

**Diamond State Port
Corporation Pension Plan**

**Actuarial Valuation
as of June 30, 2013**

Produced by **Cheiron**

December 2013

Table of Contents

Letter of Transmittal	i
Foreword.....	ii
Section I – Board Summary	1
Section II – Assets	8
Section III – Liabilities	11
Section IV – Contributions	15
Section V – Accounting Statement Information.....	17
Appendix A – Membership Information.....	22
Appendix B – Actuarial Assumptions and Methods.....	32
Appendix C – Summary of Plan Provisions	37

December 30, 2013

Board of Pension Trustees
State of Delaware
McArdle Building
860 Silver Lake Boulevard, Suite 1
Dover, Delaware 19904

Dear Members of the Board:

At your request, we have conducted the annual actuarial valuation of the Diamond State Port Corporation Pension Plan as of June 30, 2013. The results of the valuation are contained in this report. The purpose of the valuation is discussed in the Foreword.

This report contains information on plan assets, as well as analyses which combine asset and liability performance and projections. The report also discloses employer contribution levels and required disclosures under the Governmental Accounting Standards Board Statement No. 25.

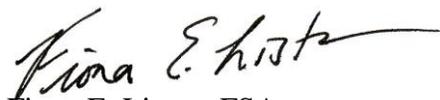
In preparing our report, we relied on information (some oral and some written) supplied by Office of Pension's staff. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice No. 23.

The results of this report are only applicable to the employer contribution for Fiscal Year ending 2015 and rely on future plan experience conforming to the underlying assumptions. To the extent that actual plan experience deviates from the underlying assumptions, the results would vary accordingly.

To the best of our knowledge, this report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys and our firm does not provide any legal services or advice.

This report was prepared for the Diamond State Port Corporation Pension Plan for the purposes described herein and for the use by the Plan auditor in completing an audit related to the matters herein. This valuation report is not intended to benefit any third party, and Cheiron assumes no duty or liability to any such party.

Sincerely,
Cheiron



Fiona E. Liston, FSA
Principal Consulting Actuary



Margaret A. Tempkin, FSA
Principal Consulting Actuary



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

FOREWORD

Cheiron has performed the Actuarial Valuation of the Diamond State Port Corporation Pension Plan as of June 30, 2013. The purpose of this report is to:

- 1) **Measure and disclose**, as of the valuation date, the financial condition of the Plan;
- 2) **Indicate trends** in the financial progress of the Plan;
- 3) **Determine the contribution rate** to be paid by the employer for Fiscal Year 2015; and
- 4) **Provide specific information** and documentation required by the Governmental Accounting Standards Board (GASB).

An actuarial valuation establishes and analyzes plan assets and liabilities on a consistent basis and traces the progress of both from one year to the next. It includes measurement of the plan's investment performance as well as an analysis of actuarial liability gains and losses.

Section I presents a summary containing our findings and disclosing important trends experienced by the Plan in recent years.

Section II contains details on various asset measures, together with pertinent performance measurements.

Section III shows similar information on plan liabilities, measured for actuarial, accounting, and governmental reporting purposes.

Section IV develops the employer contribution rate determined using actuarial techniques.

Section V includes the required disclosures under GASB Statement No. 25.

The appendices to this report contain a summary of the Plan's membership at the valuation date, a summary of the major provisions of the Plan, and the actuarial methods and assumptions used in the valuations.

The actuarial assumptions reflect our understanding of the likely future experience of the Plan, and the assumptions as a whole represent our best estimate for the future experience of the Plan. The results of this report are dependent upon future experience conforming to these assumptions. To the extent that future experience deviates from the actuarial assumptions, the true cost of the Plan could vary from our results.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION I
BOARD SUMMARY**

General Comments

The actuarially determined contribution rate increased from 8.57% for FY 2014 to 9.01% for FY 2015.

During the year ended June 30, 2013, the Plan's assets earned 10.7% on a market value basis. However, due to the Plan's asset-smoothing technique which recognizes only 20% of returns in excess of the 7.5% assumption and continues to recognize previous losses, the return on the actuarial asset value was 7.31%. This return was below the assumed rate of return of 7.5% and resulted in an actuarial loss on investments of \$36,500.

The Plan experienced an actuarial gain of \$147 thousand (0.6% of total actuarial liability) on plan liabilities resulting from members retiring, terminating, becoming disabled, and dying at rates different from the actuarial assumptions. This type of activity is normal in the course of plan experience. The Plan will experience actuarial gains and losses over time because we cannot predict exactly how people will behave. When a plan experiences alternating gains and losses that are small compared to the total actuarial liability, then the plan's actuarial assumptions are reasonable. However, it should be noted that the active population decreased by 10%, along with a corresponding 7% drop in payroll, over the last year. We will continue to monitor future attrition behavior for active participants, as future reductions may have an adverse impact on the long-term stability of the plan. There was also a change in the application of the Entry Age Normal funding method which redrew the line between past and future service. This change resulted in a decrease in actuarial liability of \$6 thousand and an offsetting increase in the System's normal cost.

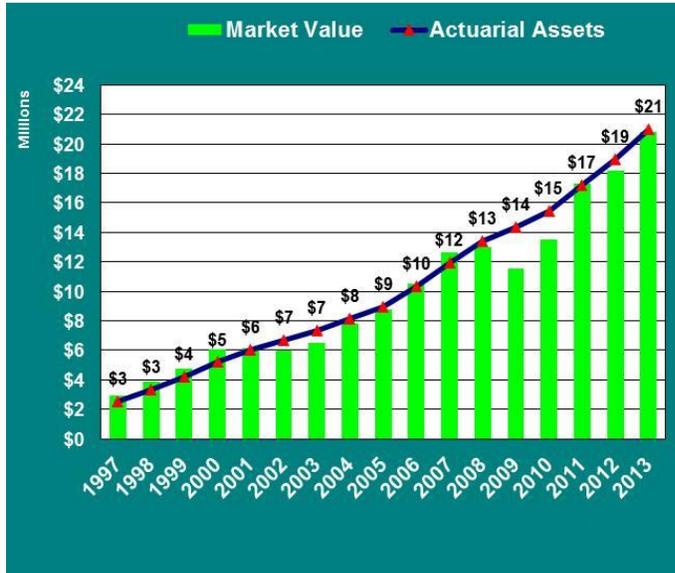
As of the June 30, 2013 actuarial valuation, the Plan's unfunded actuarial liability was \$4,172 thousand. This is an increase from last year's unfunded actuarial liability of \$4,110 thousand.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION I
BOARD SUMMARY**

Trends

Growth in Assets



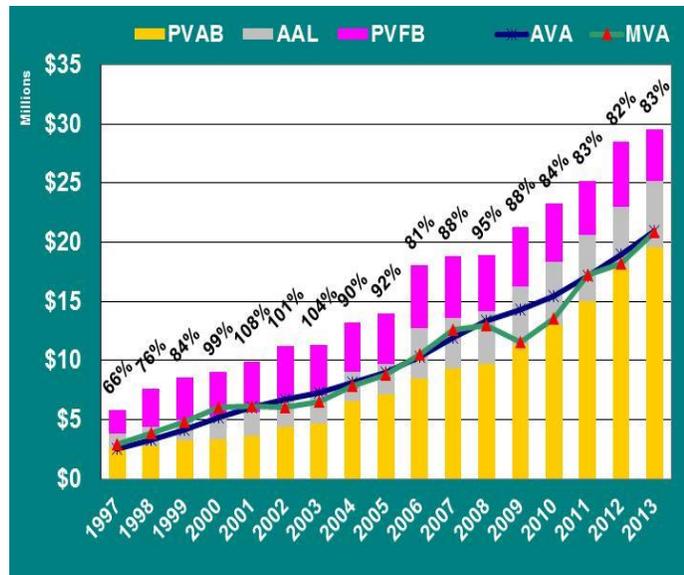
The market value of assets (MVA) returned 10.7% over the last year. The determination of the actuarial value of assets reflects only a portion of the return above 7.5% as well as the continued recognition of the 2008-2009 loss.

Over the period July 1, 1997 to June 30, 2013, the Plan's assets returned approximately 8.1% per year measured at actuarial value, compared to a valuation assumption of 7.5% per year.

Assets and Liabilities

The three colored bars represent the three different measures of liability mentioned in this report. For funding purposes, the target amount is represented by the top of the gray bar. We compare the actuarial value of assets to this measure of liability in developing the funded percent. These are the percentages shown in the graph labels.

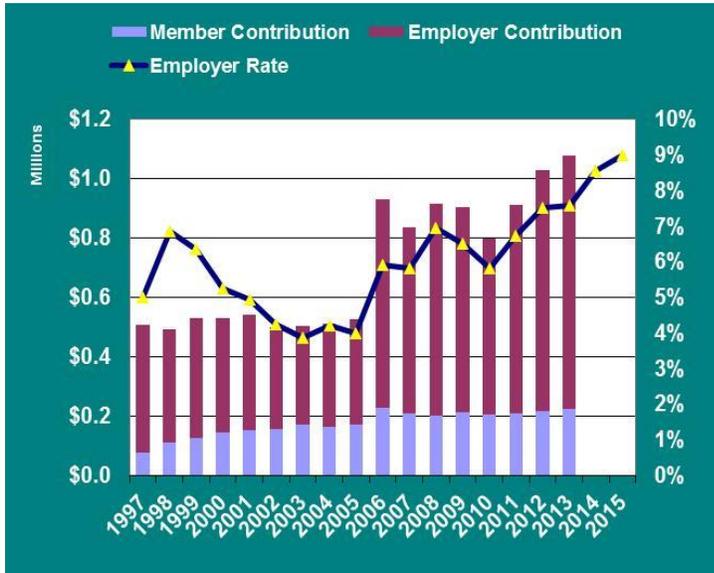
The amount represented by the top of the pink bars, the Present Value of Future Benefits (PVFB), is the amount needed to provide all benefits for the current participants and their beneficiaries. If the Plan had assets equal to the PVFB, no contributions would, in theory, be needed for the current members.



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION I
BOARD SUMMARY**

Contribution Rates



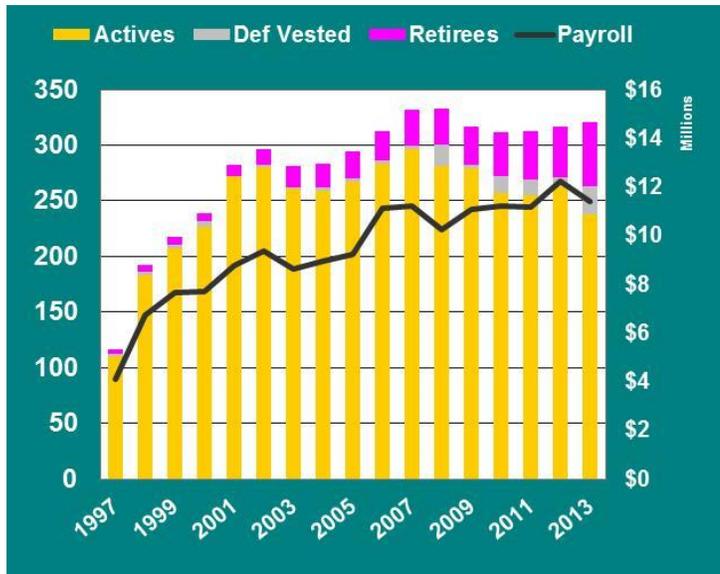
The stacked bars in this graph show the contributions made by the employer and the members (left hand scale). The black line shows the employer contribution rate as a percent of payroll (right hand scale).

The member contribution rate is set by law, with current members expected to contribute 2% of compensation. The employer contribution rate is set by the actuarial process. Please note there is a lag in the rate shown. For example, the 2013 value is the rate prepared by the 2011 valuation and implemented for the period July 1, 2012 to June 30, 2013.

Participant Trends

The bars show the number of participants in each category and should be read using the left-hand scale. This is a relatively young plan in actuarial terms, with few retirees. We will continue to track the growth of each class of membership and indicate trends.

The black line shows the covered payroll in the Plan and is read using the right-hand scale.

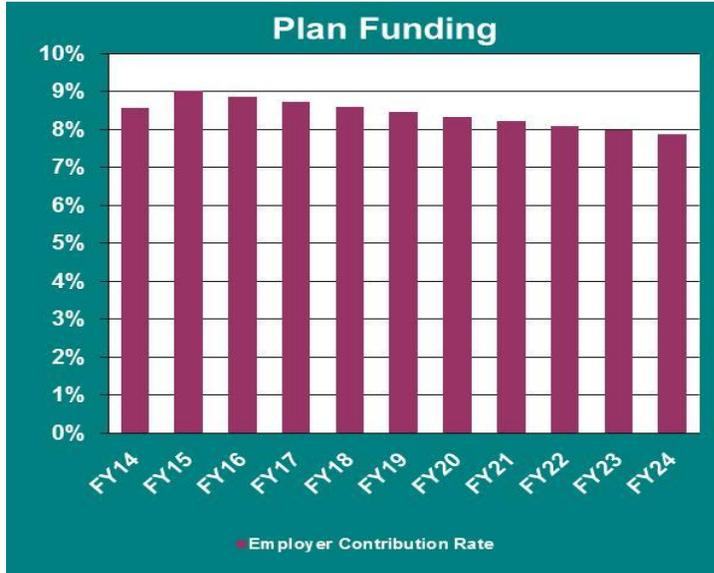


**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION I
BOARD SUMMARY**

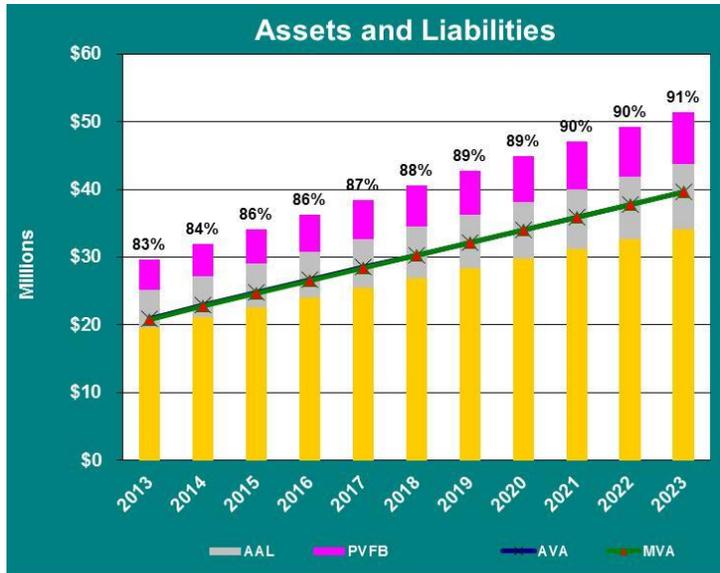
Future Outlook

Base Line Projections



The next two graphs show the expected progress of the Plan over the next ten years assuming the Plan’s assets earn 7.5% on their *market value*. The chart entitled “Plan Funding” shows that the employer rate is expected to slowly decrease over the next decade, absent further gains or losses.

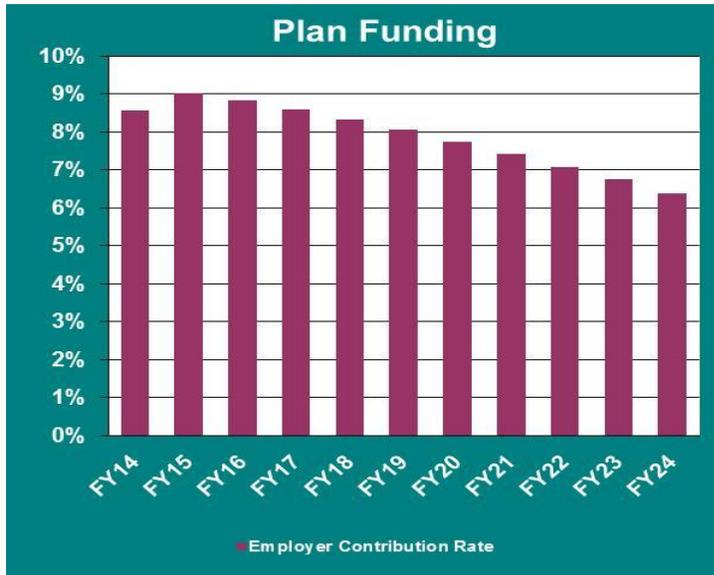
The “Assets and Liabilities” graph shows the projected funding status over the next ten years. The Plan’s funded status is projected to improve over the projection period, reaching a funded percentage of 91% by 2023.



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

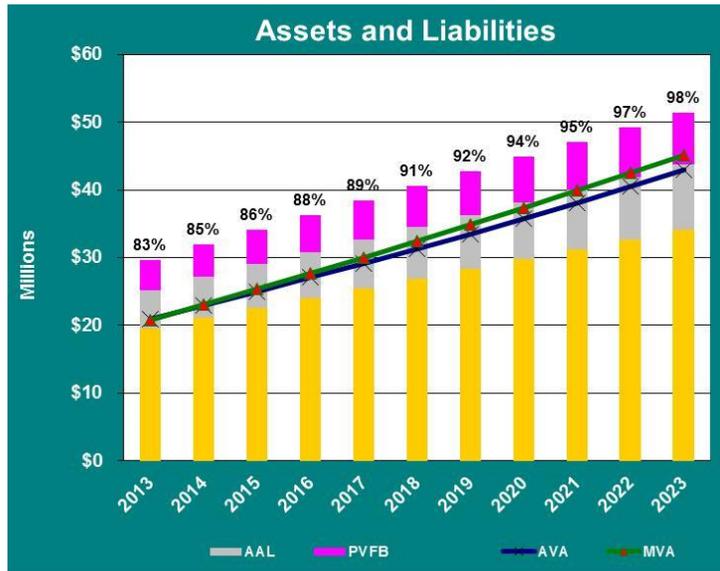
**SECTION I
BOARD SUMMARY**

Projections with Asset Returns of 9.0%



The future funding status of this Plan will be influenced by the investment earnings. These two charts show what the next ten years would look like with a 9.0% annual return in each year. The Plan has earned an average 7.0% per year over the ten-year period ending June 30, 2013.

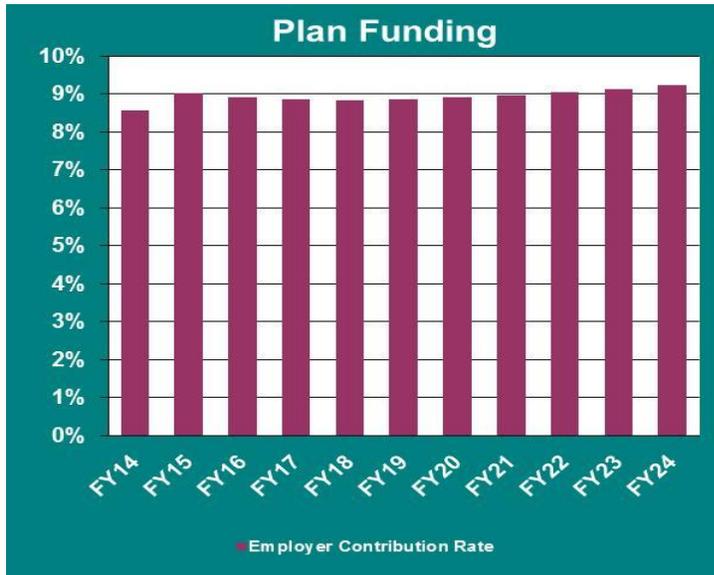
As you can see, the Plan's funding would increase to 98% funding by 2023. The contribution rate decreases after the initial increase calculated in this valuation.



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

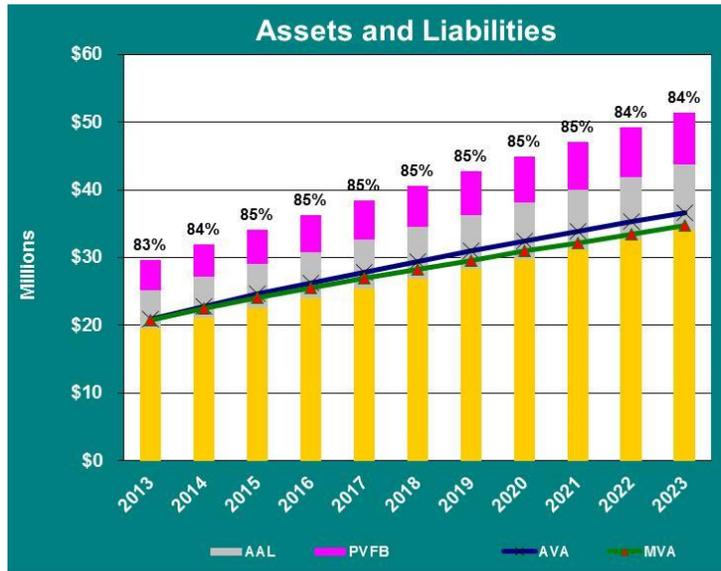
**SECTION I
BOARD SUMMARY**

Projections with Asset Returns of 6.0%



To further demonstrate how the future funding of this Plan will be driven by investment earnings, we also show the anticipated Plan funding projections if the invested assets earn 6.0% per year over the entire ten-year period.

Under this scenario, the contribution rate increases gradually to 9.2% and the Plan funding status remains relatively stable over the ten-year period, with the funded percentage reaching 84% by 2023.



DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

SECTION I
BOARD SUMMARY

Table I-1			
Diamond State Port Corporation Pension Plan			
Summary of Principal Plan Results			
Valuation as of:	June 30, 2012	June 30, 2013	% Change
<u>Participant Counts</u>			
Active Participants	265	238	(10.19%)
Disabled Participants	4	4	0.00%
Retirees and Beneficiaries	41	45	9.76%
Terminated Vested Participants	6	25	316.67%
Inactive Participants	<u>1</u>	<u>9</u>	N/A
Total	317	321	1.26%
Annual Salaries of Active Members*	\$ 12,229,100	\$ 11,381,400	(6.93%)
Annual Retirement Allowances for Retired Members and Beneficiaries	\$ 366,500	\$ 400,100	9.17%
<u>Assets and Liabilities</u>			
Actuarial Accrued Liability (AAL)	\$ 23,039,400	\$ 25,136,100	9.10%
Actuarial Value of Assets	<u>18,929,800</u>	<u>20,964,000</u>	10.75%
Unfunded AAL	\$ 4,109,600	\$ 4,172,100	1.52%
Funded Ratio	82.2%	83.4%	
Present Value of Accrued Benefits (PVAB)	\$ 17,788,600	\$ 19,596,400	10.16%
Market Value of Assets	<u>18,207,600</u>	<u>20,818,100</u>	14.34%
Unfunded PVAB	\$ (419,000)	\$ (1,221,700)	191.58%
Accrued Benefit Funding Ratio	102.4%	106.2%	
<u>Contributions as a Percentage of Payroll</u>			
	Fiscal Year 2014	Fiscal Year 2015	
Normal Cost Contribution	5.23%	5.39%	
Unfunded Actuarial Liability Contribution	3.04%	3.32%	
Administrative Expense	<u>0.30%</u>	<u>0.30%</u>	
Total State Contribution	8.57%	9.01%	

* Assumes one year of payroll projection.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION II
ASSETS**

Pension plan assets play a key role in the financial operation of the plan and in the decisions the Trustees may make with respect to future deployment of those assets. The level of assets, the allocation of assets among asset classes, and the methodology used to measure assets will likely impact upon benefit levels, employer contributions, and the ultimate security of participants' benefits.

In this section, we present detailed information on plan assets including:

- **Disclosure** of plan assets at June 30, 2012 and June 30, 2013;
- Statement of the **changes** in market values during the year;
- Development of the **Actuarial Value of Assets**;
- An assessment of **investment performance**; and
- A projection of the Plan's expected **cashflows** for the next ten years.

Disclosure

The market value of assets represents a "snap-shot or cash-out" value which provides the principal basis for measuring financial performance from one year to the next. Market values, however, can fluctuate widely with corresponding swings in the marketplace. As a result, market values are usually not suitable for long-range planning.

The actuarial values are market values which have been smoothed to avoid overreacting to any one market event. They are used for evaluating the Plan's ongoing liability to meet its obligations.

Current methods employed by this Plan set the actuarial value equal to the expected value plus 20% of the difference between the expected value of assets and the actual market value where the expected value is equal to the prior year's actuarial value, rolled forward with actual contributions and benefit payments plus interest imputed at 7.5%.

Table II-1 Changes in Market Values		
Value of Assets – June 30, 2012		\$ 18,207,600
<u>Additions</u>		
Member Contributions	\$ 222,900	
Employer Contributions	853,800	
Investment Return	<u>1,983,100</u>	
Total Additions	\$ 3,059,800	
<u>Deductions</u>		
Benefit Payments	\$ 414,000	
Administrative Expenses	<u>35,300</u>	
Total Deductions	\$ 449,300	
Value of Assets – June 30, 2013		\$ 20,818,100

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION II
ASSETS**

Table II-2 Development of Actuarial Value of Assets		
1.	Actuarial Value of Assets at June 30, 2012	\$ 18,929,800
2.	Amount in (1) with interest to June 30, 2013	20,349,500
3.	Employer and member contributions for the Plan Year ended June 30, 2013	1,076,700
4.	Interest on contributions assuming payments made uniformly throughout the year to June 30, 2013 at 7.50% per year	40,400
5.	Disbursements from Trust except investment expenses, July 1, 2012 through June 30, 2013	449,300
6.	Interest on disbursements to June 30, 2013 at 7.50% per year	16,800
7.	Expected Actuarial Value of Assets at June 30, 2013 = (2) + (3) + (4) – (5) – (6)	21,000,500
8.	Actual Market Value of Assets at June 30, 2013	20,818,100
9.	Excess of (8) over (7)	(182,400)
10.	Actuarial Value of Assets at June 30, 2013 = (7) + 20% of (9)	\$ 20,964,000

Actuarial Value of Assets

The actuarial value of assets represents a “smoothed” value developed by the actuary to reduce, or eliminate, erratic results which could develop from short-term fluctuations in the market value of assets. For this Plan, the actuarial value has been calculated by adding 20% of the difference between market value and expected value to the expected value. The above table illustrates the calculation of actuarial value of assets for the June 30, 2013 valuation.

Investment Performance

The market value of assets (MVA) returned 10.7% during 2013, which is more than the assumed 7.5% return. A return of 7.31% on the actuarial value of assets (AVA) is primarily the result of the asset smoothing method being utilized for the calculation of the actuarial value of assets. Since only 20% of the gain or loss from the performance of the Plan is recognized in a given year, in periods of very good performance, the AVA can lag significantly behind the MVA. In a period of negative returns, the AVA does not decline as rapidly as the MVA.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION II
ASSETS**

Projection of Cash Flows

Table II-3 Projection of Plan's Benefit Payments		
Year Beginning July 1,	Expected Benefit Payments	Expected Contributions*
2013	\$ 762,000	\$ 1,204,000
2014	1,001,000	1,294,000
2015	1,222,000	1,336,000
2016	1,399,000	1,379,000
2017	1,553,000	1,424,000
2018	1,699,000	1,470,000
2019	1,860,000	1,518,000
2020	2,010,000	1,567,000
2021	2,179,000	1,618,000
2022	2,350,000	1,671,000

* Expected contributions include employer contributions and member contributions. For illustration purposes, we have assumed the employer contribution rate will remain level and that payroll will increase at the actuarially assumed rate of 3.25% per year.

Expected benefit payments are projected for the closed group valued at June 30, 2013. Projecting any farther than ten years using a closed-group would not yield reliable predictions due to the omission of new hires.

SECTION III LIABILITIES

In this section, we present detailed information on plan liabilities including:

- **Disclosure** of plan liabilities at June 30, 2012 and June 30, 2013; and
- Statement of **changes** in these liabilities during the year.

Disclosure

Several types of liabilities are calculated and presented in this report. Each type is distinguished by the people ultimately using the figures and the purpose for which they are using them.

- **Present Value of Benefits:** Used for analyzing the financial outlook of the Plan, this represents the amount of money needed today to fully pay off all future benefits and expenses of the Plan, assuming participants continue to accrue benefits.
- **Actuarial Accrued Liability:** Used for funding calculations and GASB disclosures, this liability is calculated taking the Present Value of Benefits and subtracting the present value of future Member Contributions and future Employer Normal Costs under an acceptable actuarial funding method. This method is referred to as the **Entry Age Normal** funding method.
- **Present Value of Accrued Liabilities:** Used for communicating the current level of liabilities, this liability represents the total amount of money needed today to fully pay off the current accrued obligations of the Plan, assuming no future accruals of benefits. These liabilities are also required for accounting purposes (Topic No. 960) and used to assess whether the Plan can meet its current benefit commitments.

The following table discloses each of these liabilities for the current and prior valuations. With respect to each disclosure, a subtraction of the appropriate value of plan assets yields, for each respective type, a **net surplus** or an **unfunded liability**.

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

**SECTION III
LIABILITIES**

**Table III-1
Liabilities/Net (Surplus)/Unfunded**

	June 30, 2012	June 30, 2013
<u>Present Value of Benefits</u>		
Active Participant Benefits	\$ 24,829,300	\$ 24,608,100
Retiree and Inactive Benefits	<u>3,679,100</u>	<u>4,951,500</u>
Present Value of Benefits (PVB)	\$ 28,508,400	\$ 29,559,600
Market Value of Assets (MVA)	\$ 18,207,600	\$ 20,818,100
Future Member Contributions	1,491,400	1,322,200
Future Employer Contributions	<u>8,809,400</u>	<u>7,419,300</u>
Total Resources	\$ 28,508,400	\$ 29,559,600
<u>Actuarial Accrued Liability</u>		
Present Value of Benefits (PVB)	\$ 28,508,400	\$ 29,559,600
Present Value of Future Normal Costs (PVFNC)	3,977,600	3,101,300
Present Value of Future Member Contributions (PVFEEC)	<u>1,491,400</u>	<u>1,322,200</u>
Actuarial Accrued Liability (AAL=PVB-PVFNC-PVFEEC)	\$ 23,039,400	\$ 25,136,100
Actuarial Value of Assets (AVA)	<u>18,929,800</u>	<u>20,964,000</u>
Net (Surplus)/Unfunded (AAL – AVA)	\$ 4,109,600	\$ 4,172,100
<u>Present Value of Accrued Liability</u>		
Present Value of Benefits (PVB)	\$ 28,508,400	\$ 29,559,600
Present Value of Future Benefit Accruals (PVFBA)	<u>10,719,800</u>	<u>9,963,200</u>
Present Value of Accrued Liability (PVAB=PVB-PVFBA)	\$ 17,788,600	\$ 19,596,400
Market Value of Assets (MVA)	\$ 18,207,600	\$ 20,818,100
Net Unfunded (PVAB – MVA)	\$ (419,000)	\$ (1,221,700)

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION III
LIABILITIES**

Changes in Liabilities

Each of the liabilities disclosed in the prior table are expected to change at each valuation. The components of that change, depending upon which liability is analyzed, can include:

- New hires since the last valuation
- Benefits accrued since the last valuation
- Plan amendments increasing benefits
- Passage of time which adds interest to the prior liability
- Benefits paid to retirees since the last valuation
- Participants retiring, terminating, or dying at rates different than expected
- A change in actuarial or investment assumptions
- A change in the actuarial funding method

Unfunded liabilities will change because of all of the above and also due to changes in plan assets resulting from:

- Employer contributions different than expected
- Investment earnings different than expected
- A change in the method used to measure plan assets

In each valuation, we report on those elements of change which are of particular significance, potentially affecting the long-term financial outlook of the Plan. Below we present key changes in liabilities since the last valuation.

(In Thousands)	Table III-2 Present Value of Benefits	Actuarial Accrued Liability	Present Value of Accrued Liability
Liabilities June 30, 2012	\$ 28,508	\$ 23,039	\$ 17,789
Liabilities June 30, 2013	29,560	25,136	19,596
Liability Increase (Decrease)	1,052	2,097	1,807
Change Due to:			
Method Changes	N/A	(6)	N/A
Actuarial (Gain)/Loss	NC*	(147)	NC*
Benefits Accumulated and Other Sources	1,052	2,250	1,807

* NC = not calculated

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

**SECTION III
LIABILITIES**

Table III-3		
Actuarial Liabilities for Funding		
	June 30, 2012	June 30, 2013
1. Actuarial Liabilities		
Retiree and Inactive Benefits	\$ 3,679,100	\$ 4,951,500
Active Members	<u>19,360,300</u>	<u>20,184,600</u>
Total Actuarial Liability	\$ 23,039,400	\$ 25,136,100
2. Actuarial Value of Assets	\$ 18,929,800	\$ 20,964,000
3. Unfunded Actuarial Liability	\$ 4,109,600	\$ 4,172,100

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION IV
CONTRIBUTIONS**

In the process of evaluating the financial condition of any pension plan, the actuary analyzes the assets and liabilities to determine what level (if any) of contributions is needed to properly maintain the funding status of the plan. Typically, the actuarial process will use a funding technique that will result in a pattern of contributions that are both stable and predictable.

For this Plan, the funding method employed is the **Entry Age Actuarial Cost Method**. Under this method, there are three components to the total contribution: the **normal cost rate**, the **unfunded actuarial liability rate** (UAL rate), and the **administrative expense rate**. The normal cost rate is determined in the following steps. First, for each active member an individual normal cost rate is determined by taking the value, as of entry age into the Plan, of that member's projected future benefits. This value is then divided by the value, also at entry age, of the member's expected future salary. Finally, the total normal cost rate is reduced by the member contribution rate to produce the employer normal cost rate.

The unfunded actuarial liability is being amortized over an open 15-year period. All payments are determined assuming total pay increases by the annual inflation rate.

The assumed administrative expense rate is 0.30% of payroll. This rate, when applied to payroll, is intended to provide an allowance above the cost of funding the benefits to pay for the expense of operating the Plan.

The table below presents and compares the employer contribution rates for the Plan for this valuation and the prior one.

Table IV-1		
Employer Contribution Rate		
	June 30, 2012	June 30, 2013
Entry Age Normal Cost Rate	5.23%	5.39%
Amortization Payment	3.04%	3.32%
Expense	<u>0.30%</u>	<u>0.30%</u>
Actuarially Determined Contribution	8.57%	9.01%

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION IV
CONTRIBUTIONS**

Table IV-2 Development of Plan Cost as of June 30, 2013		
	In Dollars	As % of Payroll
1. Present value of projected benefits attributable to:		
a. Total Normal Cost	\$ 840,500	7.39%
b. Expected Members Contribution	227,600	2.00%
c. Employer Paid Normal Cost (a) – (b)	\$ 612,900	5.39%
2. Amortization of Unfunded Liability	\$ 377,800	3.32%
3. Allowance for Expense	\$ 34,100	0.30%
4. Total Employer Contribution Rate (1) + (2) + (3)	\$ 1,024,800	9.00%

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION V
ACCOUNTING STATEMENT INFORMATION**

ASC Topic No. 960 of the Financial Accounting Standards Board requires the Plan to disclose certain information regarding its funded status. Statement No. 25 of the Governmental Accounting Standards Board (GASB) establishes standards for disclosure of pension information by public employee retirement systems (PERS) and governmental employers in notes to financial statements and supplementary information.

The FASB ASC Topic No. 960 disclosures provide a quasi “snap shot” view of how the Plan’s assets compare to its liabilities if contributions stopped and accrued benefit claims had to be satisfied. However, due to potential legal requirements and the possibility that alternative interest rates would have to be used to determine the liabilities, these values may not be a good indication of the amount of money it would take to buy the benefits for all members if the Plan were to terminate.

The GASB-25 actuarial accrued liability is the same as the actuarial liability amount calculated for funding purposes.

Both the present value of accrued benefits (Topic No. 960) and the actuarial accrued liability (GASB-25) are determined assuming that the Plan is on-going and participants continue to terminate employment, retire, etc., in accordance with the actuarial assumptions. Liabilities are discounted at the assumed valuation interest rate of 7.5% per annum.

FASB ASC Topic No. 960 specifies that a comparison of the present value of accrued (accumulated) benefits with the market value of the assets as of the valuation date must be provided. GASB Statement No. 25 requires the actuarial accrued liability be compared with the actuarial value of assets for funding purposes. The relevant amounts as of June 30, 2013 are exhibited in Table V-1. Finally, Table V-2 reconciles the Topic No. 960 liabilities determined as of the prior valuation, July 1, 2012, to the liabilities as of June 30, 2013.

Tables V-3 through V-5 are exhibits to be used with the State CAFR report. Table V-3 is the Note to Required Supplementary Information, Table V-4 is a history of gains and losses in Accrued Liability, and Table V-5 is the Solvency Test which shows the portion of Accrued Liability covered by Assets.

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

SECTION V
ACCOUNTING STATEMENT INFORMATION

Table V-1		
Accounting Statement Information		
	June 30, 2012	June 30, 2013
A. FASB ASC Topic No. 960 Basis		
1. Present Value of Benefits Accrued and Vested to Date		
a. Members Currently Receiving Payments	\$ 3,563,900	\$ 3,869,600
b. Former Vested Members	115,200	1,081,900
c. Active Members	14,109,500	14,644,900
2. Total Present Value of Accrued Benefits (1 (a) + 1(b) + 1(c))	\$ 17,788,600	\$ 19,596,400
3. Assets at Market Value	18,207,600	20,818,100
4. Unfunded Present Value of Accrued Benefits (2 – 3)	\$ (419,000)	\$ (1,221,700)
5. Ratio of Assets to Present Value of Benefits (3 / 2)	102.4%	106.2%
B. GASB No. 25 Basis		
1. Actuarial Accrued Liabilities for retirees and beneficiaries currently receiving benefits and terminated employees not yet receiving benefits	\$ 3,679,100	\$ 4,951,500
2. Actuarial Accrued Liabilities for current employees	19,360,300	20,184,600
3. Total Actuarial Accrued Liability (1 + 2)	\$ 23,039,400	\$ 25,136,100
4. Net Actuarial Assets available for benefits	18,929,800	20,964,000
5. Unfunded Actuarial Accrued Liability (3 – 4)	\$ 4,109,600	\$ 4,172,100

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

SECTION V
ACCOUNTING STATEMENT INFORMATION

Table V-2	
Statement of Changes in Total Actuarial Present Value of All Accrued Benefits	
	Accumulated Benefit Obligation (FASB ASC Topic No. 960)
Actuarial Present Value of Accrued Benefits at June 30, 2012	\$ 17,788,600
Increase (Decrease) During Years Attributable to:	
Passage of Time	1,318,600
Benefit Paid – FY 2013	(414,000)
Assumption Change	0
Benefits Accrued, Other Gains/Losses	<u>903,200</u>
Net Increase (Decrease)	\$ 1,807,800
Actuarial Present Value of Accrued Benefits at June 30, 2013	\$ 19,596,400

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**SECTION V
ACCOUNTING STATEMENT INFORMATION**

**Table V-3
Note to Required Supplementary Information**

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

Valuation date	July 1, 2013
Actuarial cost method	Entry age
Amortization method	Level percent open
Amortization period	15 years
Asset valuation method	5-Year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.5%
Projected salary increases*	4.25%
Cost-of-living adjustments	ad hoc
*Includes inflation at	3.25%

The actuarial assumptions used have been recommended by the actuary and adopted by the Plan's Board of Trustees based on the most recent review of the Plan's experience completed in 2011.

The rate of employer contributions to the Plan is composed of the normal cost, amortization of the unfunded actuarial accrued liability and an allowance for administrative expenses. The normal cost is a level percent of payroll cost which, along with member contributions, will pay for projected benefits at retirement for each active plan participant. The actuarial accrued liability is that portion of the present value of projected benefits that will not be paid by future employer normal costs or member contributions. The difference between this liability and the funds accumulated as of the same date is the unfunded actuarial accrued liability. The allowance for administrative expenses is based upon the Plan's actual administrative expenses.

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

SECTION V
ACCOUNTING STATEMENT INFORMATION

Table V-4
Analysis of Financial Experience

Gain and Loss in Accrued Liability During Years Ended June 30
Resulting from Differences Between Assumed Experience and Actual Experience
Gain (or Loss) for Year ending June 30,
(expressed in thousands)

Type of Activity	2008	2009	2010	2011	2012	2013
Investment Income on Actuarial Assets	\$ (96)	\$ (701)	\$ (470)	\$ 24	\$ (181)	\$ (37)
Combined Liability Experience	<u>1,083</u>	<u>(564)</u>	<u>(367)</u>	<u>186</u>	<u>(499)</u>	<u>147</u>
(Loss)/Gain During Year from Financial Experience	\$ 987	\$ (1,265)	\$ (837)	\$ 210	\$ (680)	\$ 110
Non-Recurring Items	<u>0</u>	<u>0</u>	<u>0</u>	<u>(571)</u>	<u>0</u>	<u>6</u>
Composite Gain (or Loss) During Year	\$ 987	\$ (1,265)	\$ (837)	\$ (361)	\$ (680)	\$ 116

Table V-5
Solvency Test
Aggregate Accrued Liabilities for
(expressed in thousands)

Valuation Date June 30,	Active Member Contributions	Retirants & Beneficiaries	Active Member Employer Financed Contributions	Actuarial Value of Reported Assets	Portion of Accrued Liabilities Covered by Reported Assets		
	(1)	(2)	(3)		(1)	(2)	(3)
2013	\$ 3,550	\$ 3,870	\$ 17,716	\$ 20,964	100%	100%	76%
2012	3,480	3,564	15,995	18,930	100	100	74
2011	3,043	3,602	13,987	17,198	100	100	75
2010	2,689	2,991	12,674	15,418	100	100	77
2009	2,528	2,658	11,098	14,353	100	100	83
2008	2,181	2,576	9,382	13,391	100	100	92
2007	1,905	2,689	9,010	11,911	100	100	81

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Age and Service as of June 30, 2013**

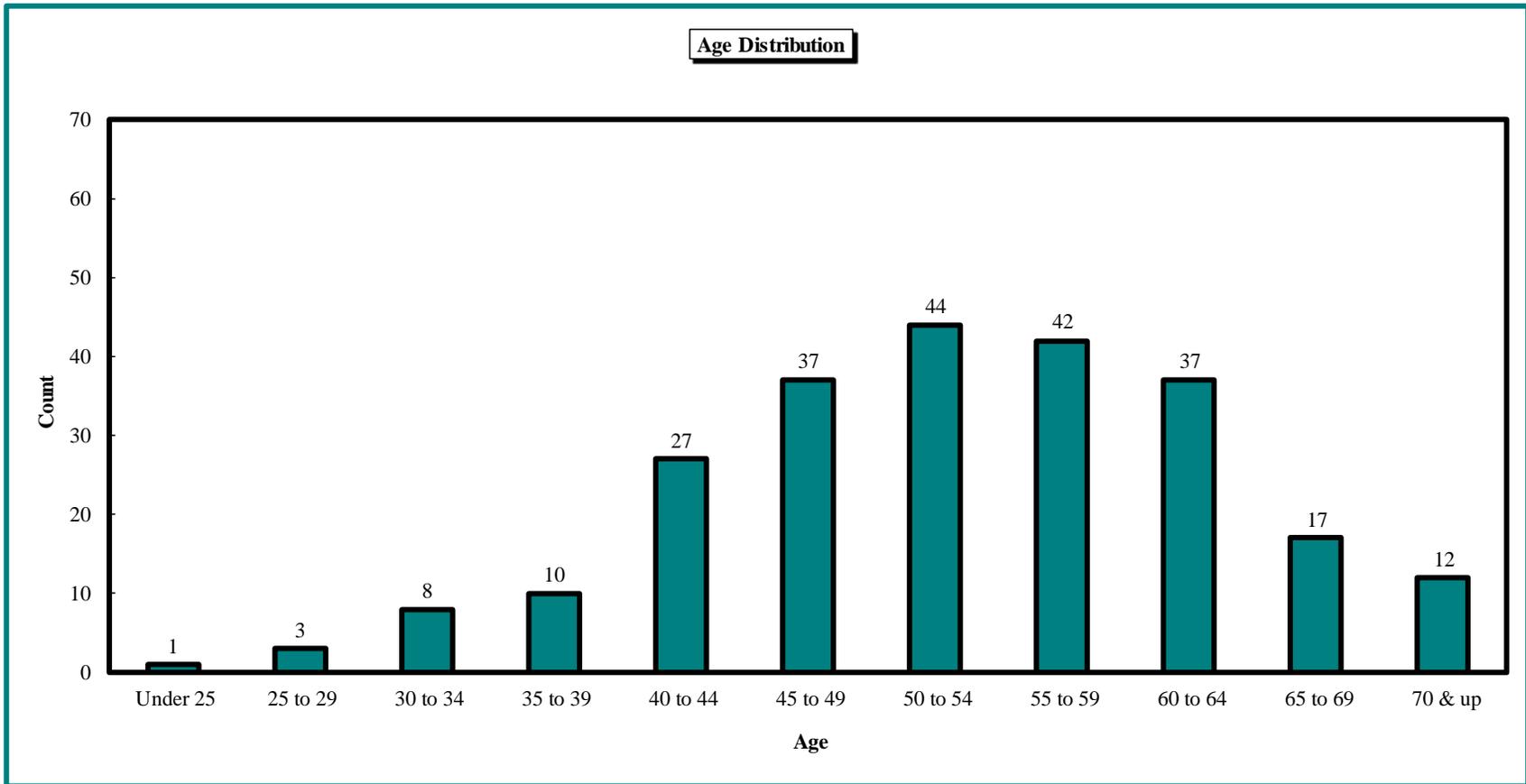
COUNTS BY AGE/SERVICE

Age	Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25	0	1	0	0	0	0	0	0	0	0	1
25 to 29	0	0	3	0	0	0	0	0	0	0	3
30 to 34	0	2	5	1	0	0	0	0	0	0	8
35 to 39	0	0	5	4	1	0	0	0	0	0	10
40 to 44	0	4	8	10	5	0	0	0	0	0	27
45 to 49	0	7	7	14	6	1	1	1	0	0	37
50 to 54	0	3	7	19	8	0	1	2	4	0	44
55 to 59	0	2	8	17	7	2	1	1	2	2	42
60 to 64	0	2	7	13	7	1	1	1	0	5	37
65 to 69	0	0	3	4	6	1	1	1	1	0	17
70 & up	0	0	3	2	6	0	0	0	0	1	12
Total	0	21	56	84	46	5	5	6	7	8	238

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

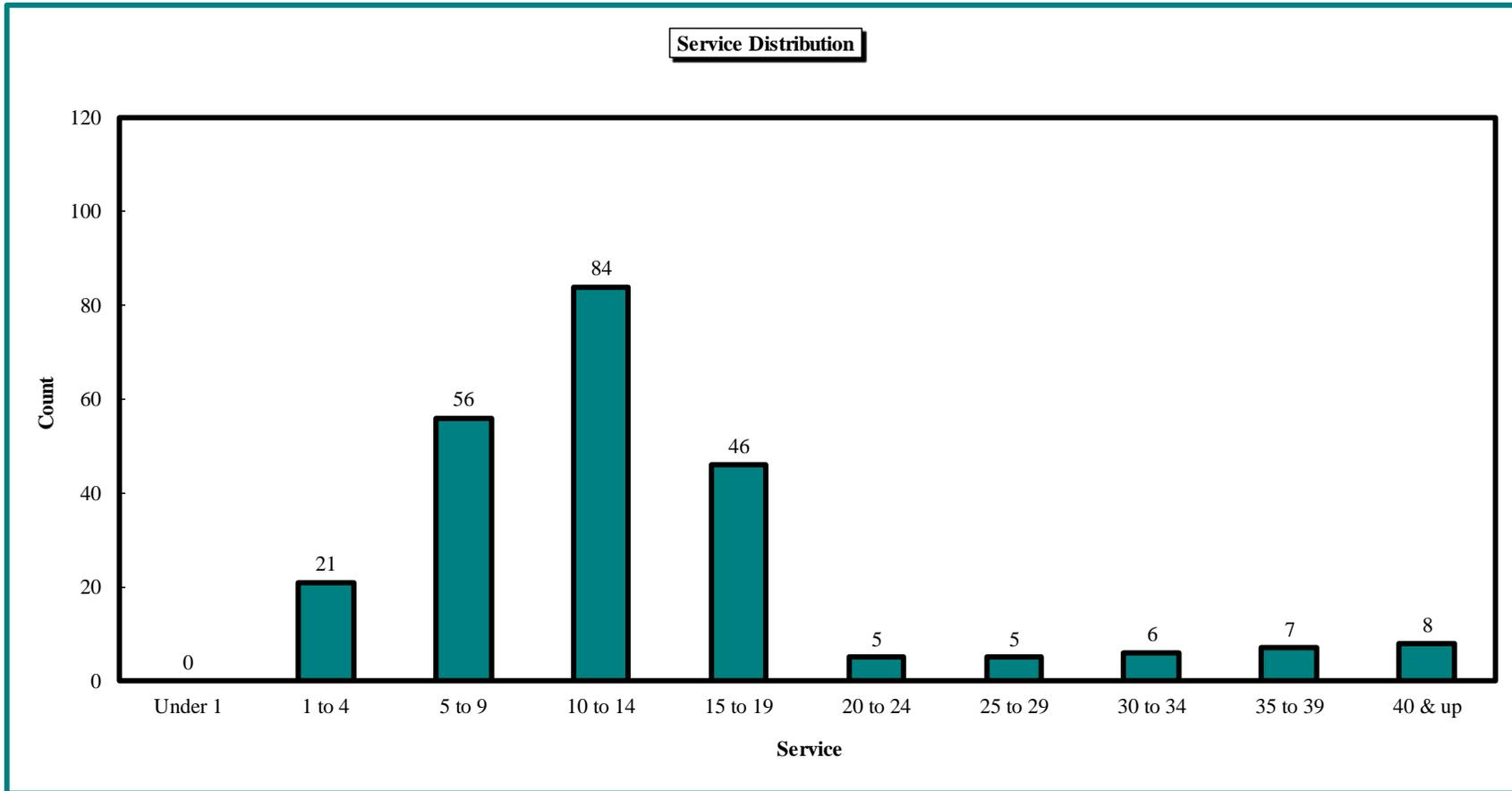
**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Age as of June 30, 2013**



DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Service as of June 30, 2013**



DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Age and Service as of June 30, 2013**

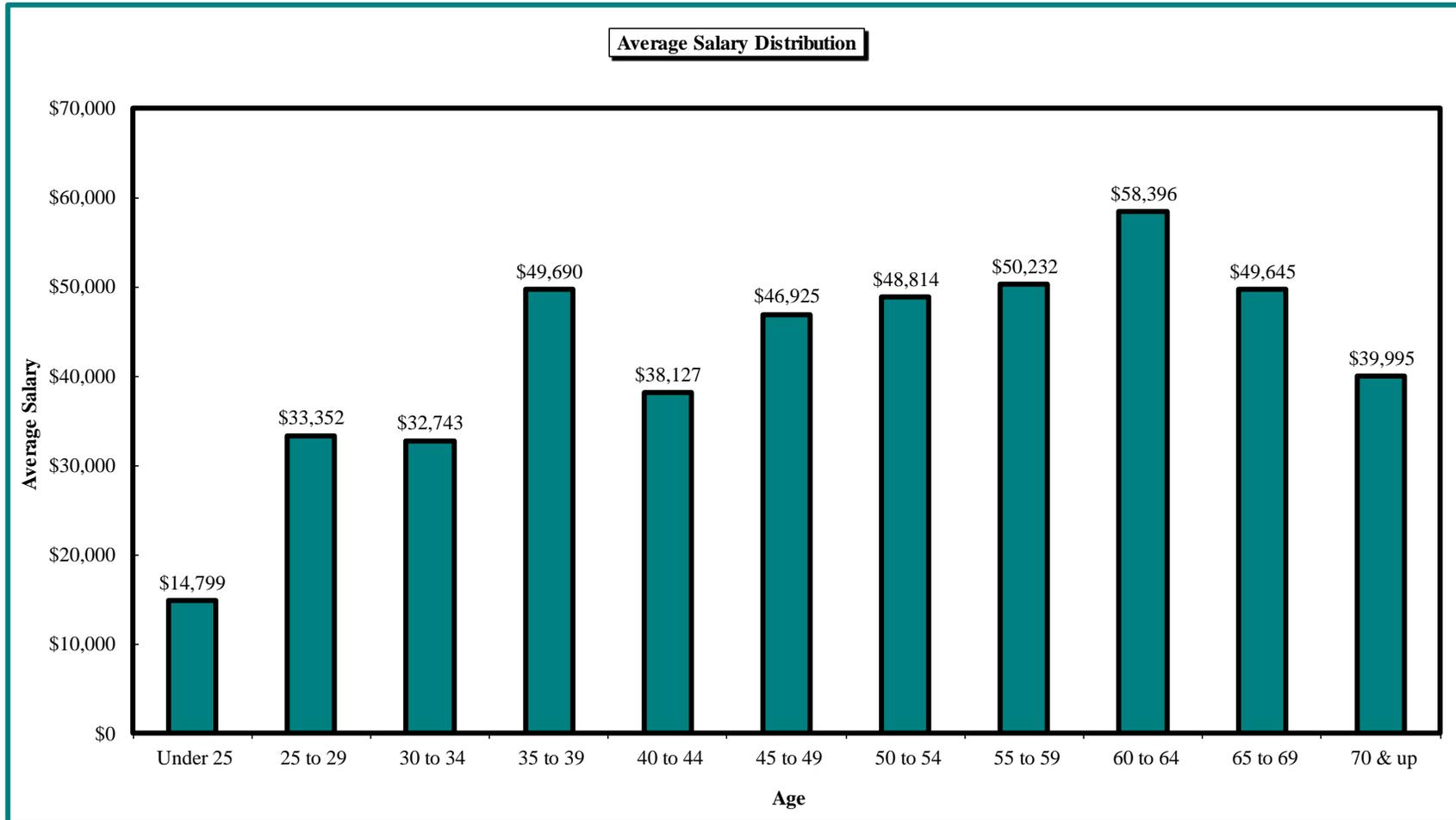
AVERAGE SALARY BY AGE/SERVICE

Age	Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25	\$0	\$14,799	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$14,799
25 to 29	\$0	\$0	\$33,352	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$33,352
30 to 34	\$0	\$26,972	\$33,471	\$40,648	\$0	\$0	\$0	\$0	\$0	\$0	\$32,743
35 to 39	\$0	\$0	\$53,662	\$44,459	\$50,749	\$0	\$0	\$0	\$0	\$0	\$49,690
40 to 44	\$0	\$27,804	\$30,170	\$41,568	\$52,235	\$0	\$0	\$0	\$0	\$0	\$38,127
45 to 49	\$0	\$30,122	\$43,379	\$52,728	\$54,325	\$45,959	\$54,720	\$56,884	\$0	\$0	\$46,925
50 to 54	\$0	\$49,680	\$37,432	\$43,803	\$55,413	\$0	\$52,625	\$81,478	\$61,402	\$0	\$48,814
55 to 59	\$0	\$35,382	\$59,769	\$51,084	\$39,285	\$44,146	\$55,515	\$54,613	\$49,581	\$59,901	\$50,232
60 to 64	\$0	\$15,626	\$58,249	\$70,305	\$47,773	\$56,727	\$54,671	\$54,283	\$0	\$61,519	\$58,396
65 to 69	\$0	\$0	\$76,219	\$39,558	\$43,794	\$54,270	\$29,199	\$53,042	\$57,806	\$0	\$49,645
70 & up	\$0	\$0	\$20,039	\$29,829	\$50,857	\$0	\$0	\$0	\$0	\$55,027	\$39,995
Total	\$0	\$30,565	\$44,954	\$50,058	\$49,098	\$49,050	\$49,346	\$63,630	\$57,511	\$60,303	\$47,821

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

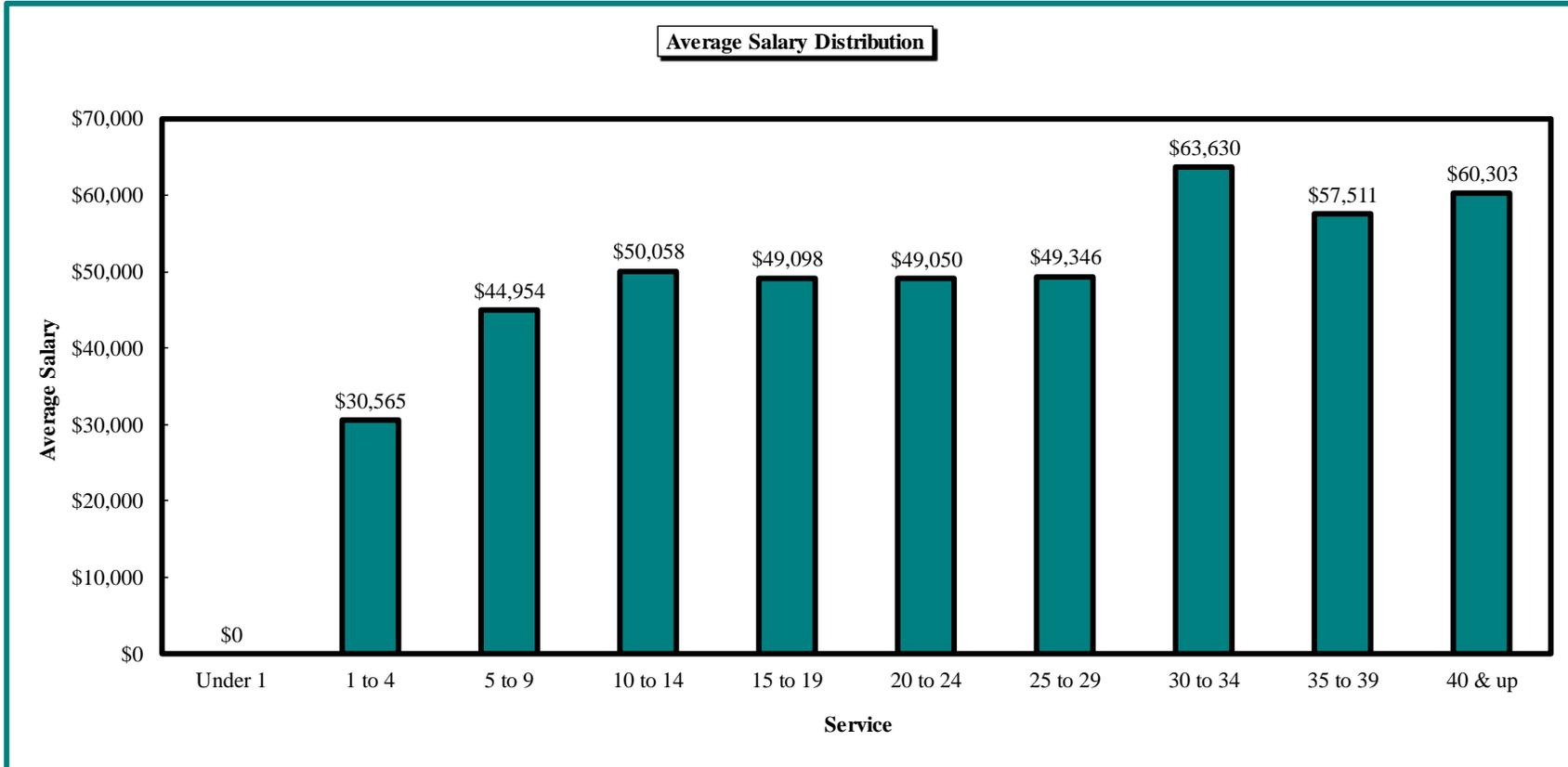
**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Age as of June 30, 2013**



DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Port Corporation Pension Plan Distribution of Active Members
by Service as of June 30, 2013**



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**APPENDIX A
MEMBERSHIP INFORMATION**

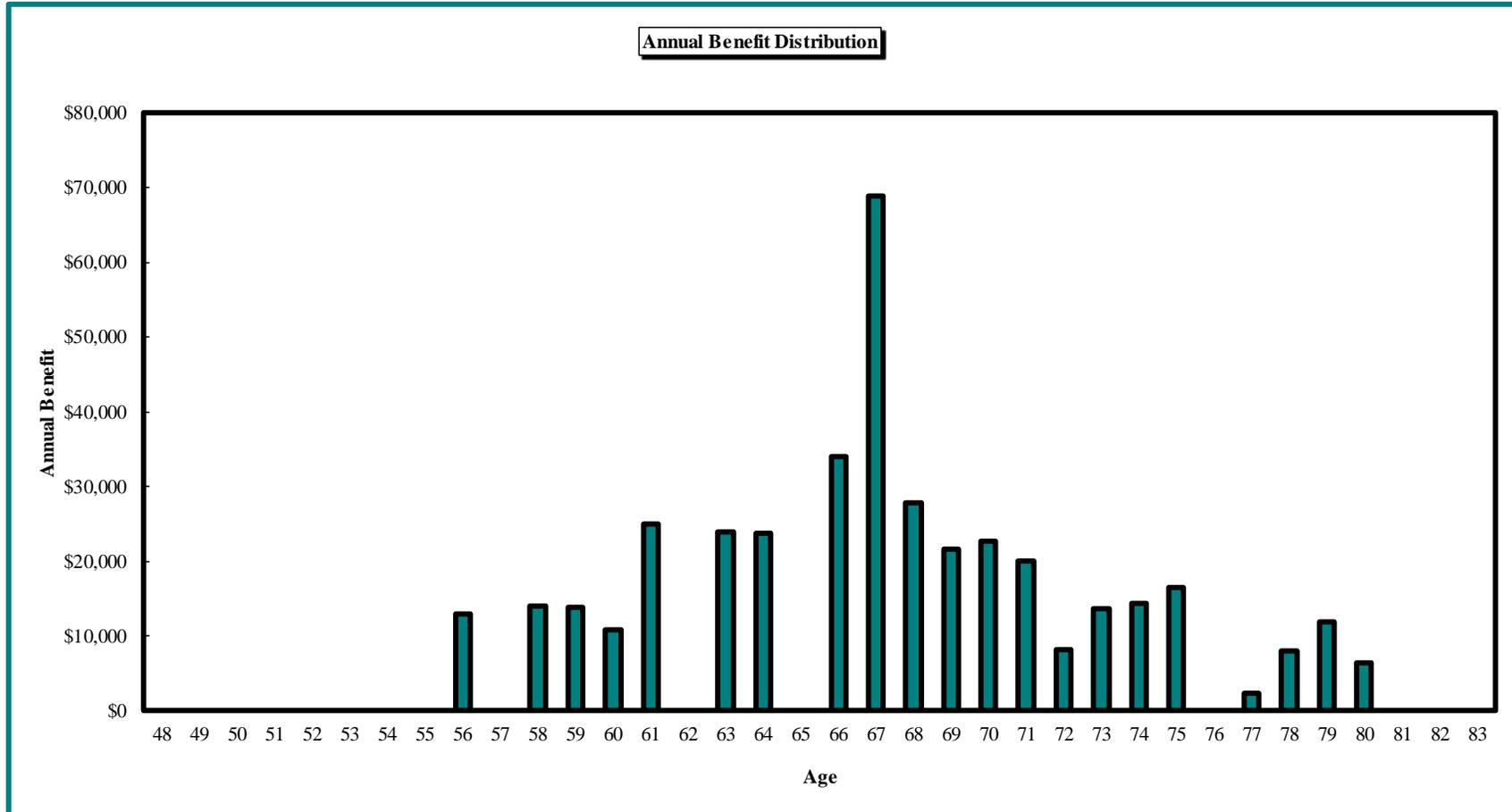
**Diamond State Port Corporation Pension Plan Distribution of Retired Members,
Survivors, and Disabled Members as of June 30, 2013**

Age	Count	Annual Benefit	Age	Count	Annual Benefit
<25	0	\$0	73	3	\$13,594
25	0	\$0	74	3	\$14,330
26	0	\$0	75	2	\$16,466
27	0	\$0	76	0	\$0
28	0	\$0	77	1	\$2,241
29	0	\$0	78	1	\$7,984
30	0	\$0	79	1	\$11,947
31	0	\$0	80	1	\$6,338
32	0	\$0	81	0	\$0
33	0	\$0	82	0	\$0
34	0	\$0	83	0	\$0
35	0	\$0	84	0	\$0
36	0	\$0	85	0	\$0
37	0	\$0	86	0	\$0
38	0	\$0	87	0	\$0
39	0	\$0	88	0	\$0
40	0	\$0	89	0	\$0
41	0	\$0	90	0	\$0
42	0	\$0	91	0	\$0
43	0	\$0	92	0	\$0
44	0	\$0	93	0	\$0
45	0	\$0	94	0	\$0
46	0	\$0	95	0	\$0
47	0	\$0	96	0	\$0
48	0	\$0	97	0	\$0
49	0	\$0	98	0	\$0
50	0	\$0	99	0	\$0
51	0	\$0	100	0	\$0
52	0	\$0	101	0	\$0
53	0	\$0	102	0	\$0
54	0	\$0	103	0	\$0
55	0	\$0	104	0	\$0
56	1	\$12,980	105	0	\$0
57	0	\$0	106	0	\$0
58	2	\$13,971	107	0	\$0
59	2	\$13,838	108	0	\$0
60	2	\$10,804	109	0	\$0
61	3	\$24,981	110	0	\$0
62	0	\$0	111	0	\$0
63	3	\$23,977	112	0	\$0
64	2	\$23,676	113	0	\$0
65	0	\$0	114	0	\$0
66	5	\$33,973	115	0	\$0
67	7	\$68,904	116	0	\$0
68	4	\$27,743	117	0	\$0
69	2	\$21,577	118	0	\$0
70	1	\$22,707	119	0	\$0
71	2	\$19,992	120	0	\$0
72	1	\$8,072			
			Totals	49	\$400,095

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Corporation Port Pension Plan Distribution of Retired Members,
Survivors, and Disabled Members as of June 30, 2013**



**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**APPENDIX A
MEMBERSHIP INFORMATION**

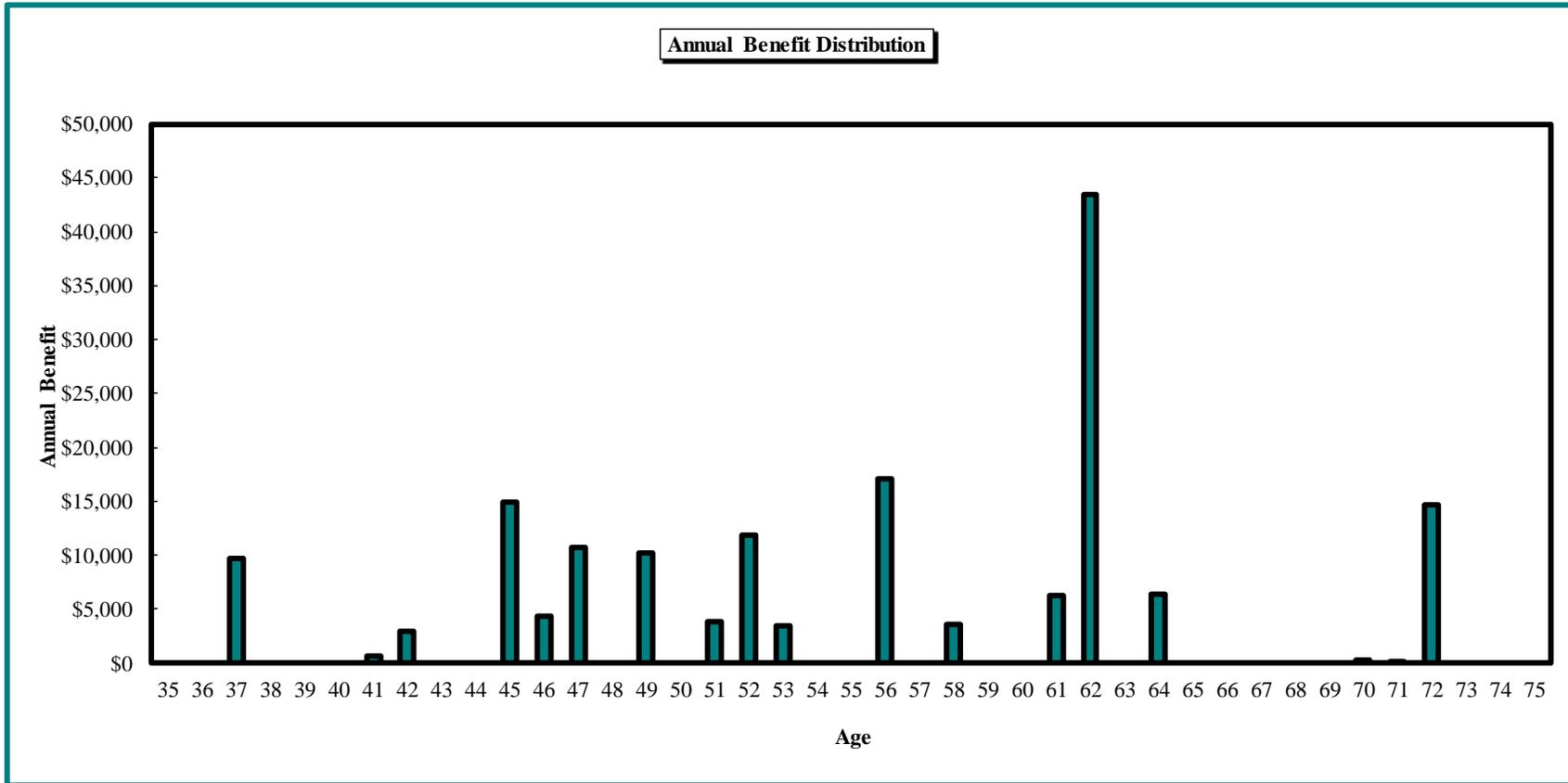
**Diamond State Port Corporation Pension Plan Distribution of Vested Members
as of June 30, 2013**

Age	Count	Annual Benefit	Age	Count	Annual Benefit
<25	0	\$0	73	0	\$0
25	0	\$0	74	0	\$0
26	0	\$0	75	0	\$0
27	0	\$0	76	0	\$0
28	0	\$0	77	0	\$0
29	0	\$0	78	0	\$0
30	0	\$0	79	0	\$0
31	0	\$0	80	0	\$0
32	0	\$0	81	0	\$0
33	0	\$0	82	0	\$0
34	0	\$0	83	0	\$0
35	0	\$0	84	0	\$0
36	0	\$0	85	0	\$0
37	1	\$9,706	86	0	\$0
38	0	\$0	87	0	\$0
39	0	\$0	88	0	\$0
40	0	\$0	89	0	\$0
41	1	\$715	90	0	\$0
42	1	\$2,967	91	0	\$0
43	0	\$0	92	0	\$0
44	0	\$0	93	0	\$0
45	2	\$14,956	94	0	\$0
46	1	\$4,323	95	0	\$0
47	2	\$10,768	96	0	\$0
48	0	\$0	97	0	\$0
49	2	\$10,234	98	0	\$0
50	0	\$0	99	0	\$0
51	2	\$3,823	100	0	\$0
52	1	\$11,839	101	0	\$0
53	1	\$3,491	102	0	\$0
54	0	\$0	103	0	\$0
55	0	\$0	104	0	\$0
56	3	\$17,161	105	0	\$0
57	0	\$0	106	0	\$0
58	1	\$3,564	107	0	\$0
59	0	\$0	108	0	\$0
60	0	\$0	109	0	\$0
61	1	\$6,295	110	0	\$0
62	2	\$43,474	111	0	\$0
63	0	\$0	112	0	\$0
64	1	\$6,440	113	0	\$0
65	0	\$0	114	0	\$0
66	0	\$0	115	0	\$0
67	0	\$0	116	0	\$0
68	0	\$0	117	0	\$0
69	0	\$0	118	0	\$0
70	1	\$265	119	0	\$0
71	1	\$111	120	0	\$0
72	1	\$14,672			
			Totals	25	\$164,804

DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX A
MEMBERSHIP INFORMATION

**Diamond State Port Corporation Pension Plan Distribution of Vested Members
as of June 30, 2013**



DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013

APPENDIX B
ACTUARIAL ASSUMPTIONS AND METHODS

A. Long-Term Assumptions Used to Determine Plan Costs and Liabilities

1. Demographic Assumptions

a. Healthy Active and Inactive Mortality

Mortality Improvements Projected to 2015 (Projection Scale AA)

Male: RP-2000 Combined Mortality Table

Female: RP-2000 Combined Mortality Table

Rates of Healthy Active and Inactive Mortality Rates (With Projection Scale AA)		
Age	Male	Female
20	0.03%	0.02%
25	0.03	0.02
30	0.04	0.02
35	0.07	0.04
40	0.09	0.06
45	0.12	0.09
50	0.16	0.13
55	0.27	0.24
60	0.53	0.47
65	1.03	0.90
70	1.77	1.55
75	3.06	2.49
80	5.54	4.13
85	9.97	7.08
90	17.27	12.59

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**APPENDIX B
ACTUARIAL ASSUMPTIONS AND METHODS**

b. Disabled Inactive Mortality

2011 PBGC Disabled Mortality Tables, 50% Social Security Disabled / 50% Non-Social Security Disabled.

Rates of Disabled Inactive Mortality		
Age	Male	Female
40	1.97%	1.06%
45	2.22	1.24
50	2.51	1.47
55	2.88	1.79
60	3.33	2.21
65	3.91	2.77
70	4.78	3.38
75	6.39	4.53
80	8.93	6.46

c. Rates of Active Disability

Rates of Active Disability	
Age	Rate
20	0.05%
25	0.05
30	0.18
35	0.27
40	0.38
45	0.46
50	0.62
55	0.86
60	1.24

No Workers' Compensation offset is assumed.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**APPENDIX B
ACTUARIAL ASSUMPTIONS AND METHODS**

d. Termination of Employment (Prior to Normal Retirement Eligibility)

10-year Select (age- and service based) & Ultimate (age-based) Tables

Age	Service										
Select:	0	1	2	3	4	5	6	7	8	9	Ultimate
15-39	17.0%	17.0%	14.0%	14.0%	11.0%	11.0%	10.0%	10.0%	7.00%	5.00%	5.00%
40-54	15.0%	15.0%	8.00%	8.00%	7.00%	7.00%	6.00%	5.00%	5.50%	4.00%	4.00%
55-59	8.00%	8.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
60+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

e. Retirement

Plan I: Normal Retirement: 1-year Select & Ultimate (age-based)

Plan II and III: Early and Normal Retirement: 1-year Select & Ultimate (age-based)

Plan I:

Normal Retirement		
Age	Select	Ultimate
50-61	15.00%	15.00%
62 +	100.00	100.00

Plan II and III:

Early & Normal Retirement		
Age	Select	Ultimate
50-54	10.00%	0.00%
55-61	10.00	5.00
62	50.00	25.00
63-64	50.00	10.00
65-69	60.00	60.00
70 +	100.00	100.00

f. Merit/Seniority Salary Increase (in addition to across-the-board increase)

1.0% merit increase for all ages plus an inflation rate of 3.25%.

g. Family Composition

Female spouses are assumed to be three years younger than males.

70% are assumed married for both male and female employees.

Actual marital characteristics are used for pensioners.

**DIAMOND STATE PORT CORPORATION PENSION PLAN
ACTUARIAL VALUATION AS OF JUNE 30, 2013**

**APPENDIX B
ACTUARIAL ASSUMPTIONS AND METHODS**

2. Economic Assumptions

a. Rate of Investment Return:	7.50%
b. Rate of General Wage Increase:	3.25%
c. Rate of Increase in Cost-of-Living for Retirees:	0.00%
d. Rate of Increase in Total Payroll (for Amortization):	3.25%
e. Administrative Expenses as a Percentage of Payroll:	0.30%

3. Changes Since Last Valuation

None.

APPENDIX B
ACTUARIAL ASSUMPTIONS AND METHODS

B. Actuarial Methods

1. Funding Method

The Entry Age Normal Actuarial Cost method is used to determine costs. Under this funding method, a normal cost rate is determined as a level percent of pay for each active member. The normal cost rate times payroll equals the normal cost. The normal cost plus member contributions will pay for projected benefits at retirement for each active plan participant.

The actuarial accrued liability is that portion of the present value of projected benefits that will not be paid by future employer normal costs or member contributions. The difference between this liability and funds accumulated as of the same date is referred to as the unfunded actuarial liability.

The portion of the actuarial accrued liability in excess of plan assets is funded according to a schedule which is intended to amortize such unfunded actuarial liability fully after a period of years. This is in addition to each year's employer normal cost. Under this cost method, actuarial gains and losses are directly reflected in the size of the unfunded actuarial liability.

The unfunded actuarial liability is amortized by annual payments over a 15-year period from July 1, 2013. The payments are determined assuming level percentage amortization.

2. Actuarial Value of Assets

For purposes of determining the Employer contribution rate to the Plan, we use an actuarial value of assets. The asset adjustment method dampens the volatility in asset values that could occur because of fluctuations in market conditions. Use of an asset smoothing method is consistent with the long-term nature of the actuarial valuation process.

The actuarial value of assets is a weighted average giving 20% weight to the current market value and 80% weight to the prior year's actuarial value increased by expected interest and contributions and decreased by benefit payments and expenses. This is mathematically equivalent to recognizing 100% of the actuarially assumed interest rate, plus contributions, less payments each year, and 20% of the portion of each year's returns that have not already been reflected in asset values.

3. Changes Since Last Valuation

Slight change to the coding of the Individual Entry Age Normal method to align benefits and salary amounts used in first year of employment.

APPENDIX C
SUMMARY OF PLAN PROVISIONS

1. Membership

The Plan covers any employee who is paid regular salary of wages by the Diamond State Port Corporation.

2. Member Contributions

2% of compensation. Interest is credited at the rate of 7% per year.

Member contributions are made through an “employer pick-up” arrangement which results in deferral of taxes on the contributions.

3. Credited Service

A year of service is credited for every year of 1,500 hours of service. In addition, those employees who participated in the City of Wilmington Plan I, Plan II, or Plan III will receive prior credited service under the terms of those plans.

4. Final Average Compensation

Final Average Compensation is the five-year average base salary over the last ten consecutive years of compensation paid to the member that produces the highest average.

5. Normal Retirement

Eligibility: Age 65 with five years of credited service; or Rule of 90 with minimum age 55.

In addition, the benefits payable under the City of Wilmington Plan I are payable at age 60 with 15 years of service or at any age with 20 years of service.

Benefit: 1.75% of final average earnings times years of service (maximum service 30 years) since the later of the date of hire or the date of transfer for those transferring from Plans I or II.

In addition, former participants of Plan I will receive 2.50% of final average earnings times years of service, up to the date of transfer, but not less than \$1,800 annually nor greater than \$4,500 annually. Former participants of Plan II will receive 1.75% times final average earnings times years of Plan II service (maximum service 25 years) but not greater than \$11,000 annually.

APPENDIX C
SUMMARY OF PLAN PROVISIONS

6. Early Retirement

Eligibility: Age 55 with five years of service.

Benefit: The benefit is determined using the normal retirement benefit formula based on service and earnings at early retirement and reduced by 0.4% for each month the early retirement date precedes the normal retirement date.

7. Disability Benefit

Eligibility: 15 years of service.

Benefit: 1.75% of final average earnings times years of service (maximum 30 years), reduced by any workers' compensation benefits paid and further reduced by earnings in excess of one-half of the pre-disability compensation earned by the participant.

8. Survivor's Benefit

Eligibility: Death while actively employed with 15 or more years of service or after attaining eligibility for early or normal retirement benefits.

Benefit: 50% of the benefit the participant would have received had he/she retired on the day before his/her death. Payments to the spouse will continue until death.

9. Post-Retirement Death Benefit

50% of the benefit the participant was receiving is payable to the surviving spouse. Such benefit continues to the spouse until death. If the participant is not married on his/her retirement date and dies before receiving 120 monthly payments, the participant's beneficiary will receive the remaining monthly benefit until a full 120 payments have been made.

10. Vesting

Eligibility: Five years of credited service.

Benefit: The benefit calculated for normal retirement, using final average compensation and credited service as of the termination date. The benefit will commence on the normal retirement date. A participant may elect to receive a reduced benefit for early retirement commencing after age 55.

If the participant is married, the benefit will be a reduced amount payable for life with the surviving spouse receiving a benefit equal to 50% of the benefit received by the participant.

APPENDIX C
SUMMARY OF PLAN PROVISIONS

11. Withdrawal of Employer Contributions

Eligibility: Terminates service and is not eligible for other benefits.

Benefit: Accumulated employee contributions with interest.

12. Form of Payment

The normal form of payment is a 50% joint and survivor annuity.

13. Cost-of-Living Adjustment

Cost-of-living adjustments are made only on an ad hoc basis.

14. Changes Since Last Valuation

None.