



HOOKER & HOLCOMBE, INC.
Benefit Consultants and Actuaries

65 LaSalle Road | West Hartford, CT 06107-2397 | Founded in 1956

Confidential

November 29, 2012

Mr. Gregg Schuster
First Selectman
Office of the First Selectman
Town of Colchester
127 Norwich Avenue
Colchester, CT 06415

Re: Town of Colchester Police Pension Plan

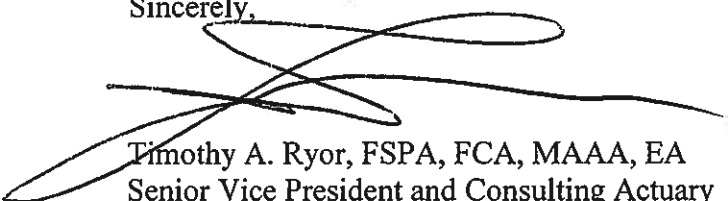
Dear Mr. Schuster:

We have completed the July 1, 2012 valuation for the Town of Colchester Police Pension Plan. Please see the attached three Exhibits. Exhibit I shows the calculation of the Annual Required Contribution (ARC) for the fiscal year beginning 7/1/2013 and ending 6/30/2014. This contribution amount is \$101,215.

Exhibit II is a brief outline of the Plan. Exhibit III describes the actuarial methods and assumptions that we used to complete this study. Exhibit IV describes the impact of a new Accounting Standard that is effective for FYE 2015.

If you have any questions, please let me know.

Sincerely,



Timothy A. Ryor, FSPA, FCA, MAAA, EA
Senior Vice President and Consulting Actuary

/mmh
Enclosure

c: N. Maggie Cosgrove, CFO
Maggie Wasicki

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Certification

This report presents the results of the July 1, 2012 Actuarial Valuation for the Town of Colchester Police Pension Plan for the purpose of estimating the funded status of the Plan and determining the Annual Required Contribution (ARC) for the fiscal year ending June 30, 2013. This report is intended to satisfy the requirements of Connecticut General Statute 7-450a. This report may not be appropriate for any other purpose.

The valuation has been performed in accordance with generally accepted actuarial principles and practices. It is intended to comply with all applicable Actuarial Standards of Practice.

I certify that the actuarial assumptions and methods that were selected by me and represent my best estimate of anticipated actuarial experience under the Plan.

In preparing this valuation, I have relied on employee data provided by the Town, and on asset and contribution information provided by the Town. I have audited neither the employee data nor the financial information, although I have reviewed them for reasonableness.

The results in this valuation report are based on the Plan as summarized in the *Plan Provisions* section of this report and the actuarial assumptions and methods detailed in the *Description of Actuarial Methods and Assumptions* section of this report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: 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 this report, an analysis of the potential range of such future measurements has not been performed.

I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.



Timothy A. Ryor, FSPA, FCA, MAAA, Enrolled Actuary
11-05126

November 29, 2012

Exhibit I
Town of Colchester Police Pension Plan
Development of Town Contribution

I. Plan Liabilities

A. Present Value of Future Benefit Payments	<u>\$3,372,163</u>
B. Actuarial Accrued Liability (PUC Method)	<u>\$1,028,244</u>
C. Plan Assets	<u>\$702,577</u>
D. Unfunded Actuarial Accrued Liability = (B)-(C)	\$325,667

II. Employer Contribution for Valuation Year

A. Normal Cost	
1. Total Normal Cost	\$140,507
2. Expected Employee Contributions	<u>\$79,235</u>
3. Employer Normal Cost = (1) - (2)	<u>\$61,272</u>
B. Amortization of Unfunded Actuarial Accrued Liability	\$32,112
C. Total Beginning-of-Year Employer Contribution= (A3) + (B)	\$93,384
D. Interest on (C.) to the middle of the Year = (C.) X 3.75%	\$3,502
E. Valuation Year Employer Contribution = (C.) + (D.)	\$96,886
F. Expected Valuation Year Covered Payroll	\$633,878
G. Employer Contribution as a % of Payroll	15.28%

III. Annual Required Contribution (ARC) for 2013-2014

A. Expected ARC Year Covered Payroll (II F. X 1.045)	\$662,403
B. 2013-2014 Annual Required Contribution (A. X II G.)	\$101,215

Exhibit II
Town of Colchester Police Pension Plan
Outline of Plan Provisions

This is an overview of the provisions of the pension plan.

Effective Date of Plan:	July 1, 2005.
Eligibility for Retirement:	20 years of service.
Vesting:	10 years of service.
Service:	For eligibility, vesting and benefit accrual, no service is granted before 7/1/1999.
Average Salary;	Average of the 3 highest years of base salary.
Pension Benefit:	2.5% times average salary times years of service with a maximum pension of 60% of average salary.
Employee Contributions:	Employee will contribute 12.5% of pay (prior valuation: Employee will contribute 8% of pay).
Post-retirement COLA	2.5% (prior valuation: 1.25%).
Normal Form of Pension:	Life annuity.

Exhibit III
Town of Colchester Police Pension Plan
Actuarial Assumptions and Methods

I. Actuarial Cost Method

The projected unit credit actuarial cost method.
Amortization is over 17 years on a level dollar basis.
Currently the asset valuation method is the market value of assets.

II. Actuarial Assumptions

Investment Return:	7.5% per year
Salary Increases:	4.5% per year
Mortality Table:	RP-2000 Mortality Table with separate male and female rates, with no collar adjustment, combined tables for non-annuitants and annuitants, projected to the valuation date with Scale AA. (Prior valuation: UP 1994 Mortality Rates fully projected with scale AA.)
Mortality Improvement:	Projected to date of decrement using Scale AA (Generational Mortality).
Assumed Retirement Date:	Completion of 24 years of service.
Termination Prior to Retirement:	None.
Expenses:	Plan expenses are assumed to be paid by the Town outside of the pension plan.

Exhibit IV
Town of Colchester Police Pension Plan
New Accounting Standards

In June of 2012, The Government Accounting Standards Board (GASB) issued statements 67 and 68. GASB 67 is a new standard that pertains to financial reporting for pension plans. In general, it replaces GASB 25 and it is effective for fiscal years beginning after June 15, 2013. GASB 68 is a new standard that pertains to accounting and financial reporting for pensions. In general, it replaces GASB 27 and it is effective for fiscal years beginning after June 15, 2014. Both statements replace the relevant provisions of GASB 50.

Currently, your annual financial report tracks the Net Pension Obligation (NPO) and the NPO is displayed in the footnote section of the annual financial report. With GASB 68, the NPO will no longer be tracked. A new item called Net Pension Liability (NPL) will be displayed not as a footnote but directly on your balance sheet. For both standards, liabilities are calculated using the Entry Age Normal Cost Method. In general, the NPL is EAN Accrued Liability less the Market Value of Assets. A table that displays the NPL for the Town's pension plan is below.

<u>Valuation Date</u>	<u>Entry Age Normal Accrued Liability</u>	<u>Market Value Of Assets</u>	<u>Net Pension Liability</u>
July 1, 2010	666,290	374,488	291,802
July 1, 2011	808,518	559,948	248,570
July 1, 2012	1,176,552	702,577	473,975

In addition to replacing the NPO with NPL, the Annual Required Contribution (ARC) will also be eliminated. Even though the ARC will be eliminated, we will work with you to develop a contribution policy. The new term for this is called the Actuarially Determined Contribution (ADC). One possible ADC is to use the same concepts that were used to develop the ARC which would mean no change in the present funding policy.

Under the prior standards the ARC served as both the contribution policy and the accounting expense. As noted above the ARC is eliminated and replaced with the ADC with regard to the funding policy. The new pension expense will be quite different from the ARC and it has several components (including normal cost, interest cost, amortization components, actual return, and plan changes). The new pension expense will help reconcile the change in the Net Pension Liability each year. In addition, it will be more volatile than the ARC and so not suitable for use as a contribution policy.

If the Town wants to see how the pension expense works, please let us know and we will prepare a sample exhibit. Like the Net Pension Liability, the calculation of the pension expense is based upon the Entry Age Normal Cost Method and will no longer be a footnote but reported directly in the annual financial report.

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