



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

ACTUARIAL VALUATION

***AS OF JULY 1, 2007
FOR FISCAL YEAR 2008-09***



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March 10, 2008

PERSONAL & CONFIDENTIAL

Pension Board
Town of Stratford

Re: Retirement Plan for Employees of the Town of Stratford

Dear Members of the Board:

We are pleased to present this July 1, 2007 actuarial valuation for the Retirement Plan for Employees of the Town of Stratford. This valuation forms the basis of contributions for the fiscal year 2008-09.

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

The recommended Town contribution for fiscal year 2008-09 is 23.0% of covered payroll.

Respectfully submitted,

MILLIMAN, INC.

A handwritten signature in blue ink that reads "Becky".

Rebecca A. Sielman, FSA
Consulting Actuary

A handwritten signature in blue ink that reads "Stephen".

Stephen Chykirda
Actuarial Assistant

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

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

A. Purpose of the Valuation

In accordance with the applicable provisions of the Internal Revenue Code and the Employee Retirement Income Security Act of 1974, we have performed an actuarial valuation of the Plan as of July 1, 2007 for the fiscal year beginning on July 1, 2008. This report presents the results of our valuation.

Purpose

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

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

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

We understand that the plan sponsor may distribute this report to its auditor in connection with its audit. We will consent to this distribution as long as the work is distributed in its entirety, and the auditor is advised to have an actuary review the work. Milliman does not intend to benefit any third party recipient of its work product, including the auditor, and does not intend to create any legal duty from Milliman to the auditor even if Milliman consents to the release of its work product. In the event that the auditor's audit reveals any error or inaccuracy in the data underlying this report, Milliman requests that the auditor or the plan sponsor notify Milliman as soon as possible.

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

Reliance

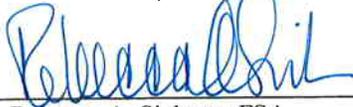
In preparing this report, we relied on employee census data and financial information as of the valuation date, furnished by the Town of Stratford and Wachovia Bank. We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have found them to be reasonably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

Certification

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

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

MILLIMAN, INC.



Rebecca A. Sielman, FSA
Consulting Actuary
Joint Board Enrollment #05-5063

March 10, 2008

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Membership

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

	<i>July 1, 2006</i>	<i>July 1, 2007</i>
<i>Active Members</i>		
Number	411	392
Average Age	45.9	45.2
Average Service	14.8	14.4
Total Payroll	\$24,970,819	\$24,494,790
Average Payroll	\$60,760	\$62,490
<i>Retired and Disabled Members and Beneficiaries of Deceased Members</i>		
Number	529	557
Average Annual Benefits	\$26,132	\$27,061
Average Age	67.1	67.2
<i>Terminated Vested and Inactive Members</i>		
Number	31	33
Average Annual Benefits	\$21,041	\$21,069
Average Age	50.4	50.1
<i>Total Size of Membership</i>	971	982

The active population decreased from 411 members on July 1, 2006 to 392 members on July 1, 2007. The number of members in pay status grew, from 529 to 557. The total payroll decreased from \$24,970,819 to \$24,494,790.

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

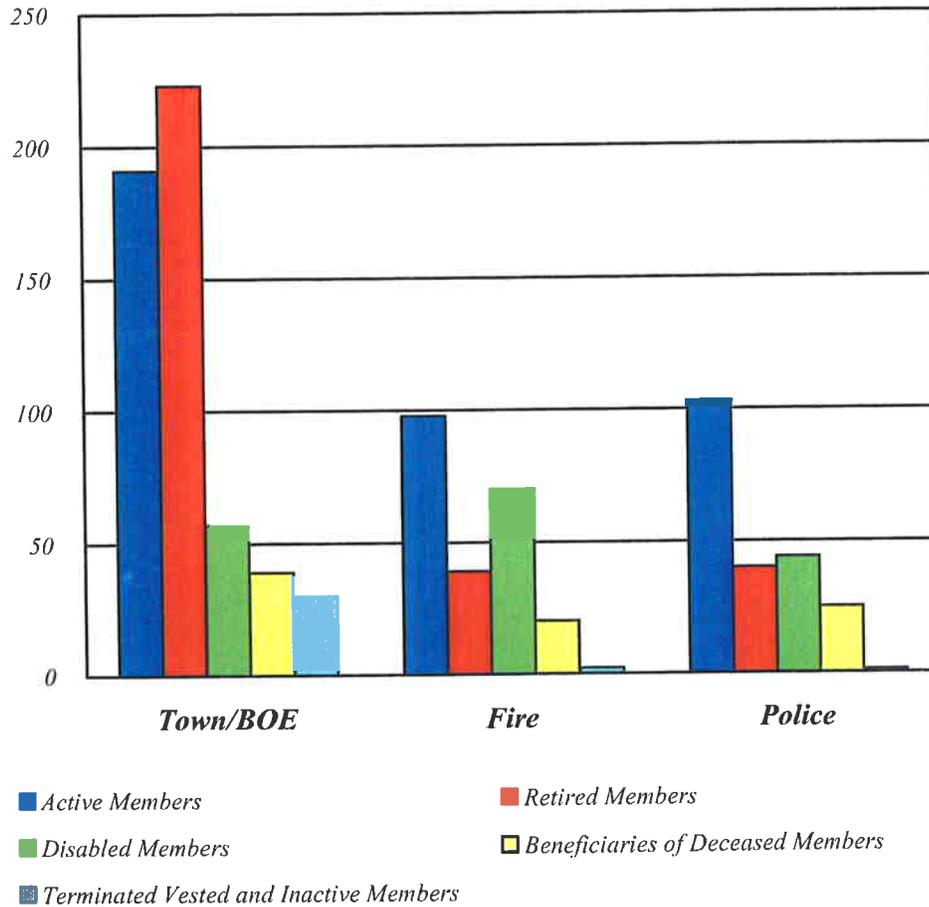
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Membership

Number of Plan Members



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

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Assets

The Market Value of Assets as of July 1, 2007 was \$125,651,071, compared to \$117,616,932 as of July 1, 2006. During the year, the proceeds from the general obligation pension bond issue of August 1998 were deposited into the pension trust and no longer need to be tracked separately.

Market Value, July 1, 2006	\$117,616,932
Adjustment to Beginning Balance	(2,381)
Town Contributions	5,086,900
Employee Contributions	1,846,322
Investment Earnings	16,382,328
Benefit Payments and Employee Refunds	(14,835,458)
Expenses	(443,572)
Market Value, July 1, 2007	125,651,071

The estimated return, net of investment fees, for 2006-2007 was 14.09%. The estimated return was developed assuming cash flow occurs on average midway through the year. Yearly fluctuations in the earnings rate are to be expected.

For valuation purposes we calculate an Actuarial Value of Assets that smoothes out market fluctuations over a five year period. The Actuarial Value of Assets as of July 1, 2007 was \$136,089,974. On this basis, the estimated return was 6.27%, reflecting the delayed recognition of market losses in earlier years. Since this result is less than the Board's 8.25% investment return assumption, the result is an actuarial loss of approximately \$2.6 million.

Please note that the Actuarial Value currently exceeds the Market Value by \$10.4 million. This figure represents investment losses that will be gradually recognized over the next five years. This process will exert upward pressure on the Town's contribution, unless there are offsetting market gains.

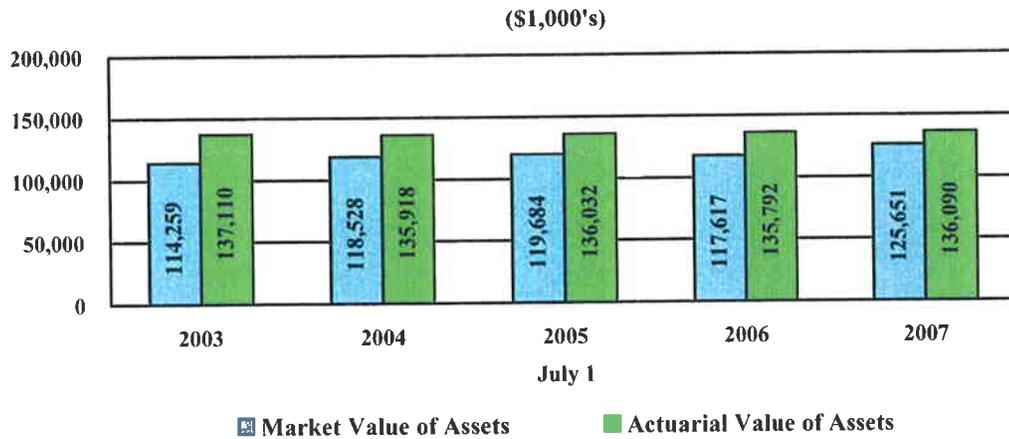
More information on the plan assets can be found in Section III.

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

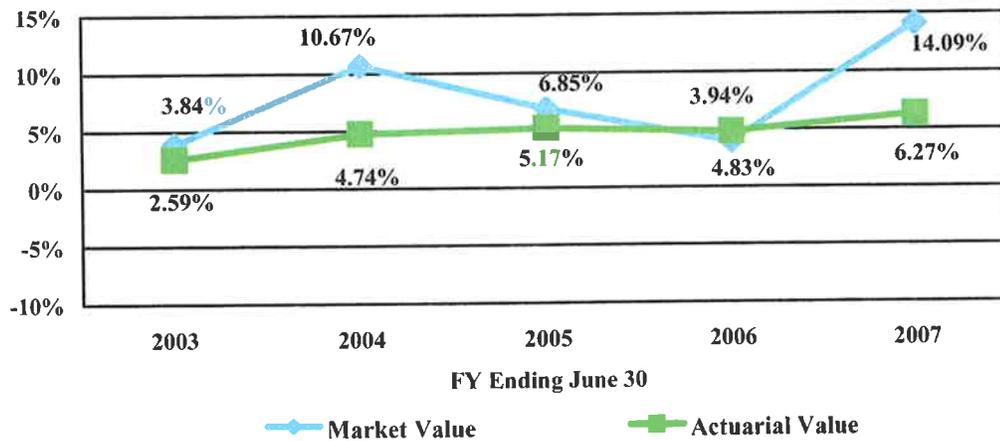
**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Asset Levels



Rates of Return



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

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Contribution Summary

	<i>July 1, 2006</i>	<i>July 1, 2007</i>
1. Normal Cost	\$1,228,086	\$798,664
2. Administrative Expenses	61,000	73,000
3. Past Service Cost	4,357,493	4,751,048
4. Total Contribution on July 1: (1) + (2) + (3)	5,646,579	5,622,712
5. Total Covered Payroll	24,881,992	24,494,790
6. Total Contribution as a percent of payroll: (4) / (5)	22.7%	23.0%

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

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

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

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Plan Changes

Firefighters have made the following changes to their pension plan:

Employee contribution rate increased from 6% to 8%.

Average Annual Compensation (AAC) is determined over 24 months. Previously it was determined over 36 months.

In-service disability benefit changed from 2/3 of AAC to 50% of AAC.

Non-service disability eligibility requires 5 years of service. The benefit is equal to the accrued service pension with a minimum of 25% of AAC and a maximum of 50% of AAC. Previously there was no eligibility requirement and the benefit had a minimum of 30% of AAC and a maximum of 60% of AAC.

The commencement of benefits for terminated vested deferred members is now the later of age 55 or the date on which the member would have reached 25 years of service. Previously there was no minimum age requirement.

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

**SECTION I
EXECUTIVE SUMMARY**

B. Discussion of Valuation Results

Assumption Changes

We changed our post-retirement mortality assumption from the 1994 Group Annuity Mortality Table to the RP2000 Combined Healthy Mortality Table with full generational projection for non-disabled members, and to the 1983 Railroad Retirement Board Disabled Mortality Table for disabled members.

We changed our assumption with respect to the rate at which active members would be disabled. We assume that all active members will become disabled according to the rates from a single disability table. We further assume that 50% of Firefighters, Police Officers and Public Works employees who become disabled will do so from an in line of duty disability. We assume that 5% of all other active members who become disabled will do so in the line of duty.

Method Changes

We changed the funding method from the Aggregate Entry Age Normal method to the Entry Age Normal method.

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

**SECTION I
EXECUTIVE SUMMARY**

C. Summary of Principal Results

	<i>July 1, 2006</i>	<i>July 1, 2007</i>
<i>Membership</i>		
Active Membership		
Number of Members	411	392
Covered Payroll	\$24,881,992	\$24,494,790
Inactive Membership		
Former Employees Due Benefits	31	33
Members in Pay Status	529	557
Average Annual Benefit in pay status	\$26,132	\$27,061
<i>Assets and Liabilities</i>		
Assets		
Market Value	\$117,616,932	\$125,651,071
Actuarial Value	135,792,055	136,089,974
Accrued Liability		
Active Members	\$65,534,551	\$63,425,919
Former Employees Due Benefits	5,622,200	6,291,571
Members in Pay Status	133,180,209	139,217,062
Total Accrued Liability	204,336,960	208,934,552
Unfunded Accrued Liability	68,544,905	72,844,578
<i>Employer Contribution (for following FY)</i>		
Contribution as a Percent of Payroll		
Normal Cost	4.9%	3.3%
Administrative Expenses	0.3%	0.3%
Past Service Cost	<u>17.5%</u>	<u>19.4%</u>
Total Town Contribution Percentage	22.7%	23.0%
Contribution Dollars		
Normal Cost	\$1,228,086	\$798,664
Administrative Expenses	61,000	73,000
Past Service Cost	<u>4,357,493</u>	<u>4,751,048</u>
Town Contribution	5,646,579	5,622,712

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

**SECTION II
SUMMARY OF VALUATION RESULTS**

A. Assets and Liabilities

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

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

	As of July 1, 2006			As of July 1, 2007				
	Town/BOE	Fire	Police	Total	Town/BOE	Fire	Police	Total
Actuarial Value of Assets (see Section III C)	\$63,497,151	\$38,857,671	\$33,437,232	\$135,792,055	\$63,032,882	\$38,749,266	\$34,307,826	\$136,089,974
Entry Age Normal Accrued Liability								
Active Members	26,952,169	19,950,152	18,632,230	65,534,551	24,908,896	18,768,254	19,748,769	63,425,919
Retired Members	48,236,604	15,054,884	17,209,019	80,500,507	52,122,961	18,108,121	21,434,015	91,665,097
Disabled Members	13,341,216	20,380,700	12,306,402	46,028,318	11,462,477	19,569,026	9,913,488	40,944,991
Beneficiaries of Deceased Members	3,242,486	2,023,654	1,385,244	6,651,384	3,165,311	1,950,573	1,491,090	6,606,974
Terminated Vested and Inactive Members	3,776,671	1,062,797	782,732	5,622,200	5,112,707	1,094,526	84,338	6,291,571
Total Accrued Liability	95,549,146	58,472,187	50,315,627	204,336,960	96,772,352	59,490,500	52,671,700	208,934,552
Unfunded Accrued Liability	32,051,995	19,614,516	16,878,395	68,544,905	33,739,470	20,741,234	18,363,874	72,844,578
Amortization Period (years)	24	24	24	24	23	23	23	23
Past Service Cost	2,037,589	1,246,921	1,072,983	4,357,493	2,200,546	1,352,779	1,197,723	4,751,048

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

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

**SECTION II
SUMMARY OF VALUATION RESULTS**

B. Recommended Contribution

	FY 2007-2008			FY 2008-2009				
	Town/BOE	Fire	Police	Total	Town/BOE	Fire	Police	Total
1. Total Normal Cost *	N/A	N/A	N/A	N/A	\$808,576	\$966,721	\$884,494	\$2,659,791
2. Expected Employee Contributions *	N/A	N/A	N/A	N/A	733,083	590,567	537,477	1,861,127
3. Net Normal Cost: (1) - (2)	\$236,007	\$560,573	\$431,506	\$1,228,086	75,493	376,154	347,017	798,664
4. Administrative Expenses	11,723	27,844	21,433	61,000	6,901	34,381	31,718	73,000
5. Past Service Cost (see Section II A)	2,037,589	1,246,921	1,072,983	4,357,493	2,200,546	1,352,779	1,197,723	4,751,048
6. Total Town Contribution on July 1: (3) + (4) + (5), but not less than \$0	2,285,319	1,835,338	1,525,922	5,646,579	2,282,940	1,763,314	1,576,458	5,622,712
7. Covered Payroll	10,378,483	7,329,669	7,173,840	24,881,992	9,413,558	7,798,362	7,282,870	24,494,790
8. Town Contribution as a percentage of payroll: (6) / (7)	22.0%	25.0%	21.3%	22.7%	24.3%	22.6%	21.6%	23.0%

* Not developed per funding method used in prior valuation.

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

**SECTION II
SUMMARY OF VALUATION RESULTS**

C. Ten Year Forecast

Valuation Year	Values as of the Valuation Date			Cash Flows Projected to the Following Fiscal Year				
	(1) Accrued Liability	(2) Actuarial Value of Assets	(3) Unfunded Liability = (1) - (2)	(4) Funded Ratio = (2)/(1)	(5) Town Contributions	(6) Employee Contributions	(7) Benefit Payments	(8) Net Cash Flows = (5) + (6) - (7)
2007	\$208,934,600	\$136,090,000	\$72,844,600	65.1%	\$5,622,700	\$1,861,100	\$15,904,300	(\$8,420,500)
2008	212,811,000	136,522,500	76,288,500	64.2%	5,993,900	1,888,800	16,058,900	(8,176,200)
2009	216,792,900	137,096,300	79,696,600	63.2%	6,395,100	1,913,000	16,316,500	(8,008,400)
2010	220,954,000	138,230,300	82,723,700	62.6%	6,864,500	1,872,100	16,767,100	(8,030,500)
2011	225,285,900	139,791,700	85,494,200	62.1%	7,280,200	1,908,500	17,303,100	(8,114,400)
2012	229,549,700	141,736,100	87,813,600	61.8%	7,760,800	1,878,700	17,881,700	(8,242,200)
2013	233,698,900	143,855,000	89,843,900	61.6%	8,210,100	1,906,100	18,264,700	(8,148,500)
2014	237,595,500	146,222,800	91,372,700	61.5%	8,683,500	1,920,200	18,691,300	(8,087,600)
2015	241,437,800	148,997,300	92,440,500	61.7%	9,183,000	1,923,500	19,196,800	(8,090,300)
2016	245,223,800	152,163,600	93,060,200	62.1%	9,722,400	1,921,000	19,588,300	(7,944,900)

This forecast is based on employee information used for the July 1, 2007 actuarial valuation and assumes that the Town Contribution shown in column (5) will be paid in full, the plan's assets will return 8.25% each year, and payroll will grow by 4.0% each year. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

**SECTION III
PLAN ASSETS**

A. Summary of Fund Transactions - Market Value

Value as of July 1, 2006	\$117,616,932
Adjustment to Beginning Year Balance	(2,381)
 Income Items	
Town Contributions	5,086,900
Employee Contributions	1,846,322
Dividends	207,199
Interest	2,335,736
Change in Accrued Income	(202,736)
Other Income	30,339
Realized Gains/(Losses)	1,760,833
Unrealized Gains/(Losses)	<u>12,250,958</u>
	23,315,551
 Net Transfers	 0
 Deduction Items	
Benefit Payments	14,403,998
Refunds of Employee Contributions	431,460
Trustee Expenses	241,105
Administrative Expenses	70,601
Investment Expenses	<u>131,867</u>
	15,279,031
 Value as of July 1, 2007	 125,651,071

Approximate Net Rate of Return: 14.09%

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

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

**SECTION III
PLAN ASSETS**

B. Allocation of Plan Assets

	<i>July 1, 2006</i>	<i>July 1, 2007</i>
<i>Assets</i>		
Wachovia Bank	\$210,792	\$39,730
Small Cap Growth Fund	2,583,422	21,079,741
Advisory Research	0	19,280,186
RMF Timber	0	3,993,992
State Street Global	8,258,538	31,345,721
State Street Global	31,115,456	0
Northern Trust-Lehman Aggregate	19,098,478	23,389,736
Evergreen Investments-Laddered	44,143,012	26,519,269
Evergreen Capital	48,576	2,696
Evergreen Small Cap Growth Fund	12,156,277	0
Gabelli Mid Cap Value Fund	<u>2,381</u>	<u>0</u>
Total Market Value*	117,616,932	125,651,071

* Numbers may not add due to rounding.

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

**SECTION III
PLAN ASSETS**

C. Determination of Actuarial Value of Assets

The Actuarial Value of Assets as of July 1, 2007 is derived as follows:

1. Actuarial Value of Assets as of July 1, 2006	\$135,792,055
2. Employer Contributions	5,086,900
3. Employee Contributions	1,846,322
4. Benefit Payments and Expenses	(14,906,059)
5. Expected Investment Income at 8.25% on (1) through (4)	10,880,482
6. Expected Actuarial Value of Assets, June 30, 2007 (1)+(2)+(3)+(4)+(5)	138,699,700
7. Actual Market Value of Assets, June 30, 2007	125,651,071
8. Preliminary Actuarial Value of Assets, June 30, 2007 80% of (6) + 20% of (7)	136,089,974
9. Adjustment to be within 20% of Market Value of Assets	0
10. Final Actuarial Value of Assets: (8) + (9)	136,089,974

Approximate Net Rate of Return: 6.27%

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

**SECTION IV
GASB #25 INFORMATION**

A. Introduction

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

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

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

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

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

**SECTION IV
GASB #25 INFORMATION**

B. Schedule of Funding Progress

Actuarial Valuation Date	(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) UAAL as a Percentage of Covered Payroll (3) / (5)
July 1, 2000	\$39,868,278	\$140,424,014	\$100,555,736	28.39%	\$29,297,519	343.22%
July 1, 2001	33,741,343	157,494,300	123,752,957	21.42%	24,598,193	503.10%
July 1, 2002	29,566,169	167,556,886	137,990,717	17.65%	24,669,263	559.36%
July 1, 2003	23,497,893	181,840,206	158,342,313	12.92%	24,931,181	635.12%
July 1, 2004	20,648,514	191,850,844	171,202,330	10.76%	24,129,679	709.51%
July 1, 2005	15,501,793	195,580,813	180,079,020	7.93%	26,481,954	680.01%
July 1, 2006	11,052,753	204,336,960	193,284,207	5.41%	24,881,992	776.80%
July 1, 2007	136,089,974	208,934,552	72,844,578	65.14%	24,494,790	297.39%

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

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

**SECTION IV
GASB #25 INFORMATION**

C. Schedule of Employer Contributions

Fiscal Year Ending June 30	Actuarially Determined	GASB 25 Annual Required	Actual Contribution Paid by Town	Percent of Actuarially	Percent of GASB 25
	Contribution Reflecting Pension Obligation Bond Proceeds	Contribution Excluding Pension Obligation Bond Proceeds		Determined Contribution Funded	
2002	\$4,536,516	\$6,527,819	\$4,375,722	96%	67%
2003	1,966,206	7,894,307	0	0%	0%
2004	2,988,566	8,710,077	2,796,985	94%	32%
2005	4,222,892	10,535,184	4,223,497	100%	40%
2006	4,840,940	11,651,536	4,840,940	100%	42%
2007	5,086,832	12,435,843	111,651,079 *	100%	898%
2008	5,646,579	N/A	N/A	-	N/A
2009	5,622,712	N/A	N/A	-	N/A

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

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

**SECTION IV
GASB #25 INFORMATION**

D. Summary of Membership

	<i>July 1, 2006</i>	<i>July 1, 2007</i>
<i>Active Members</i>		
Number vested	322	294
Number not yet vested	<u>89</u>	<u>98</u>
Total	411	392
<i>Retired Members</i>	277	302
<i>Disabled Members</i>	171	171
<i>Beneficiaries of Deceased Members</i>	81	84
<i>Terminated Vested and Inactive Members</i>	31	33
<i>Nonvested Members Due Refunds</i>	<u>0</u>	<u>0</u>
<i>Total Members</i>	971	982

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

**SECTION V
MEMBERSHIP DATA**

A. Summary of Active Membership

	<i>July 1, 2006</i>	<i>July 1, 2007</i>	<i>Change</i>	<i>Percent Change</i>
<i>Number of Members</i>				
BOE/Town	213	191	(22)	(10.33)
Fire	92	98	6	6.52
Police	106	103	(3)	(2.83)
Total	411	392	(19)	(4.62)
<i>Total Annual Compensation</i>				
BOE/Town	\$10,378,483	\$9,413,558	(\$964,925)	(9.30)
Fire	7,418,496	7,798,362	379,866	5.12
Police	7,173,840	7,282,870	109,030	1.52
Total	24,970,819	24,494,790	(476,029)	(1.91)
<i>Average Compensation</i>				
BOE/Town	\$48,730	\$49,290	\$560	1.15
Fire	80,640	79,580	(1,060)	(1.31)
Police	67,680	70,710	3,030	4.48
Total	60,760	62,490	1,730	2.85
<i>Average Age</i>				
BOE/Town	49.7	50.2	0.5	1.00
Fire	42.6	40.1	(2.5)	(5.87)
Police	41.0	40.9	(0.0)	0.00
Total	45.9	45.2	(0.6)	(1.35)
<i>Average Service</i>				
BOE/Town	15.9	16.4	0.6	3.61
Fire	14.5	12.1	(2.4)	(16.55)
Police	12.9	12.8	(0.1)	(0.78)
Total	14.8	14.4	(0.4)	(2.69)

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

**SECTION V
MEMBERSHIP DATA**

B. Summary of Inactive Membership

	July 1, 2006				July 1, 2007			
	Town/BOE	Fire	Police	Total	Town/BOE	Fire	Police	Total
<i>Retired Members</i>								
Number	207	34	36	277	223	39	40	302
Total Annual Benefit	\$4,950,732	\$1,567,589	\$1,675,397	\$8,193,718	\$5,351,280	\$1,877,663	\$2,059,240	\$9,288,183
Average Annual Benefit	23,917	46,106	46,539	29,580	23,997	48,145	51,481	30,736
Average Age	66.7	66.2	63.5	66.2	66.9	66.6	63.3	66.4
<i>Disabled Members</i>								
Number	57	67	47	171	57	70	44	171
Total Annual Benefit	\$1,378,753	\$2,075,084	\$1,331,369	\$4,785,206	\$1,386,180	\$2,283,959	\$1,243,450	\$4,913,589
Average Annual Benefit	24,189	30,971	28,327	27,984	24,319	32,628	28,260	28,734
Average Age	63.6	65.5	65.4	64.9	63.6	65.1	66.0	64.8
<i>Beneficiaries of Deceased Members</i>								
Number	39	19	23	81	39	20	25	84
Total Annual Benefit	\$393,330	\$258,244	\$193,184	\$844,758	\$396,456	\$260,472	\$214,210	\$871,138
Average Annual Benefit	10,085	13,592	8,399	10,429	10,166	13,024	8,568	10,371
Average Age	73.8	77.1	78.0	75.8	74.6	78.3	78.2	76.6
<i>Terminated Vested and Inactive Members</i>								
Number	27	2	2	31	30	2	1	33
Total Annual Benefit	\$451,697	\$111,307	\$89,257	\$652,261	\$569,177	\$111,307	\$14,802	\$695,286
Average Annual Benefit	16,730	55,654	44,629	21,041	18,973	55,654	14,802	21,069
Average Age	50.4	51.5	49.0	50.4	50.4	52.5	38.0	50.1

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

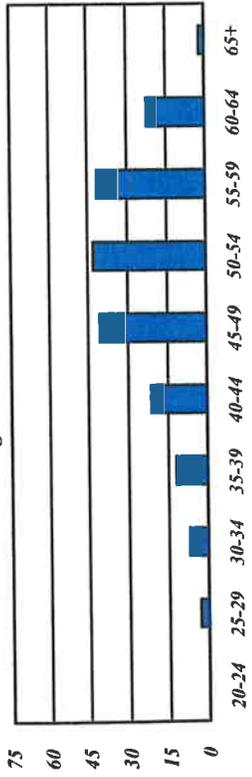
**SECTION V
MEMBERSHIP DATA**

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

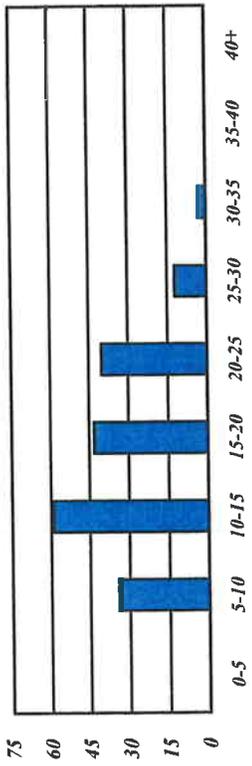
Years of Service

Age	Years of Service											All Years
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+			
Under 20	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	2	1	0	0	0	0	0	0	0	0	3
30-34	0	2	4	1	0	0	0	0	0	0	0	7
35-39	0	3	8	1	0	0	0	0	0	0	0	12
40-44	0	3	2	5	10	1	0	0	0	0	0	21
45-49	0	8	17	6	6	3	0	0	0	0	0	40
50-54	0	7	14	8	7	4	3	0	0	0	0	43
55-59	0	6	10	13	10	2	0	0	0	0	0	41
60-64	0	3	3	8	6	2	0	0	0	0	0	22
65+	0	0	0	1	1	0	0	0	0	0	0	2
All Ages	0	34	59	43	40	12	3	0	0	0	0	191

Age Distribution



Service Distribution



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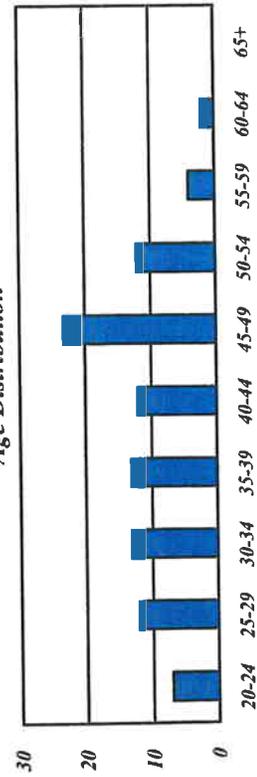
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

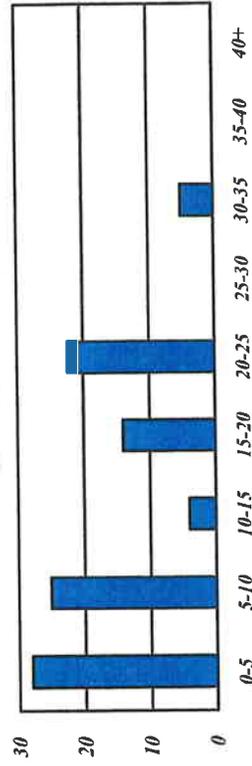
C. Distribution of Active Members - Count - Fire

Age	Years of Service											All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	40+	All Years		
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	7	0	0	0	0	0	0	0	0	0	0	0	7
25-29	8	4	0	0	0	0	0	0	0	0	0	0	12
30-34	6	7	0	0	0	0	0	0	0	0	0	0	13
35-39	4	6	2	1	0	0	0	0	0	0	0	0	13
40-44	1	4	1	4	2	0	0	0	0	0	0	0	12
45-49	1	3	0	5	14	0	0	0	0	0	0	0	23
50-54	1	0	1	4	3	0	3	0	0	0	0	0	12
55-59	0	1	0	0	2	0	1	0	0	0	0	0	4
60-64	0	0	0	0	1	0	1	0	0	0	0	0	2
65+	0	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	28	25	4	14	22	0	5	0	0	0	0	0	98

Age Distribution



Service Distribution



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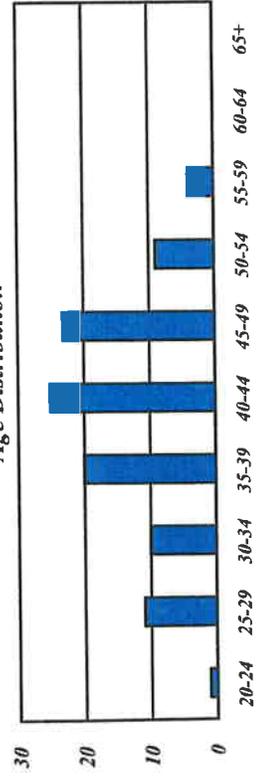
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

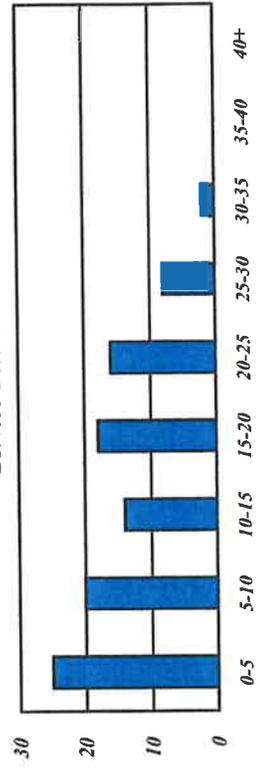
C. Distribution of Active Members - Count - Police

Age	Years of Service											All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+				
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	1	0	0	0	0	0	0	0	0	0	0	0	1
25-29	10	1	0	0	0	0	0	0	0	0	0	0	11
30-34	8	2	0	0	0	0	0	0	0	0	0	0	10
35-39	3	10	6	1	0	0	0	0	0	0	0	0	20
40-44	2	4	5	8	6	0	0	0	0	0	0	0	25
45-49	1	1	3	7	7	4	0	0	0	0	0	0	23
50-54	0	2	0	1	1	3	2	0	0	0	0	0	9
55-59	0	0	0	1	2	1	0	0	0	0	0	0	4
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	25	20	14	18	16	8	2	0	0	0	0	0	103

Age Distribution



Service Distribution



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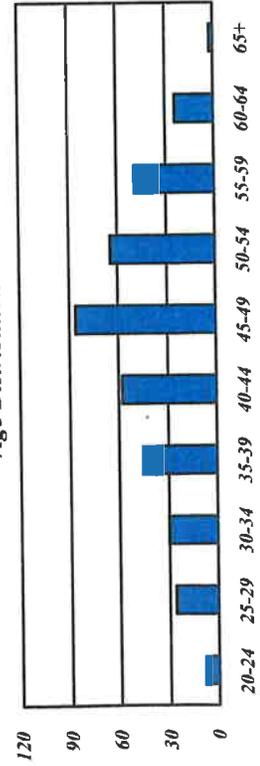
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

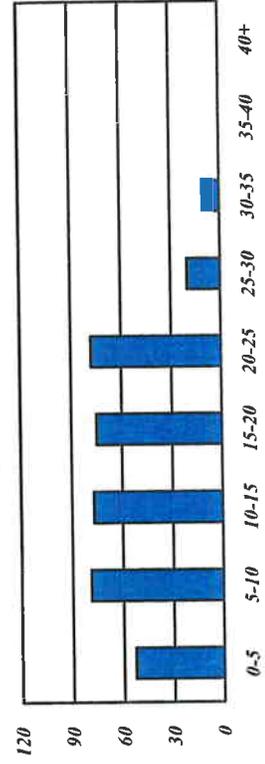
C. Distribution of Active Members - Count - Total

Age	Years of Service											All Years	
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+				
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	8	0	0	0	0	0	0	0	0	0	0	0	8
25-29	18	7	1	0	0	0	0	0	0	0	0	0	26
30-34	14	11	4	1	0	0	0	0	0	0	0	0	30
35-39	7	19	16	3	0	0	0	0	0	0	0	0	45
40-44	3	11	8	17	18	1	0	0	0	0	0	0	58
45-49	2	12	20	18	27	7	0	0	0	0	0	0	86
50-54	1	9	15	13	11	7	8	0	0	0	0	0	64
55-59	0	7	10	14	14	3	1	0	0	0	0	0	49
60-64	0	3	3	8	7	2	1	0	0	0	0	0	24
65+	0	0	0	1	1	0	0	0	0	0	0	0	2
All Ages	53	79	77	75	78	20	10	0	0	0	0	0	392

Age Distribution



Service Distribution



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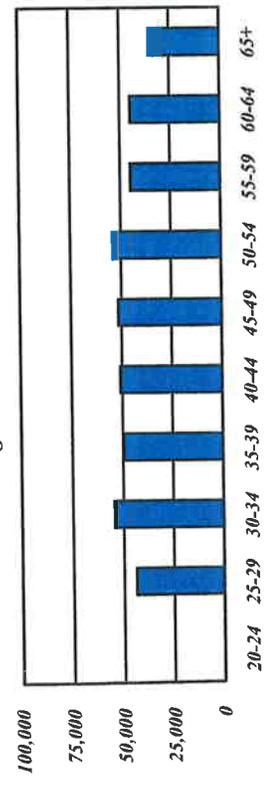
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

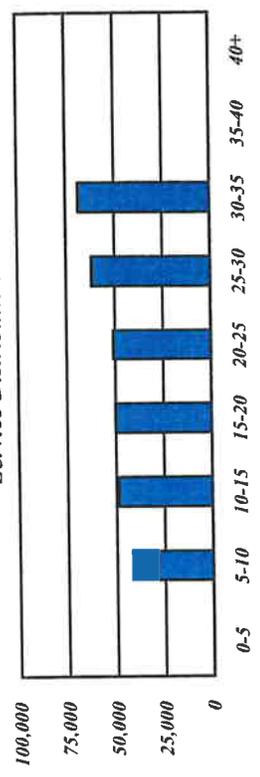
D. Distribution of Active Members - Average Salaries - Town/BOE

Age	Years of Service											All Years			
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	\$0	\$0				
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	41,223	48,528	0	0	0	0	0	0	0	0	0	0	0	43,658
30-34	0	50,650	60,055	36,984	0	0	0	0	0	0	0	0	0	0	54,072
35-39	0	45,220	48,578	64,994	0	0	0	0	0	0	0	0	0	0	49,106
40-44	0	43,014	37,634	58,395	51,541	52,640	0	0	0	0	0	0	0	0	50,682
45-49	0	31,089	47,453	66,347	73,023	54,307	0	0	0	0	0	0	0	0	51,364
50-54	0	41,621	53,708	60,521	48,455	59,231	68,480	0	0	0	0	0	0	0	53,697
55-59	0	49,667	43,671	35,225	49,845	72,417	0	0	0	0	0	0	0	0	44,779
60-64	0	42,126	39,679	45,925	37,171	72,543	0	0	0	0	0	0	0	0	44,587
65+	0	0	0	48,087	22,040	0	0	0	0	0	0	0	0	0	35,064
All Ages	0	41,555	48,593	49,991	50,906	61,867	68,480	0	0	0	0	0	0	0	49,286

Age Distribution



Service Distribution



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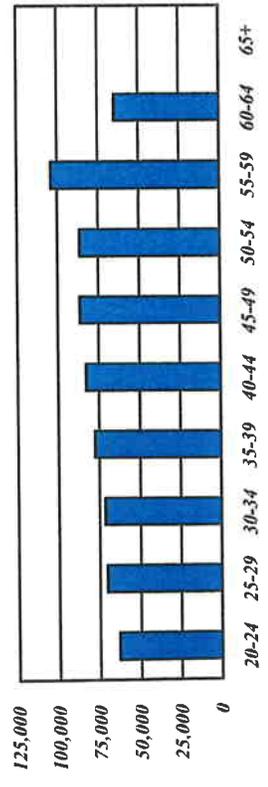
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

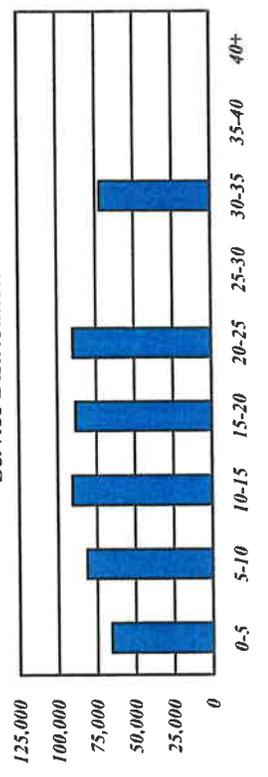
D. Distribution of Active Members - Average Salaries - Fire

Age	Years of Service											All Years			
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	\$0	\$0				
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	63,163	0	0	0	0	0	0	0	0	0	0	0	0	0	63,163
25-29	63,301	84,811	0	0	0	0	0	0	0	0	0	0	0	0	70,471
30-34	67,870	74,793	0	0	0	0	0	0	0	0	0	0	0	0	71,598
35-39	65,898	81,837	86,005	84,511	0	0	0	0	0	0	0	0	0	0	77,779
40-44	50,014	84,841	86,828	82,209	95,704	0	0	0	0	0	0	0	0	0	83,037
45-49	82,763	82,583	0	94,054	84,846	0	0	0	0	0	0	0	0	0	86,462
50-54	80,564	0	103,884	88,177	94,164	0	73,047	0	0	0	0	0	0	0	86,566
55-59	0	93,977	0	0	104,326	0	112,871	0	0	0	0	0	0	0	103,875
60-64	0	0	0	0	102,354	0	26,947	0	0	0	0	0	0	0	64,651
65+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	65,454	81,396	90,681	88,309	89,671	0	71,792	0	0	0	0	0	0	0	79,575

Age Distribution



Service Distribution



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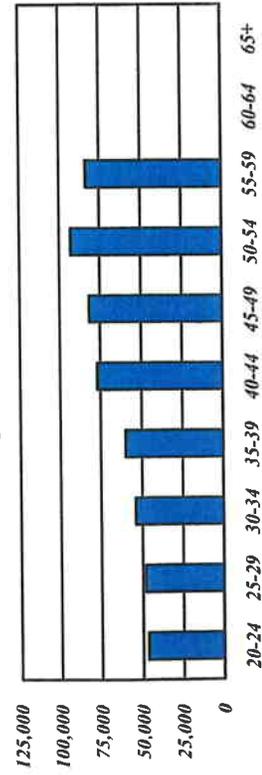
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

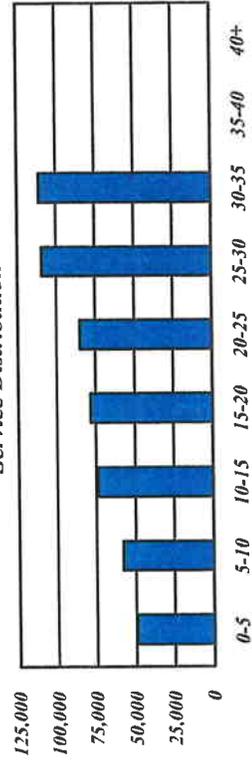
D. Distribution of Active Members - Average Salaries - Police

Age	Years of Service											All Years				
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	\$0	\$0					
Under 20	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
20-24	46,344	0	0	0	0	0	0	0	0	0	0	0	0	0	0	46,344
25-29	47,026	57,761	0	0	0	0	0	0	0	0	0	0	0	0	0	48,002
30-34	53,104	57,761	0	0	0	0	0	0	0	0	0	0	0	0	0	54,036
35-39	50,627	57,196	67,330	70,163	90,048	0	0	0	0	0	0	0	0	0	0	59,899
40-44	45,075	59,468	84,716	78,782	81,993	105,463	0	0	0	0	0	0	0	0	0	76,886
45-49	52,224	57,760	68,177	81,313	82,522	114,216	110,985	0	0	0	0	0	0	0	0	81,718
50-54	0	57,761	0	72,508	82,522	114,216	110,985	0	0	0	0	0	0	0	0	92,796
55-59	0	0	0	62,965	79,724	110,942	0	0	0	0	0	0	0	0	0	83,339
60-64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Ages	49,428	57,820	73,721	78,060	84,763	109,430	110,985	0	0	0	0	0	0	0	0	70,707

Age Distribution



Service Distribution



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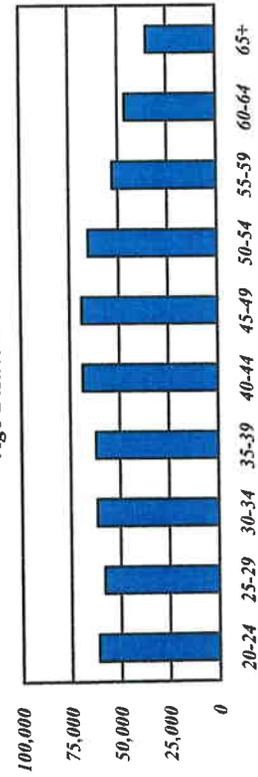
**RETIREMENT PLAN FOR EMPLOYEES OF
THE TOWN OF STRATFORD**

**SECTION V
MEMBERSHIP DATA**

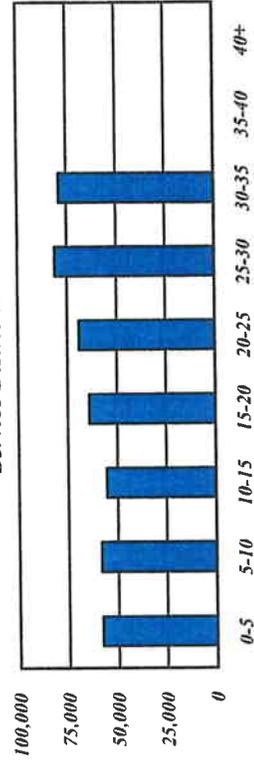
D. Distribution of Active Members - Average Salaries - Total

Age	Years of Service											All Years		
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40+	40+	All Years			
Under 20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20-24	61,061	0	0	0	0	0	0	0	0	0	0	0	0	61,061
25-29	54,259	68,493	48,528	0	0	0	0	0	0	0	0	0	0	57,871
30-34	59,433	67,306	60,055	36,984	0	0	0	0	0	0	0	0	0	61,654
35-39	59,353	63,086	60,288	73,223	0	0	0	0	0	0	0	0	0	62,186
40-44	46,721	64,207	73,209	73,592	69,283	52,640	0	0	0	0	0	0	0	68,671
45-49	67,494	46,185	50,561	79,864	81,479	83,539	0	0	0	0	0	0	0	68,868
50-54	80,564	45,207	57,053	69,952	64,018	82,796	80,819	0	0	0	0	0	0	65,358
55-59	0	55,997	43,671	37,207	61,896	85,259	112,871	0	0	0	0	0	0	52,750
60-64	0	42,126	39,679	45,925	46,483	72,543	26,947	0	0	0	0	0	0	46,259
65+	0	0	0	48,087	22,040	0	0	0	0	0	0	0	0	35,064
All Ages	57,894	58,281	55,348	63,880	68,785	80,892	78,637	0	0	0	0	0	0	62,490

Age Distribution



Service Distribution



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

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

SECTION VI

ACTUARIAL METHOD AND ASSUMPTIONS

A. Actuarial Cost Method

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

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

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

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

Actuarial Value of Assets:

The difference between the expected Actuarial Value and the actual Market Value of Assets is smoothed over a five year period. However, the result is constrained to be within +/- 20% of the actual Market Value.

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

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

SECTION VI

ACTUARIAL METHOD AND ASSUMPTIONS

B. Actuarial Assumptions

<i>Pre-Retirement Mortality</i>	1994 Group Annuity Mortality. 80% of deaths among active Firefighters and Police are assumed to occur in line of duty. 5% of deaths among all others are assumed to occur in line of duty.
<i>Post-Retirement Healthy Mortality</i>	RP2000 Combined Healthy Mortality Table with generational projection. Last year 1994 Group Annuity Mortality Table.
<i>Post-Retirement Disabled Mortality</i>	1983 Railroad Retirement Board Disabled Mortality Table. Last year 1994 Group Annuity Mortality Table.
<i>Investment Return</i>	Liabilities and cost are computed at 8.25% per annum (net of investment expenses).
<i>Payroll Growth Rate</i>	4.00% .
<i>Salary Increases</i>	1.5% annually for active participants including merit and promotions, in addition to inflation.
<i>Inflation</i>	The Consumer Price Index will increase 2.5% annually.

Retirement

Police and Firefighters

<i>Years of Service</i>	<i>Rate</i>
25	40%
26-29	5%
30	40%
31+	10%
Age 65	100%

Town/Board of Education

<i>Age</i>	<i>Rate</i>
<55	1%
55-59	5%
60	20%
61	10%
62-64	15%
65	40%
66-69	25%
70	100%

RETIREMENT PLAN FOR EMPLOYEES OF THE TOWN OF STRATFORD

SECTION VI

ACTUARIAL METHOD AND ASSUMPTIONS

B. Actuarial Assumptions (continued)

Employee Turnover

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

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

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

Plan Expenses Actual expenses from prior year increased by 3%, rounded to the nearest \$1,000.

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

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

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

Percent Married 80%.

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

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

SECTION VII

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. This exhibit is based on our understanding of benefits as described by the plan document, Summary Plan Description, and applicable collective bargaining agreements. To the extent that this exhibit does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

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

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

SECTION VII

SUMMARY OF PLAN PROVISIONS

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

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

SECTION VII

SUMMARY OF PLAN PROVISIONS

Maximum Benefit

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

Police and Firefighters 70% of Average Annual Compensation.

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

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

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

Disability Not Incurred in Line of Duty

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

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

Death Benefits

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

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

SECTION VII

SUMMARY OF PLAN PROVISIONS

<i>Pre-Retirement Death, Not Incurred in Line of Duty</i>	25% of Compensation, if member had 10 years of Continuous Service, to spouse until death or remarriage.
<i>Post-Retirement Death</i>	Greater of 25% of Compensation or 50% of the Pension Benefit payable to spouse until death or remarriage. If death is due to an accident in the line of duty within one year of retirement, benefit is equal to 50% of Compensation or \$1,500 if greater. Death Benefits (pre- and post- retirement) are payable to dependent children under age 21 if no surviving spouse and to dependent parents if no surviving spouse or children. If no survivors, Accumulated Contributions in excess of benefits paid will be paid to estate.
<i>Member Contributions</i>	
<i>Town, Board of Education, Para-Professionals and Nurses</i>	8% of Compensation; not payable in excess of 35 years.
<i>Firefighters</i>	8% of Compensation; not payable in excess of 30 years.
<i>Police</i>	8% of Compensation. 7% if hired after 10/17/1996.
<i>Vesting</i>	Upon termination after 5 years of service (10 years for Police and Firefighters), Member has accrued the following benefits: Firefighters: 2.4% of Average Annual Compensation (over 24 months) times years of service. Police, Town/Board of Education, Para-Professionals, and Nurses: 2.4% of Average Annual Compensation (over 24 months) times years of service. Post-Retirement Death: 50% of vested pension benefit payable to spouse until death or remarriage. Continuation of death benefits available to dependent children and parents. Upon termination prior to vesting, Member contributions are returned with interest.