<table>
<thead>
<tr>
<th>Sec. 20h (1)</th>
<th>Item</th>
<th>Information and Location</th>
</tr>
</thead>
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| 7           | If below 60% funded, actions taken to reduce the system's UAL | **MERS adheres to the following fiscal best practices**
  
  - Conducts an Experience Study every five years to ensure assumptions match actual experience and make adjustments where necessary
  - Use a fixed Amortization period
  - MERS implements checks and balances to eliminate unexpected pension spikes. Actuarial loads are applied to groups that have demonstrated a history of Final Average Compensation increases.
  - UAL amortization schedule is on track to be paid off in 23 years.

**Other actions taken by the City of Saginaw**

  - Lower benefit offered to new hires
  - Hybrid Plans for new hires
  - Defined Benefit Plan Freeze
  - Additional contributions above the Annual Required Contribution |