



***RETIREMENT PLAN FOR EMPLOYEES  
OF THE TOWN OF STRATFORD***

***ACTUARIAL VALUATION***

***AS OF JULY 1, 2009  
FOR FISCAL YEAR 2010-11***



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April 28, 2010

***PERSONAL & CONFIDENTIAL***

Pension Board  
Town of Stratford

Re: Retirement Plan for Employees of the Town of Stratford

Dear Members of the Board:

We are pleased to present this July 1, 2009 actuarial valuation for the Retirement Plan for Employees of the Town of Stratford. This valuation forms the basis of contributions for the fiscal year 2010-11.

Section I contains an Executive Summary in which we present the principal results of this valuation. Details regarding plan liabilities and costs are found in Sections II. Section III shows the plan assets. Section IV contains information to be included in the Town's financial statements per GASB Statement No. 25. Sections V, VI, and VII contain information regarding plan membership, a description of the actuarial method and assumptions employed in this valuation, and an outline of the benefit provisions.

The Annual Required Contribution for fiscal year 2010-11 is 35.2% of covered payroll.

Respectfully submitted,

**MILLIMAN, INC.**

Rebecca A. Sielman, FSA  
Consulting Actuary

Stephen Chykirda, ASA  
Actuary

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<b>RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD</b>
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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

***A. Purpose of the Valuation***

In accordance with the applicable provisions of the Internal Revenue Code and the Employee Retirement Income Security Act of 1974, we have performed an actuarial valuation of the Plan as of July 1, 2009 for the fiscal year beginning on July 1, 2010. This report presents the results of our valuation.

***Purpose***

The ultimate cost of a pension plan is the total amount needed to provide benefits for plan members and beneficiaries and to pay the expenses of administering the plan. Pension costs are met by contributions and by investment return on plan assets. The principal purpose of this report is to set forth an actuarial recommendation of the contribution, or range of contributions, which will properly fund the Plan, in accordance with applicable government regulations. In addition, this report provides:

- A valuation of plan assets and liabilities to review the year-to-year progress of funding.
- Information needed to meet disclosure requirements.
- Documentation of the current status of plan investments.
- Review of plan experience for the previous year to ascertain whether the assumptions and methods employed for valuation purposes are reflective of actual events and remain appropriate for prospective application.
- Assessment of the relative funded position of the Plan, i.e., through a comparison of plan assets and projected plan liabilities.
- Comments on any other matters which may be of assistance in the funding and operation of the plan.

This report may not be used for purposes other than those listed above without Milliman's prior written consent. If this report is distributed to other parties, we request that it be copied in its entirety, including this certification section.

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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

***Reliance***

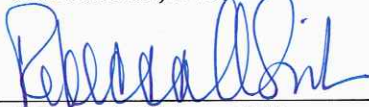
In preparing this report, we relied on employee census data and financial information as of the valuation date, furnished by the Town of Stratford and Wachovia Bank. We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have found them to be reasonably consistent and comparable with data used for other purposes. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete and our calculations may need to be revised. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

***Certification***

The calculations reported herein have been made on a basis consistent with our understanding of ERISA and the related sections of the tax code. Additional determinations may be needed for purposes other than meeting funding requirements, such as judging benefit security at plan termination or meeting employer accounting requirements. On the basis of the foregoing, we hereby certify that, to the best of our knowledge, this report is complete and accurate and all costs and liabilities were determined in conformance with generally accepted actuarial principles and practices based on the actuarial methods and assumptions adopted by the Pension Board. We further certify that, in our opinion, each actuarial assumption, method and technique used is reasonable taking into account the experience of the Plan and reasonable expectations or would, in the aggregate, result in a total contribution equivalent to that which would be determined if each such assumption, method or technique were reasonable. Differences between our projections and actual amounts depend on the extent to which future experience conforms to the assumptions made for this analysis. Actual experience will not conform exactly to the assumptions made for this analysis. Actual amounts will differ from projected amounts to the extent that actual experience deviates from expected experience.

We are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

**MILLIMAN, INC.**



---

Rebecca A. Sielman, FSA  
Consulting Actuary

April 28, 2010

<b>RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD</b>
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**SECTION I  
EXECUTIVE SUMMARY**

**B. Discussion of Valuation Results**

**Membership**

The Town provides us with information concerning the Plan's population as of each July 1. Some of the characteristics of the participant group are summarized below:

	<i>July 1, 2008</i>	<i>July 1, 2009</i>
<b><i>Active Members</i></b>		
Number	372	365
Average Age	45.1	45.3
Average Service	14.0	14.3
Total Payroll	\$24,002,108	\$24,238,011
Average Payroll	\$64,520	\$66,410
<b><i>Retired and Disabled Members and Beneficiaries of Deceased Members</i></b>		
Number	576	588
Average Annual Benefits	\$28,742	\$29,029
Average Age	67.4	68.0
<b><i>Terminated Vested and Inactive Members</i></b>		
Number	36	36
Average Annual Benefits	\$22,091	\$24,636
Average Age	50.4	50.0
<b><i>Total Size of Membership</i></b>	<b>984</b>	<b>989</b>

The active population decreased from 372 members on July 1, 2008 to 365 members on July 1, 2009. The number of members in pay status grew, from 576 to 588. The total payroll decreased from \$24,002,108 to \$24,238,011.

More information on the plan membership can be found in Section V.

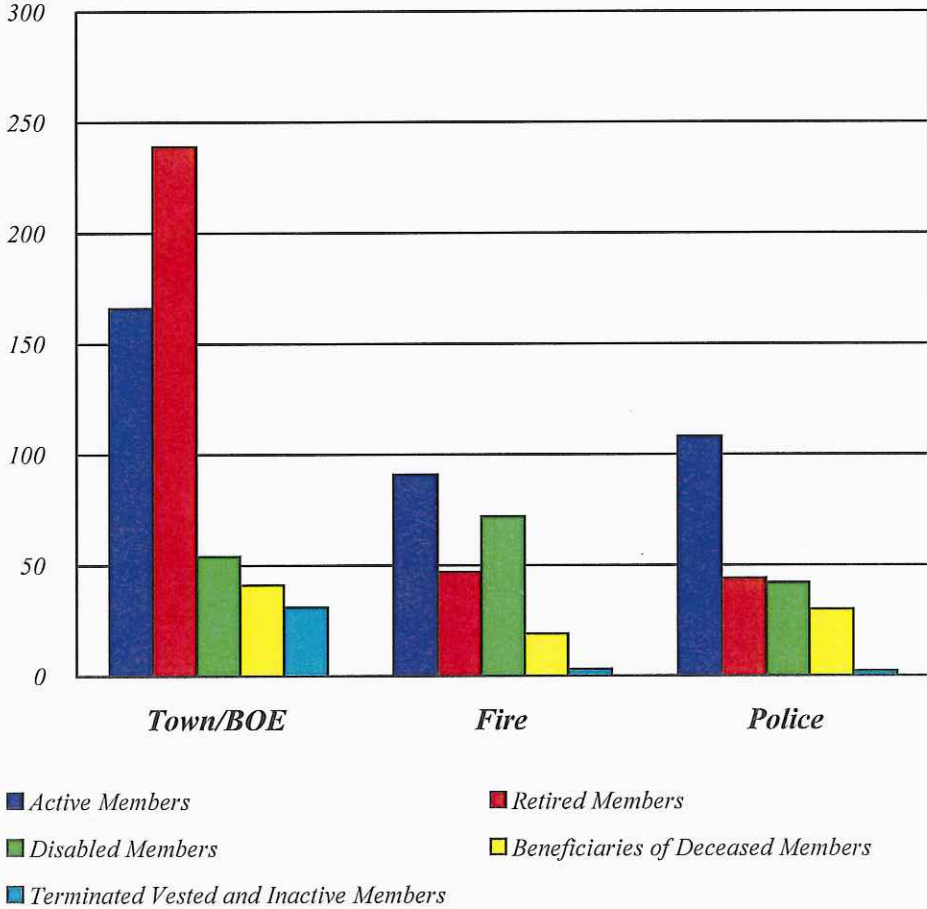
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION I  
EXECUTIVE SUMMARY**

***B. Discussion of Valuation Results***

**Membership**

***Number of Plan Members***



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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION I  
EXECUTIVE SUMMARY**

**B. Discussion of Valuation Results**

**Assets**

The Market Value of Assets as of July 1, 2009 was \$82,332,211, compared to \$110,943,956 as of July 1, 2008.

<b>Market Value, July 1, 2008</b>	\$110,943,956
Town Contributions	5,622,712
Employee Contributions	1,907,413
Investment Earnings, net of Investment Expenses	(19,265,684)
Benefit Payments, Employee Refunds, and Administrative Expenses	(16,876,186)
<b>Market Value, July 1, 2009</b>	<b>82,332,211</b>

The estimated return, net of investment fees, for 2008-2009 was -18.13%. The estimated return was developed assuming cash flow occurs on average midway through the year. Yearly fluctuations in the earnings rate are to be expected.

For valuation purposes we calculate an Actuarial Value of Assets that smoothes out market fluctuations over a five year period. The Actuarial Value of Assets as of July 1, 2009 was \$123,651,853. On this basis, the estimated return was 0.19%, reflecting the delayed recognition of market losses in earlier years. Since this result is less than the Board's 8.25% investment return assumption, the result is an actuarial loss of approximately \$10.3 million.

Please note that the Actuarial Value currently exceeds the Market Value by \$41.3 million. This figure represents investment losses that will be gradually recognized over the next five years. This process will exert upward pressure on the Town's contribution, unless there are offsetting market gains.

More information on the plan assets can be found in Section III.

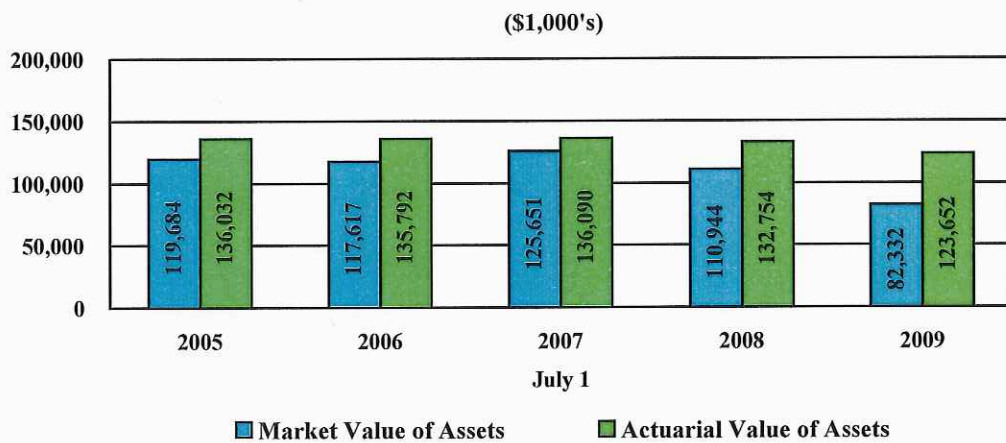


**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

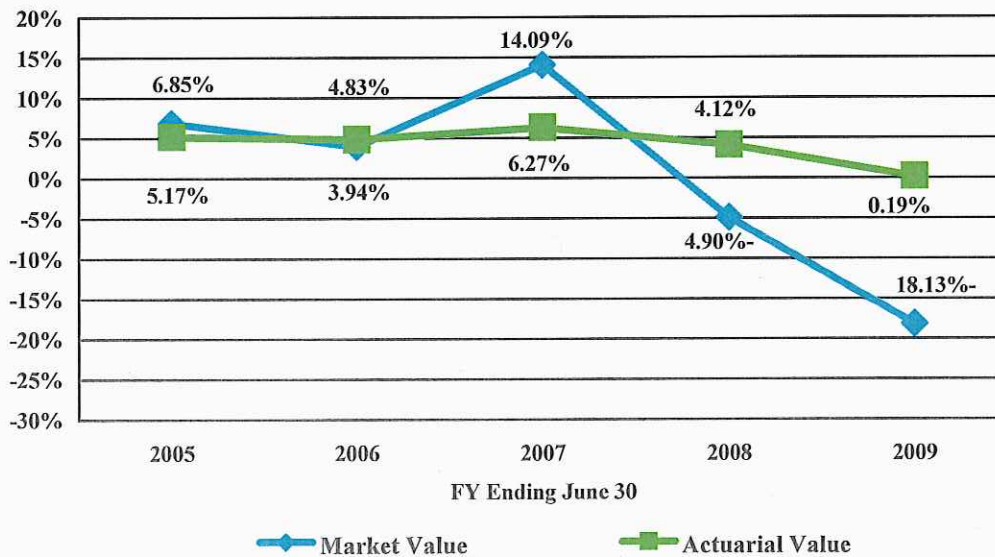
**SECTION I  
EXECUTIVE SUMMARY**

***B. Discussion of Valuation Results***

**Asset Levels**



**Rates of Return**



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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION I  
EXECUTIVE SUMMARY**

**B. Discussion of Valuation Results**

**Contribution Summary**

	<i>July 1, 2008</i>	<i>July 1, 2009</i>
1. Normal Cost	\$968,024	\$957,834
2. Administrative Expenses	45,000	44,000
3. Past Service Cost	6,220,388	7,524,564
4. Total Contribution on July 1: (1) + (2) + (3)	7,233,412	8,526,398
5. Total Covered Payroll	24,002,108	24,238,011
6. Total Contribution as a percent of payroll: (4) / (5)	30.1%	35.2%

More information on the contribution, including a breakdown of the contribution by employee group, can be found in Section II.

The administrative expenses shown represent the amount expected to be paid for non-investment related professional services, such as legal, actuarial and accounting services.

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION I  
EXECUTIVE SUMMARY**

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**B. Discussion of Valuation Results**

**Plan Changes**

There have been no plan changes since the last valuation.

**Method Changes**

There have been no method changes since the last valuation.

**Assumption Changes**

The Actuarial Value of Assets is calculated by taking 20% of the Market Value of Assets and 80% of the expected Actuarial Value of Assets, plus an additional write-up (or write-down) as necessary so that the final adjusted value is within 20% of Market Value. Beginning July 1, 2009, the +/- 20% constraint has been removed.

<b>RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD</b>
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**SECTION I  
EXECUTIVE SUMMARY**

**C. Summary of Principal Results**

	<u>July 1, 2008</u>	<u>July 1, 2009</u>
<b><i>Membership</i></b>		
Active Membership		
Number of Members	372	365
Covered Payroll	\$24,002,108	\$24,238,011
Inactive Membership		
Former Employees Due Benefits	36	36
Members in Pay Status	576	588
Average Annual Benefit in pay status	\$28,742	\$29,029
<b><i>Assets and Liabilities</i></b>		
Assets		
Market Value	\$110,943,956	\$82,332,211
Actuarial Value	132,753,542	123,651,853
Accrued Liability		
Active Members	\$64,556,819	\$66,848,202
Former Employees Due Benefits	7,193,802	8,341,573
Members in Pay Status	153,798,733	157,468,738
Total Accrued Liability	225,549,354	232,658,513
Unfunded Accrued Liability	92,795,812	109,006,660
<b><i>Employer Contribution (for following FY)</i></b>		
Contribution as a Percent of Payroll		
Normal Cost	4.0%	4.0%
Administrative Expenses	0.2%	0.2%
Past Service Cost	<u>25.9%</u>	<u>31.0%</u>
Total Town Contribution Percentage	30.1%	35.2%
Contribution Dollars		
Normal Cost	\$968,024	\$957,834
Administrative Expenses	45,000	44,000
Past Service Cost	<u>6,220,388</u>	<u>7,524,564</u>
Town Contribution	7,233,412	8,526,398



**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION II  
SUMMARY OF VALUATION RESULTS**

**A. Assets and Liabilities**

This section sets forth the actuarial balance sheet developed from the asset and census information provided by the Retirement Plan for Employees of the Town of Stratford. A discussion of the various items and of the actuarial method and assumptions upon which the calculations are based appears in Section VI.

For determining the past service cost, the Unfunded Accrued Liability is amortized over a period of 30 years beginning on July 1, 2000, with payments calculated to increase 4% annually so as to remain approximately level as a percent of payroll.

	As of July 1, 2008			As of July 1, 2009				
	Town/BOE	Fire	Police	Total	Town/BOE	Fire	Police	Total
<b>Actuarial Value of Assets (see Section III C)</b>	\$59,222,075	\$39,146,510	\$34,384,957	\$132,753,542	\$55,284,340	\$36,448,618	\$31,918,895	\$123,651,853
<b>Entry Age Normal Accrued Liability</b>								
Active Members	24,953,012	20,194,657	19,409,151	64,556,820	27,432,136	18,431,282	20,984,784	66,848,202
Retired Members	55,427,413	21,847,047	26,935,219	104,209,679	56,093,977	24,295,008	27,577,359	107,966,344
Disabled Members	11,215,437	21,492,774	9,738,815	42,447,026	10,988,208	21,580,730	9,254,157	41,823,095
Beneficiaries of Deceased Members	3,006,209	1,889,995	2,245,824	7,142,028	3,590,077	1,994,388	2,094,834	7,679,299
Terminated Vested and Inactive Members	6,016,718	1,085,769	91,315	7,193,802	5,916,465	2,278,892	146,216	8,341,573
Total Accrued Liability	100,618,789	66,510,242	58,420,324	225,549,355	104,020,863	68,580,300	60,057,350	232,658,513
<b>Unfunded Accrued Liability</b>	41,396,714	27,363,732	24,035,367	92,795,813	48,736,523	32,131,682	28,138,455	109,006,660
<b>Amortization Period (years)</b>	22	22	22	22	21	21	21	21
<b>Past Service Cost</b>	2,774,949	1,834,275	1,611,164	6,220,388	3,364,208	2,218,001	1,942,355	7,524,564

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION II  
SUMMARY OF VALUATION RESULTS**

**B. Recommended Contribution**

	<u>FY 2009-2010</u>				<u>FY 2010-2011</u>			
	<u>Town/BOE</u>	<u>Fire</u>	<u>Police</u>	<u>Total</u>	<u>Town/BOE</u>	<u>Fire</u>	<u>Police</u>	<u>Total</u>
1. Total Normal Cost	\$796,575	\$1,107,271	\$926,437	\$2,830,283	\$806,697	\$1,044,352	\$990,946	\$2,841,995
2. Expected Employee Contributions	680,982	648,324	532,953	1,862,259	699,852	614,513	569,796	1,884,161
3. Net Normal Cost: (1) - (2)	115,593	458,947	393,484	968,024	106,845	429,839	421,150	957,834
4. Administrative Expenses	5,373	21,335	18,292	45,000	4,908	19,746	19,346	44,000
5. Past Service Cost (see Section II A)	2,774,949	1,834,275	1,611,164	6,220,388	3,364,208	2,218,001	1,942,355	7,524,564
6. Total Town Contribution on July 1: (3) + (4) + (5), but not less than \$0	2,895,915	2,314,557	2,022,940	7,233,412	3,475,961	2,667,586	2,382,851	8,526,398
7. Covered Payroll	8,749,055	8,218,035	7,035,018	24,002,108	9,014,247	7,678,962	7,544,802	24,238,011
8. Town Contribution as a percentage of payroll: (6) / (7)	33.1%	28.2%	28.8%	30.1%	38.6%	34.7%	31.6%	35.2%

This work product was prepared solely for the Town of Stratford for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work.

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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION II  
SUMMARY OF VALUATION RESULTS**

**C. Long Range Forecast**

Valuation Year	Values as of the Valuation Date			Funded Ratio	Fiscal Year Ending	Cash Flows Projected to the Following Fiscal Year			Net Cash Flows
	Accrued Liability	Actuarial Value of Assets	Unfunded Liability			Town Contributions	Employee Contributions	Benefit Payments	
2009	\$232,658,513	\$123,651,853	\$109,006,660	53.1%	2011	\$8,526,398	\$1,884,161	\$17,678,271	(\$10,215,398)
2010	236,027,000	114,271,000	121,756,000	48.4%	2012	9,782,000	1,871,000	17,807,000	(7,455,000)
2011	237,492,000	108,188,000	129,304,000	45.6%	2013	10,947,000	1,889,000	18,092,000	(6,468,000)
2012	241,241,000	103,671,000	137,570,000	43.0%	2014	11,989,000	1,871,000	18,488,000	(5,718,000)
2013	246,874,000	100,460,000	146,414,000	40.7%	2015	12,870,000	1,886,000	18,940,000	(5,113,000)
2014	249,996,000	98,392,000	151,603,000	39.4%	2016	13,889,000	1,891,000	19,323,000	(4,611,000)
2015	253,724,000	97,351,000	156,373,000	38.4%	2017	14,900,000	1,880,000	19,679,000	(3,960,000)
2016	256,898,000	97,485,000	159,412,000	37.9%	2018	15,960,000	1,869,000	20,081,000	(3,364,000)
2017	259,410,000	98,757,000	160,652,000	38.1%	2019	17,129,000	1,839,000	20,424,000	(2,678,000)
2018	262,968,000	101,286,000	161,682,000	38.5%	2020	18,095,000	1,860,000	20,789,000	(1,856,000)
2019	265,847,000	105,259,000	160,588,000	39.6%	2021	19,189,000	1,889,000	21,047,000	(1,120,000)
2020	268,876,000	110,654,000	158,222,000	41.2%	2022	20,355,000	1,912,000	21,278,000	(237,000)
2021	271,806,000	117,699,000	154,107,000	43.3%	2023	21,545,000	1,938,000	21,528,000	704,000
2022	274,872,000	126,550,000	148,322,000	46.0%	2024	22,816,000	1,970,000	21,858,000	1,593,000
2023	277,586,000	137,270,000	140,316,000	49.5%	2025	24,101,000	2,025,000	22,198,000	2,578,000
2024	280,257,000	150,085,000	130,171,000	53.6%	2026	25,492,000	2,088,000	22,489,000	3,633,000
2025	282,930,000	165,217,000	117,713,000	58.4%	2027	27,041,000	2,136,000	22,740,000	4,818,000
2026	285,518,000	182,968,000	102,550,000	64.1%	2028	28,786,000	2,197,000	23,137,000	6,030,000
2027	287,625,000	203,567,000	84,059,000	70.8%	2029	30,742,000	2,269,000	23,458,000	7,523,000
2028	289,866,000	227,523,000	62,343,000	78.5%	2030	33,374,000	2,341,000	23,752,000	9,256,000
2029	291,999,000	255,350,000	36,649,000	87.4%	2031	38,235,000	2,429,000	23,830,000	11,895,000

This forecast is based on employee information used for the July 1, 2009 actuarial valuation and assumes that the Town Contribution shown above will be paid in full, the plan's assets will return 8.25% each year, and payroll will grow by 4.0% each year. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION III  
PLAN ASSETS**

**A. Summary of Fund Transactions - Market Value**

<b>Value as of July 1, 2008</b>	<b>\$110,943,956</b>
 <b>Income Items</b>	
Town Contributions	5,622,712
Employee Contributions	1,907,413
Adjustment to Beginning Year Balance	286
Dividends	350,196
Interest	32,947
Change in Accrued Income	(2,649)
Other Income	43,206
Realized Gains/(Losses)	(5,470,972)
Unrealized Gains/(Losses)	<u>(13,762,552)</u>
	(11,279,413)
 <b>Deduction Items</b>	
Benefit Payments	16,779,030
Refunds of Employee Contributions	54,080
Trustee Expenses	153,998
Administrative Expenses	43,076
Investment Expenses	<u>302,148</u>
	17,332,332
<b>Value as of July 1, 2009</b>	<b>82,332,211</b>

Approximate Net Rate of Return: -18.13%

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



**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION III  
PLAN ASSETS**

**B. Allocation of Plan Assets**

	<i>July 1, 2008</i>	<i>July 1, 2009</i>
<i>Assets</i>		
Cash	\$38,596	\$21,963
Due from Brokers	0	938,505
Common Stocks	0	25,017,310
Small Cap Growth Fund	16,853,609	0
Advisory Research	16,599,463	0
RMK Timberland	3,271,523	5,812,981
SSGA S+P 500 Flagship	29,031,106	16,024,248
SSGA International Alpha Select	10,758,603	6,914,461
Northern Trust - Aggregate Bond	34,391,056	24,406,958
Plains All American Pipeline LP	0	330,614
Pimco Investment	0	2,189,545
Evergreen Money Market	<u>0</u>	<u>675,626</u>
Total Market Value*	110,943,956	82,332,211

\* Numbers may not add due to rounding.

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION III  
PLAN ASSETS**

**C. Determination of Actuarial Value of Assets**

The Actuarial Value of Assets as of July 1, 2009 is derived as follows:

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1. Actuarial Value of Assets as of July 1, 2008	\$132,753,542
2. Employer Contributions	5,622,712
3. Employee Contributions	1,907,413
4. Benefit Payments and Administrative Expenses	(16,876,186)
5. Expected Investment Income at 8.25% on (1) through (4)	10,574,282
6. Expected Actuarial Value of Assets, June 30, 2009 (1)+(2)+(3)+(4)+(5)	133,981,763
7. Actual Market Value of Assets, June 30, 2009	82,332,211
8. Final Actuarial Value of Assets: 80% of (6) + 20% of (7)	123,651,853

Approximate Net Rate of Return: 0.19%

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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION IV  
GASB #25 INFORMATION**

---

**A. Introduction**

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Government Accounting Standards Board Statement No. 25 requires that The Town of Stratford disclose certain information on an annual basis regarding the funding of the Retirement Plan for Employees of The Town of Stratford.

The Retirement Plan for The Town of Stratford was created by The Town of Stratford to provide defined benefit pensions to its employees.

The Town's funding policy has been to contribute each year an amount equal to the normal cost plus a past service payment representing amortization of the Unfunded Accrued Liability. The actuarial assumptions used to calculate the figures reported herein are the same as those used to calculate the contribution level.

The Town's funding policy provides for periodic employer contributions at actuarially determined rates that are sufficient to accumulate the assets needed to pay benefits when due.

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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION IV  
GASB #25 INFORMATION**

**B. Schedule of Funding Progress**

<i>Actuarial Valuation Date</i>	<i>(1) Actuarial Value of Assets</i>	<i>(2) Actuarial Accrued Liability (AAL)</i>	<i>(3) Unfunded AAL (UAAL) (2) - (1)</i>	<i>(4) Funded Ratio (1) / (2)</i>	<i>(5) Covered Payroll</i>	<i>(6) UAAL as a Percentage of Covered Payroll (3) / (5)</i>
July 1, 2001	\$33,741,343	\$157,494,300	\$123,752,957	21.42%	\$24,598,193	503.10%
July 1, 2002	29,566,169	167,556,886	137,990,717	17.65%	24,669,263	559.36%
July 1, 2003	23,497,893	181,840,206	158,342,313	12.92%	24,931,181	635.12%
July 1, 2004	20,648,514	191,850,844	171,202,330	10.76%	24,129,679	709.51%
July 1, 2005	15,501,793	195,580,813	180,079,020	7.93%	26,481,954	680.01%
July 1, 2006	11,052,753	204,336,960	193,284,207	5.41%	24,881,992	776.80%
July 1, 2007	136,089,974	208,934,552	72,844,578	65.14%	24,494,790	297.39%
July 1, 2008	132,753,542	225,549,354	92,795,812	58.86%	24,002,108	386.62%
July 1, 2009	123,651,853	232,658,513	109,006,660	53.15%	24,238,011	449.73%

Note: Through July 1, 2006, the Actuarial Value of Assets shown above is based on the Market Value of Assets excluding the proceeds of the general obligation pension bond issue of August 1998. Starting with July 1, 2007, the pension based bond proceeds are included in the Actuarial Value of Assets.



**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION IV  
GASB #25 INFORMATION**

**C. Schedule of Employer Contributions**

Fiscal Year Ending June 30	Actuarially Determined Contribution Reflecting Pension Obligation Bond Proceeds	GASB 25 Annual Required Contribution Excluding Pension Obligation Bond Proceeds	Actual Contribution Paid by Town		Percent of Actuarially Determined Contribution Funded	Percent of GASB 25 Annual Required Contribution Funded
2003	\$1,966,206	\$7,894,307	\$0		0%	0%
2004	2,988,566	8,710,077	2,796,985		94%	32%
2005	4,222,892	10,535,184	4,223,497		100%	40%
2006	4,840,940	11,651,536	4,840,940		100%	42%
2007	5,086,832	12,435,843	111,651,079 *		100%	898%
2008	5,646,579	N/A	5,669,932		100%	N/A
2009	5,622,712	N/A	5,622,712		100%	N/A
2010	7,233,412	N/A	N/A		-	N/A
2011	8,526,398	N/A	N/A		-	N/A

\* Includes \$5,086,900 Town contribution plus the deposit of the proceeds of the general obligation pension bond issue of August 1998 into the pension trust.

<b>RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD</b>
---

**SECTION IV  
GASB #25 INFORMATION**

***D. Summary of Membership***

	<i>July 1, 2008</i>	<i>July 1, 2009</i>
<b><i>Active Members</i></b>		
Number vested	268	260
Number not yet vested	<u>104</u>	<u>105</u>
Total	372	365
<b><i>Retired Members</i></b>	321	330
<b><i>Disabled Members</i></b>	172	168
<b><i>Beneficiaries of Deceased Members</i></b>	83	90
<b><i>Terminated Vested and Inactive Members</i></b>	36	36
<b><i>Nonvested Members Due Refunds</i></b>	<u>0</u>	<u>0</u>
<b><i>Total Members</i></b>	984	989

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

**A. Summary of Active Membership**

	<i>July 1, 2008</i>	<i>July 1, 2009</i>	<i>Change</i>	<i>Percent Change</i>
<b><i>Number of Members</i></b>				
BOE/Town	173	166	(7)	(4.05)
Fire	96	91	(5)	(5.21)
Police	103	108	5	4.85
Total	372	365	(7)	(1.88)
<b><i>Total Annual Compensation</i></b>				
BOE/Town	\$8,749,055	\$9,014,247	\$265,192	3.03
Fire	8,218,035	7,678,962	(539,073)	(6.56)
Police	7,035,018	7,544,802	509,784	7.25
Total	24,002,108	24,238,011	235,903	0.98
<b><i>Average Compensation</i></b>				
BOE/Town	\$50,570	\$54,300	\$3,730	7.38
Fire	85,600	84,380	(1,220)	(1.43)
Police	68,300	69,860	1,560	2.28
Total	64,520	66,410	1,890	2.93
<b><i>Average Age</i></b>				
BOE/Town	51.0	51.8	0.8	1.53
Fire	39.8	39.8	0.0	0.00
Police	40.2	40.0	(0.2)	0.00
Total	45.1	45.3	0.2	0.44
<b><i>Average Service</i></b>				
BOE/Town	17.0	17.8	0.8	4.47
Fire	11.3	11.2	(0.1)	(0.88)
Police	11.6	11.7	0.1	0.86
Total	14.0	14.3	0.3	2.04

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

**B. Summary of Inactive Membership**

	July 1, 2008				July 1, 2009			
	Town/BOE	Fire	Police	Total	Town/BOE	Fire	Police	Total
<i>Retired Members</i>								
Number	233	44	44	321	239	47	44	330
Total Annual Benefit	\$5,728,956	\$2,248,985	\$2,531,481	\$10,509,422	\$5,869,018	\$2,504,260	\$2,617,517	\$10,990,795
Average Annual Benefit	24,588	51,113	57,534	32,740	24,557	53,282	59,489	33,305
Average Age	67.5	66.4	62.1	66.6	68.1	66.4	62.5	67.1
<i>Disabled Members</i>								
Number	55	73	44	172	54	72	42	168
Total Annual Benefit	\$1,369,699	\$2,504,064	\$1,243,449	\$5,117,212	\$1,365,125	\$2,528,502	\$1,193,260	\$5,086,887
Average Annual Benefit	24,904	34,302	28,260	29,751	25,280	35,118	28,411	30,279
Average Age	63.4	65.4	67.0	65.2	64.3	65.8	67.2	65.7
<i>Beneficiaries of Deceased Members</i>								
Number	37	19	27	83	41	19	30	90
Total Annual Benefit	\$382,536	\$257,610	\$288,647	\$928,793	\$441,730	\$268,886	\$280,810	\$991,426
Average Annual Benefit	10,339	13,558	10,691	11,190	10,774	14,152	9,360	11,016
Average Age	75.3	78.3	76.4	76.4	73.9	77.8	76.7	75.7
<i>Terminated Vested and Inactive Members</i>								
Number	33	2	1	36	31	3	2	36
Total Annual Benefit	\$669,183	\$111,307	\$14,802	\$795,292	\$649,716	\$208,326	\$28,848	\$886,890
Average Annual Benefit	20,278	55,654	14,802	22,091	20,959	69,442	14,424	24,636
Average Age	50.6	53.5	39.0	50.4	50.6	51.0	39.5	50.0

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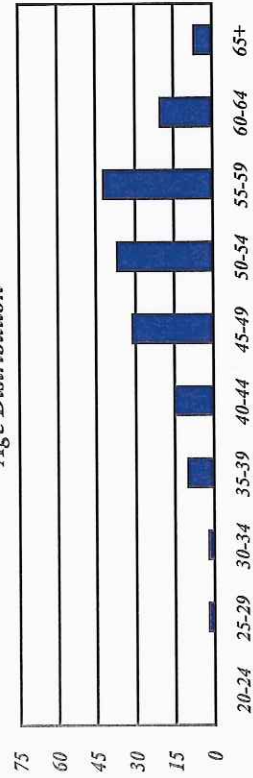
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

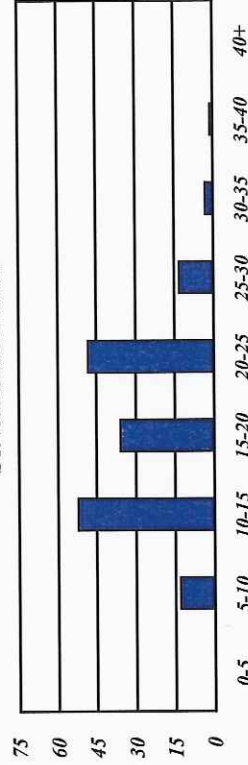
**C. Distribution of Active Members-Count-Town/BOE**

Age	Years of Service											All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	40+	All Years		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	2	0	0	0	0	0	0	0	0	0	2
30-34	0	1	1	0	0	0	0	0	0	0	0	0	2
35-39	0	2	5	3	0	0	0	0	0	0	0	0	10
40-44	0	0	4	2	9	0	0	0	0	0	0	0	15
45-49	0	2	16	4	4	5	0	0	0	0	0	0	31
50-54	0	2	11	12	7	2	3	0	0	0	0	0	37
55-59	0	3	8	10	15	5	0	1	0	0	0	0	42
60-64	0	2	3	4	10	1	0	0	0	0	0	0	20
65+	0	1	2	1	3	0	0	0	0	0	0	0	7
All Ages	0	13	52	36	48	13	3	1	0	0	0	0	166

**Age Distribution**



**Service Distribution**



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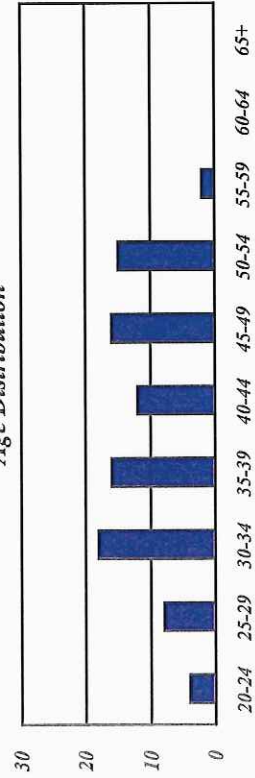
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

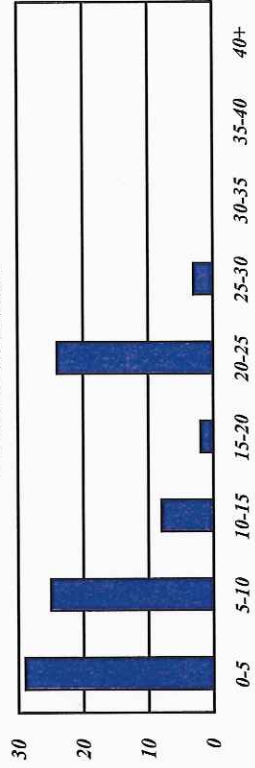
**C. Distribution of Active Members - Count - Fire**

Age	Years of Service											All Ages
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	All Years		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0
20-24	4	0	0	0	0	0	0	0	0	0	0	4
25-29	7	1	0	0	0	0	0	0	0	0	0	8
30-34	9	9	0	0	0	0	0	0	0	0	0	18
35-39	5	5	6	0	0	0	0	0	0	0	0	16
40-44	3	4	1	1	3	0	0	0	0	0	0	12
45-49	1	2	1	0	11	1	0	0	0	0	0	16
50-54	0	3	0	1	9	2	0	0	0	0	0	15
55-59	0	1	0	0	1	0	0	0	0	0	0	2
60-64	0	0	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	29	25	8	2	24	3	0	0	0	0	0	91

**Age Distribution**



**Service Distribution**



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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

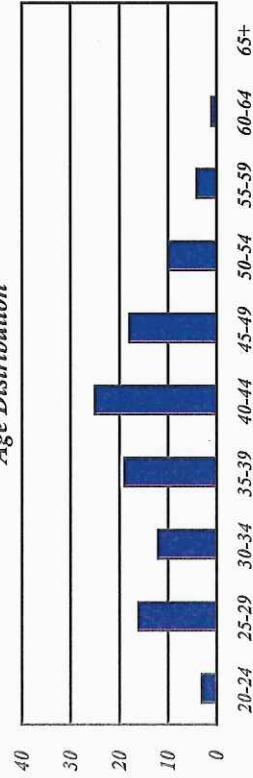
**SECTION V  
MEMBERSHIP DATA**

**C. Distribution of Active Members - Count - Police**

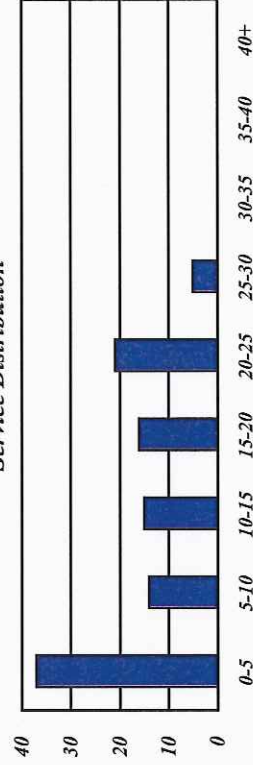
*Years of Service*

Age	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	All Years
Under 20	0	0	0	0	0	0	0	0	0	0
20-24	3	0	0	0	0	0	0	0	0	3
25-29	16	0	0	0	0	0	0	0	0	16
30-34	8	4	0	0	0	0	0	0	0	12
35-39	7	5	7	0	0	0	0	0	0	19
40-44	2	4	4	6	9	0	0	0	0	25
45-49	1	0	3	7	7	0	0	0	0	18
50-54	0	1	0	2	4	3	0	0	0	10
55-59	0	0	1	0	1	2	0	0	0	4
60-64	0	0	0	1	0	0	0	0	0	1
65+	0	0	0	0	0	0	0	0	0	0
All Ages	37	14	15	16	21	5	0	0	0	108

*Age Distribution*



*Service Distribution*



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**Milliman**

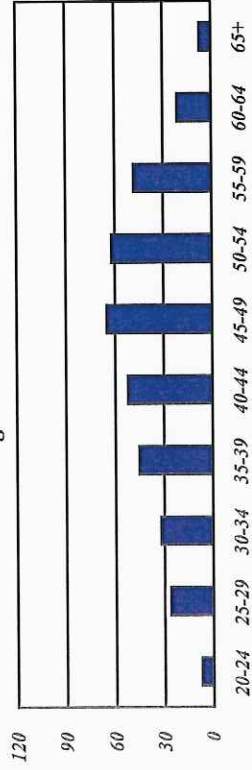
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

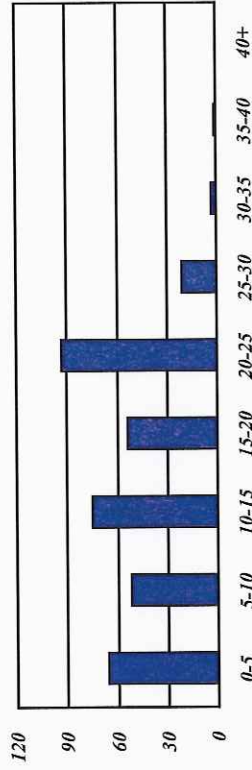
**C. Distribution of Active Members - Count - Total**

Age	Years of Service											All Years		
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+					
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	7	0	0	0	0	0	0	0	0	0	0	0	0	7
25-29	23	1	2	0	0	0	0	0	0	0	0	0	0	26
30-34	17	14	1	0	0	0	0	0	0	0	0	0	0	32
35-39	12	12	18	3	0	0	0	0	0	0	0	0	0	45
40-44	5	8	9	9	21	0	0	0	0	0	0	0	0	52
45-49	2	4	20	11	22	6	0	0	0	0	0	0	0	65
50-54	0	6	11	15	20	7	3	0	0	0	0	0	0	62
55-59	0	4	9	10	17	7	0	1	0	0	0	0	0	48
60-64	0	2	3	5	10	1	0	0	0	0	0	0	0	21
65+	0	1	2	1	3	0	0	0	0	0	0	0	0	7
<b>All Ages</b>	<b>66</b>	<b>52</b>	<b>75</b>	<b>54</b>	<b>93</b>	<b>21</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>365</b>

**Age Distribution**



**Service Distribution**



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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

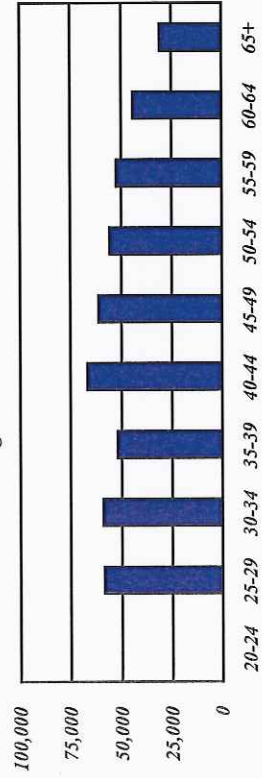
**SECTION V  
MEMBERSHIP DATA**

**D. Distribution of Active Members - Average Salaries - Town/BOE**

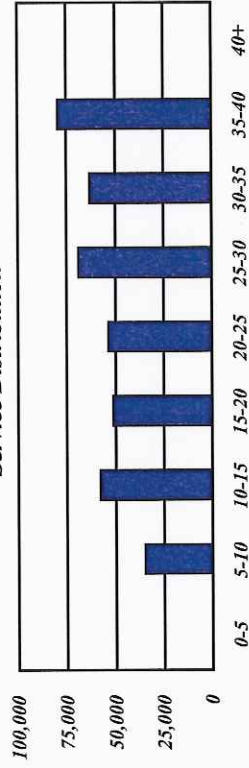
*Years of Service*

Age	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	All Years
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	58,765	0	0	0	0	0	0	58,765
30-34	0	51,222	67,092	0	0	0	0	0	0	59,157
35-39	0	48,181	64,180	34,202	0	0	0	0	0	51,987
40-44	0	0	64,434	79,360	64,710	0	0	0	0	66,590
45-49	0	23,378	58,398	66,127	72,468	72,726	0	0	0	61,262
50-54	0	23,759	44,976	60,207	61,632	89,300	62,718	0	0	55,754
55-59	0	44,125	66,440	41,727	53,554	47,557	0	79,298	0	52,418
60-64	0	31,821	58,381	34,360	39,438	110,614	0	0	0	44,061
65+	0	14,265	46,833	39,219	22,575	0	0	0	0	30,696
All Ages	0	34,780	57,552	51,173	53,523	68,510	62,718	79,298	0	54,303

**Age Distribution**



**Service Distribution**



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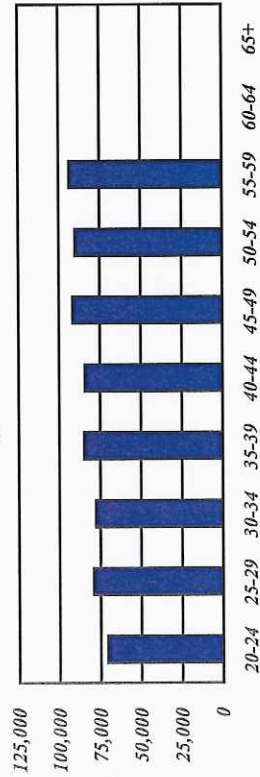
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

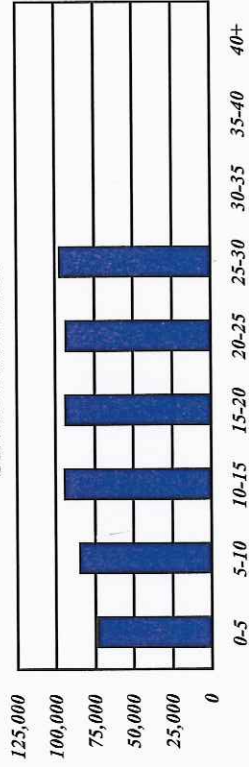
**D. Distribution of Active Members - Average Salaries - Fire**

Age	Years of Service										All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	40+		
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	70,809	0	0	0	0	0	0	0	0	0	0	70,809
25-29	77,216	92,094	0	0	0	0	0	0	0	0	0	79,075
30-34	73,072	82,559	0	0	0	0	0	0	0	0	0	77,815
35-39	72,578	84,138	95,032	0	0	0	0	0	0	0	0	84,611
40-44	70,037	84,686	96,134	87,889	91,922	0	0	0	0	0	0	84,054
45-49	62,100	85,412	85,344	0	94,987	102,851	0	0	0	0	0	91,623
50-54	0	82,923	0	98,572	90,197	93,978	0	0	0	0	0	89,805
55-59	0	90,951	0	0	96,038	0	0	0	0	0	0	93,495
60-64	0	0	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	72,982	84,204	93,959	93,231	92,851	96,936	0	0	0	0	0	84,384

**Age Distribution**



**Service Distribution**



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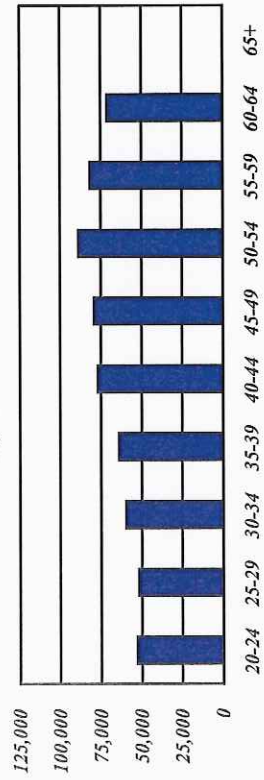
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

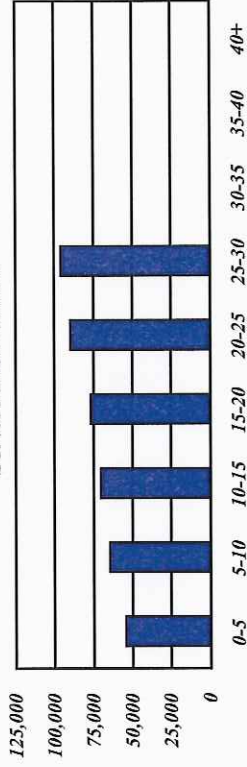
**D. Distribution of Active Members - Average Salaries - Police**

Age	Years of Service											All Years			
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	\$0	\$0				
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	52,722	0	0	0	0	0	0	0	0	0	0	0	0	0	52,722
25-29	51,814	0	0	0	0	0	0	0	0	0	0	0	0	0	51,814
30-34	55,156	68,556	0	0	0	0	0	0	0	0	0	0	0	0	59,623
35-39	58,259	62,618	70,476	0	0	0	0	0	0	0	0	0	0	0	63,907
40-44	53,494	63,507	71,026	79,487	88,862	0	0	0	0	0	0	0	0	0	76,872
45-49	60,624	0	71,209	72,852	91,338	0	0	0	0	0	0	0	0	0	79,088
50-54	0	61,218	0	84,057	87,374	102,186	0	0	0	0	0	0	0	0	88,539
55-59	0	0	65,795	0	88,975	85,589	0	0	0	0	0	0	0	0	81,487
60-64	0	0	0	71,189	0	0	0	0	0	0	0	0	0	0	71,189
65+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	54,159	64,468	70,457	76,637	89,410	95,547	0	0	0	0	0	0	0	0	69,859

**Age Distribution**



**Service Distribution**



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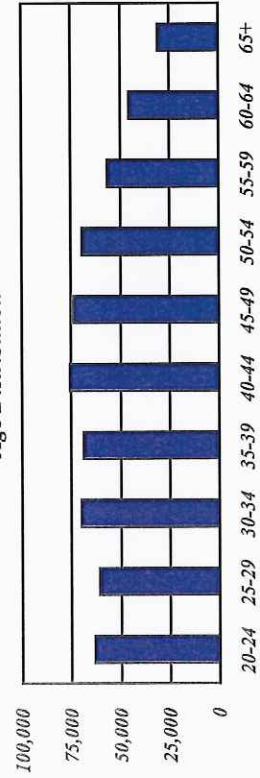
**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION V  
MEMBERSHIP DATA**

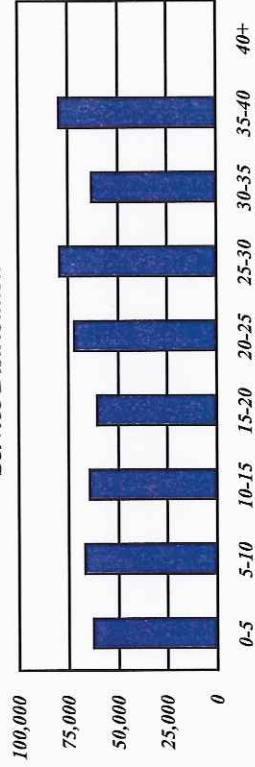
**D. Distribution of Active Members - Average Salaries - Total**

Age	Years of Service										All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+			
Under 20	0	0	0	0	0	0	0	0	0	0	0	0
20-24	63,058	0	0	0	0	0	0	0	0	0	0	63,058
25-29	59,545	92,094	58,765	0	0	0	0	0	0	0	0	60,737
30-34	64,641	76,320	67,092	0	0	0	0	0	0	0	0	69,827
35-39	64,226	69,178	76,912	34,202	0	0	0	0	0	0	0	68,619
40-44	63,419	74,096	70,886	80,392	78,949	0	0	0	0	0	0	75,563
45-49	61,362	54,395	61,667	70,406	89,731	77,747	0	0	0	0	0	73,672
50-54	0	59,584	44,976	65,945	79,635	96,159	62,718	0	0	0	0	69,280
55-59	0	55,832	66,368	41,727	58,137	58,423	0	79,298	0	0	0	56,552
60-64	0	31,821	58,381	41,725	39,438	110,614	0	0	0	0	0	45,353
65+	0	14,265	46,833	39,219	22,575	0	0	0	0	0	0	30,696
All Ages	62,430	66,535	64,016	60,276	71,776	79,008	62,718	79,298	0	0	0	66,410

**Age Distribution**



**Service Distribution**



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**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VI**

**ACTUARIAL METHOD AND ASSUMPTIONS**

---

**A. Actuarial Cost Method**

Effective with the July 1, 2007 valuation, the actuarial cost method used to develop the actuarially funded results in this valuation report is the *Entry Age Normal Actuarial Cost Method*. Recommended annual contributions until the accrued liability is completely funded will consist of two pieces: Normal Cost plus a payment towards the Unfunded Accrued Liability.

The Normal Cost is determined by calculating the present value of future benefits for present active Members that will become payable as the result of death, disability, retirement or termination. This cost is then spread as a level percentage of earnings from entry age to termination as an Active Member.

If Normal Costs had been paid at this level for all prior years, a fund would have been accumulated. Because this fund represents the portion of benefits that would have been funded to date, it is termed the Accrued Liability. In fact, it is calculated by adding the present value of benefits for Retired Members and Terminated Vested Members to the present value of benefits for Active Members and subtracting the present value of future Normal Cost contributions.

The Unfunded Accrued Liability equals the Accrued Liability less the Actuarial Value of Assets. The Unfunded Accrued Liability is amortized as a level % of payroll over a decreasing number of years, starting with 30 years as of July 1, 2000.

***Actuarial Value of Assets***

The difference between the expected Actuarial Value and the actual Market Value of Assets is smoothed over a five year period with the result is constrained to be within +/- 20% of the actual Market Value. Beginning July 1, 2009, the 20% constraint has been removed.

Prior to July 1, 2007, for GASB25 purposes, the assets attributable to the general obligation pension bond issue of August 1998 are not used.

<b>RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD</b>
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**SECTION VI**

**ACTUARIAL METHOD AND ASSUMPTIONS**

---

**B. Actuarial Assumptions**

<b><i>Pre-Retirement Mortality</i></b>	1994 Group Annuity Mortality. 80% of deaths among active Firefighters and Police are assumed to occur in the line of duty. 5% of deaths among all others are assumed to occur in the line of duty.
<b><i>Post-Retirement Healthy Mortality</i></b>	RP-2000 Combined Healthy Mortality Table with generational projection per Scale AA.
<b><i>Post-Retirement Disabled Mortality</i></b>	1983 Railroad Retirement Board Disabled Mortality Table.
<b><i>Investment Return</i></b>	8.25% per annum (net of investment expenses).
<b><i>Payroll Growth Rate</i></b>	4.00%.
<b><i>Salary Increases</i></b>	1.5% annually for active participants including merit and promotions, in addition to inflation.
<b><i>Inflation</i></b>	The Consumer Price Index will increase 2.5% annually.

***Retirement***

<b><i>Police and Firefighters</i></b>	<b><i>Years of Service</i></b>	<b><i>Rate</i></b>
	25	40%
	26-29	5%
	30	40%
	31+	10%
	Age 65	100%
<b><i>Town/Board of Education</i></b>	<b><i>Age</i></b>	<b><i>Rate</i></b>
	<55	1%
	55-59	5%
	60	20%
	61	10%
	62-64	15%
	65	40%
	66-69	25%
	70	100%

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VI**

**ACTUARIAL METHOD AND ASSUMPTIONS**

***B. Actuarial Assumptions (continued)***

***Employee Turnover***

***Police and Firefighters***            10% for the first five years of service; none thereafter.

***Town/Board of Education***        Per the Crocker-Sarason T7 Table:

<i>Age</i>	<i>Rate</i>
25	9.68
30	9.31
35	8.72
40	7.77
45	6.38
50	4.25

***Plan Expenses***                        Actual administrative expenses paid in the prior year increased by 3%, and rounded to the nearest \$1,000.

***Pre-Retirement Disability Rates***    Overall rate of disability per the following table:

<i>Age</i>	<i>Male</i>	<i>Female</i>
25	0.149	0.182
30	0.170	0.238
35	0.212	0.350
40	0.296	0.473
45	0.490	0.677
50	0.901	1.068
55	1.696	1.645
60	2.594	2.097

50% of disabilities among Firefighters, Police Officers and Public Works employees are assumed to occur in the line of duty. 5% of disabilities among all others are assumed to occur in the line of duty.

***Percent Married***                        80%.

***Age of Spouse***                         Females are assumed to be three years younger than their male spouses.

***Load factor to anticipate cashout payments at termination that are included in Average Annual Compensation***            14% for Police hired prior to 10/17/1996.

9% for Firefighters, Supervisors hired prior to 4/1/1985, Public Works and Town employees hired prior to 7/1/1985, Custodians and Secretaries hired prior to 7/1/2000, Nurses hired prior to 11/1/2000, and Paraprofessionals hired prior to 7/1/2002.

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VII**

**SUMMARY OF PLAN PROVISIONS**

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This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself. This exhibit is based on our understanding of benefits as described by the plan document, Summary Plan Description, and applicable collective bargaining agreements. To the extent that this exhibit does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

<i>Effective Date</i>	April 1, 1948
<i>Eligibility</i>	Full-time employees excluding: <ul style="list-style-type: none"><li>• Employees working less than 20 hours per week,</li><li>• Officers elected by popular vote,</li><li>• Employees accruing benefits under State Teachers Retirement Plan,</li><li>• Members of the Supervisors, Town Hall and Public Works units hired after September 13, 1999 are not eligible. Board of Education Secretaries and Custodians hired after July 1, 2000, Nurses hired after November 11, 2000 and Para-Professionals hired after July 1, 2002 are not eligible. All Police and Firefighters are eligible.</li></ul>
<i>Town/Board of Education</i>	All eligible employees including Public Works, Town Hall, Supervising, and Board of Education, but excluding Police and Firefighters.
<i>Compensation</i>	Includes, but is not limited to, basic salary, longevity pay, overtime / callback pay, cashout of certain unused days, and pay for acting in a higher classification. Police Plan B is limited to basic salary.
<i>Average Annual Compensation</i>	
<i>Town, Board of Education, Para-Professionals and Nurses</i>	Average of Compensation over last 24 months if less than 30 years of service.  Average of Compensation over last 12 months if 30 or more years of service.
<i>Police and Firefighters</i>	Average of Compensation over last 24 months.



**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VII**

**SUMMARY OF PLAN PROVISIONS**

---

<i>Continuous Service</i>	Number of years and completed months of uninterrupted service.
<i>Superannuation</i>	
<i>Board of Education and Supervisors</i>	23 years of Continuous Service and, if hired after 4/1/85, age 50, or 5 years of service and age 55.
<i>Para-Professionals</i>	23 years of Continuous Service and, if hired after 4/1/85, age 50, or 5 years of service and age 55.
<i>Public Works</i>	23 years of Continuous Service and, if hired after 7/1/85 age 50, or 5 years of service and age 55.
<i>Town Hall and Nurses</i>	23 years of Continuous Service and, if hired after 7/1/77 age 50, or 5 years of service and age 55.
<i>Police and Firefighters</i>	25 years of Continuous Service.
<i>Pension Benefit</i>	
<i>Town, Board of Education, Para-Professionals and Nurses</i>	2.4% of Average Annual Compensation for each of the first 25 years of Continuous Service, plus 2% of Average Annual Compensation for years 26-30 and 0.5% of Average Annual Compensation for years 31-35.
<i>Firefighters</i>	2.4% of Average Annual Compensation for each year of Continuous Service.
<i>Police</i>	2.4% of Average Annual Compensation for each of the first 25 years of Continuous Service, plus 2% of Average Annual Compensation for each year of Continuous Service over 25 years.

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VII**

**SUMMARY OF PLAN PROVISIONS**

---

**Maximum Benefit**

**Town/Board of Education** 72.5% of Average Annual Compensation.

**Police and Firefighters** 70% of Average Annual Compensation.

**Optional Forms of Benefit** 100% or 50% Contingent Annuitant; if the Contingent Annuitant dies before the Primary Annuitant, the election is revoked.

**Disability Retirement** Members (except Police and Firefighters) hired after July 1, 1985 (Town Hall, Para-Professionals and Nurses hired after July 1, 1962; Supervisors hired after April 1, 1985) who are eligible for Superannuation are not eligible for Disability Benefits.

**Disability Incurred in Line of Duty** 50% of Average Annual Compensation.

**Disability Not Incurred in Line of Duty**

**Police and Firefighters** 2.4% of Average Annual Compensation (AAC) for each year of Continuous Service. Maximum Benefit is 50% of AAC; Minimum Benefit is 25% of AAC.

**Town, Board of Education,  
Para-Professionals, Nurses** 2.4% of Average Annual Compensation (AAC) for each year of Continuous Service, if Member has 5 years of Continuous Service. Maximum Benefit is 50% of AAC; Minimum Benefit is 30% of AAC.

**Death Benefits**

**Pre-Retirement Death,  
Incurred In Line of Duty** 50% of last 12 months of Compensation, or \$1,500 if greater, to spouse until death or remarriage.

**RETIREMENT PLAN FOR EMPLOYEES OF  
THE TOWN OF STRATFORD**

**SECTION VII**

**SUMMARY OF PLAN PROVISIONS**

---

***Pre-Retirement Death, Not Incurred in Line of Duty***                      25% of Compensation, if member had 10 years of Continuous Service, to spouse until death or remarriage.

***Post-Retirement Death***                      Greater of 25% of Compensation or 50% of the Pension Benefit payable to spouse until death or remarriage.

If death is due to an accident in the line of duty within one year of retirement, benefit is equal to 50% of Compensation or \$1,500 if greater.

Death Benefits (pre- and post- retirement) are payable to dependent children under age 21 if no surviving spouse and to dependent parents if no surviving spouse or children. If no survivors, Accumulated Contributions in excess of benefits paid will be paid to estate.

***Member Contributions***

***Town, Board of Education, Para-Professionals and Nurses***                      8% of Compensation; not payable in excess of 35 years.

***Firefighters***    8% of Compensation; not payable in excess of 30 years.

***Police***    8% of Compensation. 7% if hired after 10/17/1996.

***Vesting***    Upon termination after 5 years of service (10 years for Police and Firefighters), Member has accrued the following benefits:

Firefighters: 2.4% of Average Annual Compensation (over 24 months) times years of service.

Police, Town/Board of Education, Para-Professionals, and Nurses: 2.4% of Average Annual Compensation (over 24 months) times years of service.

Post-Retirement Death: 50% of vested pension benefit payable to spouse until death or remarriage. Continuation of death benefits available to dependent children and parents.

Upon termination prior to vesting, Member contributions are returned with interest.