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September 27, 2016

PERSONAL & CONFIDENTIAL

Mr. Peter Souza
Town Manager
Town Hall
275 Broad Street
Windsor, CT 06095

Re: Town of Windsor Retirement Plan

Dear Peter:

We have performed an actuarial valuation of the Town of Windsor Retirement Plan as of July 1, 2016 for the Fiscal Year 2017-2018. The results of the valuation are contained in the following report.

The Annual Required Contribution for Fiscal Year 2017-2018 is \$1,196,328 (8.87% of payroll). The allocation of the contribution to the Town and Board of Education, based on payroll, is as follows:

Town	\$581,105
Board of Education	<u>615,223</u>
Total	1,196,328

Please let me know if you have any questions.

Sincerely,

Rebecca A. Sielman, FSA
Consulting Actuary



**TOWN OF WINDSOR
RETIREMENT PLAN**

**Actuarial Valuation as of July 1, 2016
For Fiscal Year 2017-2018**

Prepared by

Rebecca A. Sielman, FSA
Consulting Actuary

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Certification

We have performed an actuarial valuation of the Plan as of July 1, 2016 for fiscal year 2017-2018. This report presents the results of our valuation.

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.
- 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, it must be copied in its entirety, including this certification section.

Milliman's work is prepared solely for the internal business use of the Town. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exception(s): (a) the Town may provide a copy of Milliman's work, in its entirety, to the Town's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the Town; and (b) the Town may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law. No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

In preparing this report, we relied on employee census data and financial information as of the valuation date, furnished by the Town. 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

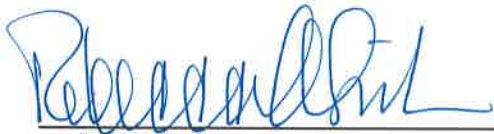
The calculations reported herein have been made on a basis consistent with our understanding of ERISA and the related sections of the tax code. Additional determinations may be needed for purposes other than meeting funding requirements, such as judging benefit security at plan termination or meeting 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.

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. Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of such future measurement.

The consultants who worked on this assignment are pension actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuary is independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

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.



Rebecca A. Sielman, FSA
Consulting Actuary

Section I - Executive Summary

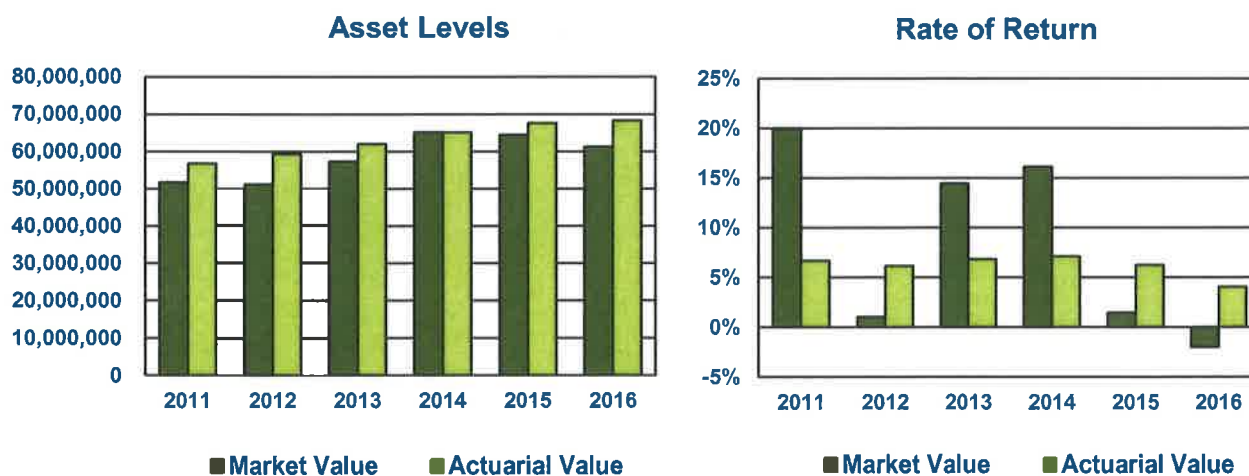
A. Highlights

Assets

There are two different measures of the plan's assets that are used throughout this report. The **Market Value** is a snapshot of the plan's investments as of the valuation date. The **Actuarial Value** is a smoothed asset value designed to temper the volatile fluctuations in the market by recognizing investment gains or losses over five years.

	Market	Actuarial
Value as of July 1, 2015	\$64,485,105	\$67,591,835
Contributions	1,535,280	1,535,280
Investment Income	(1,271,297)	2,715,637
Benefit Payments and Administrative Expenses	(3,500,446)	(3,500,446)
Value as of July 1, 2016	61,248,642	68,342,306

For 2015, the plan's assets earned -2.002% on a Market Value basis and 4.077% on an Actuarial Value basis. The actuarial assumption for this period was 7.375%; the result is an asset loss of \$5,954,500 on a Market Value basis and a loss of \$2,196,800 on an Actuarial Value basis. Historical asset values are shown in the graph below to the left; historical returns are shown in the graph below to the right.



Please note that the Actuarial Value currently exceeds the Market Value by \$7,093,700. This figure represents investment losses that will be gradually recognized over the next five years. This process will exert downward pressure on the Town's contribution, unless there are offsetting market gains.

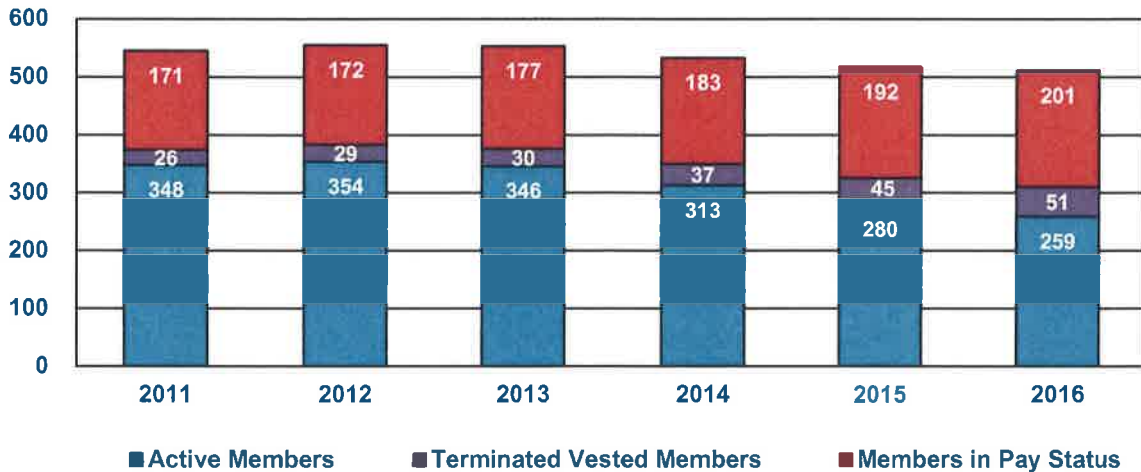
Section I - Executive Summary

A. Highlights

Membership

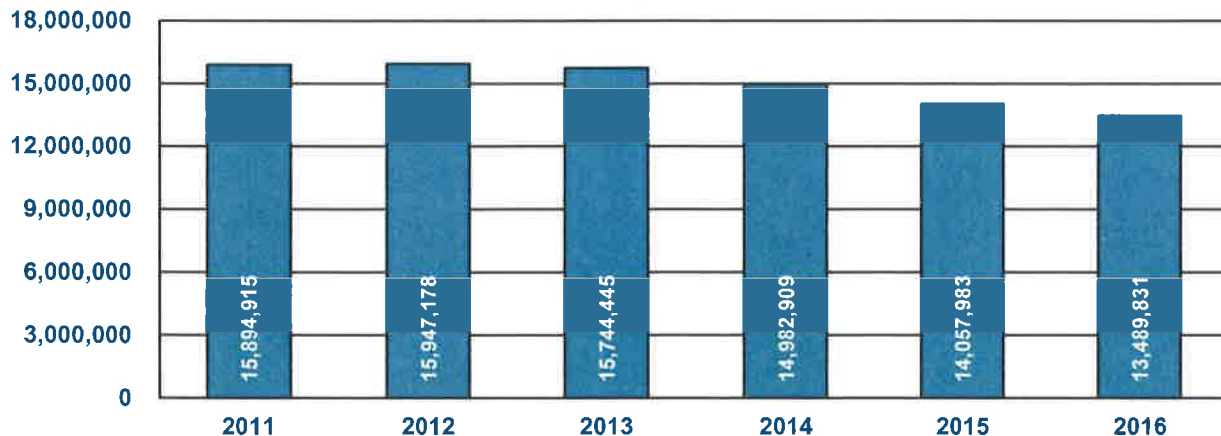
There are three basic categories of plan members included in the actuarial valuation: (1) active employees who have met the eligibility requirements for membership, (2) former employees who have a vested right to benefits but have not yet started collecting, and (3) members who are receiving monthly pension benefits.

Number of Members



From July 1, 2015 to July 1, 2016, the overall membership decreased from 517 to 511. During this period the plan saw the retirement of 11 members and the termination of 2 members who took lump sum distributions plus 12 members who retain deferred vested benefits. There were also 4 retiree deaths which include 1 with continuation of benefits to a beneficiary. Because the plan is closed to new members, the number of active members will decline over time.

Payroll



Section I - Executive Summary

A. Highlights

Plan Changes

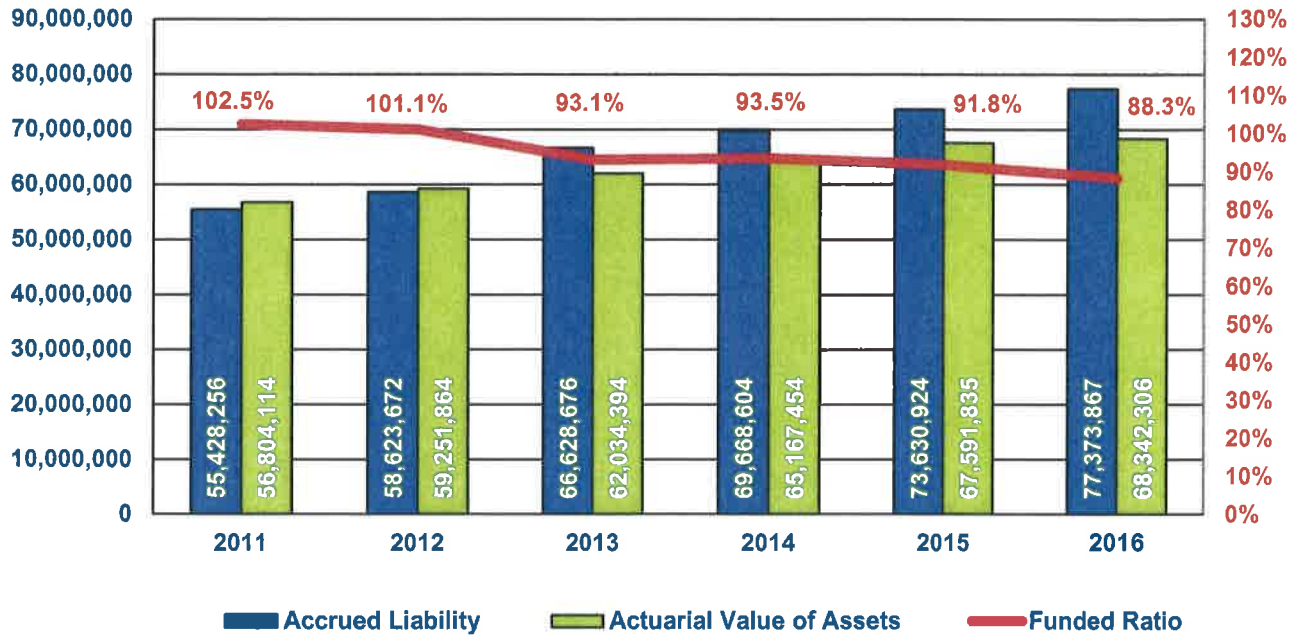
The Plan was amended to increase the employee contribution rate from 3.25% to 4.00% for all Board of Education employee groups and from 4.00% to 4.50% for all Town groups. The change decreased the Actuarially Determined Contribution by \$77,900.

Changes in Actuarial Methods or Assumptions

In order to better anticipate future plan experience, we have lowered the interest rate assumption from 7.375% to 7.25%. The impact of this change was to increase the Unfunded Accrued Liability by \$1,047,000 and increase the Actuarially Determined Contribution by \$92,800.

Section I - Executive Summary A. Highlights

Funded Status



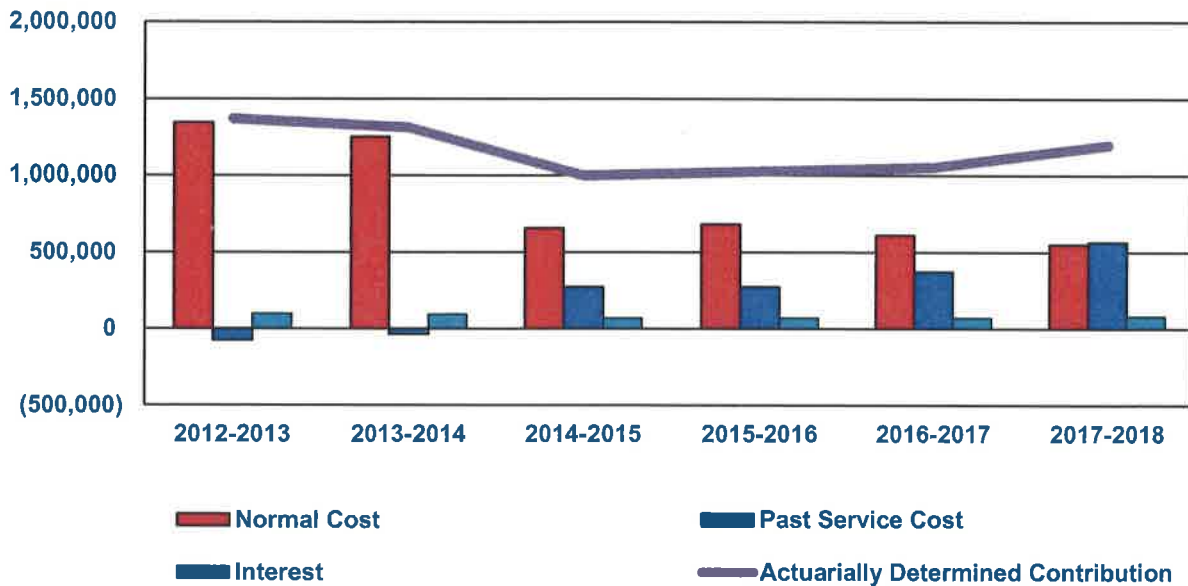
Section I - Executive Summary

A. Highlights

Actuarially Determined Contribution

The Actuarially Determined Contribution consists of three pieces: a **Normal Cost** payment to fund the benefits earned each year, a **Past Service Cost** to gradually reduce any unfunded or surplus liability, and **Interest** to the end of the year. If the plan has a sufficiently large surplus, the Past Service Cost may be large enough to cover the Normal Cost, in which case no contribution is required.

Contribution levels for the current year and the past few fiscal years are shown below.



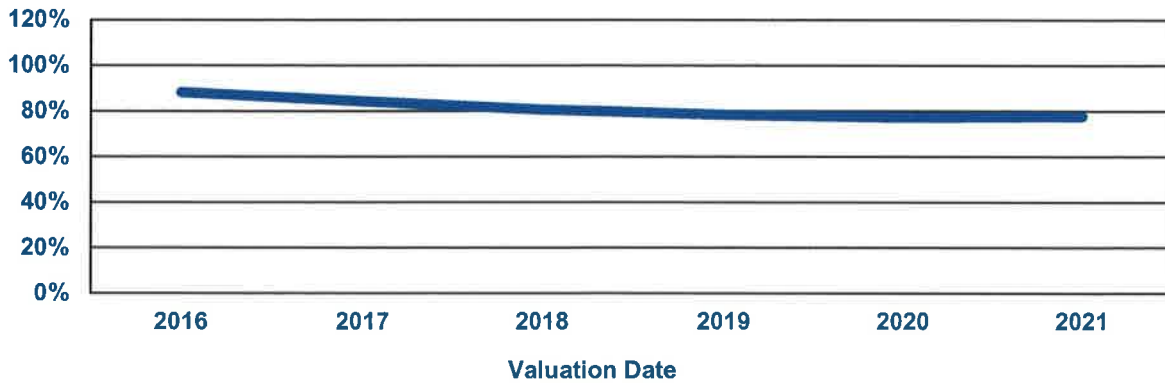
Section I - Executive Summary

A. Highlights

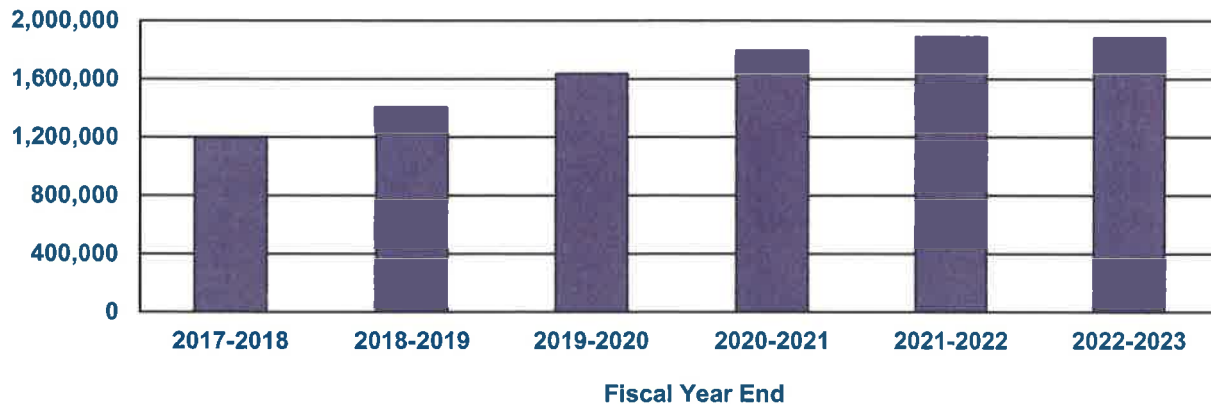
Long Range Forecast

We expect the valuation results for the next several years to follow the patterns illustrated below. Note that the forecast reflects further reductions in the interest rate assumption to 7.125% at July 1, 2017 and 7.000% at July 1, 2018.

Funded Ratio



Actuarially Determined Contribution



To the extent that there are future investment or liability gains or losses, changes in the actuarial assumptions or methods, or plan changes, the actual valuation results will differ from these forecasts. Please see Section III C for more details of the long range forecast.

Section I - Executive Summary
B. Summary of Principal Results

Membership	July 1, 2015	July 1, 2016
Active Members	280	259
Terminated Vested Members	45	51
Members in Pay Status	192	201
Covered Payroll	\$14,057,983	\$13,489,831
Assets and Liabilities	July 1, 2015	July 1, 2016
Market Value of Assets	\$64,485,105	\$61,248,642
Actuarial Value of Assets	67,591,835	68,342,306
Accrued Liability for Active Members	\$35,200,479	\$36,795,773
Accrued Liability for Terminated Vested Members	2,507,683	2,647,385
Accrued Liability for Members in Pay Status	35,922,762	37,930,709
Total Accrued Liability	73,630,924	77,373,867
Unfunded Accrued Liability	6,039,089	9,031,561
Funded Ratio	91.8%	88.3%
Actuarially Determined Contribution for Fiscal Year	2016-2017	2017-2018
Normal Cost	\$610,450	\$550,487
Past Service Cost	371,848	564,970
Interest	72,444	80,871
Actuarially Determined Contribution	1,054,742	1,196,328

Section II - Plan Assets

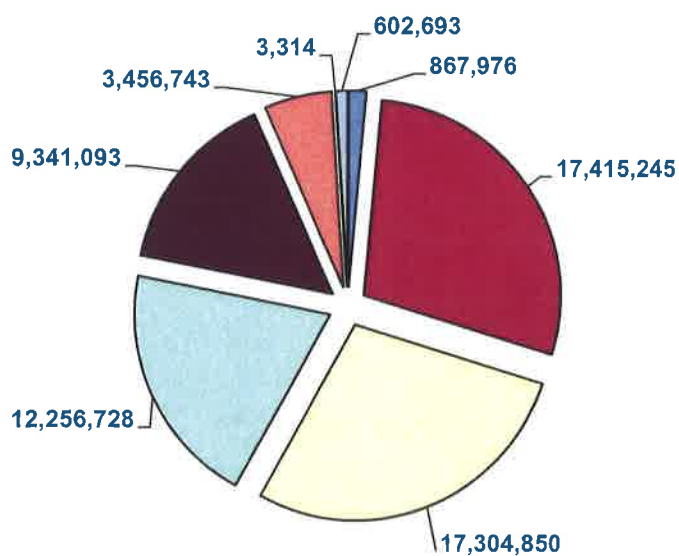
A. Summary of Fund Transactions

Market Value as of July 1, 2015	\$64,485,105
Employer Contributions	1,026,539
Employee Contributions	508,741
Benefit Payments	(3,481,301)
Interest and Dividends	1,391,689
Unrealized Gains/(Losses)	(2,253,416)
Realized Gains/(Losses)	(332,836)
Investment Expenses	(76,734)
Administrative Expenses	(19,145)
 Market Value as of July 1, 2016	 61,248,642
 Approximate Rate of Return	 -2.002%

Note: 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.

Asset Allocation

- Cash Equivalents
- Fixed Income
- U.S. Equity
- International Equity
- Asset Allocation Account/GMO
- Real Estate
- Accrued Income
- Accruals



Section II - Plan Assets
B. Development of Actuarial Value of Assets

In order to minimize the impact of market fluctuations on the contribution level, we use an Actuarial Value of Assets that recognizes gains and losses over a five year period. The Actuarial Value of Assets as of July 1, 2016 is determined below.

1.	Expected Market Value of Assets:																					
	a. Market Value of Assets as of July 1, 2015	\$64,485,105																				
	b. Employer and Employee Contributions	1,535,280																				
	c. Benefit Payments and Administrative Expenses	(3,500,446)																				
	d. Expected Investment Return Based on 7.375% Interest	<u>4,683,224</u>																				
	e. Expected Market Value of Assets as of July 1, 2016	67,203,163																				
2.	Actual Market Value of Assets as of July 1, 2016	61,248,642																				
3.	Market Value (Gain)/Loss: (1e) - (2)	5,954,521																				
4.	Delayed Recognition of Market (Gains)/Losses:																					
	<table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Plan Year End</th> <th style="text-align: right;">(Gain)/Loss</th> <th style="text-align: center;">Percent Not Recognized</th> <th style="text-align: right;">Amount Not Recognized</th> </tr> </thead> <tbody> <tr> <td>06/30/2016</td> <td style="text-align: right;">\$5,954,521</td> <td style="text-align: center;">80%</td> <td style="text-align: right;">\$4,763,617</td> </tr> <tr> <td>06/30/2015</td> <td style="text-align: right;">3,883,412</td> <td style="text-align: center;">60%</td> <td style="text-align: right;">2,330,047</td> </tr> <tr> <td>06/30/2014</td> <td style="text-align: right;">0</td> <td style="text-align: center;">40%</td> <td style="text-align: right;">0</td> </tr> <tr> <td>06/30/2013</td> <td style="text-align: right;">0</td> <td style="text-align: center;">20%</td> <td style="text-align: right;"><u>0</u></td> </tr> </tbody> </table>	Plan Year End	(Gain)/Loss	Percent Not Recognized	Amount Not Recognized	06/30/2016	\$5,954,521	80%	\$4,763,617	06/30/2015	3,883,412	60%	2,330,047	06/30/2014	0	40%	0	06/30/2013	0	20%	<u>0</u>	7,093,664
Plan Year End	(Gain)/Loss	Percent Not Recognized	Amount Not Recognized																			
06/30/2016	\$5,954,521	80%	\$4,763,617																			
06/30/2015	3,883,412	60%	2,330,047																			
06/30/2014	0	40%	0																			
06/30/2013	0	20%	<u>0</u>																			
5.	Actuarial Value as of July 1, 2016: (2) + (4)	68,342,306																				
6.	Approximate Rate of Return on Actuarial Value	4.077%																				
7.	Actuarial Value (Gain)/Loss	2,196,755																				

Section III - Development of Contribution

A. Past Service Cost

For determining the Past Service Cost, the Unfunded Accrued Liability is amortized as a level percent over a period of 30 years starting on July 1, 2009.

	July 1, 2015	July 1, 2016
1. Accrued Liability		
Active Members	\$35,200,479	\$36,795,773
Terminated Vested Members	2,507,683	2,647,385
Retired Members	34,555,536	36,265,032
Disabled Members	100,620	220,668
Beneficiaries of Deceased Members	<u>1,266,606</u>	<u>1,445,009</u>
Total	73,630,924	77,373,867
2. Actuarial Value of Assets (see Section II B)	67,591,835	68,342,306
3. Unfunded Accrued Liability: (1) - (2)	6,039,089	9,031,561
4. Funded Ratio: (2) / (1)	91.8%	88.3%
5. Amortization Period	24	23
6. Amortization Growth Rate	3.50%	3.50%
7. Past Service Cost: (3) amortized over (5)	371,848	564,970

Section III - Development of Contribution
B. Actuarially Determined Contribution

	Fiscal Year 2016-2017	Fiscal Year 2017-2018
1. Total Normal Cost	\$1,089,719	\$1,083,294
2. Expected Employee Contributions	493,069	552,507
3. Expected Expenses	13,800	19,700
4. Net Normal Cost: (1) - (2) + (3)	610,450	550,487
5. Past Service Cost (see Section III A)	371,848	564,970
6. Interest on (4) + (5) to start of next fiscal year	72,444	80,871
7. Actuarially Determined Contribution: (4) + (5) + (6)	1,054,742	1,196,328
8. Allocation of Actuarially Determined Contribution*		
Town	512,888	581,105
Board of Education	541,854	615,223
Total	1,054,742	1,196,328

* Allocation on the basis of covered payroll.

Milliman Actuarial Valuation

**Long Range Forecast
With Declining Interest Rate Assumption**

This forecast is based on the results of the July 1, 2016 actuarial valuation and assumes that the Town will pay the Actuarially Determined Contribution each year, the assets will return the indicated interest rate on a market value basis each year, with no additional changes in the actuarial methods or assumptions or in the plan provisions. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

Values as of the Valuation Date				Cash Flows Projected to the Following Fiscal Year						
Valuation Date	Interest Rate	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio	Fiscal Year Ending	Town Contributions	Employee Contributions	Benefit Payments	Net Cash Flows
7/1/2016	7.250%	\$77,373,867	\$68,342,306	\$9,031,561	88.3%	2018	\$1,196,328	\$493,000	(\$4,308,000)	(\$2,618,672)
7/1/2017	7.125%	81,217,000	68,477,000	12,740,000	84.3%	2019	1,404,000	439,000	(4,718,000)	(2,875,000)
7/1/2018	7.000%	84,675,000	68,291,000	16,384,000	80.7%	2020	1,637,000	388,000	(5,106,000)	(3,081,000)
7/1/2019	7.000%	86,641,000	67,886,000	18,755,000	78.4%	2021	1,792,000	340,000	(5,461,000)	(3,329,000)
7/1/2020	7.000%	88,226,000	68,153,000	20,073,000	77.2%	2022	1,885,000	294,000	(5,823,000)	(3,644,000)
7/1/2021	7.000%	89,445,000	69,454,000	19,991,000	77.6%	2023	1,880,000	254,000	(6,115,000)	(3,981,000)
7/1/2022	7.000%	90,262,000	70,521,000	19,741,000	78.1%	2024	1,871,000	219,000	(6,399,000)	(4,309,000)
7/1/2023	7.000%	90,734,000	71,312,000	19,422,000	78.6%	2025	1,871,000	188,000	(6,648,000)	(4,589,000)
7/1/2024	7.000%	90,858,000	71,819,000	19,039,000	79.0%	2026	1,886,000	159,000	(6,901,000)	(4,856,000)
7/1/2025	7.000%	90,660,000	72,072,000	18,588,000	79.5%	2027	1,902,000	135,000	(7,114,000)	(5,077,000)
7/1/2026	7.000%	90,119,000	72,065,000	18,054,000	80.0%	2028	1,928,000	115,000	(7,274,000)	(5,231,000)
7/1/2027	7.000%	89,264,000	71,828,000	17,436,000	80.5%	2029	1,963,000	98,000	(7,402,000)	(5,341,000)
7/1/2028	7.000%	88,139,000	71,414,000	16,725,000	81.0%	2030	2,004,000	83,000	(7,510,000)	(5,423,000)
7/1/2029	7.000%	86,768,000	70,857,000	15,911,000	81.7%	2031	2,050,000	71,000	(7,590,000)	(5,469,000)
7/1/2030	7.000%	85,161,000	70,174,000	14,987,000	82.4%	2032	2,099,000	60,000	(7,647,000)	(5,488,000)
7/1/2031	7.000%	83,331,000	69,394,000	13,937,000	83.3%	2033	2,152,000	51,000	(7,668,000)	(5,465,000)
7/1/2032	7.000%	81,296,000	68,540,000	12,756,000	84.3%	2034	2,208,000	42,000	(7,648,000)	(5,398,000)
7/1/2033	7.000%	79,081,000	67,649,000	11,432,000	85.5%	2035	2,266,000	36,000	(7,637,000)	(5,335,000)
7/1/2034	7.000%	76,717,000	66,764,000	9,953,000	87.0%	2036	2,324,000	30,000	(7,582,000)	(5,228,000)
7/1/2035	7.000%	74,180,000	65,880,000	8,300,000	88.8%	2037	2,380,000	25,000	(7,500,000)	(5,095,000)

For purposes of this forecast the amortization period declines to 1 year to illustrate the progress of the plan towards becoming fully funded; in actual practice the amortization period will not be less than 10 years in order to shield the Town from contribution volatility.

**Based on the July 1, 2016 Actuarial Valuation
TOWN OF WINDSOR RETIREMENT PLAN**

This work product was prepared solely for the Town 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. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

Section IV - Accounting Information
A. Notes to Required Supplementary Information

The information presented in Section IV has been determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation Date	July 1, 2016
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level percent
Amortization Period	Closed 30 years from July 1, 2009
Asset Valuation Method	5 Year Smoothed Market Value
Actuarial Assumptions	
Investment Rate of Return	7.25%
Projected Salary Increases	3.50%
Amortization Growth Rate	3.50%
Inflation	2.75%

Milliman Actuarial Valuation

**Section IV - Accounting Information
B. Historical Schedule of Funding Progress**

Actuarial Valuation Date	For Fiscal Year	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability (AAL)	(3) Unfunded AAL (UAAL) (2) - (1)	(4) Funded Ratio (1) / (2)	(5) Covered Payroll	(6) UAAAL as a Percentage of Covered Payroll (3) / (5)
07/01/2007	2008-2009	\$48,961,596	\$43,855,272	(\$5,106,324)	111.6%	\$15,265,451	0.0%
07/01/2008	2009-2010	51,029,433	45,790,887	(5,238,546)	111.4%	15,671,874	0.0%
07/01/2009	2010-2011	52,671,376	50,355,944	(2,315,432)	104.6%	15,875,106	0.0%
07/01/2010	2011-2012	54,245,354	53,427,746	(817,608)	101.5%	15,782,256	0.0%
07/01/2011	2012-2013	56,804,114	55,428,256	(1,375,858)	102.5%	15,894,915	0.0%
07/01/2012	2013-2014	59,251,864	58,623,672	(628,192)	101.1%	15,947,178	0.0%
07/01/2013	2014-2015	62,034,394	66,628,676	4,594,282	93.1%	15,744,445	29.2%
07/01/2014	2015-2016	65,167,454	69,668,604	4,501,150	93.5%	14,982,909	30.0%
07/01/2015	2016-2017	67,591,835	73,630,924	6,039,089	91.8%	14,057,983	43.0%
07/01/2016	2017-2018	68,342,306	77,373,867	9,031,561	88.3%	13,489,831	67.0%

This work product was prepared solely for the Town 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. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

Section IV - Accounting Information
C. Schedule of Employer Contributions

Fiscal Year Ending June 30	(1) Actuarially Determined Contribution	(2) Contribution in Relation to the Actuarially Determined Contribution	(3) Contribution Deficiency/ (Excess) (1) - (2)	(4) Covered Payroll	(5) Contribution as a Percentage of Covered Payroll (2) / (4)
2009	\$834,453	\$834,453	\$0	\$15,265,451	5.47%
2010	843,833	843,833	0	15,671,874	5.38%
2011	1,273,290	1,273,290	0	15,875,106	8.02%
2012	1,334,389	1,334,389	0	15,782,256	8.45%
2013	1,367,561	1,367,561	0	15,894,915	8.60%
2014	1,311,760	1,311,760	0	15,947,178	8.23%
2015	998,378	998,378	0	15,744,445	6.34%
2016	1,026,539	1,026,539	0	14,982,909	6.85%
2017	1,054,742	TBD	TBD	14,057,983	TBD
2018	1,196,328	TBD	TBD	13,489,831	TBD

Section IV - Accounting Information
D. Accrued and Vested Benefits

The actuarially computed Value of Accrued Benefits represents the present value of (a) the benefits based on earnings and service to date expected to become payable at future dates to present employees, (b) the benefits expected to become payable to former employees who have terminated service with vested rights or who have become inactive, and (c) the benefits currently payable to retired participants and beneficiaries.

	As of July 1, 2015	As of July 1, 2016
1. Value of Vested Benefits		
Active Members	\$26,013,526	\$27,960,203
Terminated Vested Members	2,507,683	2,647,385
Retired Members	34,555,536	36,265,032
Disabled Members	100,620	220,668
Beneficiaries of Deceased Members	<u>1,266,606</u>	<u>1,445,009</u>
Total Value of Vested Benefits	64,443,971	68,538,297
2. Value of Non-Vested Benefits	538,531	377,035
3. Total Value of Accrued Benefits: (1) + (2)	64,982,502	68,915,332
4. Market Value of Assets	64,485,105	61,248,642
5. Vested Funded Ratio: (4) / (1)	100.1%	89.4%
6. Accrued Funded Ratio: (4) / (3)	99.2%	88.9%

Section IV - Accounting Information
E. Statement of Changes in Accrued Plan Benefits

Increase/(Decrease) during the 2015-2016 plan year attributable to:

Increase for interest due to the decrease in the discount period	\$4,666,370
Benefits Accumulated/(Forfeited)	1,855,906
Benefit Payments	(3,481,301)
Plan Amendments	0
Changes in Actuarial Assumptions	891,855
Net Increase/(Decrease)	3,932,830

Value of Accrued Plan Benefits:

July 1, 2016	\$68,915,332
July 1, 2015	64,982,502
Net Increase/(Decrease)	3,932,830

Section V - Membership Data

A. Reconciliation of Membership from Prior Valuation

Details of the changes in the Plan membership since the last valuation are shown below. Additional details on the Plan membership are provided in the remainder of Section V.

	Active	Term. Vested	Retirees	Disabled	Bene- ficiaries	Total
Count as of July 1, 2015	280	45	175	2	15	517
Terminated, due refund	-	-	-	-	-	0
Terminated, benefits due	(12)	12	-	-	-	0
Retired	(6)	(5)	11	-	-	0
Disabled	(1)	-	-	1	-	0
Died, with beneficiary	-	-	(1)	-	1	0
Died, no beneficiary	-	-	(2)	-	(1)	(3)
Paid refund	(2)	(1)	-	-	-	(3)
New member	-	-	-	-	-	0
New beneficiary	-	-	-	-	-	0
Returned to Active	-	-	-	-	-	0
Correction	-	-	-	-	-	0
Count as of July 1, 2016	259	51	183	3	15	511

Section V - Membership Data

B. Statistics of Membership

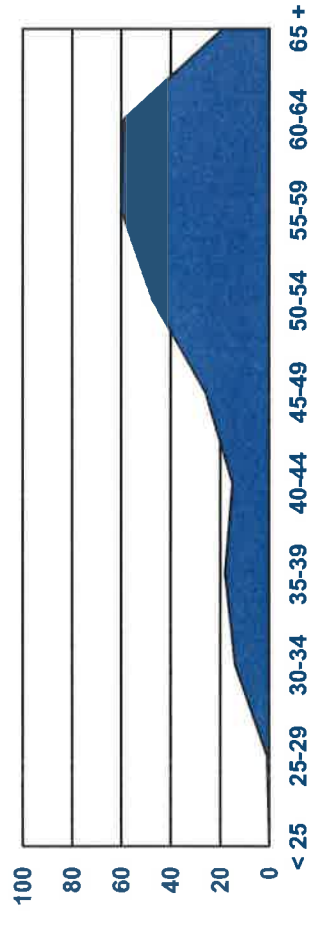
	As of July 1, 2015 *	As of July 1, 2016 *
Active Members		
Number	280	259
Average Age	52.4	53.3
Average Service	13.7	14.8
Covered Payroll	\$14,057,983	\$13,489,831
Average Payroll	50,207	52,084
Terminated Vested Members		
Number	45	51
Total Annual Benefit	\$348,729	\$355,414
Average Annual Benefit	7,750	6,969
Average Age	53.2	52.4
Retired Members		
Number	175	183
Total Annual Benefit	\$3,201,970	\$3,336,375
Average Annual Benefit	18,297	18,232
Average Age	73.1	73.4
Disabled Members		
Number	2	3
Total Annual Benefit	\$20,316	\$28,202
Average Annual Benefit	10,158	9,401
Average Age	67.5	64.3
Beneficiaries of Deceased Members		
Number	15	15
Total Annual Benefit	\$155,616	\$176,813
Average Annual Benefit	10,374	11,788
Average Age	78.9	79.3

* Does not include statistics for 1 beneficiary who is covered for COLA only.

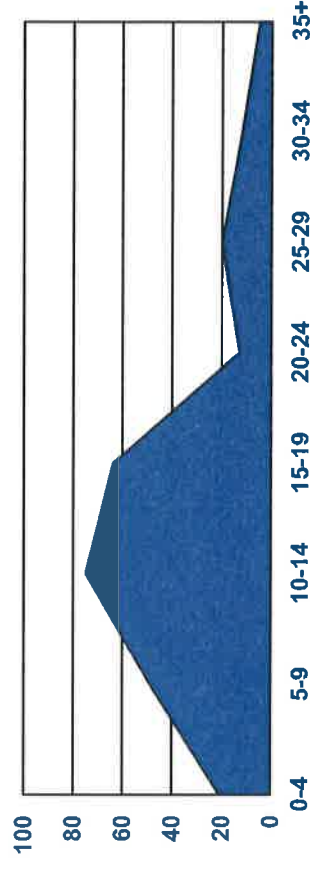
Section V - Membership Data
C. Distribution of Active Members as of July 1, 2016 - Count

Age	Years of Service										Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+	Total		
< 25	0	0	0	0	0	0	0	0	0	0	0
25-29	1	0	0	0	0	0	0	0	0	0	1
30-34	4	7	3	0	0	0	0	0	0	0	14
35-39	3	8	7	0	0	0	0	0	0	0	18
40-44	4	4	3	4	0	0	0	0	0	0	15
45-49	2	3	12	5	2	2	0	0	0	0	26
50-54	2	11	10	12	3	5	3	1	1	1	47
55-59	2	8	21	18	4	2	4	1	1	1	60
60-64	3	7	15	18	3	7	5	1	1	1	59
65 +	0	1	4	7	1	4	0	2	2	2	19
Total	21	49	75	64	13	20	12	5	12	5	259

Distribution By Age



Distribution by Years of Service



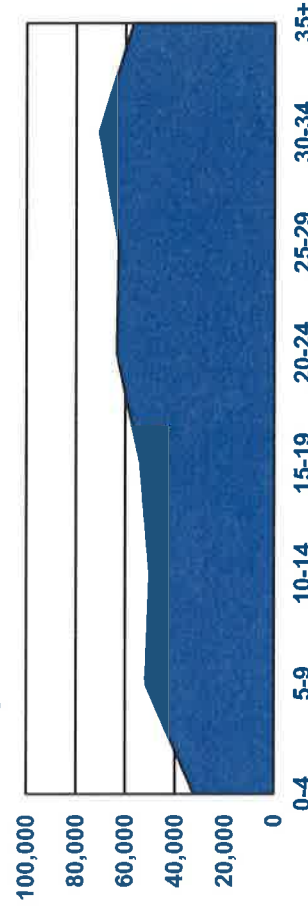
Section V - Membership Data
D. Distribution of Active Members as of July 1, 2016 - Average Pay

Age	Years of Service										Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+	35+	Total	
< 25	0	0	0	0	0	0	0	0	0	0	0
25-29	28,913	0	0	0	0	0	0	0	0	0	28,913
30-34	35,358	50,211	35,903	0	0	0	0	0	0	0	42,901
35-39	32,069	45,551	59,484	0	0	0	0	0	0	0	48,722
40-44	23,655	58,428	43,232	58,569	0	0	0	0	0	0	46,153
45-49	30,487	52,222	49,438	67,590	62,382	63,688	0	0	0	0	53,884
50-54	47,526	56,462	52,468	58,987	64,683	65,992	64,808	43,374	0	0	57,669
55-59	30,390	40,745	51,121	56,355	67,548	62,514	83,239	89,334	0	0	54,870
60-64	34,460	59,243	53,705	43,807	61,201	66,799	63,845	58,639	0	0	53,242
65 +	0	71,973	27,604	53,508	54,905	52,034	0	46,753	0	0	48,079
Total	32,446	51,836	50,150	54,024	63,655	62,905	70,551	56,970	0	0	52,731

Distribution By Age



Distribution by Years of Service



Section V - Membership Data
E. Distribution of Inactive Members as of July 1, 2016

	Age	Number	Annual Benefits
Terminated Vested Members /	< 30	2	\$0
Members Due Refunds	30 - 39	6	16,977
	40 - 49	11	76,257
	50 - 59	14	111,016
	60 - 64	14	116,003
	65 +	4	35,162
	Total	51	355,415
Retired Members	< 50	0	\$0
	50 - 59	5	121,278
	60 - 69	69	1,492,865
	70 - 79	64	1,213,646
	80 - 89	36	413,775
	90 +	9	94,810
	Total	183	3,336,374
Disabled Members	< 50	0	\$0
	50 - 59	2	13,610
	60 - 69	0	0
	70 - 79	1	14,592
	80 - 89	0	0
	90 +	0	0
	Total	3	28,202
Beneficiaries of Deceased Members *	< 50	0	\$0
	50 - 59	2	24,102
	60 - 69	0	0
	70 - 79	4	66,066
	80 - 89	6	71,964
	90 +	3	14,681
	Total	15	176,813

* Does not include statistics for 1 beneficiary who is covered for COLA only.

Appendix A - Actuarial Funding Method

The actuarial funding method used in the valuation of this Plan is known as the **Entry Age Normal 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 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 funding cost of the Plan is derived by making certain specific assumptions as to rates of interest, mortality, turnover, etc. which are assumed to hold for many years into the future. Since actual experience may differ somewhat from the assumptions, the costs determined by the valuation must be regarded as estimates of the true costs of the Plan.

The unfunded liability for the plan is the excess of the Accrued Liability over the assets which have been accumulated for the plan. This Unfunded Accrued Liability is amortized as a level percent. Beginning on July 1, 2009, the amortization period is 30 years; the amortization period will decrease each year until it reaches 10 years, after which point it will remain at 10 years.

Beginning with the July 1, 2014, the Actuarial Value of Assets has been reset to equal the Market Value. In subsequent years, market gains and losses are recognized over a 5 year period.

Appendix B - Actuarial Assumptions

Each of the assumptions used in this valuation was set based on industry standard published tables and data, the particular characteristics of the plan, relevant information from the plan sponsor or other sources about future expectations, and our professional judgment regarding future plan experience. We believe the assumptions are reasonable for the contingencies they are measuring, and are not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

Interest Rate	Current: 7.25%										
	Prior: 7.375%										
Salary Scale	3.50%										
Amortization Growth Rate	3.50%										
Cost of Living Adjustment	2.25%										
Expenses	Prior year's expenses plus 3%, rounded to the nearest \$100.										
Healthy Mortality	RP-2000 Combined Healthy Mortality Table, Male and Female, with generational projection of future mortality improvements per Scale AA. This assumption includes a margin for improvements in longevity beyond the valuation date.										
Disabled Mortality	RP-2000 Disabled Mortality Table, Male and Female. This assumption assumes no improvements in longevity beyond the valuation date.										
Turnover	According to the Crocker-Sarason T9 Table:										
	<table border="0"> <thead> <tr> <th style="text-align: center;">Age</th> <th style="text-align: center;">Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">20</td> <td style="text-align: center;">17.95%</td> </tr> <tr> <td style="text-align: center;">30</td> <td style="text-align: center;">15.85%</td> </tr> <tr> <td style="text-align: center;">40</td> <td style="text-align: center;">11.27%</td> </tr> <tr> <td style="text-align: center;">50</td> <td style="text-align: center;">5.10%</td> </tr> </tbody> </table>	Age	Rate	20	17.95%	30	15.85%	40	11.27%	50	5.10%
Age	Rate										
20	17.95%										
30	15.85%										
40	11.27%										
50	5.10%										
Retirement	15% at age 55 with 10 years of service.										
	40% at the earlier of age 55 with 30 years of service or age 65.										
	At all other ages:										
	<table border="0"> <thead> <tr> <th style="text-align: center;">Age</th> <th style="text-align: center;">Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">56-59</td> <td style="text-align: center;">10%</td> </tr> <tr> <td style="text-align: center;">60-61</td> <td style="text-align: center;">20%</td> </tr> <tr> <td style="text-align: center;">62-69</td> <td style="text-align: center;">30%</td> </tr> <tr> <td style="text-align: center;">70</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	Age	Rate	56-59	10%	60-61	20%	62-69	30%	70	100%
Age	Rate										
56-59	10%										
60-61	20%										
62-69	30%										
70	100%										

Appendix B - Actuarial Assumptions

Disability

50% of 1985 Pension Class 1 table:

Age	Male	Female
25	0.02%	0.02%
35	0.03%	0.07%
45	0.10%	0.16%
55	0.36%	0.48%
65	0.88%	0.68%

100% of all disabilities are assumed to be non-service connected.

Form of Annuity

3 Year Certain and Life as an approximation to Modified Cash Refund.

Appendix C - Summary of Plan Provisions

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. To the extent that this summary does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

Eligibility	All employees of the Town who were covered under the Connecticut Municipal Employees' Retirement Fund A on June 30, 1971 are included in the Plan. New employees shall be included on date of hire. The plan is closed to all new employees on or after July 1, 2014.
Employee Contributions	<p>Board of Education Employees: 4.00% of earnings. All other employees: 4.50% of earnings.</p> <p>Employee Contributions will be credited at the rate of 4% per year through December 31, 1978 and 6% per year thereafter.</p> <p>A refund of Employee Contributions with interest to the date of termination of employment or death is paid, unless the employee is eligible for a deferred retirement benefit.</p>
Credited Service	Years and months of continuous service. Food Service employees will not receive service prior to February 19, 1986 and members of the Windsor Paraprofessional Employees Association will not receive service for years prior to September 1, 1990.
Final Average Earnings	Highest average earnings including overtime, longevity pay and any other form of additional compensation received in any 36 consecutive months out of the last 120 months of employment months prior to the earlier of age 65 or termination of employment.
Normal Retirement Date	The earlier of age 65, age 55 with 30 years of Credited Service, or any age with 35 years of Credited Service for employees who were participants on or before December 31, 1979.
Normal Retirement Benefit	<p>1.75% of Final Average Earnings multiplied by Credited Service.</p> <p>For employees who were members as of October 9, 1998, retirement benefits will not be less than the amount determined under the pre-October 9, 1998 formula.</p>

Appendix C - Summary of Plan Provisions

Early Retirement Date	Age 55 and 10 years of Credited Service.
Early Retirement Benefit	Benefit is based on Credited Service and Final Average Earnings to actual retirement date reduced by 6.7% for the first 5 years and 3.3% for each of the next 5 years by which Early Retirement Date precedes Normal Retirement Date.
Deferred Retirement Date	Members may continue to work beyond Normal Retirement.
Deferred Retirement Benefit	Benefit based on Credited Service and Final Average Earnings to Deferred Retirement Date.
Preretirement Death Benefit	Accumulated Employee Contributions in lieu of all benefits.
Disability Retirement Service Connected	Greater of Normal Retirement Benefit calculated using Credited Service and Final Average Earnings through date of disability, or 50% of Monthly Earnings averaged over the 12 months preceding disability.
Disability Retirement Non-Service Connected	If the Member has 10 years of Service, Normal Retirement Benefit calculated using Credited Service and Final Average Earnings through date of disability.
Disability Minimum Benefit	\$300 per month.
Disability Maximum Benefit	75% of Final Average Earnings including non-plan disability earnings from Employer sources.
Vesting	A member is 100% vested after 5 years of Credited Service.
Termination Benefit	Normal Retirement Benefit calculated using Credited Service and Final Average Earnings through date of termination. All benefits are forfeited upon withdrawal of Employee Contributions.
Normal Form of Benefit	Modified Cash Refund.
Cost of Living Adjustment	Benefits will increase annually based on increases in the Cost of Living Adjustment that applies to primary insurance amounts under the federal Social Security Act.