

PensionBenefits, Inc.

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**RTA Employees'  
Defined Benefit Plan & Trust**

**Actuarial Valuation Report as of January 1, 2014 for  
the Plan Year Ending December 31, 2014**

May 2014

*Prepared by:*

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May 21, 2014

Ms. Cindy O'Brien  
Finance Director  
Regional Transportation Authority  
5658 Bear Lane  
Corpus Christi, TX 78405

**Re: Actuarial Valuation of the *RTA Employees' Defined Benefit Plan & Trust* as of January 1, 2014**

Dear Cindy:

We are pleased to present our Report of the actuarial valuation of the *RTA Employees' Defined Benefit Plan & Trust* as of January 1, 2014.

In addition to the actuarial valuation results, various accounting and employee listings are also included which should help you compare this plan year with prior years.

Based upon the actuarial valuation as of January 1, 2014, it is our opinion that the *RTA Employees' Defined Benefits Plan & Trust* is actuarially sound and that these results reasonably reflect the funding status and requirements of the plan.

GASB Statement Nos. 25 and 27 are being replaced by Statement Nos. 67 and 68, respectively. GASB Statement No. 67 will become effective for the Plan at the next valuation (January 1, 2015). GASB Statement No. 68 will become effective for RTA's financial statements for the fiscal year ending in 2015.

We would like to thank you for your assistance in providing all necessary data to complete this valuation. Please do not hesitate to let us know if you have any questions or need additional information.

Sincerely,

Kien Liew, EA, FCA, MAAA  
Consulting Actuary

Mark A. Cavazos, ASA  
Manager, Pension Services

## RTA Employees' Defined Benefit Plan & Trust

### EXECUTIVE HIGHLIGHTS

1. The target long-term sustainability goal is 9.4% of compensation as discussed in Section 2.2 of the 2011 Report on Retirement Benefits.
2. 2014 Normal Cost increased to 9.6% of payroll (v. 9.2% for 2013). Normal cost represents the annual cost of providing an additional year of pension benefits (2% of average compensation) for the active participants. This is the only cost each year if the plan does not have any unfunded liability.
3. The 2014 annual contribution decreased to 9.6% of payroll (v. 13.2% for 2013). The annual contribution is the sum of the Normal Cost plus the Amortization Payment of the unfunded liability. The decrease in the amortization payment is mainly due to the investment gains and better than expected liability experience during 2013.
4. The key to reduce contribution volatility is to identify the volatility risks and proactively manage these risks. These were discussed in the 2011 Report on Retirement Benefits. Long term sustainability of the pension plan relies on how the risks are managed.

RTA Employees' Defined Benefit Plan & Trust

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**Section 1. EXECUTIVE SUMMARY**

The key results from the actuarial valuation of the RTA Employees' Defined Benefit Plan as of January 1, 2014, may be summarized as follows:

	<b>2014</b>	<b>2013</b>
1. Participants		
a. Actives	207	205
b. Deferred Vested	160	156
c. Retirees & Beneficiaries	<u>113</u>	<u>90</u>
d. Total	480	451
2. Covered Payroll	\$7,274,172	\$7,474,445
3. Normal Cost (NC)	\$695,517	\$686,237
Percent of covered payroll	9.6%	9.2%
4. Present Value of Future Benefits	\$33,755,395	\$32,415,459
5. Actuarial Accrued Liability	\$29,016,953	\$27,944,142
6. Actuarial Asset Value	\$29,617,120	\$25,566,845
7. Unfunded Actuarial Accrued Liability (UAAL)	\$0	\$2,377,297
8. Actuarial Assets as percent of Accrued Liability	102.1%	91.5%
9. Actuarial Gains/(Losses)		
a. Due to actual experience	\$2,689,047	\$2,042,976
b. Due to assumption/method change	N/A	N/A
c. Due to plan amendment	N/A	(801,861)
d. Total	\$2,689,047	\$1,241,115
10. Annual Contribution Amount (assumed contribution on January 1):	\$695,517	\$988,534
Percent of covered payroll	9.6%	13.2%
11. GASB NO. 25 Disclosure		
a. Actuarial Accrued Liability (AAL)	\$29,016,953	\$27,944,142
b. Unfunded Actuarial Accrued Liability (UAAL)	\$0	\$2,377,297
c. GASB funded ratio (assets as % of AAL)	102.1%	91.5%
d. UAAL as percent of payroll	0.0%	31.8%
12. Investment return assumption	7.5%	7.5%
13. Salary increase assumption	3.5%	3.5%

**Section 2. INTRODUCTION**

This January 1, 2014 actuarial valuation of the RTA Employees' Defined Benefit Plan has been prepared by PensionBenefits, Inc. The primary purpose of the valuation is to value the liabilities of the plan as of January 1, 2014, determine the RTA's contribution, and to provide certain disclosure information.

Section 1 provides a summary of the valuation results. Section 3 shows the development of the annual contribution amount. Assets are discussed in Section 4. Section 5 contains an analysis of the actuarial gains and losses during the past year.

Government Accounting Standards Board (GASB) Statement Nos. 25 and 27 information in the report is discussed in Section 6. Section 7 summarizes our findings.

Section 8 summarizes the plan provisions and actuarial assumptions used in the valuation. Sections 9 and 10 list census data and benefits.

**Section 3. ANNUAL CONTRIBUTION AMOUNT**

The annual contribution amount is the normal cost plus the amortization of the unfunded actuarial liability as a level dollar amount over 15 years from January 1, 2009 (10 years remain). This is the same approach as used in the prior year.

The normal cost and actuarial accrued liability are developed based on the entry-age-normal (EAN) actuarial cost method.

**Section 3.1 Development of Annual Contribution Amount**

**Section 3.1 DEVELOPMENT OF ANNUAL CONTRIBUTION AMOUNT**

1.	Normal Cost (NC)		\$	695,517
2.	Amortization Amount			0
	a. Unfunded Accrued Liability (UAAL)	\$	0	
	b. Number of years remaining on 15-year amortization starting 1/1/2009		10	
	c. Amortization factor		7.3789	
	d. Amortization amount (a / c)		0	
3.	Annual Contribution Amount at 1/1/2014: (1 + 2)		\$	695,517*

\* Contribution payable on January 1, 2014. All amounts outstanding shall accrue interest at a rate of 7.5% per annum until paid.



**Section 4. PLAN ASSETS**

An analysis of the change in the Plan assets since the prior valuation and an estimate of the yield on assets for the Plan are included in section 4.1.

**Section 4.1** Change in Assets

**Section 4.2** Description of Assets

**Section 4.1: CHANGE IN ASSETS**

	<b>Market Value</b>
1. Plan assets as of January 1, 2013	\$ 25,566,845
2. Employer contributions	1,280,330
3. Benefit payments made	1,160,886
4. Expenses paid from trust	89,017
5. Investment return	<u>4,019,848</u>
6. Plan assets as of December 31, 2013 (1+2-3-4+5)	\$ 29,617,120
7. Dollar-weighted rate of return <sup>1</sup>	
a. Average invested assets: $[1 + 0.5 \times (2-3)]$	\$ 25,626,567
b. Actual rate of return: $[(5-4) / 7a]$	15.3%
8. Actuarial asset gain (loss)	
a. Expected rate of return	7.5%
b. Actual rate of return over expected: $[7b - 8a]$	7.8%
c. Actuarial asset gain (loss): $[7a \times 8b]$	\$ 1,998,872

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<sup>1</sup> This may differ from the time-weighted rate of return.

**Section 4.2: DESCRIPTION OF ASSETS**

	<b>Market Value</b>
1. Cash and Cash Equivalents	\$ 231,193
2. Equities	23,585,189
3. Fixed Income	
a. Corporate Obligations	5,800,703
b. Government Obligations	<u>0</u>
4. Trust Asset Balance at 12/31/2013	\$ 29,617,085
5. Accrued Income	35
6. Contribution Receivable	<u>0</u>
7. Total Assets at 12/31/2013	\$ 29,617,120

**Section 5: ACTUARIAL GAINS AND LOSSES**

An important part of the changes in unfunded actuarial accrued liability from year to year is due to the impact of actuarial gains and losses of the Plan.

**Section 5.1:** Unfunded Actuarial Accrued Liability

**Section 5.2:** Actuarial Gain or Loss as of December 31, 2013

**Section 5.2:** Projection of Estimated Benefit Payments

**Section 5.1: UNFUNDED ACTUARIAL ACCRUED LIABILITY**

	January 1, 2014	January 1, 2013
<b>Actuarial Accrued Liability</b>		
1. Active participants	\$ 12,300,341	\$ 15,091,464
2. Deferred vested participants	4,571,657	4,712,478
3. Retirees & Beneficiaries	<u>12,144,955</u>	<u>8,140,200</u>
4. Total	\$ 29,016,953	\$ 27,944,142
<b>Actuarial Asset Value</b>		
5. AAV	\$ 29,617,120	\$ 25,566,845
<b>Unfunded Actuarial Accrued Liability</b>		
6. UAAL (4 – 5)	\$ 0	\$ 2,377,297

**Section 5.2: ACTUARIAL GAIN / (LOSS) AS OF DECEMBER 31, 2013****Calculation of Total Actuarial Gain / (Loss)**

1.	Unfunded actuarial accrued liability (UAAL) as of 1/1/2013	\$	2,377,297
2.	Normal cost as of January 1, 2013		686,237
3.	Actual contributions for 2013		(1,160,886)
4.	Interest at rate of 7.5% for year ending 12/31/2013		
	a. On UAAL		178,297
	b. On normal cost		51,468
	c. On contributions		<u>(43,533)</u>
	d. Total		186,232
5.	Expected UAAL (1 + 2 + 3 + 4d)		2,088,880
6.	Actual UAAL		0
7.	Actuarial gain/(loss) for the year (5 – 6)	\$	2,088,880

**Source of Gains / (Losses)**

8.	Due to experience during the year		
	a. Asset experience		1,998,872
	b. Liability experience		690,175
9.	Due to actuarial assumption change		N/A
10.	Due to plan amendment		N/A
11.	Adjustment due to overfunding		(600,167)
12.	Total gain/(loss) for the year (8a + 8b + 9 + 10 + 11)	\$	2,088,880

**Section 5.3: PROJECTION OF ESTIMATED BENEFIT PAYMENTS**

Year	Estimated Benefit Payments
2014	\$1,368,000
2015	1,437,000
2016	1,480,000
2017	1,644,000
2018	1,770,000
2019	1,895,000
2020	1,986,000
2021	2,243,000
2022	2,399,000
2023	2,572,000
2024	2,771,000
2025	2,870,000
2026	3,064,000
2027	3,150,000
2028	3,222,000
2029	3,328,000
2030	3,409,000
2031	3,465,000
2032	3,429,000
2033	3,450,000
2034	3,560,000
2035	3,564,000
2036	3,737,000
2037	3,740,000
2038	3,661,000
2039	3,676,000
2040	3,737,000
2041	3,722,000
2042	3,748,000
2043	3,629,000

**Section 6: GASB Nos. 25 AND 27 DISCLOSURE**

The Governmental Accounting Standards Board (GASB) has issued statement No. 25 which provides the manner in which the actuarial condition of a public sector retirement plan is to be disclosed. GASB Statement No. 27 governs retirement plan reporting for public sector employers.

Assets used for GASB No. 25 disclosure are based on the actuarial value which is also equal to market value for the RTA Employees' Defined Benefit Trust. Plan liabilities are based on the funding method used for determining plan liabilities for valuation purposes (EAN method), as required by GASB No. 25. The current level percent of pay funding cost method meets GASB 25 requirements for funding the plan.

**Section 6.1** Schedule of funding progress

**Section 6.2** Schedule of annual required contributions

**Section 6.3** Required supplementary information

**Section 6.4** Reconciliation of net pension obligation ("NPO")



**Section 6.1: SCHEDULE OF FUNDING PROGRESS**  
**(as required by GASB No. 25)**

Plan Year Beginning January 1	Net Assets Available for Benefits	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL)	Percent Funded	Annual Covered Payroll	UAAL as a percentage of Covered Payroll
1999	\$8,909,522	\$10,368,700	\$1,459,178	85.9%	\$4,801,748	30.4%
2000	10,886,734	13,579,715	2,692,981	80.2%	5,042,726	53.4%
2001	10,665,029	12,095,483	1,430,454	88.2%	5,167,098	27.7%
2002	10,176,468	10,448,503	272,035	97.4%	5,702,517	4.7%
2003	9,495,065	11,978,973	2,483,908	79.3%	6,020,540	41.3%
2004	11,453,426	12,488,748	1,035,322	91.7%	6,223,960	16.4%
2005	12,996,121	14,027,843	1,031,722	92.6%	6,566,065	15.7%
2006	15,047,251	15,076,504	29,253	99.8%	6,758,209	0.4%
2007	17,064,846	16,686,030	0	102.3%	6,338,961	0.0%
2008	18,514,359	18,587,028	72,669	99.6%	6,394,664	1.1%
2009	13,297,998	20,416,886	7,118,888	65.1%	6,634,041	107.3%
2010	17,913,932	22,390,777	4,476,845	80.0%	7,246,596	61.8%
2011	21,547,889	23,682,639	2,134,740	91.0%	7,073,120	30.2%
2012	21,791,159	25,576,425	3,785,266	85.2%	7,221,526	52.4%
2013	25,566,845	27,944,142	2,377,297	91.5%	7,474,445	31.8%
2014	29,617,120	29,016,953	0	102.1%	7,274,172	0.0%

**Section 6.2 SCHEDULE OF ANNUAL REQUIRED CONTRIBUTIONS**  
**(as required by GASB No. 25)**

Plan Year Beginning January 1	Annual Required Contribution Amount	Annual Required Contribution Percent*	Percentage Contributed
1999	\$302,977	6.0%	100.0%
2000	273,023	5.2%	44.0%
2001	424,802	7.9%	0.0%
2002	619,393	10.4%	36.3%
2003	854,944	13.6%	58.5%
2004	677,500	10.8%	100.0%
2005	692,096	10.5%	214.9%
2006	553,797	8.2%	100.0%
2007	529,681	8.2%	100.0%
2008	576,140	9.0%	100.0%
2009	1,335,977	21.8%	100.0%
2010	1,150,032	15.9%	100.0%
2011	885,650	12.3%	120.2%
2012	1,122,295	15.5%	100.3%
2013	988,534	13.2%	129.5%

\*As a percent of covered payroll.

**Section 6.3: NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**

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

Valuation date	January 1, 2014
Actuarial cost method	Entry Age Normal
Amortization method	Level dollar amount over 15 years from January 1, 2009 (10 years remaining)
Asset valuation method	Market value
Actuarial assumptions:	
Investment rate of return	7.5%
Projected salary increases	3.5%

**Section 6.4: RECONCILIATION OF NET PENSION OBLIGATION ("NPO")**  
**(as required by GASB No. 27)**

	1/1/2013 – 12/31/2013	1/1/2012 – 12/31/2012	1/1/2011 – 12/31/2011
1. Annual Required Contribution ("ARC")	\$ 988,534	\$1,125,651	\$ 886,742
2. Interest on NPO	(12,713)	(13,316)	0
3. Adjustment to ARC	<u>(21,555)</u>	<u>(21,351)</u>	<u>0</u>
4. Annual Pension Cost (1 + 2 – 3)	\$ 997,376	\$1,133,686	\$ 886,742
5. Actual Contribution Paid	\$1,280,330	\$1,125,651	\$1,064,288
6. Increase in NPO (4 – 5)	(282,954)	8,035	(177,546)
7. NPO at beginning of year	\$ (169,511)	\$ (177,546)	\$ 0
8. NPO at end of year (7 + 6)	\$ (452,465)	\$ (169,511)	\$ (177,546)

**Section 7. SUMMARY AND CLOSING COMMENTS**

It is our opinion that the results of this valuation provide a reasonable reflection of the funding status of the Plan and that the RTA Employees' Defined Benefit Plan & Trust is actuarially sound provided RTA contribute the annual contribution amount to the trust.

A contribution of this amount will meet the GASB 25 funding requirements.

**Section 8. PLAN SPECIFICATIONS**

Type of Entity:	Local Government
<b>Plan Provisions</b>	
Effective Date:	July 21, 1986
Employee:	Any person, excluding independent contractors, receiving remuneration for personal services rendered to the Employer.
Employer:	Corpus Christi Regional Transportation Authority
Plan Year:	January 1 to December 31.
Participation:	Commencement of full-time employment or reemployment.
Employee Contributions:	None required or permitted.
Compensation:	W-2 wages paid during a calendar year and any employee salary reduction under Code §125, §457 or §414(h).
Average Compensation:	Three year average of Compensation.
Accrued Benefit:	2% of average monthly compensation multiplied by total years of service. Service prior to 7/21/1986 is excluded.
Normal Form:	Joint and 50% survivor annuity for married participants. Single life annuity for single participants.
Actuarial Equivalence:	
Interest:	7.0%
Mortality:	1984 Unisex Mortality Table
Lump Sum Payments:	
Interest:	7.0%
Mortality:	1984 Unisex Mortality Table
Normal Retirement:	
Eligibility:	First of month after attaining age 62.
Benefit:	Accrued Benefit.

**Early Retirement:**

Eligibility: First of the month after attaining age 55 and completion of 10 years of service.

Benefit: Accrued Benefit reduced 5% per each year commencement precedes Normal Retirement Date.

**Special Early Retirement:**

Eligibility: As of December 31, 2012, between ages 55 and 62, and completion of 10 years of service. Employee must elect Special Early Retirement by February 28, 2013.

Benefit: Accrued Benefit payable beginning March 1, 2013.

**Death Benefits:**

Eligibility: Death after completion of three years of service.

Benefit: Qualified Pre-retirement Survivors Annuity.

**Termination benefit:**

Vesting percent: According to the following schedule:

Years of service	Vested percent
Under 3	0%
3	20%
4	40%
5	60%
6	80%
7+	100%

Benefit: Accrued benefit multiplied by the Vested Percent.

**Actuarial Funding Method**

Valuation Date: First day of the Plan Year.

Actuarial Cost Method: The Individual Entry Age Normal Method based on a level percent of compensation.

Actuarial Value of Assets: Market value.

**Actuarial Assumptions**

Mortality: RP 2000 Mortality Table

Expected Retirement Age: All participants were assumed to retire at age 62.

Withdrawal Rate:	Turnover Table 5.
Disability Rate:	None assumed.
Investment Rate of Return:	7.5% annually.
Salary Increase Rate:	3.5% per year.



**Section 9. DEMOGRAPHIC DATA**

Section 9.1 provides a demographic summary of the census data. Section 9.2 provides a reconciliation of the demographic information from the prior year to the current year. Section 9.3 provides the detailed census data used in the valuation.

**Section 9.1** Summary of Census data

**Section 9.2** Data reconciliation

**Section 9.3** Census data

**Section 9.1: SUMMARY OF CENSUS DATA**

## 1. Summary of Inactive Participants

January 1, 2014

	<u>Number</u>	<u>Average</u>	
		<u>Age</u>	<u>Annual Benefit</u>
Receiving Benefits	113	65.9	\$10,264
Deferred Benefits	<u>160</u>	49.3	\$5,577
Total	273	56.2	\$7,517

January 1, 2013

	<u>Number</u>	<u>Average</u>	
		<u>Age</u>	<u>Annual Benefit</u>
Receiving Benefits	90	67.2	\$8,159
Deferred Benefits	<u>156</u>	50.2	\$5,714
Total	246	56.5	\$6,608

## 2. Summary of Active Participants

January 1, 2014

	<u>Number</u>	<u>Age</u>	<u>Average</u>	
			<u>Service</u>	<u>Salary</u>
Continuing	155	48.7	10.0	\$41,916
New	<u>52</u>	43.7	0.5	\$14,946
Total	207	47.4	7.6	\$35,141

January 1, 2013

	<u>Number</u>	<u>Age</u>	<u>Average</u>	
			<u>Service</u>	<u>Salary</u>
Continuing	162	49.8	11.6	\$42,599
New	<u>43</u>	41.9	0.7	\$13,334
Total	205	48.1	9.3	\$36,461

**Section 9.2: DATA RECONCILIATION**

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

	<u>Active Participants</u>	<u>Inactive Participants</u>		<u>Total</u>
		<u>Deferred Benefits</u>	<u>Receiving Benefits</u>	
Count as of 1/1/2013	205	156	90	451
Retirements	(17)	(5)	22	0
Disability Retirements	0	0	0	0
Deaths	(2)	(4)	0	(6)
Nonvested Terminations	(19)	0	0	(19)
Vested Terminations	(12)	12	0	0
Rehires	0	0	0	0
Cashouts	0	0	0	0
Survivors	0	1	1	2
Expiration of Benefits	0	0	0	0
Data Adjustments	0	0	0	0
New Entrants	<u>52</u>	<u>0</u>	<u>0</u>	<u>52</u>
Count as of 1/1/2014	207	160	113	480