600	1,016	1,616	81%
2,500	750	1,157	1,907	76%
3,000	900	1,297	2,197	73%
3,500	1,050	1,438	2,488	71%
4,000	1,200	1,579	2,779	69%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-11 Benefit Program is Years of Credited Service times: 2.50% of FAS 1 )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,313		\$1,313	88%
2,000	1,750		1,750	88%
2,500	2,188		2,188	88%
3,000	2,625		2,625	88%
3,500	3,063		3,063	88%
4,000	3,500		3,500	88%
25 Years of Service:				
\$1,500	\$ 938		\$ 938	63%
2,000	1,250		1,250	63%
2,500	1,563		1,563	63%
3,000	1,875		1,875	63%
3,500	2,188		2,188	63%
4,000	2,500		2,500	63%
15 Years of Service:				
\$1,500	\$ 563		\$ 563	38%
2,000	750		750	38%
2,500	938		938	38%
3,000	1,125		1,125	38%
3,500	1,313		1,313	38%
4,000	1,500		1,500	38%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-4(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS<sup>1</sup> to age 62)**  
**1.00% of FAS<sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 737	\$1,050	\$1,262	70%	84%
2,000	1,400	700	871	1,400	1,571	70%	79%
2,500	1,750	875	973	1,750	1,848	70%	74%
3,000	2,100	1,050	1,091	2,100	2,141	70%	71%
3,500	2,450	1,225	1,209	2,450	2,434	70%	70%
4,000	2,800	1,400	1,327	2,800	2,727	70%	68%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 737	\$ 750	\$1,112	50%	74%
2,000	1,000	500	871	1,000	1,371	50%	69%
2,500	1,250	625	973	1,250	1,598	50%	64%
3,000	1,500	750	1,091	1,500	1,841	50%	61%
3,500	1,750	875	1,209	1,750	2,084	50%	60%
4,000	2,000	1,000	1,327	2,000	2,327	50%	58%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 737	\$ 450	\$ 962	30%	64%
2,000	600	300	871	600	1,171	30%	59%
2,500	750	375	973	750	1,348	30%	54%
3,000	900	450	1,091	900	1,541	30%	51%
3,500	1,050	525	1,209	1,050	1,734	30%	50%
4,000	1,200	600	1,327	1,200	1,927	30%	48%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (LT-4(65) Benefit Program is Years of Credited Service times: 2.00% of FAS<sup>1</sup> to age 65) 1.00% of FAS<sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 875	\$1,050	\$1,400	70%	93%
2,000	1,400	700	1,016	1,400	1,716	70%	86%
2,500	1,750	875	1,157	1,750	2,032	70%	81%
3,000	2,100	1,050	1,297	2,100	2,347	70%	78%
3,500	2,450	1,225	1,438	2,450	2,663	70%	76%
4,000	2,800	1,400	1,579	2,800	2,979	70%	74%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 875	\$ 750	\$1,250	50%	83%
2,000	1,000	500	1,016	1,000	1,516	50%	76%
2,500	1,250	625	1,157	1,250	1,782	50%	71%
3,000	1,500	750	1,297	1,500	2,047	50%	68%
3,500	1,750	875	1,438	1,750	2,313	50%	66%
4,000	2,000	1,000	1,579	2,000	2,579	50%	64%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 875	\$ 450	\$1,100	30%	73%
2,000	600	300	1,016	600	1,316	30%	66%
2,500	750	375	1,157	750	1,532	30%	61%
3,000	900	450	1,297	900	1,747	30%	58%
3,500	1,050	525	1,438	1,050	1,963	30%	56%
4,000	1,200	600	1,579	1,200	2,179	30%	54%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-5(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS<sup>1</sup> to age 62)**  
**1.25% of FAS<sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 737	\$1,050	\$1,393	70%	93%
2,000	1,400	875	871	1,400	1,746	70%	87%
2,500	1,750	1,094	973	1,750	2,067	70%	83%
3,000	2,100	1,313	1,091	2,100	2,404	70%	80%
3,500	2,450	1,531	1,209	2,450	2,740	70%	78%
4,000	2,800	1,750	1,327	2,800	3,077	70%	77%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 737	\$ 750	\$1,206	50%	80%
2,000	1,000	625	871	1,000	1,496	50%	75%
2,500	1,250	781	973	1,250	1,754	50%	70%
3,000	1,500	938	1,091	1,500	2,029	50%	68%
3,500	1,750	1,094	1,209	1,750	2,303	50%	66%
4,000	2,000	1,250	1,327	2,000	2,577	50%	64%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 737	\$ 450	\$1,018	30%	68%
2,000	600	375	871	600	1,246	30%	62%
2,500	750	469	973	750	1,442	30%	58%
3,000	900	563	1,091	900	1,654	30%	55%
3,500	1,050	656	1,209	1,050	1,865	30%	53%
4,000	1,200	750	1,327	1,200	2,077	30%	52%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (LT-5(65) Benefit Program is Years of Credited Service times: 2.00% of FAS<sup>1</sup> to age 65) 1.25% of FAS<sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 875	\$1,050	\$1,531	70%	102%
2,000	1,400	875	1,016	1,400	1,891	70%	95%
2,500	1,750	1,094	1,157	1,750	2,251	70%	90%
3,000	2,100	1,313	1,297	2,100	2,610	70%	87%
3,500	2,450	1,531	1,438	2,450	2,969	70%	85%
4,000	2,800	1,750	1,579	2,800	3,329	70%	83%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 875	\$ 750	\$1,344	50%	90%
2,000	1,000	625	1,016	1,000	1,641	50%	82%
2,500	1,250	781	1,157	1,250	1,938	50%	78%
3,000	1,500	938	1,297	1,500	2,235	50%	75%
3,500	1,750	1,094	1,438	1,750	2,532	50%	72%
4,000	2,000	1,250	1,579	2,000	2,829	50%	71%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 875	\$ 450	\$1,156	30%	77%
2,000	600	375	1,016	600	1,391	30%	70%
2,500	750	469	1,157	750	1,626	30%	65%
3,000	900	563	1,297	900	1,860	30%	62%
3,500	1,050	656	1,438	1,050	2,094	30%	60%
4,000	1,200	750	1,579	1,200	2,329	30%	58%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-8(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 62)**  
**1.50% of FAS <sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 737	\$1,050	\$1,525	70%	102%
2,000	1,400	1,050	871	1,400	1,921	70%	96%
2,500	1,750	1,313	973	1,750	2,286	70%	91%
3,000	2,100	1,575	1,091	2,100	2,666	70%	89%
3,500	2,450	1,838	1,209	2,450	3,047	70%	87%
4,000	2,800	2,100	1,327	2,800	3,427	70%	86%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 737	\$ 750	\$1,300	50%	87%
2,000	1,000	750	871	1,000	1,621	50%	81%
2,500	1,250	938	973	1,250	1,911	50%	76%
3,000	1,500	1,125	1,091	1,500	2,216	50%	74%
3,500	1,750	1,313	1,209	1,750	2,522	50%	72%
4,000	2,000	1,500	1,327	2,000	2,827	50%	71%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 737	\$ 450	\$1,075	30%	72%
2,000	600	450	871	600	1,321	30%	66%
2,500	750	563	973	750	1,536	30%	61%
3,000	900	675	1,091	900	1,766	30%	59%
3,500	1,050	788	1,209	1,050	1,997	30%	57%
4,000	1,200	900	1,327	1,200	2,227	30%	56%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (LT-8(65) Benefit Program is Years of Credited Service times: 2.00% of FAS<sup>1</sup> to age 65) 1.50% of FAS<sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 875	\$1,050	\$1,663	70%	111%
2,000	1,400	1,050	1,016	1,400	2,066	70%	103%
2,500	1,750	1,313	1,157	1,750	2,470	70%	99%
3,000	2,100	1,575	1,297	2,100	2,872	70%	96%
3,500	2,450	1,838	1,438	2,450	3,276	70%	94%
4,000	2,800	2,100	1,579	2,800	3,679	70%	92%
25 Years of Service:							
\$1,500	\$ 750	\$ 563	\$ 875	\$ 750	\$1,438	50%	96%
2,000	1,000	750	1,016	1,000	1,766	50%	88%
2,500	1,250	938	1,157	1,250	2,095	50%	84%
3,000	1,500	1,125	1,297	1,500	2,422	50%	81%
3,500	1,750	1,313	1,438	1,750	2,751	50%	79%
4,000	2,000	1,500	1,579	2,000	3,079	50%	77%
15 Years of Service:							
\$1,500	\$ 450	\$338	\$ 875	\$ 450	\$1,213	30%	81%
2,000	600	450	1,016	600	1,466	30%	73%
2,500	750	563	1,157	750	1,720	30%	69%
3,000	900	675	1,297	900	1,972	30%	66%
3,500	1,050	788	1,438	1,050	2,226	30%	64%
4,000	1,200	900	1,579	1,200	2,479	30%	62%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-10(65) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 65)**  
**1.60% of FAS <sup>1</sup> at age 65)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 840	\$ 875	\$1,050	\$1,715	70%	114%
2,000	1,400	1,120	1,016	1,400	2,136	70%	107%
2,500	1,750	1,400	1,157	1,750	2,557	70%	102%
3,000	2,100	1,680	1,297	2,100	2,977	70%	99%
3,500	2,450	1,960	1,438	2,450	3,398	70%	97%
4,000	2,800	2,240	1,579	2,800	3,819	70%	95%
25 Years of Service:							
\$1,500	\$750	\$ 600	\$ 875	\$ 750	\$1,475	50%	98%
2,000	1,000	800	1,016	1,000	1,816	50%	91%
2,500	1,250	1,000	1,157	1,250	2,157	50%	86%
3,000	1,500	1,200	1,297	1,500	2,497	50%	83%
3,500	1,750	1,400	1,438	1,750	2,838	50%	81%
4,000	2,000	1,600	1,579	2,000	3,179	50%	79%
15 Years of Service:							
\$1,500	\$ 450	\$360	\$ 875	\$ 450	\$1,235	30%	82%
2,000	600	480	1,016	600	1,496	30%	75%
2,500	750	600	1,157	750	1,757	30%	70%
3,000	900	720	1,297	900	2,017	30%	67%
3,500	1,050	840	1,438	1,050	2,278	30%	65%
4,000	1,200	960	1,579	1,200	2,539	30%	63%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (LT-14(65) Benefit Program is Years of Credited Service times: 2.00% of FAS<sup>1</sup> to age 65) 1.75% of FAS<sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 919	\$ 875	\$1,050	\$1,794	70%	120%
2,000	1,400	1,225	1,016	1,400	2,241	70%	112%
2,500	1,750	1,531	1,157	1,750	2,688	70%	108%
3,000	2,100	1,838	1,297	2,100	3,135	70%	105%
3,500	2,450	2,144	1,438	2,450	3,582	70%	102%
4,000	2,800	2,450	1,579	2,800	4,029	70%	101%
25 Years of Service:							
\$1,500	\$ 750	\$ 656	\$ 875	\$ 750	\$1,531	50%	102%
2,000	1,000	875	1,016	1,000	1,891	50%	95%
2,500	1,250	1,094	1,157	1,250	2,251	50%	90%
3,000	1,500	1,313	1,297	1,500	2,610	50%	87%
3,500	1,750	1,531	1,438	1,750	2,969	50%	85%
4,000	2,000	1,750	1,579	2,000	3,329	50%	83%
15 Years of Service:							
\$1,500	\$ 450	\$ 394	\$ 875	\$ 450	\$1,269	30%	85%
2,000	600	525	1,016	600	1,541	30%	77%
2,500	750	656	1,157	750	1,813	30%	73%
3,000	900	788	1,297	900	2,085	30%	70%
3,500	1,050	919	1,438	1,050	2,357	30%	67%
4,000	1,200	1,050	1,579	1,200	2,629	30%	66%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2017 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



April 13, 2018 E-mail

Mr. Robert Wilson  
Executive Secretary  
Missouri Local Government  
Employees Retirement System  
P.O. Box 1665  
Jefferson City, Missouri 65102

Dear Bob:

Enclosed is the report of the February 28, 2017 Supplemental Actuarial Valuation of LAGERS benefits for the employees of:

The City of Salisbury

Sincerely,

A handwritten signature in black ink that reads "Mita Drazilov". The signature is written in a cursive style with a large, prominent 'M' and 'D'.

Mita D. Drazilov, ASA, FCA, MAAA

MDD:rmg

Enclosure