

CITY OF WYOMING EMPLOYEES RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT
JUNE 30, 2012

October 19, 2012

The Retirement Board
City of Wyoming Employees Retirement System
Wyoming, Michigan

Dear Board Members:

The results of the **June 30, 2012 Actuarial Valuation** of the City of Wyoming Employees Retirement System are presented in this report. The purpose of the annual valuation is to measure the system's funding progress, to determine the City's contribution rate for the fiscal year beginning July 1, 2013 in accordance with established funding policies, and to determine actuarial information for Governmental Accounting Standards Board (GASB) Statements No. 25 and No. 27. The results of the valuation may not be applicable for other purposes.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the economic and demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuary's assignment, the actuary did not perform an analysis of the potential range of such future measurements.

The signing actuaries are independent of the plan sponsor.

Valuation results, comments and conclusions are contained in Section A.

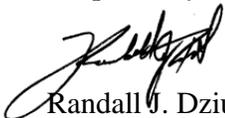
The valuation was based upon information, furnished by your Secretary, concerning Retirement System benefits, financial transactions, and individual members, terminated members, retirees and beneficiaries. Data was checked for year to year consistency, but was not otherwise audited by us. This information is summarized in Section B.

The actuarial methods and assumptions used in the actuarial valuation are summarized in Section C of this report. The assumptions are established by the Board after consulting with the actuary.

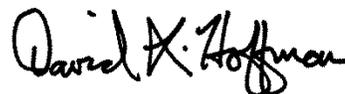
This report has been prepared by actuaries who have substantial experience valuing Public Employee Retirement Systems. To the best of our knowledge, this report is complete and accurate and was made in accordance with generally recognized actuarial methods in compliance with the Actuarial Standards of Practice issued by the Actuarial Standards Board. The actuarial assumptions used for the valuation produce results which we believe are reasonable.

One or more of the undersigned is a Member of the American Academy of Actuaries (MAAA) and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Randall J. Dziubek, ASA, EA, MAAA



David L. Hoffman

RJD/RD:sc

SECTION A

VALUATION RESULTS, COMMENTS, CONCLUSIONS, RECOMMENDATIONS, AND CERTIFICATION

FUNDING OBJECTIVE

The funding objective of the Retirement System is to establish and receive contributions, expressed as percents of active member payroll, which will remain approximately level from year-to-year and will not have to be increased for future generations of citizens. This objective is stated in Section 90.77 of the Retirement System Ordinance.

The annual actuarial valuations determine how well the objective is being met.

CONTRIBUTION RATES

The Retirement System is supported by City contributions, the investment income obtained on system assets and contributions from Police Patrol members and Firefighters. The City contributes actuarially determined contributions to provide the amount needed to meet the funding objective.

City contributions cover both (i) normal cost, and (ii) financing of unfunded actuarial accrued liability over a period of future years. Normal cost is the portion of system costs allocated to the current year by the actuarial cost method described in Section C. Unfunded actuarial accrued liability is the portion of system costs not covered by present system assets and future normal costs.

The contribution requirements for the fiscal year beginning July 1, 2013 are presented on page A-2.

**COMPUTED CONTRIBUTIONS FOR THE FISCAL YEAR
BEGINNING JULY 1, 2013**

<u>City's Contributions for</u>	<u>General</u>	<u>Police</u>	<u>Firefighters</u>
Normal Cost			
Service pensions	11.21 %	16.14 %	17.51 %
Disability pensions	1.13	1.51	0.83
Survivor pensions	0.72	0.49	0.47
Refunds of Member Contributions	0.00	0.18	0.18
Total Normal Cost	13.06	18.32	18.99
Member Contributions (weighted average)	0.00	3.59	4.00
Unfunded Actuarial Accrued Liability			
Retired members and beneficiaries	0.00	0.00	0.00
Active and vested terminated members	12.14	9.56	8.76
Total Unf'd. Actuarial Accr. Liab.	12.14	9.56	8.76
Total Computed Contributions for Pensions	25.20	24.29	23.75
City's Projected \$ Requirement	\$2,579,483	\$1,189,442	\$388,360

Unfunded Actuarial Accrued Liabilities were amortized as a level dollar amount over a closed 27-year period.

DETERMINING DOLLAR CONTRIBUTIONS

Historically, the City has contributed dollar amounts at the end of each payroll period which are equal to the City's percent contribution requirement multiplied by the covered active member payroll for the period. Since the System is closed, this method should be closely monitored throughout the fiscal year with adjustments, if necessary to reach the City's Projected Requirement shown above. Alternatively, the City's Projected \$ Requirement can be used as the only basis for determining contributions throughout the fiscal year. The method of determining dollar contributions should be reviewed periodically for consistency with reporting.

FUNDING PROGRESS INDICATORS

Testing how well the financial objective is being met can be done in many ways. There is no single all-encompassing test. The following indicators provide measures of funding achievement. *Values related to health insurance premiums are not included in the amounts shown.*

- (1) *Achieving level contribution rates* reflects long-term fundamental funding achievement. If the contributions to the System are level in concept and faithfully executed, and if the System continues its operations plan indefinitely, the System will meet all promised benefit payments when due -- the ultimate indicator.

The following schedule indicates recommended contributions (*excluding contributions for health insurance premiums*) for a year period. Deliberate events which have affected contributions are indicated in the notes on page A-6 through page A-9.

Valuation Date June 30	As Percents of Valuation Payroll			Weighted Average
	General	Police	Fire	
1992	15.15 %	15.20 %	15.16 %	15.16 %
1993	15.20	17.38	13.71	15.62
1994 (14)*	15.12	18.07	15.17	15.85
1995 (15)*	14.31	17.12	15.75	15.16
1996 (16)*	11.45	15.20	10.27	12.34
1997 (17)*	10.95	12.56	6.63	10.98
1998 (18)*	8.81	9.42	5.61	8.66
1999 (19)*	8.54	9.59	6.45	8.62
2000 (20)*	9.14	10.19	5.41	9.05
2001 (21)*	9.04	10.06	4.93	8.93
2001 (22)*	8.61	9.48	4.09	8.41
2002 (23)*	10.40	10.67	7.24	10.16
2002 (24)*	7.38	6.38	1.75	6.57
2003 (25)*	6.94	5.83	3.67	6.33
2004	9.11	7.95	6.80	8.57
2004 (26)*	9.35	7.95	6.80	8.72
2005	11.76	9.11	3.45	10.38
2005 (27)*	11.76	9.11	9.52	10.89
2006	16.63	12.81	10.66	15.12
2006 (28)*	17.08	12.81	10.09	15.37
2007	11.74	9.53	4.37	10.50
2007 (29)*	12.31	9.53	4.37	10.87
2008	10.22	8.45	3.23	9.09
2008 (30)*	10.95	10.61	3.23	10.15
2009	15.98	17.60	2.07	15.10
2009 (31)*	14.36	15.39	10.52	14.27
2010 (32)*	17.27	15.72	13.45	16.52
2011	17.18	18.00	16.82	17.38
2012	23.08	20.60	19.89	22.04
2012 (33)*	25.20	24.29	23.75	24.79

* Refer to notes on page A-6 through page A-9.

- (2) *The actuarial present value of gains or losses realized in the operation of the Retirement System* - an experience indicator. Gains and losses are expected to cancel each other over a period of years (in the absence of double-digit inflation) but sizable year-to-year fluctuations are common. Further details on the derivation of the gain (loss) are shown on page A-12.

Valuation Date June 30	Dollar Amounts in Thousands	
	Valuation Assets	Experience Indicator Experience Gain or (Loss) for Year
1980 (5)*	\$ 7,287	\$ **
1985 (7)*	16,953	129
1990 (12)*	33,499	(47)
1991 (13)*	37,200	858
1992	41,081	936
1993	44,992	(692)
1994 (14)*	48,404	134
1995 (15)*	52,374	2,063
1996 (16)*	65,220	7,735
1997 (17)*	74,114	4,733
1998 (18)*	84,839	10,551
1999 (19)*	94,222	660
2000 (20)*	103,402	2,208
2001 (22)*	108,676	(233)
2002 (23)*	109,424	(5,195)
2002 (24)*	110,715	(5,195)
2003 (25)*	111,389	(4,755)
2004 (26)*	111,034	(4,282)
2005 (27)*	110,582	(2,668)
2006 (28)*	113,663	(5,307)
2007 (29)*	121,400	5,829
2008 (30)*	129,496	1,161
2009 (31)*	129,667	(4,089)
2010 (32)*	129,277	(3,876)
2011	131,248	(999)
2012 (33)*	129,191	(8,336)

* Refer to notes on page A-6 through page A-9.

** Not available.

- (3) *The ratio of valuation assets to the actuarial present value of credited projected benefits* allocated in the proportion accrued service is to projected total service - an ongoing plan indicator. The ratio is expected to increase in the absence of benefit enhancements. Prior to 6/30/98, the APVCPB was computed in accordance with the Pension Benefit obligation information pursuant to GASB Statement No. 5, issued November, 1986. Beginning with the 6/30/98 valuation the accrued liability computed for funding purposes is used in place of the APVCPB, pursuant to GASB Statement No. 25, which supersedes Statement No. 5.
- (4) *The ratio of the unfunded actuarial present value of credited projected benefits to member payroll* - an ongoing plan indicator. In a soundly financed retirement system, the amount of the unfunded actuarial present value of credited projected benefits will be controlled and prevented from increasing in the absence of benefit enhancements. However, in an inflationary environment it is seldom practical to impose this control on dollar amounts which are depreciating in value. The ratio is a relative index of condition where inflation is present in both items. The ratio is expected to decrease in the absence of benefit enhancements.

Valuation Date June 30	Dollar Amounts in Thousands			
	Continuation Tests			
	Actuarial P.V. of Cred. Proj. Benefits**	Funded Ratio	Unf'd. Act. P.V. of Cred. Proj. Benefits	Ratio to Member Payroll
1980	\$ 8,267	88.1 %	\$ 980	15.6 %
1985 (7)*	16,980	99.8	26	0.4
1990 (12)*	34,003	98.5	504	4.7
1995 (15)*	50,585	103.5	(1,789)	-
1996 (16)*	57,355	113.7	(7,865)	-
1997 (17)*	61,239	121.0	(12,875)	-
1998 (18)*	66,753	127.1	(18,086)	-
1999 (19)*	75,878	124.2	(18,344)	-
2000 (20)*	84,081	123.0	(19,321)	-
2001 (22)*	88,504	122.8	(20,173)	-
2002 (24)*	94,573	117.1	(16,141)	-
2003 (25)*	97,359	114.4	(14,031)	-
2004 (26)*	102,175	108.7	(8,859)	-
2005 (27)*	106,174	104.2	(4,408)	-
2006 (28)*	115,225	98.6	1,563	6.8
2007 (29)*	118,313	102.6	(3,087)	-
2008 (30)*	126,166	102.6	(3,330)	-
2009 (31)*	130,793	99.1	1,126	5.5
2010 (32)*	135,611	95.3	6,333	32.4
2011	138,810	94.6	7,562	41.9
2012	145,218	89.0	16,027	95.6
2012 (33)*	150,963	85.6	21,771	129.8

* Refer to notes on page A-6 through page A-9.

** Entry-age actuarial accrued liability, pursuant to GASB Statement No. 25 beginning with the 1998 valuation.

NOTES RELATING TO FUNDING PROGRESS INDICATORS

- (1) Includes amendment to Ordinance effective December 1974 (applicable to Police Officers).
- (2) Includes amendment to Ordinance effective July 1, 1977 providing 10-year vesting for Administrative and Supervisory employees.
- (3) Includes amendment to Ordinance providing non-contributory status for Administrative and Supervisory employees, Police Officers and Firefighters.
- (4) Includes amendment to Ordinance providing 10-year vesting and non-contributory status for General employees and an increase in the benefit formulas for General employees and Police Officers. The maximum number of years in the Police Officer formula will be phased-in to 30 years effective July 1, 1988.
- (5) Includes revision of assumed rate of investment return from 5.5% to 6.5%.
- (6) Includes revision of assumed rate of investment return from 6.5% to 7.5%.
- (7) Includes amendment to Ordinance providing 10-year vesting for Firefighters and changes in the benefit formula for all employees.
- (8) Includes change to 2.0% formula factor (from 1.8%) for General members (excluding Dispatchers and Telephone Operators) and Fire Administrative members.
- (9) Includes change from 5-year Final Average Compensation to 3-year Final Average Compensation for General and Fire Administrative members.
- (10) Includes a) change from 5-year Final Average Compensation to 3-year Final Average Compensation for General members (excluding Dispatchers and Telephone Operators) and Fire members and b) change to 2.0% formula factor for Fire members.
- (11) Includes a) change from 10 to 5-year requirement for regular retirement, deferred retirement, non-duty disability and non-duty death benefits for Administrative members in all divisions and b) increase in formula factor to 2.2% from 2.0% for all Police members and Administrative members in all divisions; to 2.0% from 1.8% for General Dispatchers and Telephone Operators.
- (12) Includes a) increase in formula factor to 2.2% from 2.0% for all Fire members; increase to 2.1% from 2.0% for General union members, and b) automatic post-retirement increase provision for all Administrative members.

NOTES RELATING TO FUNDING PROGRESS INDICATORS

- (13) Includes a) early retirement eligibility for Administrative members at age 55 with 5 years of credited service, and b) automatic post-retirement increase provision for Police Command members who retire on or after age 60.
- (14) Includes an increase in formula factor to 2.25% from 2.20% for non-supervisory Police members. The increase in the employer contribution rate for Fire members reflects the retirement of two members whose normal cost had been negligible due to their age and service characteristics.
- (15) Includes an increase in formula factor to 2.2% from 2.1% for General members (excluding Dispatchers and Telephone Operators).
- (16) Includes a) a change in actuarial cost method from individual attained-age to individual entry-age normal cost; b) an increase in the amortization period for unfunded accrued liability or funding credit to 25 years from 10 years (from 26 years for health); and c) a change in actuarial assumptions, all as recommended in an experience study which covered the period from July 1, 1989 to June 30, 1994. The following benefit provision changes were also included:
- The type of final average salary for General Dispatchers and Telephone Operators changes to the highest 3 consecutive years out of the last 5 years from the highest 5 consecutive years out of the last 10 years;
 - The Duty Disability benefit for the non-supervisory Police members is now subject to Special Rules as described in an amendment to Schedule D, Section 91.40(6)(c) of the Code of the City of Wyoming.
- (17) Includes the following changes in benefit provisions:
- The formula factor for supervisory Police members increases to 2.25% from 2.20%.
 - The Duty Disability benefit for Police members changes to 50% of final average salary at the time of disability until attaining minimum age for normal retirement. Normal retirement benefit calculations shall include the time the member was receiving disability benefits and will be based on the monthly average the member would have earned during the 36 months preceding normal retirement age if the member was actively employed. The previous Duty Disability benefit for Police members had been computed in the same manner as the regular retirement benefit based on credited service (10-year minimum) and final average salary at time of termination.
- (18) Includes the following changes in benefit provisions:
- The formula factor for all Fire and General members (excluding dispatchers and telephone operators) increases to 2.25% from 2.20%.
 - The early retirement reduction factor for general changes to .002 from .004.

NOTES RELATING TO FUNDING PROGRESS INDICATORS

- (19) Includes the following changes in benefit provisions:
- The formula factor for all Fire and Administrative members increases to 2.35% from 2.25%.
 - The early retirement reduction factor for Administrative members changes to .002 from .004.
- (20) Includes the following changes in benefit provisions:
- The formula factor for General Dispatchers and Telephone Operators increases to 2.25% from 2.00%.
 - The formula factor for all other General members increases to 2.35% from 2.25%.
 - The formula factor for Police members increases to 2.35% from 2.25%.
 - The premium for post-retirement health insurance payable to age 60 for Police Command members increases to \$10 per month times years of credited service, not to exceed 30 years from \$8 per month times years of credited service, not to exceed 30 years.
- (21) Includes revised demographic and economic assumptions. These assumption changes were adopted by the Retirement Board at their January 22, 2001 meeting.
- (22) Includes new amortization policy as adopted by the Retirement Board specifically at 18-year open period for pension and 30-year open period for post-retirement health costs.
- (23) Includes an increase in the formula factor for Police Patrol to 2.5% from 2.35% and an increase in the contribution rate for Police Patrol to 1.59% from 0%.
- (24) Includes a change in the asset derivation method from a 4-year smoothed market value to a 5-year smoothed market value, along with a change in the amortization period from 18 years to 10 years for pension.
- (25) Includes revision of assumed rate of investment return from 7.5% to 7.75% and closing the amortization period for pension.
- (26) Includes the following change in benefit provisions:
- Employer right to rehire retirees (Ordinance No. 7-04).
 - Eliminate the early retirement reduction for benefits payable after age 60 if retired under the 2004 Voluntary Retirement Incentive Plan (Ordinance No. 14-04).
 - Establishment of a Deferred Retirement Option Plan (DROP) (Ordinance No. 15-04).
 - Establish separate trust to provide for the funding of retiree medical benefits (Ordinance No. 16-04).

NOTES RELATING TO FUNDING PROGRESS INDICATORS

- (27) Includes the following change in benefit provisions:
- Changing retirement eligibility for Firefighters from age 55 and 10 years of service to age 50 and 10 years of service.
 - Firefighters must make contributions of 1% of pay.
- (28) Includes the following change in benefit provisions:
- General – Administrative members and Firefighters hired after September 6, 2005 will be automatically enrolled in the Defined Contribution plan. They will not participate in this defined benefit plan. As a result, contribution requirements for the General and Fire groups are based on level dollar amortization of unfunded accrued liability. Results for Police continue to be based on level percent of pay amortization.
- (29) Includes the following change in benefit provisions:
- General Non-Administrative members hired after February 6, 2006, Police Command members hired after February 20, 2006, and Police Dispatch members hired after February 7, 2006 will be automatically enrolled in the Defined Contribution plan. They will not participate in this defined benefit plan. Effective July 1, 2007, General Administrative members retiring early after July 1, 2007 will not have their benefit reduced.
- (30) Includes the following change in benefit provisions:
- The formula factor for Police Patrol increases to 2.7% from 2.5% and the contribution rate for Police Patrol increases to 3.59% from 1.59%.
 - The formula factor for Police Command increases to 2.7% from 2.35% and the contribution rate for Police Command increases to 3.59% from 0%.
 - The formula factor for General Dispatchers and Telephone Operators increases to 2.35% from 2.25%.
 - The automatic post-retirement increases provision is removed for Police Command members retiring after July 1, 2008.
 - Maximum DROP account accumulation period for Police Command members has been reduced to 3 years from 5 years.
 - Police Non-Supervisory members hired after September 4, 2007 will be automatically enrolled in the Defined Contribution plan. They will not participate in this defined benefit plan.
- (31) Includes new amortization policy as adopted by the Retirement Board of 30-year amortization over a closed period.
- (32) The formula factor for Fire increases to 2.7% from 2.35% for a maximum of 30 years, and the member contribution rate increases to 4.00% from 1.00%.
- (33) Includes revised mortality assumptions. These assumption changes were adopted by the Retirement Board. Also includes changes to benefit provisions for non-administrative General members. These changes include reduction of the 2.35% multiplier to 1.95% beginning 6/30/2016.

COMMENTS, RECOMMENDATION, CONCLUSION

COMMENT A: Aggregate experience during the year ending June 30, 2012 was less favorable than assumed, generating an overall experience loss of \$8.3 million as indicated on page A-12. The actuarial loss was approximately 6.0% of the beginning of year actuarial accrued liabilities. Lower than assumed recognized investment return on valuation assets was the primary source of the loss, offset somewhat by lower than expected pay increases. Due to unrecognized market losses remaining in the asset valuation method as indicated on page B-4, the Board should expect to see upward pressure on the City's contribution rate and downward pressure on the System's funded ratio next year. If the City's weighted average required contribution shown on page A-3 (24.79%) had been determined using the market value of assets as of June 30, 2012, the result would have been around 27.31% of payroll. In addition, the closure of the System to new hires will result in a declining valuation payroll which can put upward pressure on the City's contribution rate if the City's projected dollar contributions are unchanged (or even declining at a slower rate than payroll is declining) from year-to-year.

COMMENT B: As of June 30, 2012, actuarial accrued liability exceeds valuation assets for the General, Police, and Fire groups. Unfunded actuarial accrued liability (UAAL) was amortized as a level dollar amount over a closed 27 years and added to the computed normal cost.

COMMENT C: The valuation results reflect a change to the mortality assumption. The revised assumption is described on page C-4 of the report. This change increased the weighted average required contribution shown on page A-3 by 3.41% of payroll.

ORDINANCE COMPLIANCE: The June 30, 2012 actuarial present value of retirement allowances exceeds the balance in the Reserve for Retired Benefit Payments. The Retirement System Ordinance provides for a transfer from the Reserve for Employer Contributions to the Reserve for Retired Benefit Payments to fully fund the retired life liability. Therefore, we recommend the following transfers be made effective June 30, 2012.

Transfers From Reserve for Employer Contributions to Reserve for Retired Benefit Payments		
General	Police	Fire
\$11,212,280.80	\$3,214,645.14	\$314,411.68

COMMENTS, RECOMMENDATION, CONCLUSION

The following table shows the recommended reserve balances after the above transfers are made.

<u>Reserve/Group</u>	<u>General</u>	<u>Police</u>	<u>Fire</u>	<u>Total</u>
Reserve for Employees' Contributions	\$ 56,729.28	\$ 1,215,597.23	\$ 327,994.49	\$ 1,600,321.00
Reserve for Retired Benefit Payments	\$ 51,093,778.00	\$ 22,978,809.00	\$ 7,304,502.00	\$ 81,377,089.00
Reserve for Employer Contributions	\$ 25,229,880.88	\$ 11,477,679.57	\$ 4,544,423.52	\$ 41,251,983.97
Reserve for Health Insurance	\$ -	\$ -	\$ -	\$ -
Total Reserves	\$ 76,380,388.16	\$ 35,672,085.80	\$ 12,176,920.01	\$ 124,229,393.97

CONCLUSION: It is the actuary's opinion that the required contribution rates determined by the most recent actuarial valuation are sufficient to meet the System's funding objective, presuming continued timely receipt of required contributions.

CERTIFICATION: We certify that the valuation is complete and accurate and was made in accordance with generally recognized actuarial methods in compliance with the provisions of the Retirement System Ordinance. The actuarial assumptions summarized in Section C are individually and in the aggregate a reasonable representation of the past and anticipated future experience of the Retirement System.

**PENSION EXPERIENCE GAINS (LOSSES)
COMPARATIVE SCHEDULE**

(\$ AMOUNTS IN THOUSANDS)

	Thousands of Dollars			
	Year Ended June 30			
	2012	2011	2010	2009
(1) UAAL* at start of period	\$ 7,562	\$ 6,333	\$ 1,126	\$ (3,330)
(2) + Employer Normal cost	2,498	2,699	2,843	2,978
(3) + Interest accrual	681	593	195	(145)
(4) - Employer Contributions	3,050	3,062	2,280	2,466
(5) Expected UAAL before changes	7,691	6,563	1,884	(2,963)
(6) +/- Change from amendments	84	0	573	0
(7) +/- Change in assumptions	5,660	0	0	0
(8) +/- Change in cost method	0	0	0	0
(9) Expected UAAL after changes	13,435	6,563	2,457	(2,963)
(10) Actual UAAL	21,771	7,562	6,333	1,126
(11) Gain (loss) (9) - (10)	\$(8,336)	\$(999)	\$(3,876)	\$ (4,089)

* UAAL: *Unfunded Actuarial Accrued Liability.*

UNFUNDED ACTUARIAL ACCRUED LIABILITY
JUNE 30, 2012

A. Actuarial accrued liability	\$	150,962,653
B. Assets allocated to funding		129,191,375
C. Unfunded actuarial accrued liability	\$	21,771,278

CITY'S COMPUTED AND ACTUAL CONTRIBUTIONS - COMPARATIVE SCHEDULE

Fiscal Year	Valuation Date June 30	City Dollar Contributions**		City's Recommended % of Payroll Contributions
		Recommended	Actual	
96/97	1995 (15)*	\$2,731,586	\$3,202,388	15.16 %
97/98	1996 (16)*	2,625,161	3,034,440	12.34
98/99	1997 (17)*	2,537,404	2,801,040	10.98
99/00	1998 (18)*	2,276,789	2,614,352	8.66
00/01	1999 (19)*	2,374,793	2,685,500	8.62
01/02	2000 (20)*	2,641,665	2,800,859	9.05
02/03	2001 (21)*	2,927,531		8.92
02/03	2001 (22)*	2,805,722	2,916,383	8.41
03/04	2002	4,182,339	-	10.17
03/04	2002 (23)*	4,180,009	-	10.16
03/04	2002 (24)*	3,343,541	3,267,506	6.57
04/05	2003	2,244,140	-	9.34
04/05	2003 (25)*	1,520,921	1,874,868	6.33
05/06	2004	2,102,613	-	8.57
05/06	2004 (26)*	2,139,415	2,048,261	8.72
06/07	2005	2,366,943		10.38
06/07	2005 (27)*	2,483,238	2,538,326	10.89
07/08	2006	3,538,824		15.12
07/08	2006 (28)*	3,596,530	3,487,953	15.37
08/09	2007	2,529,309		11.03
08/09	2007 (29)*	2,493,731	2,466,011	10.87
09/10	2008	2,007,488		9.09
09/10	2008 (30)*	2,188,266	2,280,304	10.15
10/11	2009	3,107,256		15.10
10/11	2009 (31)*	2,936,111	3,061,784	14.27
11/12	2010	3,027,804		15.48
11/12	2010 (32)*	3,230,031	3,406,132	16.52
12/13	2011	3,135,463		17.38
13/14	2012	3,696,469		22.04
13/14	2012 (33)*	4,157,285		24.79

* Refer to notes on page A-6 through page A-9.

** Includes contributions for health insurance premiums for retirants and beneficiaries beginning in FY 82/83.
Excludes contributions for health insurance premiums for retirants and beneficiaries beginning in FY 04/05.

**ACTUARIAL BALANCE SHEET - JUNE 30, 2012
(EXCLUDING HEALTH INSURANCE PREMIUMS)**

Present Resources and Expected Future Resources

A. Actuarial value of System assets:	
1. Net assets from System financial statements (market)	\$124,229,394
2. Funding value adjustment	4,961,981
3. Actuarial value of assets	129,191,375
B. Present value of expected future City Contributions:	
1. For normal costs	20,458,170
2. For unfunded actuarial accrued liability	21,771,278
3. Total	42,229,448
C. Present value of expected future member Contributions	
	2,065,054
D. Total Present and Expected Future Resources	\$173,485,877

Present Value of Expected Future Benefit Payments

A. To retirants and beneficiaries:	
1. Annual pensions	\$ 81,377,089
2. Reserve	none
3. Total	81,377,089
B. To vested terminated members	6,235,942
C. To present active members:	
1. Allocated to service rendered prior to valuation date	63,349,622
2. Allocated to service likely to be rendered after valuation date	22,523,224
3. Total	85,872,846
D. Total Present Value of Expected Future Benefit Payments	\$173,485,877

SECTION B

**SUMMARY OF BENEFIT PROVISIONS AND
VALUATION DATA**

SUMMARY OF BENEFIT PROVISIONS EVALUATED OR CONSIDERED (JUNE 30, 2012)

Regular Retirement (no reduction factor for age):

Eligibility - General: age 60 with 10 or more years of credited service, 5 or more years for Administrative members (includes Fire Chief).

Police: age 50 with 10 or more years of credited service, 5 or more years for Chief and Deputy Chief.

Fire: age 50 with 10 or more years of credited service (excludes Fire Chief).

Annual Amount –

General Dispatchers and Telephone Operators: 2.35% of Final Average Salary (FAS) times credited service.

Other General: 2.35% of FAS times credited service (1.95% of FAS beginning 6/30/2016 for non-administrative General members).

Police Command members (excluding the Chief): 2.70% of FAS times credited service up to 30 years.

Police Patrol: 2.70% of FAS times credited service up to 30 years.

Fire members (excluding the Chief): 2.70% of FAS times credited service up to 30 years.

Administrative members in all divisions: 2.35% of FAS times credited service.

Final Average Salary - Average of annual compensations for the period of 3 consecutive years producing the highest average and contained within the last 5 years immediately preceding retirement.

DROP

Eligibility – Police Command meeting regular retirement eligibility.

DROP Account – Monthly additions of 100% of regular retirement benefit under option elected at time of DROP accumulated at 4% annual interest. Maximum period of accumulation is 5 years (3 years effective September 1, 2008).

Distributions – Lump sum payment of DROP account at time of exit from employment plus direct payment of future monthly retirement benefits under option elected at time of DROP.

Early Retirement (age reduction factor used):

Eligibility - General: age 55 with 10 or more years of credited service.

Administrative: age 55 with 5 or more years of credited service.

Annual Amount – Computed in the same manner as regular retirement amount, but reduced by .002 for each month age at early retirement precedes regular retirement age. For retirements on or after 6/30/2016 the reduction shall be .001 if 25 or more years of service. Effective July 1, 2007, Administrative members retiring early will not have their early retirement reduced.

SUMMARY OF BENEFIT PROVISIONS EVALUATED OR CONSIDERED
(JUNE 30, 2012)
(CONTINUED)

Deferred Retirement (vested benefit):

Eligibility - Any age with 10 or more years of credited service, 5 or more years of credited service for Administrative members.

Annual Amount - Accrued regular retirement amount based on credited service and FAS at time of termination, payable beginning at age 60 for General, age 50 for Police and age 50 for Fire.

Duty Disability Retirement:

Eligibility - Total and permanent disability incurred in line of duty with the city for which worker's compensation is being paid.

Annual Amount - Computed in same manner as the regular retirement amount based on credited service and FAS at time of termination. Minimum service credit used is 10 years. Police: 50% of FAS at the time of disability until attaining minimum age for normal retirement. Normal retirement benefit calculation shall include the time the member was receiving disability benefit and will be based on the monthly average the member would have earned during the 36 months preceding normal retirement age if the member was actively employed.

Non-Duty Disability Retirement:

Eligibility - Total and permanent disability after 10 or more years of credited service, 5 or more years of credited service for Administrative members.

Annual Amount - Computed in same manner as the regular retirement amount based on credited service and FAS at time of termination.

Duty Death Before Retirement:

Eligibility - Death in line of duty with the city for which worker's compensation is being paid.

Annual Amount - Refund of member's accumulated contributions. Amount to surviving spouse and children computed in same manner as the regular retirement amount based on credited service and FAS at time of death with a minimum of 25% of member's FAS. Additional amount to spouse continues to remarriage or death. Additional amount to children continues to earlier of marriage or attainment of age 18 years.

Non-Duty Death Before Retirement:

Eligibility - Any age with 10 or more years of credited service, 5 or more years of credited service for Administrative members.

Annual Amount - Option A actuarial equivalent of regular retirement amount based on credited service and FAS at time of death for spouse or qualified dependent. Option C for non-spouse benefit, in absence of spouse or with agreement of spouse.

SUMMARY OF BENEFIT PROVISIONS EVALUATED OR CONSIDERED
(JUNE 30, 2012)
(CONCLUDED)

Member Contributions: Police Patrol – 3.59% of gross pay.
Police Command – 3.59% of gross pay (effective September 1, 2008).
Fire – 4.00% of gross pay.

City Contributions: Actuarially determined amounts which are sufficient to cover both (i) normal costs of the plan, and (ii) financing of unfunded actuarial accrued liabilities over a selected period of future years.

Automatic Post-Retirement Adjustments: Annual increase for Police Command members (at least 60 years of age who retire after July 1, 1992 and on or before July 1, 2008) and Administrative members equal to 40% of the average annual increase in CPI, except in 2007 when contract language specified no increase. Increase is limited to 5% per year.

Defined Contribution Plan: The Defined Benefit plan is closed to new hires. New members are automatically enrolled in the Defined Contribution plan.

**DERIVATION OF SMOOTHED MARKET VALUE
BASED ON 20% RECOGNITION OF THE DIFFERENCE BETWEEN
THE MARKET RATE OF RETURN AND THE PROJECTED RATE OF RETURN**

	Year Ended June 30					2015
	2010	2011	2012	2013	2014	
Beginning of Year:						
(1) Market Value	\$102,220,214	\$107,872,710	\$126,070,325			
(2) Valuation Assets	129,961,594	129,277,496	131,247,684			
End of Year:						
(3) Market Value	107,872,710	126,070,325	124,229,394			
(4) Net Additions to Assets, Excluding Investment Income & Admin. Expense	(4,197,756)	(3,603,451)	(4,209,049)			
(5) Total Investment Income = (3) - (1) - (4)	9,850,252	21,801,066	2,368,118			
(6) Projected Rate of Return	7.75%	7.75%	7.75%			
(7) Projected Investment Income = (6) x [(2) + .5 x (4)]	9,909,360	9,879,372	10,008,595			
(8) Investment Income In Excess of Projected Income = (5)-(7)	(59,108)	11,921,694	(7,640,477)			
(9) Excess Investment Income Recognized This Year (5 year recognition)						
(9a) From This Year	(11,821)	2,384,338	(1,528,095)			
(9b) From One Year Ago	(5,978,970)	(11,821)	2,384,338	(\$1,528,095)		
(9c) From Two Years Ago	(2,721,307)	(5,978,970)	(11,821)	2,384,338	(\$1,528,095)	
(9d) From Three Years Ago	2,022,024	(2,721,307)	(5,978,970)	(11,821)	2,384,338	(\$1,528,095)
(9e) From Four Years Ago	294,372	2,022,027	(2,721,307)	(5,978,972)	(11,824)	2,384,342
(10) Change in Valuation Assets = (4) + (7) + 9[a..e]	(684,098)	1,970,188	(2,056,309)			
End of Year:						
(3) Market Value	107,872,710	126,070,325	124,229,394			
(11) Valuation Assets = (2)+(10)	129,277,496	131,247,684	129,191,375			
(12) Valuation Assets Net HI Reserve	129,277,496	131,247,684	129,191,375			
Rate of Return Based on Smoothed Method	2.7%	4.4%	1.7%			
Ratio of Market Value to Valuation Assets	83.4%	96.1%	96.2%			
Market Value Rate of Return	9.8%	20.6%	1.9%			

**ACCOUNTING INFORMATION
YEAR ENDED JUNE 30, 2012**

Revenues:

a. Member contributions	\$	248,625
b. City contributions		
1. For pensions		2,978,905
2. For health insurance premiums		0
4. Transfer from Retirement Reserves		107,404
3. For DROP Plan Contribution		71,199
c. Investment income		
1. Interest and dividends		2,911,597
2. Gain or (loss) on sales (realized and unrealized)		(23,664)
3. Amortization of premiums and discounts		none
4. Other – miscellaneous		41,120
		41,120
d. Total	\$	6,335,185

Expenditures:

a. Refunds of member contributions	\$	0
b. Benefits paid		7,448,642
c. DROP Plan Distributions		0
d. Health insurance premiums paid		0
e. Transfers to DC plan		166,540
f. Other expenses		560,935
		560,935
g. Total	\$	8,176,117

Reserve Increase:

Total revenues minus total expenditures	\$	(1,840,931)
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**ASSETS AND RESERVES
JUNE 30, 2012**

Assets: (at market value)

a. Cash	\$	3,162,143
b. Cash equivalents		(84,759)
c. Government issues		26,902,646
d. Corporate bonds		14,839,411
e. Corporate stocks		79,242,422
f. Real Estate Investments		6,105,907
g. Liabilities		(5,938,376)
		(5,938,376)
Total	\$	124,229,394

Reserve Accounts:

a. Member contributions	\$	1,600,321
b. Reserve for benefits now being paid		66,635,751
c. Pension Reserve		55,830,012
d. Health Insurance Reserve *		0
e. DROP Plan Reserve		163,310
		163,310
Total	\$	124,229,394

* This amount was used in financing accrued liability for post-retirement health insurance.

RETIRANT AND BENEFICIARY COMPARATIVE SCHEDULE

Year Ended June 30	Added to Rolls		Removed from Rolls		Rolls End of Year	
	No.	Annual Pensions	No.	Annual Pensions	No.	Annual Pensions
1975	3	\$ 4,658	* 2	\$ 2,314	16	\$ 19,811
1980	8	33,671			40	112,140
1985	7	31,606	1	1,374	61	232,207
1986	5	54,991	**		66	287,198
1987	9	76,206	4	13,449	71	349,955
1988	9	57,601	5	13,521	75	394,035
1989	14	227,129			89	621,164
1990	12	192,440	3	22,098	98	791,506
1991	15	186,921	4	32,103	109	946,324
1992	9	134,073	3	7,346	115	1,073,051
1993	22	386,867	3	29,053	134	1,430,865
1994	9	136,836	6	38,058	137	1,529,643
1995	23	418,540	6	55,242	154	1,892,941
1996	11	236,812	2	22,795	163	2,106,958
1997	14	287,471	5	17,739	172	2,376,690
1998	7	160,775	4	23,254	175	2,514,211
1999	19	386,723	6	46,334	188	2,854,600
2000	11	199,220	5	30,242	194	3,023,578
2001	15	375,004	3	18,945	206	3,379,637
2002	19	500,451	2	61,229	223	3,818,858
2003	20	471,135	5	59,109	238	4,230,884
2004	10	257,854	6	72,281	242	4,416,457
2005	28	657,467	10	153,882	260	4,920,041
2006	9	273,407	13	127,902	256	5,065,546
2007	11	209,107	8	61,800	259	5,212,853
2008	20	602,763	5	115,253	274	5,700,363
2009	19	594,138	9	157,847	284	6,136,654
2010	22	570,153	11	77,710	295	6,629,097
2011	20	686,316	7	165,129	308	7,150,284
2012	31	1,009,472	7	91,020	332	8,068,736

* Includes cost-of-living adjustment of \$595.56 payable beginning January 1, 1975.

** Includes cost-of-living adjustments totaling \$17,056.80 payable beginning July 1, 1985.

RETIRANTS AND BENEFICIARIES COMPARATIVE SCHEDULE

Year Ended June 30	% Incr. in Annual Pensions	No. of Active Per Retired	Pensions as % of Active Payroll	Average Annual Pension	Discounted Value of Pensions	
					Total	Average
1970	(1.3) %	28.9	0.3 %	\$ 787	\$ 81,408	\$ 9,045
1975	13.4	21.4	0.5	1,238	177,560	11,098
1980	42.9	9.6	1.8	2,804	1,106,998	27,675
1985	15.0	5.6	2.7	3,807	2,134,239	34,988
1986	23.7	5.3	3.1	4,351	2,622,587	39,736
1987	21.9	5.0	3.6	4,929	3,226,801	45,448
1988	12.6	4.7	3.9	5,254	3,669,627	48,928
1989	57.6	3.9	6.1	6,979	6,080,463	68,320
1990	27.4	3.6	7.3	8,077	7,943,958	81,061
1991	19.6	3.2	8.4	8,682	9,750,107	89,451
1992	13.4	3.1	9.1	9,331	11,013,607	95,770
1993	33.3	2.7	11.1	10,678	15,060,291	112,390
1994	6.9	2.7	11.2	11,165	15,889,845	115,984
1995	23.8	2.3	13.9	12,292	19,800,632	128,576
1996	11.3	2.4	14.0	12,926	22,407,750	137,471
1997	12.8	2.4	14.4	13,818	25,184,993	146,424
1998	5.8	2.5	14.2	14,367	26,290,606	150,232
1999	13.5	2.3	15.6	15,184	29,834,092	158,692
2000	5.9	2.3	15.1	15,585	31,171,607	160,678
2001	11.8	2.2	16.4	16,406	35,104,643	170,411
2002	13.0	2.0	17.9	17,125	39,612,631	177,635
2003	10.8	1.9	19.2	17,777	42,865,108	180,105
2004	4.4	1.8	19.7	18,250	43,803,773	181,007
2005	16.3	1.5	23.6	18,923	48,061,939	184,854
2006	3.0	1.5	22.1	19,787	49,164,382	192,048
2007	2.9	1.5	23.3	20,127	50,159,151	193,665
2008	9.4	1.3	26.5	20,804	55,533,767	202,678
2009	7.7	1.2	29.8	21,608	59,742,554	210,361
2010	8.0	1.1	33.9	22,472	64,018,512	217,012
2011	7.9	0.9	39.6	23,215	69,160,462	224,547
2012	12.8	0.8	48.1	24,303	81,377,089	245,112

RETIRANTS AND BENEFICIARIES - JUNE 30, 2012

Number	Averages			New Retirants During 11/12	
	Attained Age	Retirement Age	Current Annual Pension	Averages	Annual Pension
	Age	Age	Pension	Age	Pension
332	68.3	57.2	\$24,303	58.5	\$33,934

Tabulated by Valuation Divisions

Divisions	No.	Annual Pensions
General	226	\$ 5,059,368
Police	78	2,269,740
Firefighters	28	739,628
Totals	332	\$ 8,068,736

RETIRANTS AND BENEFICIARIES JUNE 30, 2012

Type of Pensions Being Paid	No.	Annual Pensions
Age and Service		
Straight Life Pension - benefit terminating at death of retiree	83	\$ 1,977,355
10 Year Certain	17	417,100
Option A Pension – joint and survivor benefit	111	\$2,776,590
Option B Pension – modified joint and survivor benefit	62	1,934,322
Survivor Beneficiary	27	313,249
Total Age and Service Pensions	300	\$ 7,418,616
 Casualty Pensions		
Duty Disability		
Straight Life	3	\$ 84,495
10 Year Certain	4	123,617
Option A	6	89,905
Option B	2	31,556
Survivor	1	2,327
Non Duty Disability		
Straight Life	3	28,220
10 Year Certain	1	16,064
Option A	3	79,763
Survivor	4	63,074
Non Duty Death - Spouse	5	131,099
Total Casualty Pensions	32	650,120
 Total Pensions Being Paid	332	\$ 8,068,736

RETIRANTS AND BENEFICIARIES JUNE 30, 2012
TABULATED BY ATTAINED AGE

Attained Age	No.	Annual Pensions
Under 40	2	\$ 71,292
40 - 44	1	24,660
45 - 49	3	70,619
50 - 54	11	304,820
55 - 59	48	1,650,803
60 - 64	81	2,214,897
65	18	432,524
66	5	147,084
67	10	156,926
68	7	148,910
69	14	329,809
70	6	219,435
71	14	287,239
72	9	236,483
73	7	158,091
74	7	109,611
75	9	185,484
76	8	195,439
77	6	96,032
78	5	54,944
79	12	272,522
80	7	123,605
81	5	109,623
82	7	101,110
83	4	74,156
84	3	34,516
85	4	65,822
86	3	38,513
87	2	41,885
88	4	53,390
89	4	34,448
90	1	4,711
91	2	8,476
92	1	2,626
95	1	4,935
98	1	3,296
Totals	332	\$ 8,068,736

**INACTIVE VESTED MEMBERS INCLUDED IN VALUATION
JUNE 30, 2012**

Inactive vested members included in the valuation totaled 61 with estimated deferred pensions of \$1,018,326.

Attained Age	No.	Estimated Deferred Annual Pensions
34	1	\$ 21,621
35	1	12,460
38	4	63,587
39	3	40,850
40	2	45,713
41	2	25,077
42	5	90,113
44	3	52,359
45	4	54,741
46	3	72,995
47	1	10,408
48	2	32,157
49	1	8,118
50	2	54,175
51	1	38,968
52	2	54,241
53	1	14,919
54	2	14,185
55	7	127,295
56	1	11,381
57	5	57,707
58	3	65,448
59	4	34,794
62	1	15,014
Totals	61	\$ 1,018,326

ACTIVE MEMBERS JUNE 30, 2012
TABULATED BY VALUATION DIVISIONS

<u>Valuation Divisions</u>	<u>No.</u>	<u>Annual Payroll</u>
General members	167	\$10,236,043
Police officers	63	4,896,840
Firefighters	23	1,635,199
Total Active Members	253	\$16,768,082

NUMBER ADDED TO AND REMOVED FROM ACTIVE MEMBERSHIP

Year Ended June 30	Number Added During Year		Terminations During Year								Active Members End of Year
	A	E	Normal Retirement		Disabled		Died in Service		Other Withdrawal		
			A	E	A	E	A	E	A	E	
1993	40	26	19	10.2	0	1.4	0	1.2	7	15.6	368
1994	10	14	8	12.0	0	1.4	0	1.1	6	18.6	364
1995	25	28	15	9.1	3	1.2	1	1.0	9	16.6	361
1996	45	21	9	4.5	0	1.2	1	1.0	11	18.4	385
1997	44	19	12	8.6	1	0.8	0	0.9	6	15.4	410
1998	33	14	5	5.8	1	0.9	0	0.9	8	17.1	429
1999	37	28	10	6.1	6	0.9	0	0.9	12	21.4	438
2000	21	17	6	6.8	1	0.9	0	0.9	10	17.6	441
2001	34	27	12	5.2	4	0.9	0	1.0	11	11.0	448
2002	21	23	13	6.9	2	1.5	0	1.0	8	13.5	446
2003	20	20	9	6.7	1	1.5	0	0.9	10	12.7	446
2004	6	14	6	8.3	0	1.4	1	1.0	7	12.0	438
2005	5	45	17	8.7	1	1.5	0	1.0	27	10.3	398
2006	11	14	4	9.1	1	1.5	1	1.0	8	7.9	395
2007	6	13	8	10.4	0	1.6	1	1.1	4	7.0	388
2008	0	31	13	11.2	1	1.6	1	1.2	16	5.9	357
2009	0	0	11	11.5	1	1.7	1	1.2	11	4.5	333
2010	0	0	15	10.4	0	1.6	0	1.2	6	3.6	312
2011	1	0	14	9.5	3	1.5	0	1.2	14	2.8	282
2012	0	0	24	10.8	0	1.3	0	1.1	5	2.2	253

ACTIVE MEMBERS COMPARATIVE SCHEDULE

Valuation Date June 30	Active Members			Total	Valuation Payroll	Average		
	Gen.	Police	Fire			Age	Service	Pay
1975	238	78	26	342	\$ 3,893,200	36.4	7.1	\$11,384
1980	282	75	26	383	6,289,532	38.0	8.9	16,422
1985	246	71	26	343	8,695,553	41.6	13.1	25,351
1986	254	72	26	352	9,241,786	41.8	13.3	26,255
1987	258	72	27	357	9,685,174	41.8	13.5	27,129
1988	255	72	27	354	10,014,092	42.2	14.0	28,288
1989	249	70	27	346	10,248,481	42.4	14.0	29,620
1990	248	74	27	349	10,828,357	42.0	13.9	31,027
1991	251	74	26	351	11,288,361	41.9	14.1	32,161
1992	252	76	26	354	11,856,395	42.2	14.3	33,493
1993	262	78	28	368	12,902,885	41.3	13.2	35,062
1994	261	78	25	364	13,599,955	41.7	13.7	37,363
1995	257	79	25	361	13,630,668	41.2	12.9	37,758
1996	265	87	33	385	15,078,468	40.9	12.6	39,165
1997	288	89	33	410	16,455,280	40.6	11.9	40,135
1998	294	97	33	429	17,690,669	41.1	10.5	41,237
1999	299	101	38	438	18,309,889	40.7	11.5	41,803
2000	302	100	39	441	20,073,442	41.1	11.8	45,518
2001	307	103	38	448	20,645,491	41.1	11.7	46,084
2002	308	100	38	446	21,336,450	41.1	11.7	47,840
2003	306	102	38	446	22,002,419	41.4	11.9	49,333
2004	299	101	38	438	22,467,047	42.2	12.7	51,295
2005	280	88	30	398	20,881,320	43.1	13.6	52,466
2006	281	84	30	395	22,874,078	43.7	14.2	57,909
2007	272	85	31	388	22,410,946	44.3	14.8	57,760
2008	245	82	30	357	21,550,441	45.0	15.7	60,365
2009	230	74	29	333	20,572,189	45.7	16.3	61,778
2010	217	70	25	312	19,554,838	46.2	17.0	62,676
2011	193	66	23	282	18,038,609	46.9	17.5	63,967
2012	167	63	23	253	16,768,082	47.0	17.6	66,277

GENERAL MEMBERS JUNE 30, 2012
BY ATTAINED AGE AND YEARS OF SERVICE

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
25-29		1						1	\$ 54,734
30-34		1	4					5	285,817
35-39		1	7	4				12	659,904
40-44		4	14	8	4			30	1,818,714
45-49		5	10	13	7	10	1	46	2,773,215
50-54		1	2	11	1	3	2	20	1,180,244
55-59			11	11	7	3	7	39	2,532,420
60				2	1	1		4	284,891
61				1				1	47,929
62		2	1				1	4	266,014
63						1	1	2	126,347
64			1			1	1	3	205,814
Totals	0	15	50	50	20	19	13	167	\$ 10,236,043

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 48.9 years

Service: 18.1 years

Annual Pay: \$61,294

POLICE OFFICERS JUNE 30, 2012
BY ATTAINED AGE AND YEARS OF SERVICE

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
25-29		1						1	\$ 68,412
30-34		1	2					3	214,454
35-39		1	12	5				18	1,364,370
40-44			5	16	4			25	1,955,244
45-49			1	4	3			8	631,652
50-54					5	1		6	520,969
55-59			1	1				2	141,739
Totals	0	3	21	26	12	1	0	63	\$ 4,896,840

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 42.2 years

Service: 16.3 years

Annual Pay: \$77,728

FIREFIGHTERS JUNE 30, 2012
BY ATTAINED AGE AND YEARS OF SERVICE

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
30-34		1						1	\$ 67,680
35-39			1	2				3	202,166
40-44			3	1				4	283,300
45-49			2	7	1			10	707,124
50-54				1		1	1	3	234,310
55-59				1			1	2	140,619
Totals	0	1	6	12	1	1	2	23	\$1,635,199

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 45.8 years

Service: 17.6 years

Annual Pay: \$71,096

SECTION C

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

VALUATION METHODS

Normal cost and the allocation of benefit values between service rendered before and after the valuation date was determined using an individual **entry-age normal cost** valuation method having the following characteristics:

- (i) the annual normal costs for each individual active member, payable from the date of employment to the date of retirement, are sufficient to accumulate the value of the member's benefit at the time of retirement;
- (ii) each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liability. Unfunded actuarial accrued liability was amortized as a level dollar amount over a closed period of 27 years.

ACTUARIAL ASSUMPTIONS USED FOR THE VALUATION

The actuary calculates the contribution requirements and benefit values of the Retirement System by applying actuarial assumptions to the benefit provisions and people information furnished, using the valuation methods described on page C-1.

The principal areas of economic and risk assumptions are:

- (i) Long-term rates of investment income likely to be generated by the assets of the Retirement System,
- (ii) Patterns of salary increases to be experienced by members,
- (iii) Rate of mortality among members, retirees and beneficiaries,
- (iv) Rates of withdrawal of active members without entitlement to a deferred retirement benefit,
- (v) Rates of disability among members and their subsequent rates of recovery,
- (vi) The age and service distribution of actual retirements.

In making a valuation the actuary must project the monetary effect of each assumption, for each distinct experience group, for the next year and for each year over the next half-century or longer.

Once actual experience has occurred and been observed it is unlikely that it will coincide exactly with assumed experience. Each valuation provides a complete recalculation of assumed future experience and takes into account all past differences between assumed and actual experience. The result is a continual series of small adjustments of the computed contribution rate.

From time-to-time it becomes necessary to adjust the package of risk measurements to reflect basic experience trends -- but not random year-to-year fluctuations. We will recommend changes whenever we feel they are appropriate.

The rate of investment return (an economic assumption) used was 7.75% a year, compounded annually. This assumption was first used for the June 30, 2003 valuation. The assumption consists of 3.25% for assuming maturity and principal risks (real return) and 4.50% in recognition of wage inflation. This assumption is used to discount the value of future payments. Actual recognized investment return for purposes of the actuarial valuation, based on the mean actuarial value of assets, has been as follows:

Year Ended June 30					5 Year Average
2012	2011	2010	2009	2008	
1.7%	4.4%	2.7%	2.8%	8.1%	3.9%

The rates of salary increase (an economic assumption) used are in accordance with the following graded table. These assumptions were first used for the June 30, 2001 valuation. The assumption consists of 4.50% in recognition of wage inflation and a graded allowance for promotion and longevity.

The assumption is used to project current salaries to those upon which pension amounts will be based.

Sample Ages	Present Salary Resulting in Salary of \$1,000		Percent Increase in Salary During Next Year	
	At Age 65 General	At Age 60 Police-Fire	General	Police-Fire
20	\$ 64	\$ 112	8.3 %	7.5 %
25	94	161	7.6	7.5
30	135	229	7.2	7.1
35	190	315	6.9	5.6
40	264	403	6.6	4.7
45	361	507	6.2	4.7
50	482	638	5.6	4.7
55	629	800	5.2	4.6
60	801	1,000	4.7	4.5
65	1,000	---	4.5	4.5

Actual valuation payroll has increased at the following rates.

	Year Ended June 30					5 Year
	2012	2011	2010	2009	2008	Average
Total payroll	(7.0) %	(7.8) %	(4.9) %	(4.5) %	(3.8) %	(5.6) %
Increase in pay for members active at both beginning and end of year	3.3	1.3	1.6	2.0	4.4	2.5

The mortality table (a risk assumption) used was the RP 2000 Combined Male and Female Mortality Table, set back 0 years for men and women. This table was first used for the June 30, 2012 valuation. No provision is currently made for future improvements in mortality after the measurement date. Sample values follow:

Sample Ages	Single Life Retirement Values			
	Present Value of \$1 Monthly for Life		Future Life Expectancy (Years)	
	Men	Women	Men	Women
50	\$138.71	\$142.13	30.80	33.59
55	130.86	135.35	26.18	28.91
60	120.86	126.58	21.74	24.38
65	108.86	115.96	17.61	20.12
70	95.25	103.70	13.88	16.23
75	80.22	90.02	10.57	12.74
80	64.63	75.25	7.75	9.68

This assumption is used to measure the probabilities of members dying before retirement and the probabilities of each pension payment being made after retirement. Disabled retirees use the RP 2000 Male and Female mortality tables with no setback.

The rates of retirement (a risk assumption) used to measure the probability of eligible members retiring during the year following attainment of the indicated age were as follows:

Age	Number Retiring Per 100 Eligible		
	General	Police	Fire
50	-	30	30
51	-	20	20
52	-	15	15
53	-	15	15
54	-	15	15
55	10	10	10
56	5	10	10
57	5	15	15
58	5	25	25
59	5	30	30
60	20	100	100
61	20	100	100
62	20	100	100
63	20	100	100
64	20	100	100
65	30	100	100
66	30	100	100
67	40	100	100
68	50	100	100
69	60	100	100
70	100	100	100

These rates were first used for the June 30, 2001 valuation.

Rates of separation from active membership (a risk assumption) were as follows: (rates do not apply to members eligible to retire and do not include separation on account of death or disability). This assumption measures the probabilities of members remaining in employment.

Sample Ages	Years of Service	Number Separating Within Next Year (Per 100 Members)		
		General Members	Police	Fire
ALL	0	15.00	8.00	8.00
	1	10.00	6.00	6.00
	2	8.00	4.50	4.50
	3	7.00	3.00	3.00
	4	6.00	2.00	2.00
25	5 & Over	5.00	2.50	2.50
30		4.50	2.00	2.00
35		3.55	1.10	1.10
40		1.45	0.40	0.40
45		0.75	0.40	0.40
50		0.75	0.40	0.40
55		0.75	0.40	0.40
60		0.75	0.40	0.40
65		0.75	0.40	0.40

Rates for General and Police were revised effective June 30, 2001.

Rates of disability (a risk assumption) measure the probabilities of active members retiring with a disability benefit.

Sample Ages	% of Active Members Becoming Disabled Within Next Year		
	General	Police	Fire
20	0.15 %	0.10 %	0.10 %
25	0.18	0.15	0.15
30	0.20	0.25	0.20
35	0.29	0.30	0.25
40	0.42	0.70	0.50
45	0.65	0.80	0.65
50	1.05	0.95	0.80
55	1.84	1.10	0.95
60	3.06	1.20	1.00

Rates for General and Police were revised effective June 30, 2001.

SUMMARY OF ASSUMPTIONS USED
JUNE 30, 2012
MISCELLANEOUS AND TECHNICAL ASSUMPTIONS

Marriage Assumption:	100% of males and 100% of females are assumed to be married for purposes of death-in-service benefits.
Pay Increase Timing:	Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
Decrement Timing:	Decrements of all types are assumed to occur mid-year.
Eligibility Testing:	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
Benefit Service:	Exact fractional service is used to determine the amount of benefit payable.
Decrement Relativity:	Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
Decrement Operation:	Disability and mortality decrements do not operate during the first 5 years of service. Disability and withdrawal do not operate during retirement eligibility.
Normal Form of Benefit:	The assumed normal form of benefit is the straight life form.
Loads:	No loads were utilized.
Increases in CPI:	CPI was assumed to increase at 4.0% annually.

SECTION D

STATEMENT NO. 25 AND NO. 27 OF THE GOVERNMENTAL ACCOUNTING STANDARDS BOARD

This information is presented in draft form for review by the System's auditor. Please let us know if there are any items that the auditor changes so that we may maintain consistency with the System's financial statements.

**GASB STATEMENT NO. 25 AND NO. 27
REQUIRED SUPPLEMENTARY INFORMATION
(\$ AMOUNTS IN THOUSANDS)**

**Schedule of Funding Progress
(excluding Health Insurance)**

Actuarial Valuation Date June 30	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Entry Age (b)	Unfunded AAL (b)-(a)	Funded Ratio (a)/(b)	Covered Payroll (c)	UAAL as a % of Covered Payroll ((b-a)/c)
2003 *	\$ 111,389	\$ 97,359	\$ (14,031)	114.41 %	\$22,002	(63.8) %
2004 *	111,034	102,175	(8,859)	108.7	22,467	(39.4)
2005 *	110,582	106,174	(4,408)	104.2	20,881	(21.1)
2006 *	113,663	115,225	1,563	98.6	22,874	6.8
2007 *	121,400	118,313	(3,087)	102.6	22,411	(13.8)
2008 *	129,496	126,166	(3,330)	102.6	21,550	(15.5)
2009 *	129,667	130,793	1,126	99.1	20,572	5.5
2010 *	129,277	135,611	6,333	95.3	19,555	32.4
2011	131,248	138,810	7,562	94.6	18,039	41.9
2012 *	129,191	150,963	21,771	85.6	16,768	129.8

* Revised actuarial assumptions and/or methods and/or changes in benefit provisions.

Required Supplementary Information

During the year ended June 30, 2012 the plan experienced a net change of \$12,152,590 in the actuarial accrued liabilities. There were no changes in benefit provisions or actuarial assumptions.

GASB STATEMENT NO. 25
REQUIRED SUPPLEMENTARY INFORMATION
(\$ AMOUNTS IN THOUSANDS)

Schedule of Employer Contributions
(excluding Health Insurance)

Fiscal Year Ending June 30	Actuarial Valuation Date June 30	Contribution Rates as Percents of Valuation Payroll	Computed Dollar Contribution Based on Projected Valuation Payroll	Actual Required Contribution Based on Actual Payroll	Percentage Contributed
1999	1997	10.98 %	\$1,807	\$1,993	100 %
2000	1998	8.66	1,532	1,760	100
2001	1999	8.62	1,578	1,784	100
2002	2000	9.05	1,817	1,923	100
2003	2001	8.41	1,842	1,858	100
2004	2002	6.57	1,531	1,496	100
2005	2003	6.33	1,521	1,388	100
2006	2004	8.72	2,139	2,048	100
2007	2005	10.89	2,483	2,538	100
2008	2006	15.37	3,597	3,488	100
2009	2007	10.87	2,494	2,466	100
2010	2008	10.15	2,188	2,280	100
2011	2009	14.27	2,936	3,062	100
2012	2010	16.52	3,230	3,050	100
2013	2011	17.38	3,135	-	-
2014	2012	24.79	4,157	-	-

The Retirement System's financial objective provides for periodic employer contributions at actuarially determined rates that are designed to accumulate sufficient assets to pay benefits when due. The normal cost and amortization payment for the year ended June 30, 2012 were determined using an entry age actuarial funding method. Unfunded actuarial accrued liabilities were amortized as a level dollar over a closed period of 27 years.

During the year ended June 30, 2012 contributions totaling \$3,050,103 were made in accordance with contribution requirements determined by an actuarial valuation of the plan as of June 30, 2010. The employer contributions consisted of \$2,498,347 for normal cost, and \$551,756 for amortization of the unfunded actuarial accrued liability. Employer contributions represented 18.19% of June 30, 2012 covered payroll.

GASB STATEMENT NO. 25 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	June 30, 2012
Actuarial cost method	Entry Age
Amortization method	Level dollar
Remaining amortization period	27 years closed
Asset valuation method	Open 5-year smoothed market
Actuarial assumptions:	
Investment rate of return	7.75%
Projected salary increases*	4.5% - 8.5%
*Includes wage inflation at	4.5%
Cost-of-living adjustments	Annual increase for those eligible assumed to be 1.6% compounded annually.

Membership of the plan consisted of the following at June 30, 2012, the date of the latest actuarial valuation:

Retirees and beneficiaries receiving benefits	332
Terminated plan members entitled to but not yet receiving benefits	61
Active plan members	<u>253</u>
Total	646