

METROPOLITAN TORONTO PENSION PLAN REPORT ON THE ACTUARIAL VALUATION FOR FUNDING PURPOSES AS AT DECEMBER 31, 2014

APRIL 2015

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Note to reader regarding actuarial valuations:

This valuation report may not be relied upon for any purpose other than those explicitly noted in the Introduction, nor may it be relied upon by any party other than the parties noted in the Introduction. Mercer is not responsible for the consequences of any other use. A valuation report is a snapshot of a plan's estimated financial condition at a particular point in time; it does not predict a pension plan's future financial condition or its ability to pay benefits in the future. If maintained indefinitely, a plan's total cost will depend on a number of factors, including the amount of benefits the plan pays, the number of people paid benefits, the amount of plan expenses, and the amount earned on any assets invested to pay the benefits. These amounts and other variables are uncertain and unknowable at the valuation date. The content of the report may not be modified, incorporated into or used in other material, sold or otherwise provided, in whole or in part, to any other person or entity, without Mercer's permission. All parts of this report, including any documents incorporated by reference, are integral to understanding and explaining its contents; no part may be taken out of context, used or relied upon without reference to the report as a whole.

To prepare the results in this report, actuarial assumptions are used to model a single scenario from a range of possibilities for each valuation basis. The results based on that single scenario are included in this report. However, the future is uncertain and the plan's actual experience will differ from those assumptions; these differences may be significant or material. Different assumptions or scenarios within the range of possibilities may also be reasonable, and results based on those assumptions would be different. Furthermore, actuarial assumptions may be changed from one valuation to the next because of changes in regulatory and professional requirements, developments in case law, plan experience, changes in expectations about the future and other factors.

The valuation results shown in this report also illustrate the sensitivity to one of the key actuarial assumptions, the discount rate. We note that the results presented herein rely on many assumptions, all of which are subject to uncertainty, with a broad range of possible outcomes and the results are sensitive to all the assumptions used in the valuation.

Should the plan be wound up, the going concern funded status and solvency financial position, if different from the wind-up financial position, become irrelevant. The hypothetical wind-up financial position estimates the financial position of the plan assuming it is wound up on the valuation date. Emerging experience will affect the wind-up financial position of the plan assuming it is wound up in the future. In fact, even if the plan were wound up on the valuation date, the financial position would continue to fluctuate until the benefits are fully settled.

Decisions about benefit changes, granting new benefits, investment policy, funding policy, benefit security and/or benefit-related issues should not be made solely on the basis of this valuation, but only after careful consideration of alternative economic, financial, demographic and societal factors, including financial scenarios that assume future sustained investment losses.

Funding calculations reflect our understanding of the requirements of the Pension Benefits Act (Ontario), the Income Tax Act and related regulations that are effective as of the valuation date. Mercer is not engaged in the practice of law or tax advice. This report does not constitute and is not a substitute for legal advice.

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Summary of Results

	31.12.2014 (\$000's)	31.12.2013 (\$000's)
Asset Values		
Market value of assets	538,054	\$520,743
Rate of return during the year (gross)	13.59%	14.01%
Going-Concern Financial Status		
Actuarial value of assets	\$486,308	\$490,257
Going-concern funding target	391,128	435,313
Funding excess (shortfall)	\$95,180	\$54,944
Hypothetical Wind-up Financial Position		
Wind-up assets	\$537,709	\$520,381
Wind-up liability	487,147	462,362
Wind-up excess (shortfall)	\$50,562	\$58,019
Transfer Ratio	110%	113%
Solvency Financial Position		
Solvency assets	\$537,709	\$520,381
Solvency asset adjustment	(64,165)	(40,594)
Adjusted solvency assets	\$473,544	\$479,787
Solvency liability	\$487,147	\$462,362
Solvency liability adjustment	(27,458)	165
Adjusted solvency liability	\$459,689	\$462,527
Solvency excess (deficiency)	\$13,855	\$17,260
Indexation Reserve Account (lesser of funding excess and solvency excess)	\$13,855	\$17,260

Plan Membership	31.12.2014	31.12.2013
Active	0	0
Suspended or disabled	0	0
Retired members in receipt of pensions	1,340	1,432
Surviving spouses in receipt of pensions	952	970
Vested deferred pensioners	5	5
Total membership	2,297	2,407
Funding Requirements (Annual)	2015	2014
Total current service cost	\$0	\$0
Estimated member required contributions	\$0	\$0
Employer current service cost	\$0	\$0
Estimated minimum Employer contribution	\$0	\$0
Estimated maximum Employer contribution	\$0	\$0

Schedule of Employer Contributions (Annual)	2015	2016¹	2017¹
Current Service Cost	\$ 0	\$ 0	\$ 0
Unfunded Liability	0	0	0
Solvency Deficiency	0	0	0
	\$0	\$0	\$0

¹ Subject to change if a valuation is prepared as at December 31, 2015

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Introduction

To Trustees, Metropolitan Toronto Pension Plan

At the request of the Trustees of the Metropolitan Toronto Pension Plan (the "Board"), we have conducted an actuarial valuation of the Metropolitan Toronto Pension Plan (the "Plan"), sponsored by City of Toronto (the "Employer"), as at the valuation date, December 31, 2014. We are pleased to present the results of the valuation.

Purpose

The purpose of this valuation is to determine:

- The funded status of the plan as at December 31, 2014 on going concern, hypothetical wind-up and solvency bases
- The minimum required funding contributions from January 1, 2015, in accordance with the *Pension Benefits Act (Ontario)*
- The maximum permissible funding contributions from January 1, 2015, in accordance with the *Income Tax Act*

The information contained in this report was prepared for the internal use of the Trustees, the Employer and for filing with the Financial Services Commission of Ontario ("FSCO") and with the Canada Revenue Agency ("CRA"), in connection with our actuarial valuation of the Plan. This report will be filed with the FSCO and with the CRA. This report is not intended or suitable for any other purpose.

In accordance with pension benefits legislation, the next actuarial valuation of the Plan will be required as at a date not later than December 31, 2017, or as at the date of an earlier amendment to the Plan.

Indexation Reserve Account

Based on the results of this valuation, the Indexation Reserve Account has decreased from \$17,260,000 at December 31, 2013 to \$13,855,000 at December 31, 2014.

If the Board recommends a cost-of-living adjustment (COLA) to pensions in pay, the estimated cost to provide a COLA of 1.91% at January 1, 2015 would be \$7,461,000 on the going-concern basis and \$8,770,000 on the solvency basis. The COLA of 1.91% is based on a ratio of the index determined on a 12-month average to December 2014 over the 12-month average to December of the prior year.

If the this COLA is provided, the Indexation Reserve Account would reduce by \$8,770,000 to \$5,085,000.

Terms of Engagement

In accordance with our terms of engagement with the Trustees, our actuarial valuation of the Plan is based on the following material terms:

- It has been prepared in accordance with applicable pension legislation and actuarial standards of practice in Canada.
- As instructed by the Trustees, we have reflected a margin for adverse deviations in our going concern valuation by reducing the going concern discount rate by 0.10% per year.
- We have reflected the Trustees' decisions for determining the solvency funding requirements, summarized as follows:
The same plan wind-up scenario was hypothesized for both hypothetical wind-up and solvency valuations.
Although permissible, no benefits were excluded from the solvency liabilities.
The solvency financial position was determined on a four year smoothed basis

See the Valuation Results - Solvency section of the report for more information.

Events Since the Last Valuation at December 31, 2013

Changes in By-law Provisions

This valuation reflects the provisions of the Plan as at December 31, 2014. The Plan has been amended since the date of the previous valuation as follows:

An increase of 1.94% was granted on pensions, retroactive to January 1, 2014, to pensioners on benefit for more than one year and a proportionate increase of 0.1617% for each month of pension payment made in 2013 was granted for pensioners who retired during 2013.

The cost to provide this increase was \$8,436,000, on the going-concern basis, or \$8,964,000 on the solvency basis.

There have been no other changes to the By-law provisions since the previous valuation as at December 31, 2013. We are not aware of any pending definitive or virtually definitive amendments coming into effect during the period covered by this report. A summary of the main By-law provisions in effect on the valuation date is provided in Appendix F.

Assumptions

We have used the same going concern valuation assumptions and methods as were used for the previous valuation, except for the following:

	Current valuation	Previous valuation
Mortality rates:	120% of the rates of the CPM2014 Public Sector Mortality Table	100% of the rates of the CPM2014 Public Sector Mortality Table

The hypothetical wind-up and solvency assumptions have been updated to reflect market conditions at the valuation date.

A summary of the going concern, and hypothetical wind-up and solvency methods and assumptions are provided in Appendices C and D, respectively.

Subsequent Events

After checking with representatives of the Employer, to the best of our knowledge there have been no events subsequent to the valuation date which, in our opinion, would have a material impact on the results of the valuation. Our valuation reflects the financial position of the Plan as of the valuation date and does not take into account any experience after the valuation date.

Impact of Case Law

This report has been prepared on the assumption that all of the assets in the pension fund are available to meet all of the claims on the Plan. We are not in a position to assess the impact that the Ontario Court of Appeal's decision in *Aegon Canada Inc. and Transamerica Life Canada versus ING Canada Inc.* or similar decisions in other jurisdictions might have on the validity of this assumption.

On July 29, 2004, the Supreme Court of Canada dismissed the appeal in *Monsanto Canada Inc. versus Superintendent of Financial Services ("Monsanto")*, thereby upholding the requirements to distribute surplus on partial plan wind-up under *The Pension Benefits Act (Ontario)*. The decision has retroactive application and applies on the termination of Ontario employees if they are included in a partial plan wind-up, regardless of the province in which the pension plan is registered.

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Valuation Results – Going Concern

Financial Status (\$000's)

A going concern valuation compares the relationship between the value of Plan assets and the present value of expected future benefit cash flows in respect of accrued service, assuming the Plan will be maintained indefinitely.

The results of the current valuation, compared with those from the previous valuation, are summarized as follows:

	31.12.2014 (\$000s)	31.12.2013 (\$000s)
Assets		
Market value of assets	\$538,054	\$520,743
Asset smoothing adjustment	(51,746)	(30,486)
Smoothed value of assets	\$486,308	\$490,257
Going concern funding target		
• Active members		
Regular members	\$0	\$0
Firefighters	0	0
Total Actives	\$0	\$0
• Disabled and suspended members	0	0
• Retired members' pensions	290,657	327,836
• Spouses and other survivor pensions	99,669	106,748
• Vested deferred members	286	276
• Reserve for 50% Rule refunds	516	453
Total	\$391,128	\$435,313
Funding excess (shortfall)	\$95,180	\$54,944

Reconciliation of Financial Status (\$000s)

Funding excess (shortfall) as at previous valuation		\$54,944
Cost of COLA increase at 1/1/2014		(8,436)
Interest on funding excess (funding shortfall) at 5.50% per year, after COLA		3,022
Expected funding excess (funding shortfall)		\$49,530
Net experience gains (losses)		
• Net Investment return	\$19,130	
• Retirement	0	
• Mortality	2,514	
Total experience gains (losses)	\$21,644	21,644
Change in assumptions		23,919
Net impact of other elements of gains and losses		87
Funding excess (shortfall) as at current valuation		95,180

Discount Rate Sensitivity

The following table summarises the effect on the going concern funding target shown in this report of using a discount rate which is 1.00% lower than that used in the valuation:

Scenario	Valuation Basis (\$000's)	Reduce Discount Rate by 1% (\$000's)	% Increase
Going concern funding target	\$391,128	\$417,313	6.7%

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Valuation Results – Hypothetical Wind-up

Financial Position

When conducting a hypothetical wind-up valuation, we determine the relationship between the respective values of the Plan's assets and its liabilities assuming the Plan is wound up and settled on the valuation date, assuming benefits are settled in accordance with the Act and under circumstances producing the maximum wind-up liabilities on the valuation date. However, to the extent permitted by law, the actuary may disregard:

- Benefits that would not be payable under the hypothesized scenario
- Plan member earnings after the valuation date.

The hypothetical wind-up financial position as of the valuation date, compared with that at the previous valuation, is as follows:

	31.12.2014 (\$000s)	31.12.2013 (\$000s)
Assets		
Market value of assets	\$538,054	\$520,743
Termination expense provision	(345)	(362)
Wind-up assets	\$537,709	\$520,381
Going concern funding target		
• Active members	\$0	\$0
• Disabled and suspended members	0	0
• Retired members	364,142	350,042
• Survivors	122,158	111,575
• Vested deferred members	331	292
• Reserve for 50% Rule refunds	516	453
Total	\$487,147	\$462,362
Funding excess (shortfall)	\$50,562	\$58,019

Wind-up Incremental Cost to December 31, 2017

The wind-up incremental cost is an estimate of the present value of the projected change in the hypothetical wind-up liabilities from the valuation date until the next scheduled valuation date, adjusted for the benefit payments expected to be made in that period.

The hypothetical wind-up incremental cost determined in this valuation is \$13,855,000. Since there are no active members accruing benefits and no changes are expected to future pensioner benefits except for COLA's which may be approved by the Board, the wind-up incremental cost is expected to be the Indexation Reserve Account ("IRA") as at December 31, 2014. Based on the estimated cost of a one time increase of 1.91% in 2015 being \$8,770,000, we expect the entire IRA account would be fully depleted before December 31, 2017 assuming Board approval for COLA's in 2016 and 2017. More information on the IRA is provided in Section 8 of this report. If the Board does not recommend COLA's for pensions in pay, the hypothetical wind-up incremental cost would be nil.

Discount Rate Sensitivity

The following table summarises the effect on the hypothetical wind-up liabilities shown in this report of using a discount rate which is 1.00% lower than that used in the valuation:

Scenario	Valuation Basis (\$000's)	Reduce Discount Rate by 1% (\$000's)	% Increase
Total hypothetical wind-up liability	\$487,147	\$527,031	8.2%

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Valuation Results – Solvency

Overview

The Act also requires the financial position of the Plan to be determined on a solvency basis. The financial position on a solvency basis is determined in a similar manner to the Hypothetical Wind-up Basis, except for the following:

Exceptions	Reflected in valuation based on the terms of engagement
The circumstance under which the Plan is assumed to be wound-up could differ for the solvency and hypothetical wind-up valuations.	The same circumstances were assumed for the solvency valuation as were assumed for the hypothetical wind-up.
Certain benefits can be excluded from the solvency financial position. These include: <ul style="list-style-type: none"> (a) any escalated adjustment (e.g. indexing), (b) certain plant closure benefits, (c) certain permanent layoff benefits, (d) special allowances other than funded special allowances, (e) consent benefits other than funded consent benefits, (f) prospective benefit increases, (g) potential early retirement window benefit values, and (h) pension benefits and ancillary benefits payable under a qualifying annuity contract. 	No benefits were excluded from the solvency liabilities shown in this valuation.
The financial position on the solvency basis needs to be adjusted for any Prior Year Credit Balance.	Not applicable.
The solvency financial position can be determined by smoothing assets and the solvency discount rate over a period of up to 5 years.	Solvency assets and liabilities were smoothed over 4 years.
The benefit rate increases coming into effect after the valuation date can be reflected in the solvency valuation.	Not applicable.

Financial Position

The financial position on a solvency basis, compared with the corresponding figures from the previous valuation, is as follows:

	31.12.2014 (\$000s)	31.12.2013 (\$000s)
Assets		
Market value of assets	\$538,054	\$520,743
Termination expense provision	(345)	(362)
Net assets	\$537,709	\$520,381
Liabilities		
Total hypothetical wind-up liabilities	\$487,147	\$462,362
Difference in circumstances of assumed wind-up	0	0
Value of excluded benefits	(0)	(0)
Liabilities on a solvency basis	\$487,147	\$462,362
Surplus (shortfall) on a market value basis	\$50,562	\$58,019
Liability smoothing adjustment	\$27,458	(\$165)
Asset smoothing adjustment	(\$64,165)*	(\$40,594)**
Surplus (shortfall) on a solvency basis	\$13,855	\$17,260
Transfer ratio	110%	113%

* Averaging method adjustment = 75% of investment gains from 2014, (\$36,359,000) plus 50% of investment gains from 2013, (\$23,852,000), plus 25% of investment gains from 2012, (\$3,954,000).

** Averaging method adjustment = 75% of investment gains from 2013, (\$35,778,000), plus 50% of investment gains from 2012, (\$7,908,000), plus 25% of investment losses from 2011, \$3,092,000.

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Minimum Funding Requirements

The Act prescribes the minimum contributions that City of Toronto must make to the Plan. The minimum contributions in respect of a defined benefit component of a pension plan are comprised of going concern current service cost and special payments to fund any going concern or solvency shortfalls.

On the basis of the assumptions and methods described in this report, the rule for determining the minimum required employer monthly contributions, as well as an estimate of the employer contributions, from the valuation date until the next required valuation are as follows:

Period beginning	Employer's contribution rule			Estimated employer's contributions	
	Monthly current service cost	Explicit monthly expense allowance	Minimum monthly special payments	Monthly current service cost including expense allowance	Total minimum monthly contributions
January 1, 2015	\$0	\$0	\$0	\$0	\$0
January 1, 2016	\$0	\$0	\$0	\$0	\$0
January 1, 2017	\$0	\$0	\$0	\$0	\$0

Other Considerations

Payment of Benefits

The Act imposes certain restrictions on the payment of lump sums from the Plan when the transfer ratio revealed in an actuarial valuation is less than one. If the transfer ratio shown in this report is less than one, the plan administrator should ensure that the monthly special payments are sufficient to meet the requirements of the Act to allow for the full payment of benefits, and otherwise should take the prescribed actions.

Additional restrictions are imposed when:

- The transfer ratio revealed in the most recently filed actuarial valuation is less than one and the administrator knows or 'ought to know' that the transfer ratio of the Plan has declined by 10% or more since the date the last valuation was filed.
- The transfer ratio revealed in the most recently filed actuarial valuation is greater than or equal to one and the administrator knows or 'ought to know' that the transfer ratio of the Plan has declined to less than 0.9 since the date the last valuation was filed.

As such, the administrator should monitor the transfer ratio of the Plan and, if necessary, take the prescribed actions.

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Maximum Eligible Contributions

The *Income Tax Act* (the "ITA") limits the amount of employer contributions that can be remitted to the defined benefit component of a registered pension plan. However, notwithstanding the limit imposed by the ITA, for plans which are not 'Designated' as defined in the ITA, in general, the minimum required contributions under the Act can be remitted.

In accordance with Section 147.2 of the ITA and *Income Tax Regulation* 8516, for a plan which is underfunded on either a going concern or on a hypothetical wind-up basis the maximum permitted contributions are equal to the employer's current service cost, including the explicit expense allowance if applicable, plus the greater of the going concern funding shortfall and hypothetical wind-up shortfall.

For a plan which is fully funded on both going concern and hypothetical wind-up bases, the employer can remit a contribution equal to the employer's current service cost, including the explicit expense allowance if applicable, as long as the surplus in the plan does not exceed a prescribed threshold. Specifically, in accordance with Section 147.2 of the ITA, for a plan which is fully funded on both going concern and hypothetical wind-up bases, the plan may not retain its registered status if the employer makes a contribution while the going concern funding excess exceeds 25% of the going concern funding target.

Schedule of Maximum Contributions

The Employer is permitted to fully fund the greater of the going concern and hypothetical wind-up shortfalls; \$0, as well as make current service cost contributions, which is nil.

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Indexation Reserve Account

General

In 1991, a policy was adopted by the Board that:

- a) assets not required to meet specific current pension liabilities be held in an Indexation Reserve Account (IRA);
- b) the IRA be limited to 30% of the going-concern liability for non-indexed benefits;
- c) the IRA be built up to the maximum before any allocation of surplus be considered; and
- d) minor improvements in pension benefits and increases in pensions due to cost-of-living inflation should be limited to the extent that the IRA is sufficient.

Indexation Reserve Account

The change in the Indexation Reserve Account during 2014 is outlined below.

	(\$000)
Indexation Reserve Account at December 31, 2013	\$17,260
January 1, 2014 cost-of-living increases to pensions	(8,436)
Indexation Reserve Account at January 1, 2014	\$8,824
Indexation Reserve Account at December 31, 2014	
a) Going-concern excess (deficiency)	\$95,180
b) Solvency excess (deficiency)	\$13,855
Indexation Reserve Account at December 31, 2014 (lesser of (a) and (b), but not less than zero)	\$13,855

Impact of Providing a COLA

If the Board recommends a cost-of-living adjustment of 1.91% to pensions in pay then the impact on the Indexation Reserve Account is illustrated in the table below.

Indexation Reserve Account at December 31, 2014		\$13,855
a) Cost of COLA on going-concern basis	\$7,461	
b) Cost of COLA on solvency basis	\$8,770	
Charge to Indexation Reserve Account (greater of (a) and (b))		(\$8,770)
Indexation Reserve Account at January 1, 2015		\$5,085

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Actuarial Opinion

In our opinion, for the purposes of the valuations,

- The membership data on which the valuation is based are sufficient and reliable.
- The assumptions are appropriate.
- The methods employed in the valuation are appropriate.

This report has been prepared, and our opinions given, in accordance with accepted actuarial practice in Canada. It has also been prepared in accordance with the funding and solvency standards set by the Pension Benefits Act (Ontario).



Armando Fernandes
Fellow of the Society of Actuaries
Fellow of the Canadian Institute of Actuaries

April 15, 2015

Date



Manuel Monteiro
Fellow of the Society of Actuaries
Fellow of the Canadian Institute of Actuaries

April 15, 2015

Date

APPENDIX A

Prescribed Disclosure

Definitions

The Act defines a number of terms as follows:

Defined Term	Description	Result (000's)
Transfer Ratio	The ratio of: (a) solvency assets minus the lesser of the Prior Year Credit Balance and the minimum required employer contributions until the next required valuation; to (b) the sum of the solvency liabilities and liabilities for benefits, other than benefits payable under qualifying annuity contracts that were excluded in calculating the solvency liabilities.	1.10
Prior Year Credit Balance	Accumulated excess of contributions made to the pension plan in excess of the minimum required contributions (note: only applies if the Employer chooses to treat the excess contributions as a Prior Year Credit Balance).	\$0
Solvency Assets	Market value of assets including accrued or receivable income and excluding the value of any qualifying annuity contracts ² .	\$537,709
Solvency Asset Adjustment	The sum of: (a) the difference between smoothed value of assets and the market value of assets (b) the present value of any going concern special payments (including those identified in this report) within 5 years following the valuation date (c) the present value of any previously scheduled solvency special payments (excluding those identified in this report)	(\$64,165) \$0 \$0
		(\$64,165)

² In accordance with accepted actuarial practice, for purposes of determining the financial position, the market value of plan assets was adjusted for any in-transit benefit payments, contributions, and other in-transit cash flows, and reduced by a provision for estimated termination expenses payable from the Plan's assets that may reasonably be expected to be incurred in terminating the Plan and to be charged to the Plan.

Defined Term	Description	Result (000's)																
Solvency Liabilities	Liabilities determined as if the plan had been wound up on the valuation date, including liabilities for plant closure benefits or permanent layoff benefits that would be immediately payable if the employer's business were discontinued on the valuation date of the report, but, if elected by the plan sponsor, excluding liabilities for, <ul style="list-style-type: none"> (a) any escalated adjustment, (b) excluded plant closure benefits, (c) excluded permanent layoff benefits, (d) special allowances other than funded special allowances, (e) consent benefits other than funded consent benefits, (f) prospective benefit increases, (g) potential early retirement window benefit values, and (h) pension benefits and ancillary benefits payable under a qualifying annuity contract. 	\$487,147																
Solvency Liability Adjustment	The amount by which solvency liabilities are adjusted as a result of using a solvency valuation interest rate that is the average of market interest rates calculated over the period of time used in the determination of the smoothed value of assets.	(\$27,458)																
Solvency Deficiency	The amount, if any, by which the sum of: <ul style="list-style-type: none"> (a) the solvency liabilities (b) the solvency liability adjustment (c) the prior year credit balance Exceeds the sum of <ul style="list-style-type: none"> (d) the solvency assets (e) the solvency asset adjustment 	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="text-align: right;">\$487,147</td> </tr> <tr> <td></td> <td style="text-align: right;">(27,458)</td> </tr> <tr> <td></td> <td style="text-align: right;">0</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">\$459,689</td> </tr> <tr> <td></td> <td style="text-align: right;">\$537,709</td> </tr> <tr> <td></td> <td style="text-align: right;">(\$64,165)</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">\$473,544</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">\$0</td> </tr> </table>		\$487,147		(27,458)		0		\$459,689		\$537,709		(\$64,165)		\$473,544		\$0
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	(\$64,165)																	
	\$473,544																	
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Timing of Next Required Valuation

In accordance with the Act the next valuation of the Plan would be required at an effective date within one year of the current valuation date if:

- The ratio of solvency assets to solvency liabilities is less than 85%.

Otherwise, the next valuation of the Plan would be required at an effective date no later than three years after the current valuation date.

Accordingly, since the ratio of solvency assets to solvency liabilities as at December 31, 2014 exceeds 85%, the next valuation of the Plan will be required as of December 31, 2017.

Special Payments

As the plan does not have a going concern deficit or a solvency deficit, no special payments are required.

Pension Benefit Guarantee Fund (PBGF) Assessment

In accordance with subsection 47(1)(p.14) of the Regulations under the Pension Benefits Act (Ontario), the pension benefits provided by this Plan are not guaranteed by the Pension Benefits Guarantee Fund (PBGF) and are therefore exempt from the filing of PBGF assessment certificate (subsection 18(7) of the Regulations) and payment of an annual PBGF assessment (section 37 of the Regulations).

APPENDIX B

Plan Assets

As at December 31, 2014, the pension fund is held in trust by CIBC Mellon and is invested in accordance with the investment policy described later in this section.

In preparing this report, we have relied upon the assets as at December 31, 2014 without further audit including the information reported in the following statements:

- CIBC Mellon statements (\$533,765,536)
- Bank Payroll account information provided by the City of Toronto (\$59,498)
- CIBC Business Operating Account Statement provided by the City of Toronto (\$4,229,348)

Customarily, this information would not be verified by a plan's actuary. We have reviewed the information for internal consistency and we have no reason to doubt its substantial accuracy.

The going-concern assets are recorded at an "Actuarial Value" which is determined as follows:

- (i) The market value of total assets at the previous year-end is accumulated, together with the current year's cash flow, with interest at the valuation rate of 5.50%; and
- (ii) The difference between the accumulation in (1) and the market value of total assets at the valuation date is spread over the current year and the three succeeding years in four equal amounts.

The value determined in accordance with the above method is \$486,308,000 at December 31, 2014. This amount is further adjusted with net payments in-transit of \$0, producing an **Actuarial Value of \$486,308,000** at December 31, 2014.

- The effect of the foregoing is shown below (in \$000).

Assets of the Pension Fund	Market Value	Actuarial Value
I. Cash and Equivalents		
▪ Cash and short-term investments	12,522	12,522
II. External Management		
▪ Bonds	180,775	180,775
▪ Canadian equities	174,487	174,487
▪ Foreign (U.S.) equities	170,270	170,270
Subtotal	525,532	525,532
III. Smoothing Adjustment		(51,746)
Total (before in-transit amounts)	538,054	486,308
Net amount in-transit	0	0
Total (after in-transit amounts)	538,054	486,308

Under this adopted asset valuation method, the Plan's investment rate of return in 2014 was equal to 9.78% (net of investment management expenses).

The currently unrecognized elements of the market value of assets will be taken into account in future years in the following amounts (\$000).

2015	25% of 2012 gain	2,409	
	25% of 2013 gain	9,977	
	25% of 2014 gain	9,794	22,181
2016	25% of 2013 gain	9,977	
	25% of 2014 gain	9,794	19,771
2017	25% of 2014 gain	9,794	9,794
Total			51,746

The pension fund custodian is CIBC Mellon and the assets are invested by the following investment managers as at December 31, 2014:

Manager	Investments
TD Asset Management	Bonds & Canadian Equities
Fiera	Bonds
Gryphon	Canadian Equities
State Street	U.S. Equities

Reconciliation of Fund Assets (\$000)

		Market Value	Actuarial Value
Value at 31.12.2013		520,743	490,257
Net amount in-transit		1	1
Adjusted Value at 31.12.2013		520,744	490,258
I. Contributions			
Employee Contributions	\$0		
Employer Contributions	0	0	0
II. Adjusted Investment Income			
		67,371	46,111
III. Pensions & Other Benefits			
Pensions for Members	34,597		
Pensions for Widows & Others	14,558		
50% Excess Refunds	0	(49,155)	(49,155)
IV. Actuarial, Legal and Other Fees			
Actuarial Fees	173		
Custodial Fees	65		
Investment Management Fees	643		
Other Fees (audit, legal, etc.)	25	(906)	(906)
Value at 31.12.2014 (before in-transits)		538,054	486,308
Net amount in-transit		0	0
Value at 31.12.2014 (after in-transits)		538,054	486,308

Investment Policy

The Plan administrator adopted a statement of investment policy and procedures. This policy is intended to provide guidelines for the managers as to the level of risk which is commensurate with the Plan's investment objectives. A significant component of this investment policy is the asset mix.

The constraints on the asset mix and the actual asset mix at the valuation date are provided for information purposes:

	Investment Policy			Actual Asset Mix as at 31.12.2014
	Minimum	Target	Maximum	
Canadian Equities	10%	25%	40%	32.4%
Foreign Equities (US)	15%	25%	35%	31.7%
Canadian Bonds	30%	45%	60%	33.6%
Cash and cash equivalents	0%	5%	20%	2.3%
		100%		100.0%

Historical Fund Performance

Annual rates of return, net of investment expenses, for the last 16 years are provided below on both a market value and actuarial value bases.

	Year-end Market Value	Market Value Rate of Return	Year-end Actuarial Value	Actuarial Value Rate of Return
2014	\$538,054,000	13.46%	\$486,308,000	9.78%
2013	520,743,000	13.89%	490,257,000	8.34%
2012	504,950,000	7.53%	501,372,000	8.61%
2011	520,300,000	2.39%	512,097,000	2.58%
2010	563,510,000	9.19%	554,508,000	1.83%
2009	569,518,000	14.14%	599,848,000	1.98%
2008	553,263,000	-11.50%	645,820,000	1.86%
2007	688,253,000	1.15%	692,666,000	6.67%
2006	740,266,000	9.80%	707,665,000	8.52%
2005	732,883,000	8.52%	711,097,000	4.20%
2004	735,469,000	7.05%	743,769,000	1.63%
2003	748,494,000	9.37%	794,867,000	1.04%
2002	745,915,000	-5.95%	850,667,000	1.79%
2001	859,535,000	-0.16%	899,582,000	7.50%
2000	926,878,000	3.25%	900,371,000	11.67%
1999	965,949,000	9.53%	871,990,000	16.18%

Historical Updates to Pensions In-Payment

Annual cost-of-living adjustments (COLA) for the last 28 years, applicable to pensions that have been in payment for at least one year on the effective date, are provided below. Adjustments are currently based on a ratio of the index determined on a 12 month average to December of the current year over the average to December of the prior year.

Effective Date	COLA Update	Effective Date	COLA Update
July 1, 1987	4.75%	January 1, 2001	3.20%
July 1, 1988	3.00%	January 1, 2002	2.50%
July 1, 1989	5.21%	January 1, 2003	2.30%
July 1, 1990	5.10%	January 1, 2004	2.80%
July 1, 1991	5.00%	January 1, 2005	1.83%
July 1, 1992	3.80%	January 1, 2006	2.23%
July 1, 1993	2.10%	January 1, 2007	2.01%
July 1, 1994	1.70%	January 1, 2008	2.14%
July 1, 1995	0.20%	January 1, 2009	2.37%
July 1, 1996	1.80%	January 1, 2010	0.30%
July 1, 1997	2.20%	January 1, 2011	1.78%
July 1, 1998	0.70%	January 1, 2012 ³	0.00%
January 1, 1999	1.00%	January 1, 2013	1.52%
January 1, 2000	2.60%	January 1, 2014 ⁴	1.94%

³ For indexing in 2012, the change in average CPI from 2010 to 2011 was 2.91%. The actuarial valuation as December 31, 2011 revealed a wind-up deficiency of \$15,121,000, but an indexation reserve account of \$5,572,000, which was approximately sufficient to provide a 1.00% COLA at that time. No increase was granted.

⁴ The increase of 1.94% granted in 2014 is based on a 0.94% increase in respect of the change in average CPI from 2012 to 2013, and a 1.00% increase in respect of 2012 COLA as noted in the December 31, 2011 valuation.

APPENDIX C

Methods and Assumptions – Going Concern

Valuation of Assets

For this valuation, we have used an adjusted market-value method to determine the smoothed value of assets. This method is described in Appendix B.

Going Concern Funding Target

Over time, the real cost to the employer of a pension plan is the excess of benefits and expenses over member contributions and investment earnings. The actuarial cost method allocates this cost to annual time periods.

For purposes of the going concern valuation, we have continued to use the unit credit actuarial cost method. Under this method, we determine the present value of benefit cash flows expected to be paid in respect of service accrued prior to the valuation date. This is referred to as the funding target.

The funding excess or funding shortfall, as the case may be, is the difference between the market or smoothed value of assets and the funding target. A funding excess on a market value basis indicates that the current market value of assets and expected investment earnings are expected to be sufficient to meet the cash flows in respect of benefits accrued to the valuation date as well as expected expenses – assuming the plan is maintained indefinitely. A funding shortfall on a market value basis indicates the opposite – that the current market value of the assets is not expected to meet the plan's cash flow requirements in respect of accrued benefits and absent additional contributions.

As required under the Act, a funding shortfall must be amortized over no more than 15 years through special payments. A funding excess may, from an actuarial standpoint, be applied immediately to reduce required employer current service contributions unless precluded by the terms of the plan or by legislation.

The actuarial cost method used for the purposes of this valuation produces a reasonable matching of contributions with accruing benefits. Because benefits are recognized as they accrue, the actuarial cost method provides an effective funding target for a plan that is maintained indefinitely.

Current Service Cost

The current service cost is the present value of projected benefits to be paid under the plan with respect to service expected to accrue during the period until the next valuation.

Actuarial Assumptions – Going Concern Basis

The present value of future benefit payment cash flows is based on economic and demographic assumptions. At each valuation we determine whether, in our opinion, the actuarial assumptions are still appropriate for the purposes of the valuation, and we revise them, if necessary. Emerging experience will result in gains or losses that will be revealed and considered in future actuarial valuations.

The table below shows the various assumptions used in the current valuation in comparison with those used in the previous valuation.

Assumption	Current valuation	Previous valuation
Discount rate:	5.50%	5.50%
Pensionable earnings increases:	N/A	N/A
ITA limit / YMPE increases:	N/A	N/A
Explicit expenses:	\$0	\$0
Post retirement pension increases:	0.00%	0.00%
Retirement rates:	Current age, for the remaining deferred vested members	Current age, for the remaining deferred vested members
Mortality rates:	120% of the rates of the CPM2014 Public Sector Mortality Table	100% of the rates of the CPM2014 Public Sector Mortality Table
Mortality improvements:	Projection Scale CPM-B	Projection Scale CPM-B
Eligible Survivor:	Based on actual data	Based on actual data
Allowance for Remarriage:	0.25% of pensioner liability	0.25% of pensioner liability

The assumptions are best-estimate with the exception that the discount rate includes a margin for adverse deviations, as shown below.

Rationale for Assumptions

A rationale for each of the assumptions used in the current valuation is provided below.

Discount Rate

We have discounted the expected benefit payment cash flows using the expected investment return on the market value of the fund. Other bases for discounting the expected benefit payment cash flows may be appropriate, particularly for purposes other than those specifically identified in this valuation report.

The discount rate is comprised of the following:

- Estimated returns for each major asset class consistent with market conditions on the valuation date and the target asset mix specified in the Plan's investment policy
- Additional returns assumed to be achievable due to active equity management (net of related expenses). *We have assumed no additional return due to active equity management.*
- Implicit provision for passive investment expenses based on passive index funds available in the Canadian market for plans of this size. *We have determined an implicit investment management fee to be 0.03%.*
- Implicit provision for expenses determined as the average rate of administrative expenses paid from the fund over the last 3 years plus expected passive management fees. *On this basis, we have determined an implicit expense provision of 0.07%.*
- A margin for adverse deviations of 0.10%

The discount rate was developed as follows:

Assumed investment return	5.70%
Additional returns for active management	0.00%
Passive investment expense provision	(0.03%)
Implicit non-investment expense provision	(0.07%)
Margin for adverse deviation	(0.10%)
Net discount rate	5.50%

Post retirement pension increases

No assumption was made for future pension increases.

Mortality Rates

The assumption for the mortality rates is based on the Canadian Pensioners' Mortality (CPM) study published by the Canadian Institute of Actuaries in February 2014.

The mortality rates are based on an analysis of the plan's mortality experience over the years 2005 to 2014.

There is broad consensus among actuaries and other longevity experts that mortality improvement will continue in the future, but the degree of future mortality improvement is uncertain. The mortality improvement scale published in the CPM study represents one reasonable outlook for future improvement. We have used the CPM mortality improvement scale without adjustment.

Based on the assumption used, the life expectancy of a member age 65 at the valuation date is 21.4 years for males and 23.2 years for females.

Eligible spouse

Actual status used for retirees.

- The survivor benefit assumption is based on actual data provided and an allowance for remarriage of 0.25% of the pensioner liability.
- Subject to the entitlement of the prior spouse, if any, the waiting period specified in the Plan and the requirements under the *Pension Benefits Act (Ontario)*, a spouse acquired after retirement date may be entitled to receive the spousal pension. The Plan provides that the new spouse of a pensioner, whose former spouse at retirement has died or who was without spouse at retirement, is eligible for a survivor pension provided that the new spousal relationship, as defined in the Plan, has been in effect for a minimum of 5 years. In order to make allowance for the possible increase in future liabilities on remarriage of a pensioner, based on remarriage rates for older adults in Canada, we have loaded the pensioner liabilities by 0.25% as an allowance for remarriage.
- It has been assumed that 100% of active members are married. Female spouses are assumed to be 4 years younger than males.

Allowance for stepped pensions

Upon the death of a pensioner whose pension has been stepped at retirement, the Plan provides a pension to the spouse whereby the survivor percentage is applied to the post-65 pre-stepped pension rather than the post-65 pension in payment. A stepped pension is a pension that has been increased before age 65 and reduced after age 65 to produce a level pension in anticipation of the OAS pension commencing from age 65.

We have performed a calculation based on the membership data supplied to estimate the spousal pension.

Reserve for 50% Rule Refunds

It has been discovered that, in respect of members who retired since January 1, 1987, the 50% rule refund of excess contributions amount was not processed. Since there were no payments made in 2014, the reserve is equal to the reserve as at December 31, 2013 increased with the employee crediting rate in 2014.

APPENDIX D

Methods and Assumptions – Hypothetical Wind-up and Solvency

Hypothetical Wind-up Basis

The Canadian Institute of Actuaries requires actuaries to report the financial position of a pension plan on the assumption that the plan is wound-up on the effective date of the valuation, with benefits determined on the assumption that the pension plan has neither a surplus nor a deficit. For the purposes of the hypothetical wind-up valuation, the plan wind-up is assumed to occur in circumstances that maximize the actuarial liability.

To determine the actuarial liability on the hypothetical wind-up basis, we have valued those benefits that would have been paid had the Plan been wound up on the valuation date, including benefits that would be immediately payable if the employer's business were discontinued on the valuation date, with all members fully vested in their accrued benefits. No benefits payable on plan wind-up were excluded from our calculations.

Upon plan wind-up members are given options for the method of settling their benefit entitlements. The options vary by eligibility and by province of employment, but in general, involve either a lump sum transfer or an immediate or deferred pension.

The value of benefits assumed to be settled through a lump sum transfer is based on the assumptions described in Section 3500 – *Pension Commuted Values* of the Canadian Institute of Actuaries' Standards of Practice applicable for December 31, 2014.

Benefits provided as an immediate or deferred pension are assumed to be settled through the purchase of annuities based on an estimate of the cost of purchasing annuities.

However, it may not be possible to settle the liabilities through the purchase of annuities due to the size of the Plan and the limited annuity market in Canada. We have assumed that the settlement of such liabilities would be priced on the same basis as the smaller group annuities that are available in the market.

The January 23, 2015 CIA Educational Note Supplement (Re: Guidance for Assumptions for Hypothetical Wind-up and Solvency Valuations Update - Effective December 31, 2014, and Applicable to Valuations with Effective Dates between December 31, 2014, and December 30, 2015) supports adding 0 to 60 basis points (depending on liability duration) arithmetically to the unadjusted yield on Government of Canada long-term bonds (CANSIM series V390 62) in conjunction with the UP 1994 mortality tables with generational mortality improvements projected using scale AA, as a proxy for estimating the cost of purchasing a group of annuities.

We have not included a margin for adverse deviation in the solvency and hypothetical wind-up valuations.

Assumptions

Assumptions for determination of the hypothetical wind-up and solvency liability are as follows:

Actuarial Assumptions – Windup and Solvency Liability

Mortality rates:	UP1994 table, fully generational using scale AA
Interest rate for benefits to be settled through annuity purchase:	2.22% per year
Liability duration (based on 2.52% discount rate):	7.5 years
Allowance for re-marriage:	0.25% of pensioner liability
Post retirement cost-of-living increases	0.00 %

Assumptions for determination of the solvency liability adjustment are as follows:

Actuarial Assumptions – Solvency Liability Adjustment

Mortality rates:	UP1994 table, fully generational using scale AA
interest rate for benefits to be settled through annuity purchase:	3.00% per year
Allowance for re-marriage:	0.25% of pensioner liability
Post retirement cost-of-living increases	0.00 %

We have used an average of the annuity proxy rates as at December 31, 2011 (3.31% per year), December 31, 2012 (2.96% per year), December 31, 2013 (3.63% per year) and December 31, 2014 (2.22% per year) which produces a rate of 3.00% per year (rounded to the nearest 1/8%, consistent with past practice).

Other assumptions are, as follows:

Other Assumptions

Termination expenses:	\$345,000 (based on \$150 per pensioner/survivor and \$250 per other member)
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We have not included a margin for adverse deviations in the solvency and hypothetical windup valuations.

To determine the hypothetical wind-up position of the Plan, a provision has been made for estimated termination expenses payable from the Plan's assets in respect of actuarial

and administration expenses that may reasonably be expected to be incurred in terminating the Plan and to be charged to the Plan.

Because the settlement of all benefits on wind-up is assumed to occur on the valuation date and is assumed to be uncontested, the provision for termination expenses does not include custodial, investment management, auditing, consulting and legal expenses that would be incurred between the wind-up date and the settlement date or due to the terms of a wind-up being contested. Expenses associated with the distribution of any surplus assets that might arise on an actual wind-up are also not included in the estimated termination expense provisions.

In determining the provision for termination expenses payable from the Plan's assets, we have assumed that the plan sponsor would be solvent on the wind-up date. We have also assumed, without analysis, that the Plan's terms as well as applicable legislation and court decisions would permit the relevant expenses to be paid from the Plan.

Actual fees incurred on an actual plan wind-up may differ materially from the estimates disclosed in this report.

Incremental Cost

There is no incremental cost other than for ad-hoc COLA's which are limited to the sufficiency of the IRA. The incremental cost is assumed to be the lessor of the IRA and the expected COLA's until the next required actuarial valuation. Based on the IRA of \$13,855,000 as at December 31, 2014 and the estimated cost of a one time increase of 1.91% in 2015 being \$8,770,000, and the next actuarial valuation being required no later than December 31, 2017, we expect the IRA to be the lessor amount.

Solvency Basis

The value of assets used for determining the financial position of the Plan on the solvency basis includes the solvency assets plus a solvency asset adjustment.

The *solvency assets* are determined as the market value of investments held by the Plan plus any cash balances of the Plan and accrued or receivable income items.

The *solvency asset adjustment* is determined as the amount, positive or negative, by which the value of the solvency assets are adjusted as a result of applying an averaging method that stabilizes short-term fluctuations of the Plan assets.

The value of the liabilities used for determining the financial position of the Plan on the solvency basis includes the solvency liabilities plus a solvency liability adjustment.

To determine the *solvency liability*, we have valued those benefits that would have been paid had the Plan been wound up on the valuation date with all members vested in their accrued benefits.

The *solvency liability adjustment* is determined as the amount, positive or negative, by which the value of the solvency liabilities are adjusted as a result of using a solvency valuation interest rate that is the average of the market interest rates calculated over a period of 4 years (the same period used for the averaging method used to determine the solvency asset adjustment).

The difference between (1) the sum of the solvency assets and solvency asset adjustment and (2) the sum of the solvency liability and solvency liability adjustment is called the *solvency excess* or *solvency deficiency*, as the case may be. Since all members have qualified for a retirement pension, we have assumed that all benefits will be settled through the purchase of annuities and have used a valuation interest rate for solvency purposes which, when used with the 1994 Uninsured Pensioners mortality table (i.e. UP1994) fully generational using scale AA, provides an estimate of group annuity purchase rates for non-indexed pensions.

APPENDIX E

Membership Data

Analysis of Membership Data

The actuarial valuation is based on membership data as at October 31, 2014, adjusted to December 31, 2014, provided by the City of Toronto.

We have applied tests for internal consistency, as well as for consistency with the data used for the previous valuation. These tests were applied to membership reconciliation, basic information (date of birth, gender, etc.), credited service and pensions to retirees and other members entitled to a deferred pension. Contributions and pensions to retirees were compared with corresponding amounts reported in financial statements. The results of these tests were satisfactory.

The membership movement for all categories of membership since the previous actuarial valuation is as follows:

	Actives	Suspended & Disabled Members	Pensioners	Spousal Pensioners	Vested Deferred Pensioners	Total
Total at 31.12.2013	0	0	1,432	970	5	2,407
Pension Splits						
Exits By:						
Retirement						
Death – no spouse			(54)	(62)		(116)
Death – with spouse			(38)	38		
Data correction				6		6
Total at 31.12.2014	0	0	1,340	952	5	2,297

Plan membership data are summarized below. For comparison, we have also summarized corresponding data from the previous valuation.

	31.12.2014	31.12.2013
Active Members		
Number	0	0
Disabled & Suspended Members		
Number	0	0
Average annual accrued pension	n/a	n/a
Average years of pensionable service	n/a	n/a
Average age	n/a	n/a
Deferred Pensioners		
Number	5	5
Total annual pension	\$14,194	\$13,716
Average annual pension	\$2,839	\$2,743
Average age	79.0	78.0
Pensioners		
Number	1,340	1,432
Total annual lifetime pension	\$33,832,790	\$35,262,599
Total annual bridge pension	\$16,095	\$99,287
Average total annual pension	\$25,248	\$24,694
Average age	81.0	80.4
Spousal Pensioners		
Number	952	970
Total annual lifetime pension	\$14,564,992	\$14,300,304
Total annual bridge pension	\$78,426	\$104,770
Average total annual pension	\$15,299	\$14,851
Average age	82.8	82.4

The distribution of the inactive members by age as at the valuation date is summarized as follows:

Deferred Vested Pensioners		
Age	Number	Average Annual Deferred Pension
Over 65	5	2,839
Total	5	2,839
Males	3	1,072
Females	2	5,489

Age	Pensioners		Surviving Spouses	
	Number	Average Annual Pension	Number	Average Annual Pension
50 – 54			2	13,607
55 – 59			1	1,008
60 – 64	2	32,446	19	18,958
65 – 69	77	29,185	39	18,653
70 – 74	216	25,680	86	14,527
75 – 79	312	27,609	167	16,166
80 – 84	359	25,425	240	16,059
85 – 89	221	22,862	221	14,880
90 – 94	125	22,428	133	14,491
95 – 99	27	13,739	40	10,126
Over 100	1	5,272	4	6,260
Total	1,340	25,248	952	15,299
Males	1,073	27,326	22	9,335
Females	267	16,897	930	15,440

Plan Participants Split by Employer

The number of Plan participants at December 31, 2014 are split by Participating Employer below.

ER Code	Pensioners	Survivors	Other	Total	Participating Employer Name
1	531	384	3	918	Metro Toronto
4	-	-	-	0	Metro Planning Dept
6	2	2	-	4	Metro Toronto Zoo
9	2	4	-	6	Riverdale Hospital
16	-	1	-	1	City of Toronto (Swansea)
18	-	1	-	1	Toronto (Forest Hill) Fire Dept
21	86	66	-	152	North York (Inside Employees)
22	102	119	-	221	North York (Outside Employees)
23	17	9	-	26	North York PLB (Union)
24	8	-	-	8	North York PLB (Non-Union)
26	169	90	-	259	North York Firefighters
31	122	107	-	229	Scarborough
32	2	-	-	2	Scarborough PLB
33	97	55	1	153	Scarborough Firefighters
42	-	-	-	0	Etobicoke (New Toronto PLB)
51	1	2	-	3	York (Weston)
52	4	2	-	6	York (Weston) Firefighters
61	31	46	-	77	East York
62	66	19	-	85	East York Firefighters
63	2	1	-	3	East York Board of Education
64	-	1	-	1	East York (Leaside)
71	11	4	-	15	Toronto & York Roads Commission
80	87	39	1	127	Police (Civilians)
Total	1,340	952	5	2,297	

APPENDIX F

By-law Provisions

The following is a summary of the main provisions of the Plan, contained in By-law no. 15-92, which are relevant to the actuarial valuation. For complete details reference should be made to the formal plan document.

Background	The Plan became effective January 1, 1954. Benefits are based on a set formula and are entirely paid for by the Employer.
Eligibility for membership	Employees of the Employer and predecessor employers who were hired before July 1, 1968.
Employee Contributions	There are no active members and therefore no further employee contributions.
Normal Retirement	Regular Members – Age 65 Firefighters – Age 60
Normal Retirement Pension	2% of employee's highest consecutive 5-year average earnings, multiplied by his number of years of service up to a maximum of 35 years, less (after age 65 or total disability) 0.7% of final 3 average YMPE, multiplied by number of years of service after 1.1.66, up to a maximum of 35 years. For years of service after 1991, the Canada Revenue Agency limit on pensions per year of service applies.
Minimum Pension at Normal Retirement	Greater of: <ul style="list-style-type: none"> • Annual pension of \$450 multiplied by credited service (to a maximum of 30 years), effective from January 2008. The prior minimum was \$300, effective from June, 1992; and • 1.33% of final 5-year average earnings times credited service (up to 35 years)
Early Retirement Pension	Unreduced pensions when age plus service total 85 (90 prior to January 1, 1987) or more. Firefighters also have a "30 and out" early retirement clause. The early retirement penalty is 4% per year. However, for a 5-year period beginning July 1, 1998, the rule of 85 was replaced by 80 and early retirement penalty was reduced to 2.5% per year.
Disability Retirement	Permitted, with full accrued pensions, <ul style="list-style-type: none"> (a) after 10 years service, upon total and permanent disability; or (b) after 20 years service, upon inability of performing current job.
Pensionable Earnings	Base pay
Spousal Benefits	66.67% of the deceased member's normal pension.

Orphan's Pensions	If there is no Spouse, 66.67% of the deceased member's normal pension until youngest orphan reaches 21. If there is a Spouse, an amount per child under age 21 where the total paid to Spouse AND Orphans is not to exceed 100% of the deceased member's normal pension.
Stepped Up Pension	Upon the death of a pensioner whose pension has been stepped at retirement, the Plan provides a pension to the spouse whereby the survivor percentage is applied to the post-65 pre-stepped pension rather than the post-65 pension in payment. A stepped pension is a pension that has been increased before age 65 and reduced after age 65 to produce a level pension in anticipation of the OAS pension commencing from age 65.
Other Pre-Retirement Death Benefits	Return of deceased member's pre-1987 contributions plus interest, plus the commuted value of the deceased member's post-1986 accrued pension, in lieu of the spouse pension.
Minimum Death Benefit	Return of deceased member's contributions plus interest, or pension payable for 60 months certain.
Withdrawal Benefits	Vested pension, or return of terminated member's pre-1987 contributions plus interest plus the commuted value of the member's post-1986 accrued pension.
Employer Cost-Sharing	Upon termination, death or retirement, the member or his beneficiary is entitled to receive the excess, if any, of the member's contributions (pre-87 & post-86) plus interest over 50% of the commuted value of the accrued pension.

APPENDIX G

Employer Certification

With respect to the Report on the Actuarial Valuation for Funding Purposes as at December 31, 2014, of the Metropolitan Toronto Pension Plan I hereby certify that, to the best of my knowledge and belief:

- The valuation reflects the terms of the Trustee's engagement with the actuary described in section 2 of this report, particularly the requirement to include a margin of 0.10% in the discount rate used to perform the going concern valuation and the Company's decisions in regards to determining the going-concern and solvency funding requirements.
- a copy of the official plan documents and of all amendments made up to December 31, 2014, were provided to the actuary and is reflected appropriately in the summary of plan provisions contained herein,
- the asset information summarised in Appendix B is reflective of the Plan's assets,
- the membership data provided to the actuary included a complete and accurate description of every person who is entitled to benefits under the terms of the Plan for service up to October 31, 2014 and adjustments to the effective date of the valuation, and;
- all events subsequent to December 31, 2014 that may have an impact on the Plan have been communicated to the actuary.

April 22 / 2015
Date

Mike Wiseman
Signed

Mike Wiseman
Name

AP
[Signature]



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