



# MUNICIPAL FIRE AND POLICE RETIREMENT SYSTEM OF IOWA

**Actuarial Valuation Report**

**July 1, 2017**

**Wisdom at Work.**

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October 13, 2017

**PERSONAL AND CONFIDENTIAL**

Board of Trustees  
Municipal Fire and Police Retirement System of Iowa  
7155 Lake Drive, Suite 201  
West Des Moines, IA 50266

RE: July 1, 2017 Actuarial Report

Dear Board Members:

We are pleased to submit this actuarial report of the Municipal Fire and Police Retirement System of Iowa. The report presents the annual actuarial valuation, which was determined in accordance with Iowa Code Chapter 411. The costs developed and presented in this report are based on asset values as of June 30, 2017, member census data as of July 1, 2017 and current System provisions, all of which were supplied by the Municipal Fire & Police Retirement System of Iowa.

The purposes of the actuarial report are:

1. To determine the normal contribution rate that is payable by the Cities under Chapter 411 of the Code of Iowa;
2. To determine the funded status of the System; and
3. To provide information relating to the disclosure requirements of the Governmental Accounting Standards Board (GASB) Statement No. 67 – Financial Reporting for Defined Benefit Pension Plans (an amendment of GASB Statement No. 25).

All costs and liabilities were determined in accordance with generally accepted actuarial principles and procedures and are based on the actuarial assumptions and methods prescribed by the Board of Trustees in accordance with Iowa Code Section 411.5.10-11. To the best of our knowledge, the information supplied in this report is complete and accurate and in my opinion, the assumptions are reasonably related to the experience of the System and to reasonable expectations under the System. The amounts presented in the accompanying report have been determined appropriately according to the actuarial assumptions and methods stated herein, and fully and fairly disclose the actuarial position of the System. The undersigned meets the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinion contained in this report.

Sincerely,



Glen C. Gahan, FSA  
Principal  
Member of American Academy  
of Actuaries  
Enrolled Actuary No. 17-4875



Michael S. Ehmke, ASA  
Principal  
Member of American Academy  
of Actuaries  
Enrolled Actuary No. 17-5811

GCG/MSE/cn

Enclosure

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## Report Highlights

This section compares results of the current and prior two actuarial valuations. Additional supporting detail is available in other sections of the report. The Table of Contents on the prior page identifies the location of the supporting detail.

	As of July 1,		
	2015	2016	2017
<b>Cities Recommended Contribution</b>	\$ 70,844,369	\$ 72,838,723	\$ 77,081,123
<b>Normal Contribution Rate</b>	25.92%	25.68%	26.02%
<b>Plan Assets</b>			
Market Value	2,300,180,355	2,242,546,392	2,436,896,111
Actuarial Value	2,239,539,373	2,333,944,800	2,461,161,417
<b>Prior Year Investment Return</b>			
Market Value	3.07%	0.01%	11.75%
Actuarial Value	11.43%	6.88%	8.37%
<b>Actuarial Accrued Liability</b>	2,769,994,684	2,867,807,326	3,023,371,171
Funded Ratio*	80.85%	81.38%	81.40%
<b>Annual Participating Payroll</b>	273,319,323	283,639,887	296,237,982
<b>Annual Normal Cost</b>	51,366,130	53,423,772	56,128,110
Percent of Payroll	18.79%	18.84%	18.95%
<b>Annual Pension Benefits</b>			
Service Retirement	79,525,488	82,955,208	87,272,844
Disabled Retirement	44,024,136	45,967,620	47,563,392
Vested Retirement	5,747,688	6,196,356	6,677,184
Beneficiaries	<u>17,506,836</u>	<u>17,580,996</u>	<u>19,008,288</u>
Total	146,804,148	152,700,180	160,521,708
<b>Number of Members</b>			
Active	3,892	3,926	3,968
Disabled	1,121	1,132	1,136
Retirees and Beneficiaries	2,814	2,854	2,909
Vested Terminated	<u>328</u>	<u>341</u>	<u>356</u>
Total	8,155	8,253	8,369

\*Based on the ratio of the Actuarial Value of Assets to Actuarial Accrued Liability.

## Comments on the Valuation

### Cities Recommended Contribution

The recommended contribution to the System was determined using the Entry Age Normal actuarial cost method as adopted by the Board of Trustees for valuation years beginning July 1, 2011. The Aggregate actuarial cost method had been used for years prior to July 1, 2011 to determine the contribution for the System.

We recommend a contribution of \$77,081,123 be made for the 2017 plan year. This is equal to a contribution rate of 26.02% of payroll. This rate assumes that the State of Iowa will contribute approximately \$0 for the 2017 plan year.

The System's normal contribution rate increased from 25.68% for 2016 to 26.02% for 2017. The System's contribution rate before any adjustment to the minimum contribution rate changed as follows:

July 1, 2016 normal contribution rate:	25.68%
• Increase in contribution rate due to lower State contribution	0.00%
• Plan experience more favorable than assumed	(0.36%)
• Investment experience more favorable than assumed	(0.57%)
• Changes in System provisions	0.00%
• Change in actuarial cost method	0.00%
• Changes in actuarial assumptions	<u>1.27%</u>
Preliminary normal contribution rate:	26.02%
• Increase necessary to meet minimum contribution rate	0.00%
July 1, 2017 normal contribution rate	26.02%

### Changes in System Provisions

All System provisions remained unchanged from the prior year valuation.

### Changes in Actuarial Assumptions

In accordance with Iowa State Code Section 411.5.10-11, the Board of Trustees prescribes the actuarial assumptions used in this report. Per the Code Section, we as the System's actuary conduct a formal investigation, or experience study, of the primary assumptions every five years. The most recent investigation was completed for the 10-year period ending June 30, 2012. The next scheduled investigation will be for the period ending June 30, 2017. However, in response to anticipated new mortality tables for public pension plans, an analysis was conducted on the post-retirement mortality experience of the System for the 10-year period ending June 30, 2015.

This included separate analysis of the service retirements, disability retirements and beneficiaries experience and resulted in the Board of Trustees adopting a change in the base mortality table as of July 1, 2016 to the RP-2000 Blue Collar Combined Healthy Mortality Table with males set back two years, and females set forward one year. The Board of Trustees also considered a mortality improvement assumption, but did not adopt such an assumption at that time.

The Board of Trustees took additional action to include a future mortality improvement assumption in August of this year, effective as of July 1, 2017. The Board's action was precipitated by the anticipated new mortality tables and the scheduled five-year experience investigation next year. The Board adopted a future mortality improvement assumption of projecting the base table five years with Scale BB. This schedule provides some margin for mortality improvement based upon the latest investigation. Adoption of this schedule is a reasonable, interim step until the System's next five-year experience study is completed.

### **Change in Actuarial Methods**

All actuarial cost methods remain unchanged from the prior year valuation.

## Comments on the Valuation

### Government Accounting Standards Board Disclosure

Measurements used to evaluate the funded status of the System are based on procedures set forth by Government Accounting Standards Board (GASB). In an effort to enhance the understandability and usefulness of the pension information that is included in the financial reports of pension plans for state and local governments, GASB has issued Statement No. 67 – Financial Reporting for Pension Plans (an amendment of GASB Statement No. 25), and Statement No. 68 – Accounting and Financial Reporting for Pensions (an amendment of GASB Statement No. 27). Statement No. 67 is effective for fiscal years beginning after June 15, 2013, while Statement No. 68 is effective for fiscal years beginning after June 15, 2014. Statement No. 67 applies to financial reporting by pension plans, while Statement No. 68 applies to accounting and financial reporting by state and local governments for pensions. This report includes information relative to reporting requirements of GASB Statement No. 67, while information relative to reporting requirements of GASB Statement No. 68 is prepared in a separate report.

In addition to two required statements regarding System assets, the statement requires four schedules and accompanying notes disclosing information relative to provisions of the System, assumptions used to measure the total pension liability, the funded status of the System and historical contribution patterns:

- The Schedule of Changes in Net Pension Liability provides changes in the total pension liability, the plan's fiduciary net position and the net pension liability.
- The Schedule of Net Pension Liability provides the net pension liability as a percentage of covered payroll.
- The Schedule of Employer Contributions provides historical information about the Actuarially Determined Contribution (ADC) and the percentage of the ADC that was actually contributed. For the System, the ADC is equal to the normal contribution rate multiplied by the covered payroll for the year. This is the total ADC before any adjustment for minimum contribution rates or state contributions.
- The Schedule of Investment Returns presents the annual money-weighted rate of return on pension plan investments. This information is prepared in a separate report.

## Comments on the Valuation

### Covered Members

*Ages of Active Members* – The average age of the active members has slightly decreased. The average age of members included in the valuation was 41.0 for the current year and 41.2 in the prior year.

*Service of Active Members* – The average service of the active members has slightly decreased. The average service of members included in the valuation was 13.7 for the current year and 13.8 in the prior year.

*Participating Compensation and Members* – Total participating compensation increased from \$283,639,887 to \$296,237,982, a 4.4% increase. The number of active members increased from 3,926 in 2016 to 3,968 in 2017.

*Average Annual Compensation* – The average compensation of active members is more than the average compensation for the prior year. The average compensation was \$72,247 in 2016 and \$74,657 in 2017.

*Ages of New Service Retirement Members* – The average age of active members who elected service retirement has increased. The average age of new service retirements was 58.6 for the current year and 58.4 in the prior year.

### Risk Disclosures

Recent revisions to certain actuarial standards of practice introduced new disclosure requirements, such as describing the funded status of the System on the basis of the market value of assets. In addition, the Actuarial Standards Board is expected to issue a new actuarial standard of practice on risk disclosure. Common measures of risk include the ratio of market value of assets and actuarial accrued liability to participating payroll.

	As of July 1,	
	<u>2016</u>	<u>2017</u>
Market Value Assets	\$2,242,546,392	\$2,436,896,111
Covered Payroll	283,639,887	296,237,982
Ratio	7.91	8.23
Actuarial Accrued Liability	2,867,807,326	3,023,371,171
Covered Payroll	283,639,887	296,237,982
Ratio	10.11	10.21
Market Value Assets	2,242,546,392	2,436,896,111
Actuarial Accrued Liability	2,867,807,326	3,023,371,171
Funded Ratio	78.20%	80.60%



## Actuarial Valuation Results

This section of the report provides information concerning the valuation of System assets and liabilities and determination of recommended contributions. The following is a brief description of the following pages and of how the information is organized.

**Assets** – System assets are amounts that have accumulated and will be used to meet future benefit obligations. In the Assets exhibit, trust fund transactions reported by the System are traced from the prior valuation date to the current valuation date and a statement of market value of assets is presented. In addition, the actuarial value of assets is developed based on the adopted method.

**Actuarial Accrued Liability** – The actuarial accrued liability is equal to the sum of the individual accrued liabilities for all System members. Each member's accrued liability equals the actuarial present value of all future benefits less the actuarial present value of all future normal costs.

**Unfunded Actuarial Accrued Liability** – The unfunded actuarial accrued liability on the valuation date is equal to the excess of the System's actuarial accrued liability over the System's actuarial value of assets.

**Annual Normal Cost** – The annual normal cost is the portion of total System costs assigned to the current plan year by the actuarial cost method.

**Annual Contributions** – The recommended annual contribution is defined by the rate of contribution and covered payroll. The System's contribution rate by statute may not be less than 17% of covered payroll. As of July 1, 2011, the determination changed from the Aggregate cost method to the Entry Age Normal cost method with a 25-year level dollar amortization of unfunded actuarial accrued liability on an open basis. As of July 1, 2013, the determination changed to the Entry Age Normal Method with a 25-year level dollar amortization of unfunded actuarial accrued liability on a closed layered basis. The recommended contribution rate consists of the normal cost plus amortization of the unfunded actuarial accrued liability, less member contributions, less state contributions, divided by the covered payroll.

**Unfunded Accrued Liability Payments** – One of the components included to determine the recommended annual contribution is the unfunded accrued liability payment. The unfunded accrued liability payment is an annual amount that will amortize the initial unfunded accrued liability and any subsequent annual changes in the unfunded accrued liability due to System amendments, changes in actuarial assumptions and actuarial gains/losses.

**Actuarial Gain/(Loss)** – Actuarial gains and losses indicate the extent to which actual experience is deviating from that expected on the basis of the actuarial assumptions. Actuarial gains result from experience more favorable than assumed and reduce the unfunded actuarial accrued liability. Actuarial losses result from experience less favorable than assumed and increase the unfunded actuarial accrued liability.

**Actuarial Present Value of Accrued Benefits** – Another objective of preparing the actuarial valuation is to evaluate the funding status of the System. A comparison of the market value of assets with the actuarial present value of accrued benefits is displayed for the current and prior year.

**Actuarial Valuation Results**  
**Assets – Market Value**  
**Year Ending June 30, 2017**

**Market Value of Assets at June 30, 2016** \$2,242,546,392

**Receipts**

Member Contributions	\$ 26,625,022
Cities Contributions	73,411,163
State Contributions	0
Investment Income	277,769,516
Investment Management Expenses	(17,957,476)
Other Income	<u>1,910</u>

**Total Receipts** \$ 359,850,135

**Disbursements**

Benefit Payments to Members	\$(162,588,755)
Termination Withdrawals	(982,831)
Administrative Expenses	(1,767,657)
Disability Expenses	(122,513)
Other Expenses	<u>(38,660)</u>

**Total Disbursements** \$ (165,500,416)

**Market Value of Assets at June 30, 2017** \$2,436,896,111

**Actuarial Valuation Results**  
**Assets – Market Value**  
**Year Ending June 30, 2017**

**Assets**

Cash	\$ 24,763,759	
U.S. Government Obligations	35,117,865	
U.S. Corporate Fixed Income	30,286,680	
U.S. Equity Securities	451,698,916	
Foreign Equity Securities	390,895,373	
Commingled Fixed Income	194,995,096	
Short-Term Investments	19,859,423	
Real Estate	279,113,610	
Private Equity	487,615,861	
Multi-Strategy Commingled Fund	56,953,655	
Fund of Funds Commingled	480,856,341	
Receivables	7,562,970	
Fixed/Other Assets	143,148	
Pension Related Deferred Outflows	325,323	
Total Assets		\$2,460,188,020

**Liabilities**

Benefits/Refunds Payable	\$(16,184,765)	
Investment Management Expenses Payable	(2,249,603)	
Administrative Expenses Payable	(393,485)	
Net Pension Liability to IPERS	(794,389)	
Payable to Brokers, Net	(3,561,526)	
Pension Related Deferred Inflows	(108,141)	
Total Liabilities		\$ (23,291,909)
Market Value of Assets at June 30, 2017		\$2,436,896,111

## Actuarial Valuation Results

### Assets – Actuarial Value

#### Year Ending June 30, 2017

1.	Actuarial Value of Assets at July 1, 2016	\$2,333,944,800																																										
2.	Contributions for 2016 Plan Year (Members, Cities and State)	100,036,185																																										
3.	Benefit distributions and refunds for 2016 plan year	(163,571,586)																																										
4.	Noninvestment Expenses																																											
	a. Administrative Expenses	(1,767,657)																																										
	b. Disability Expenses	(122,513)																																										
	c. Other Expenses	<u>(38,660)</u>																																										
	d. Total	(1,928,830)																																										
5.	Expected return on Market Value of Assets for year at 7.5%	165,780,450																																										
6.	Asset gains/(losses) for prior five plan years																																											
	<table style="width: 100%; border-collapse: collapse; margin-left: 40px;"> <thead> <tr> <th style="width: 10%;"></th> <th style="width: 20%; text-align: center;">(i) Asset gain or (loss)</th> <th style="width: 10%; text-align: center;">Years Recognized</th> <th style="width: 10%; text-align: center;">Years Remaining</th> <th style="width: 10%; text-align: center;">(ii) Recognition Percentage</th> <th style="width: 10%; text-align: center;">(i) x (ii) Recognized Amount</th> </tr> </thead> <tbody> <tr> <td>a. 2016</td> <td style="text-align: right;">\$ 94,033,500</td> <td style="text-align: center;">1</td> <td style="text-align: center;">4</td> <td style="text-align: center;">20.000%</td> <td style="text-align: right;">18,806,700</td> </tr> <tr> <td>b. 2015</td> <td style="text-align: right;">(170,219,375)</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">20.000</td> <td style="text-align: right;">(34,043,875)</td> </tr> <tr> <td>c. 2014</td> <td style="text-align: right;">(99,921,132)</td> <td style="text-align: center;">3</td> <td style="text-align: center;">2</td> <td style="text-align: center;">20.000</td> <td style="text-align: right;">(19,984,226)</td> </tr> <tr> <td>d. 2013</td> <td style="text-align: right;">213,044,387</td> <td style="text-align: center;">4</td> <td style="text-align: center;">1</td> <td style="text-align: center;">20.000</td> <td style="text-align: right;">42,608,877</td> </tr> <tr> <td>e. 2012</td> <td style="text-align: right;">97,564,609</td> <td style="text-align: center;">5</td> <td style="text-align: center;">0</td> <td style="text-align: center;">20.000</td> <td style="text-align: right;"><u>19,512,922</u></td> </tr> <tr> <td>f. Total</td> <td></td> <td></td> <td></td> <td></td> <td style="text-align: right;">26,900,398</td> </tr> </tbody> </table>		(i) Asset gain or (loss)	Years Recognized	Years Remaining	(ii) Recognition Percentage	(i) x (ii) Recognized Amount	a. 2016	\$ 94,033,500	1	4	20.000%	18,806,700	b. 2015	(170,219,375)	2	3	20.000	(34,043,875)	c. 2014	(99,921,132)	3	2	20.000	(19,984,226)	d. 2013	213,044,387	4	1	20.000	42,608,877	e. 2012	97,564,609	5	0	20.000	<u>19,512,922</u>	f. Total					26,900,398	
	(i) Asset gain or (loss)	Years Recognized	Years Remaining	(ii) Recognition Percentage	(i) x (ii) Recognized Amount																																							
a. 2016	\$ 94,033,500	1	4	20.000%	18,806,700																																							
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e. 2012	97,564,609	5	0	20.000	<u>19,512,922</u>																																							
f. Total					26,900,398																																							
7.	Asset gains/(losses) to be recognized = (6f)	26,900,398																																										
8.	Actuarial Value of Assets at July 1, 2017 = (1) + (2) + (3) + (4d) + (5) + (7)	2,461,161,417																																										
9.	Market Value of Assets at July 1, 2017	2,436,896,111																																										
10.	Ratio of Actuarial Value to Market Value at July 1, 2017 = (8) / (9)	101.00%																																										

## Actuarial Valuation Results

### Unfunded Actuarial Accrued Liability

The unfunded actuarial accrued liability is the amount the actuarial accrued liability exceeds the actuarial value of plan assets determined as of the actuarial valuation date. The unfunded actuarial accrued liability is reduced during a year when System funding exceeds the annual normal cost and interest accrued on the prior year unfunded accrued liability. The unfunded actuarial accrued liability is also reduced (increased) when the investment return on System assets exceeds (is less than) the assumed investment return. The actuarial accrued liability is increased if there are amendments that revise benefits payable from the System. The actuarial accrued liability may be increased or decreased as the result of System experience or if there are changes in the actuarial assumptions used to determine annual contributions.

	<b>As of July 1,</b>	
	<b>2016</b>	<b>2017</b>
1. Actuarial Accrued Liability before changes		
a. Active members		
Service retirements/DROP	\$975,784,101	\$1,020,290,100
Ordinary disability	20,879,197	21,749,952
Accidental disability	134,091,184	140,341,729
Ordinary death	5,518,165	5,540,299
Accidental death	3,573,416	3,594,165
Withdrawal	21,154,806	21,331,124
Total Active	1,161,000,869	1,212,847,369
b. Inactive members		
Members receiving benefits	1,678,663,673	1,729,713,546
Deferred vested terminations	38,337,081	40,711,355
Refund of member contributions due	273,277	347,805
Total Inactive	1,717,274,031	1,770,772,706
c. Total Actuarial Accrued Liability	2,878,274,900	2,983,620,075
2. Actuarial Value of Plan Assets	2,333,944,800	2,461,161,417
3. Unfunded Actuarial Accrued Liability before changes =[Excess of (1) over (2)]	544,330,100	522,458,658
4. Change in Unfunded Actuarial Accrued Liability		
a. Change in System Provisions	0	0
b. Change in Actuarial Assumptions	(10,467,574)	39,751,096
5. Unfunded Actuarial Accrued Liability after changes	533,862,526	562,209,754

## Actuarial Valuation Results

### Annual Normal Cost

The annual normal cost is the portion of the total System costs assigned to the current year by the Actuarial Cost Method.

	As of July 1,	
	<u>2016</u>	<u>2017</u>
1. Annual Normal Cost		
Benefit Normal Cost	\$53,423,772	\$56,128,110
Other	0	0
Total	53,423,772	56,128,110
2. Annual Participating Payroll	283,639,887	296,237,982
3. Annual Normal Cost as a Percentage of Participating Payroll = (1) / (2)	18.84%	18.95%

## Actuarial Valuation Results

### Annual Contributions

<b>Preliminary Total Contribution</b>	<b>As of July 1,</b>	
	<b><u>2016</u></b>	<b><u>2017</u></b>
1. Annual Normal Cost	\$53,423,772	\$56,128,110
2. Estimated Member Contributions	26,662,149	27,846,370
3. Unfunded Actuarial Accrued Liability Amortization Payment	46,066,886	48,787,152
4. Total (Cities plus State) Contribution = (1) – (2) + (3)	72,828,509	77,068,892
<b>Cities' Contribution</b>		
5. Preliminary Total Contribution = (4)	72,828,509	77,068,892
6. Estimated State Contribution	0	0
7. Preliminary Cities' Contribution = (5) – (6)	72,828,509	77,068,892
8. Covered Payroll	283,639,887	296,237,982
9. Cities' Contribution as a percent of payroll = (7) / (8)	25.68%	26.02%
10. Minimum required contribution rate for Cities	17.00%	17.00%
11. Cities' Contribution = [Greater of (9) or (10)] x (8)	72,838,723	77,081,123

## Actuarial Valuation Results

### Unfunded Accrued Liability Payments

One of the components included to determine the recommended contribution is the Unfunded Accrued Liability Payment. The Unfunded Accrued Liability Payment is an annual amount that will amortize over 25 years on a closed, layered level dollar basis:

- The initial unfunded accrued liability established as of July 1, 2013.
- An increase in unfunded accrued liability if System benefits are improved through amendments.
- An increase or decrease in the unfunded accrued liability associated with a change in actuarial assumptions.
- An increase or decrease in the unfunded accrued liability resulting from actuarial gains or losses due to System experience more or less favorable than expected.

This section of the report documents the amortization bases established for the System and displays other values associated with determining the unfunded accrued liability payment.

<b>Amortization Base</b>	<b>Date Established</b>	<b>Source of Base</b>
\$ 657,280,700	July 1, 2013	Initial Unfunded
(101,748,328)	July 1, 2014	Actuarial Gain
32,616,664	July 1, 2014	Assumption Change
(64,447,420)	July 1, 2015	Actuarial Gain
17,508,411	July 1, 2015	Assumption Change
21,275,521	July 1, 2016	Actuarial Loss
(10,467,574)	July 1, 2016	Assumption Change
(7,154,241)	July 1, 2017	Actuarial Gain
39,751,096	July 1, 2017	Assumption Change

#### Charge Bases

<b>Initial Amortization Base</b>	<b>Initial Term-Years</b>	<b>Remaining Term on Valuation Date</b>	<b>Amortization Payment</b>
\$ 657,280,700	25	21	\$54,851,250
32,616,664	25	22	2,721,919
17,508,411	25	23	1,461,108
21,275,521	25	24	1,775,480
39,751,096	25	25	<u>3,317,300</u>
		Total	64,127,057

#### Credit Bases

<b>Initial Amortization Base</b>	<b>Initial Term-Years</b>	<b>Remaining Term on Valuation Date</b>	<b>Amortization Payment</b>
\$ 101,748,328	25	22	\$ 8,491,080
64,447,420	25	23	5,378,253
10,467,521	25	24	873,538
7,154,241	25	25	<u>597,034</u>
		Total	15,339,905

**Net Amortization Payment** \$48,787,152



## Actuarial Valuation Results

### Actuarial Gain/(Loss)

#### Expected Unfunded Actuarial Accrued Liability

1. Expected Actuarial Accrued Liability

Actuarial Accrued Liability on July 1, 2016	\$2,867,807,326
Normal Cost	53,423,772
Benefit Distributions	(163,571,586)
Interest on above at 7.50% to June 30, 2017	213,069,288
Total	2,970,728,800

2. Expected Assets

Actuarial Value of Assets on July 1, 2016	2,333,944,800
Contributions	100,036,185
Benefit Distributions and Noninvestment Expenses	(165,500,416)
Interest on above at 7.50% to June 30, 2017	172,635,332
Total	2,441,115,901

3. Expected Unfunded Actuarial Accrued Liability on June 30, 2017 529,612,899

#### Actual Unfunded Actuarial Accrued Liability

1. Actuarial Accrued Liability Before Changes	2,983,620,075
2. Actuarial Value of Assets	2,461,161,417
3. Actual Unfunded Actuarial Accrued Liability on July 1, 2017 (1) – (2)	522,458,658

#### Actuarial Gain or (Loss)

1. Expected Unfunded Actuarial Accrued Liability	529,612,899
2. Actual Unfunded Actuarial Accrued Liability	522,458,658
3. Actuarial Gain or (Loss) for 2017 Fiscal Year (1) – (2)	7,154,241

## Actuarial Valuation Results

### Actuarial Present Value of Accrued Benefits

	<b>As of July 1,</b>	
	<b><u>2016</u></b>	<b><u>2017</u></b>
1. Present value of vested accrued benefits		
a. Present value of vested accrued benefits for active members	\$ 871,315,876	\$ 913,217,482
b. Present value of benefits for terminated members	38,819,638	41,294,293
c. Present value of benefits for retirees, beneficiaries and disabled	1,660,602,787	1,758,560,217
Total	\$2,570,738,301	\$2,713,071,992
2. Present value of accrued nonvested benefits	31,990,578	33,529,006
3. Present value of all accrued benefits = (1) + (2)	\$2,602,728,879	\$2,746,600,998
4. Market value of assets	\$2,242,546,392	\$2,436,896,111
5. Ratio of market value of assets to the present value of all accrued benefits = (4) ÷ (3)	86.16%	88.72%
6. Ratio of market value of assets to the present value of vested accrued benefits = (4) ÷ (1)	87.23%	89.82%

## Actuarial Valuation Results

### Change in Actuarial Present Value of Accrued Benefits

The change in actuarial present value of accrued benefits due to various factors including benefits accumulated, the passage of time, benefits paid, changes in assumptions and changes in System provisions is displayed below.

Actuarial present value of accrued benefits on July 1, 2016	\$2,602,728,879
Change in present value of accrued benefits from July 1, 2016 to July 1, 2017 due to:	
• Additional benefits accumulated	\$ 80,836,676
• Interest due to passage of time	189,181,622
• Benefits paid	(163,571,586)
• Change in assumptions	37,425,407
• Changes in System provisions	<u>0</u>
Actuarial present value of accrued benefits on July 1, 2017	\$2,746,600,998

## System Demographic Experience

During the plan year July 1, 2016 to June 30, 2017, actual demographic experience differed from that expected by the actuarial assumptions, as summarized below.

Decrement Type	Expected	Actual
<b>Actives</b>		
Service Retirement	58	39
Accidental Disability	35	26
Ordinary Disability	7	8
Accidental Death	1	4
Ordinary Death	3	1
Withdrawal	72	98
DROP Participation	71	38
DROP Premature Withdrawal	6	8
DROP Retirement	33	28
DROP Death	0	1
<b>Inactives</b>		
Beneficiary Death	53	48
Disabled Death	34	30
Retirement Death	59	53
Vested Termination Death	1	0

## **System Accounting Results**

### **Overview of GASB Statement No. 67**

This section of the report provides information concerning the reporting of System assets and liabilities under GASB Statement No. 67, "Financial Reporting for Pension Plans (an Amendment of GASB Statement No. 25)," which is effective for fiscal years beginning after June 15, 2013. GASB Statement No. 67 supersedes several previously issued statements.

GASB Statement No. 67 establishes financial reporting standards for state and local government defined benefit pension plans. The statement requires financial statements and accompanying notes to disclose information relative to the funded status of the System and historical contribution patterns.

- The schedule of net pension liability presents System assets, liabilities and funded percentages as of the end of the reporting period. Also included are the actuarial assumptions used in determining the total pension liability and sensitivity of the net pension liability to changes in the discount rate.
- The schedule of changes in net pension liability provides changes in the total pension liability, the System's fiduciary net position and the net pension liability.
- The schedule of contributions provides historical information about the actuarially determined contribution, the contributions actually contributed and the contributions as a percentage of covered payroll.
- Notes to the financial statements should also include description of benefits provided, System investment information and significant assumptions used to calculate total pension liability.

## System Accounting Results

### Net Pension Liability

The components of the net pension liability of the System at June 30, 2017 were as follows:

Total Pension Liability	\$3,023,371,171
Plan Fiduciary Net Position	<u>(2,436,896,111)</u>
Net Pension Liability	586,475,060

Plan Fiduciary Net Position as a percentage of the Total Pension Liability 80.60%

#### **Sensitivity of the Net Pension Liability to Changes in the Discount Rate**

The following presents the net pension liability, calculated using the current discount rate of 7.50%, as well as the net pension liability calculated using a discount rate that is 1-percentage point lower (6.50%) or 1-percentage point higher (8.50%) than the current rate:

	1% Decrease 6.50%	Current Discount Rate 7.50%	1% Increase 8.50%
Total Pension Liability	\$3,400,732,561	\$3,023,371,171	\$2,709,502,873
Plan Fiduciary Net Position	<u>2,436,896,111</u>	<u>2,436,896,111</u>	<u>2,436,896,111</u>
Net Pension Liability	963,836,450	586,475,060	272,606,762

## System Accounting Results

### Schedule of Changes in Net Pension Liability

	Fiscal Year Ending June 30		
	2017	2016	2015
<b>Total Pension Liability</b>			
Service Cost	53,423,772	51,366,130	49,893,939
Interest	213,069,288	205,836,959	196,289,405
Changes of Benefit Terms	0	0	0
Difference between Expected and Actual Experience	12,891,275	7,643,609	15,374,059
Changes of Assumptions	39,751,096	(10,467,574)	17,508,411
Benefit Payments, including refunds	(163,571,586)	(156,566,482)	(150,026,306)
Net Change in Total Pension Liability	155,563,845	97,812,642	129,039,508
<b>Total Pension Liability – Beginning of Year</b>	2,867,807,326	2,769,994,684	2,640,955,176
<b>Total Pension Liability – End of Year</b>	3,023,371,171	2,867,807,326	2,769,994,684
<b>Plan Fiduciary Net Position</b>			
Contributions – Employer and State	73,411,163	75,254,727	79,748,943
Contributions – Member	26,625,022	25,455,597	24,622,310
Net Investment Income	259,812,040	160,671	69,833,569
Benefit Payments, including refunds	(163,571,586)	(156,566,482)	(150,026,306)
Administrative Expenses	(1,767,657)	(1,728,951)	(1,680,944)
Other	(159,263)	(209,525)	(774,140)
Net Change in Plan Fiduciary Net Position	194,349,719	(57,633,963)	21,723,432
<b>Plan Fiduciary Net Position – Beginning of Year</b>	2,242,546,392	2,300,180,355	2,278,456,923
<b>Plan Fiduciary Net Position – End of Year</b>	2,436,896,111	2,242,546,392	2,300,180,355
<b>Net Pension Liability – End of Year</b>	586,475,060	625,260,934	469,814,329
<b>Plan Fiduciary Net Position as a Percentage of the Total Pension Liability</b>	80.60%	78.20%	83.04%
<b>Covered-Employee Payroll*</b>	283,222,057	270,986,891	262,260,060
<b>Net Pension Liability as a Percentage of the Covered-Employee Payroll</b>	207.07%	230.73%	179.14%

\*Actual for noted period as provided by the System.

## System Accounting Results

### Schedule of Contributions

	Fiscal Year Ending June 30		
	2017	2016	2015
<b>Actuarially Determined Contribution</b>	\$73,411,163	\$75,254,727	\$79,748,943
<b>Contributions in Relation to the Actuarially Determined Contribution</b>	73,411,163	75,254,727	79,748,943
<b>Contribution Deficiency/ (Excess)</b>	0	0	0
<b>Covered-Employee Payroll*</b>	283,222,057	270,986,891	262,260,060
<b>Contributions as a Percentage of Covered-Employee Payroll</b>	25.92%	27.77%	30.41%

\*Actual for noted period as provided by the System.

#### **Methods and Assumptions for Actuarially Determined Contribution**

Actuarially determined contribution rates are calculated as of July 1, two years prior to the end of the fiscal year in which contributions are reported.

Valuation Date	July 1, 2017
Actuarial Cost Method	Entry Age Normal
Asset Valuation Method	5-Year Smoothed Market
Amortization Method	Level Dollar, Closed, Layered
Amortization Period	25 Years
Salary Increases	4.50% to 15.11%
Investment Rate of Return	7.50%
Mortality Table	RP 2000 Blue Collar Combined Healthy table with males set-back two years, females set-forward one year and disabled set-forward one year (male only rates), with five years projection of future mortality improvement with Scale BB.



## System Accounting Results

### Actuarial Assumptions

The actuarial assumptions used in the valuation were adopted by the Board of Trustees in accordance with Iowa Code Section 411.5.10-11, which results in the assumptions being considered prescribed assumptions by another party under applicable actuarial standards of practice. The Board of Trustees adopts the actuarial assumptions based on the actuarial investigation completed every five years. The most recently completed investigation was for the 10-year period ending June 30, 2012.

The total pension liability was determined by the following actuarial assumptions:

Investment Rate of Return	7.50%
Discount Rate	7.50%
Inflation Rate	3.00%
Salary Increases	4.50% to 15.11%
Mortality Table	RP 2000 Blue Collar Combined Healthy table with males set-back two years, females set-forward one year and disabled set-forward one year (male only rates), with five years projection of future mortality improvement with Scale BB.
Actuarial Cost Method	Entry Age Normal

#### Discount Rate

The discount rate used to measure the total pension liability as of June 30, 2017 was 7.50%. The projection of cash flows used to determine the discount rate assumed that member contributions will be made at 9.40% of covered payroll and the City contributions will be made at rates equal to the difference between actuarially determined rates and the member rate. Based on those assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on System investments was applied to all periods of projected benefit payments to determine the total pension liability.

## Summary of Actuarial Assumptions

The actuarial assumptions used in the valuation were adopted by the Board of Trustees in accordance with Iowa Code Section 411.5.10-11, which results in the assumptions being considered prescribed assumptions by another party under applicable actuarial standards of practice. The Board of Trustees adopts the actuarial assumptions based on the actuarial investigation completed every five years. The most recently completed investigation was for the 10-year period ending June 30, 2012.

**Interest Rate** 7.5%, net of investment and administrative expenses.

**Salary Increase Rates** Rates varying based on age. Annual rates at sample ages are displayed below:

<u>Age</u>	<u>Rate</u>
20	15.11%
25	10.41
30	7.14
35	5.35
40	4.95
45 or Over	4.50

### Mortality Rates

Pre-retirement Mortality

- Ordinary

Rates varying by age – Sample rates:

<u>Age</u>	<u>Rate</u>
20	0.02%
25	0.02
30	0.03
35	0.04
40	0.05
45	0.07
50	0.10
55	0.13
60	0.19
65	0.25

- Accidental

Rates varying by age – Sample rates:

<u>Age</u>	<u>Rate</u>
20	0.02%
25	0.01
30	0.01
35	0.01
40	0.01
45	0.02
50	0.05
55	0.09
60	0.15
65	0.28

## Summary of Actuarial Assumptions (continued)

### Post-retirement Mortality

- Ordinary
 

RP 2000 Blue Collar Combined Healthy Mortality Table with males set-back two years and females set-forward one year with five years projection of future mortality improvement with Scale BB.
  
- Disabled
 

RP 2000 Blue Collar Combined Healthy Mortality Table – Male, set-forward one year with five years projection of future mortality improvement with Scale BB.

### Disability Rates

- Ordinary
 

Rates varying by age – Sample rates:

<u>Age</u>	<u>Rate</u>
20	0.08%
25	0.08
30	0.08
35	0.10
40	0.14
45	0.18
50	0.24
55	0.34
60	0.71
65	1.45

- Accidental
 

Rates varying by age – Sample rates:

<u>Age</u>	<u>Rate</u>
20	0.10%
25	0.10
30	0.10
35	0.10
40	0.27
45	0.62
50	1.18
55	2.69
60	5.51
65	6.41

## Summary of Actuarial Assumptions (continued)

### Turnover Rates

Rates varying by age – Sample rates:

<u>Age</u>	<u>Rate</u>
20	7.11%
25	5.81
30	4.51
35	2.71
40	1.08
45	0.20
50	0.20
55	0.00
60	0.00
65	0.00

### Retirement Age

Rates varying by age for those not eligible for DROP – Sample rates:

<u>Age</u>	<u>Rate</u>
55	50%
56	25
57-60	20
61	25
62	30
63	35
64	40
65	100

### DROP

- Participation
 All members initially eligible for DROP at age 62 or younger elect to participate. No member initially eligible for DROP after age 62 would elect to participate.
  
- Period of Participation
 3 years.
  
- Investment Return on Accounts
 1.0%.
  
- Benefit Distribution
 Lump Sum.
  
- Retirement Age
 All members initially eligible for DROP at age 62 or younger enter DROP when first eligible. No change in retirement age for members who initially become eligible for DROP after age 62.
  
- Voluntary Premature Withdrawal
 5% per year while participating in DROP.

## Summary of Actuarial Assumptions (continued)

<b>Administrative Expenses</b>	None explicitly assumed.
<b>Active Members Percentage Married</b>	85%.
<b>Spouses' Age</b>	Wives are three years younger than husbands, including inactive members whose beneficiary age is unavailable.
<b>Number of Children</b>	2.5 per couple.
<b>Participating Payroll</b>	Actual annualized earnable compensation reported for prior plan year increased to the current plan year based on the System's assumed salary increase rate.
<b>Inactive Members Percentage Married (50% J &amp; S Annuity Form Only)</b>	80%.
<b>Timing of Decrements</b>	Middle of fiscal year.

## Summary of Actuarial Methods

The actuarial methods used in the valuation were adopted by the Board of Trustees in accordance with Iowa Code Section 411.5.10-11, which results in the methods being considered prescribed methods by another party under applicable actuarial standards of practice.

### **Actuarial Cost Method**

The Entry Age Normal Actuarial Cost Method was used to determine recommended contributions. Using this method, the annual contribution consists of a normal cost and an unfunded accrued liability payment.

The normal cost is determined as the sum of the individual normal costs for each active System member. A normal cost accrual rate is determined for each member. The accrual rate is equal to the actuarial present value of future benefits determined as of the member's entry age, divided by the actuarial present value of the assumed salaries paid to the member from entry age to retirement age. The normal cost accrual rate is multiplied by current salary to provide the member's individual normal cost.

The actuarial accrued liability is the sum of the individual actuarial accrued liabilities for all System members. Each member's actuarial accrued liability equals the actuarial present value of future benefits, less the actuarial present value of the member's normal costs payable in the future. These present values are calculated at the member's attained age. The unfunded actuarial accrued liability equals the total actuarial accrued liability less the actuarial value of plan assets. The unfunded actuarial accrued liability payment is the amount payable toward the amortization of the unfunded actuarial accrued liability. The unfunded actuarial accrued liability is amortized over 25 years on a level dollar, closed layered basis.

At the end of each year, a determination of actuarial gains and losses is made. Actuarial gains and losses indicate the extent to which actual experience is deviating from that expected on the basis of the actuarial assumptions. Actuarial gains result from experience more favorable than assumed and reduce the unfunded actuarial accrued liability. Actuarial losses result from experience less favorable than assumed and increase the unfunded actuarial accrued liability.

### **Actuarial Asset Valuation Method**

The preliminary actuarial value is equal to the prior year's actuarial value (starting with the market value as of July 1, 1992) adjusted for contributions, disbursements and expected return on investments. The preliminary value is then adjusted by 20% of any investment gains or losses during the five prior plan years.

## Summary of System Provisions

The System was established, effective January 1, 1992, by Chapter 411 of the Code of Iowa by combining each city's fire retirement system and police retirement system into a single statewide retirement system for fire fighters and police officers. Plan amendments through July 1, 2017 are reflected in this summary.

<b>Participation</b>	Each person who becomes a permanent full-time police officer or fire fighter in a participating city.														
<b>Membership Service</b>	From date of employment to date of separation from employment.														
<b>Earnable Compensation</b>	The annual compensation which a member receives for services rendered as a police officer or fire fighter in the course of employment with a participating City, except for amounts received for overtime, meal or travel expenses, uniform allowances, fringe benefits, severance pay, mandatory deferred compensation, and accumulated sick leave or vacation pay.														
<b>Contributions</b>															
<b>Members</b>	The following percentages of Earnable Compensation:														
	<table border="0"> <thead> <tr> <th style="text-align: left;"><u>Effective Date</u></th> <th style="text-align: left;"><u>Percentage</u></th> </tr> </thead> <tbody> <tr> <td>October 16, 1992</td> <td>6.10%</td> </tr> <tr> <td>July 1, 1993</td> <td>7.10</td> </tr> <tr> <td>July 1, 1994</td> <td>8.10</td> </tr> <tr> <td>January 1, 1995</td> <td>8.35</td> </tr> <tr> <td>July 1, 1995</td> <td>9.35</td> </tr> <tr> <td>July 1, 2009</td> <td>9.40</td> </tr> </tbody> </table>	<u>Effective Date</u>	<u>Percentage</u>	October 16, 1992	6.10%	July 1, 1993	7.10	July 1, 1994	8.10	January 1, 1995	8.35	July 1, 1995	9.35	July 1, 2009	9.40
<u>Effective Date</u>	<u>Percentage</u>														
October 16, 1992	6.10%														
July 1, 1993	7.10														
July 1, 1994	8.10														
January 1, 1995	8.35														
July 1, 1995	9.35														
July 1, 2009	9.40														
<b>Cities</b>	The amount actuarially determined necessary to fund the benefits in accordance with accepted actuarial principles but not less than 17% of the Earnable Compensation of the active members.														
<b>State</b>	The annual appropriation expected from the State of Iowa to fund benefits is \$0.														

## **Summary of System Provisions (continued)**

<b>Average Final Compensation</b>	The average Earnable Compensation of the member during the three years of service the member earned their highest salary as a police officer or fire fighter.
<b>Service Retirement Benefit</b>	
<b>Eligibility</b>	After age 55 and completion of 22 years of service.
<b>Benefit</b>	Monthly annuity equal to 66.0% of Average Final Compensation plus 2.0% of Average Final Compensation for each year of service in excess of 22 years (up to 8 additional years). The maximum benefit is 82.0% of Average Final Compensation.
<b>DROP Benefit</b>	
<b>Eligibility</b>	After age 55 and completion of 22 years of service.
<b>Participation Date</b>	First day of the month following the month in which a member applies for participation.
<b>Participation Period</b>	A three, four or five year participation period except during the 24 months immediately following April 1, 2007, members between ages 62 and 64 with at least 22 years of service may enroll for a one or two year participation period.
<b>Chapter 411 Benefit</b>	Monthly benefit determined based on the period of service and Average Final Compensation through the quarter of membership service immediately preceding the DROP participation date elected.
<b>DROP Account</b>	An account established for each member enrolled which will have a portion of the Chapter 411 Benefit credited to it for the duration of the selected participation period. The portion shall be equal to the sum of: (a) A “minimum percentage” of 52% multiplied by the Chapter 411 Benefit, plus (b) An “adjustment percentage” of 2% for each month up to 24 months between the date the member elects to participate in DROP and the date the member was initially eligible to participate, multiplied by the Chapter 411 Benefit.



## **Summary of System Provisions (continued)**

### **DROP Benefit (continued)**

#### **Member Contributions**

Member's contributions will be contributed to the general System assets during the member's participation period.

#### **City Contributions**

Cities' contributions equal to the normal contribution rate determined annually but never less than 17% of Earnable Compensation will be contributed to the general System assets during the member's participation period.

#### **Investment Return**

Earnings and capital gains or losses on the investments shall be credited to the general System assets and not to the individual member DROP Accounts.

#### **Benefit Escalation**

The applicable escalator provisions apply from the member's actual date of retirement at the end of the DROP participation period. No escalation will occur during the DROP participation period.

#### **Benefit Distributions**

At the actual date of retirement, the member's DROP Account will be payable, upon application by the member, in the form of a lump sum distribution or rollover to an eligible plan. The regular Chapter 411 Benefit will commence on the member's actual date of retirement.

#### **Premature Withdrawal and Accrual of Benefit**

An amount equal to 75% of the member's DROP benefit shall accrue to the benefit of the member for each month of DROP participation. An amount equal to 25% of the member's accumulated DROP benefit shall accrue to the benefit of the member upon either: (1) completion of the selected participation period, or (2) termination of participation due to becoming eligible for a disability benefit, or (3) death prior to completion of the selected participation period.

### **Termination Benefit**

#### **Eligibility**

At least 4 years of service upon termination of membership before age 55, but less than 22 years of service upon termination of membership after age 55.

## Summary of System Provisions (continued)

### Termination Benefit (continued)

<b>Benefit</b>	<p>Monthly annuity payable at age 55 or current age, if later, equal to 66.0% of Average Final Compensation plus 2.0% of Average Final Compensation for each year of service in excess of 22 years (up to 8 additional years), if any, times a ratio equal to service at termination divided by 22 (ratio not to exceed 1.0).</p> <p>Effective July 1, 1990, members who terminate service, other than by death or disability, can elect to withdraw their accumulated contributions with interest in lieu of any benefits to which the member may be entitled to from the System.</p>
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### Ordinary Disability Benefit

<b>Eligibility</b>	A member in good standing at any age and any length of service.
<b>Benefit</b>	<p>Monthly annuity payable upon disability equal to either (a) or (b) below, but no less than (c):</p> <ul style="list-style-type: none"><li>(a) If service at disability is greater than or equal to 5, 50% of Average Final Compensation; or</li><li>(b) If service at disability is less than 5 years, 25% of Average Final Compensation;</li><li>(c) The benefit determined using the Service Retirement formula based on service and Average Final Compensation at the date of disability.</li></ul>

### Accidental Disability Benefit

<b>Eligibility</b>	A member in good standing at any age and any length of service.
<b>Benefit</b>	A monthly annuity equal to 60% of Average Final Compensation but no less than the benefit determined using the Service Retirement formula based on service and Average Final Compensation at the date of disability.

## Summary of System Provisions (continued)

### Ordinary Death Benefit

**Eligibility**

For members in service: any age and any length of service.

For member not in service: 4 years of service.

**Benefit**

Upon death of the member, either (a) or (b) below:

- (a) A lump sum equal to 50% of Earnable Compensation during the last year of employment; or
- (b) A monthly annuity equal to 40% of average final compensation but not less than 20% of the average Earnable Compensation of an active member of the System, as reported by the actuary. For a member not in service, the monthly annuity is payable on the date the member would have reached age 55, except if there is a dependent child, it is paid immediately upon death of the member.

For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary. This benefit is payable until the child reaches age 18 or 22 (if a full-time student) or payable for life if the child is disabled.

### Accidental Death Benefit

**Eligibility**

Death from causes sustained in the line of duty.

**Benefit**

A monthly annuity equal to 50% of Average Final Compensation payable to surviving spouse, dependent child or dependent parents. In addition, a lump sum of \$100,000 is payable to the surviving spouse, adult child, dependent child or dependent parents if death is due to a traumatic personal injury incurred in the line of duty.

For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary.

## Summary of System Provisions (continued)

### Death After Retirement

<b>Eligibility</b>	Death of member while receiving a service (basic benefit only), ordinary, accidental or vested (basic benefit only) retirement.
<b>Benefit</b>	To surviving spouse, 50% of the gross monthly benefit of the retired member but not less than 20% of the average Earnable Compensation of an active member of the System, as reported by the actuary.  For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary.

### Annual Escalator Benefit

<b>Eligibility</b>	All retired members, except for vested retirements, and for beneficiaries, except for beneficiaries of vested retirements.
<b>Benefit</b>	The monthly pension benefit is increased each July 1 by the sum of (a) plus (b) below: <ul style="list-style-type: none"> <li>(a) The previous monthly benefit multiplied by 1.5%, and</li> <li>(b) An additional dollar amount from the table below based on the number of years the member has been retired.</li> </ul>

<u>Amount</u>	<u>Years of Retirement</u>
\$15	Less than 5
20	5-9
25	10-14
30	15-19
35	20 or More

### Normal Form of Benefit

<b>Married</b>	Joint and 50% Survivor Annuity.
<b>Single</b>	Life Only Annuity.

## Summary of System Members

	<u>July 1,</u>		
	<u>2015</u>	<u>2016</u>	<u>2017</u>
<b>Active Members</b>			
Number	3,892	3,926	3,968
Average Attained Age	41.1	41.2	41.0
Average Past Service	13.8	13.8	13.7
Total Annual Compensation	\$273,319,323	\$283,639,887	\$296,237,982
Average Annual Compensation	70,226	72,247	74,657
<b>Non-Active Members in Pay Status</b>			
Number	3,935	3,986	4,045
Average Age (excluding children)	69.3	69.5	69.7
Total Annual Benefits	\$146,804,148	\$152,700,180	\$160,521,708
Average Annual Benefit	37,307	38,309	39,684
<b>Non-Active Members with Deferred Benefits</b>			
Number*	328	341	356
Average Age	44.1	43.9	43.9
Total Annual Benefits	\$ 5,459,448	\$ 5,827,692	\$ 6,175,008
Average Annual Benefit	16,645	17,090	17,346

\* Excludes 31, 42 and 42 terminated nonvested members who had not yet received a refund of contributions as of 2015, 2016 or 2017 respectively.

## Summary of System Members

### Reconciliation of Participant Counts

	Active	Terminated Vested	In Pay Status			Total
			Beneficiaries	Disabled	Retirees	
Number as of July 1, 2016	3,926	341	896	1,132	1,958	8,253
Change due to:						
New hires and rehires	269	(4)	0	0	0	265
Terminations	(83)*	53	0	0	0	(30)
Retirement	(78)	(18)	0	0	96	0
Disability	(34)	0	0	34	0	0
Death without Beneficiary	(2)	0	(48)	(9)	(22)	(81)
Death with Beneficiary	(4)	0	61	(21)	(31)	5
Refund Paid Out	(26)**	(16)	0	0	0	(42)
Benefit Aged Out	0	0	(1)	0	0	(1)
Other	0	0	0	0	0	0
Number as of July 1, 2017	3,968***	356	908	1,136	2,001	8,369

\* Four of the Terminations are from new hires during the period July 1, 2016 to June 30, 2017.

\*\* Seven of the Refunds Paid Out are from new hires during the period July 1, 2016 to June 30, 2017.

\*\*\* One hundred-eighteen (118) of the Actives have elected to participate in DROP as of July 1, 2017.

**Summary of System Members**  
**Active Members—As of July 1, 2017**

Age	Years of Service								Total	Average Annual Salary
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+		
Under 25	155	0	0	0	0	0	0	0	155	\$53,919
25-29	378	77	1	0	0	0	0	0	456	\$60,692
30-34	233	295	99	0	0	0	0	0	627	\$67,382
35-39	100	167	281	91	0	0	0	0	639	\$72,713
40-44	23	72	172	246	56	1	0	0	570	\$77,191
45-49	22	26	100	217	265	67	1	0	698	\$81,046
50-54	3	11	34	66	126	208	52	1	501	\$85,027
55-59	3	4	9	30	48	75	61	25	255	\$87,628
60+	3	1	2	5	9	17	9	21	67	\$89,263
Total	920	653	698	655	504	368	123	47	3,968	
Average Annual Salary	\$59,592	\$69,929	\$75,732	\$78,786	\$85,202	\$87,774	\$93,936	\$95,464		\$74,657

## Summary of System Members

### Inactive Members—As of July 1, 2017

#### Service Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55-59	132	\$ 8,352,396	\$ 63,276
60-64	343	20,985,120	61,181
65-69	378	21,904,104	57,947
70-74	306	16,479,432	53,854
75-79	225	10,317,744	45,857
80-84	140	5,370,888	38,363
Over 84	<u>114</u>	<u>3,863,160</u>	<u>33,887</u>
Total	1,638	\$87,272,844	\$ 53,280

#### Vested Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55-59	85	\$ 1,801,128	\$ 21,190
60-64	95	1,959,960	20,631
65-69	88	1,629,828	18,521
70-74	48	800,988	16,687
75-79	20	250,944	12,547
80-84	20	190,356	9,518
Over 84	<u>7</u>	<u>43,980</u>	<u>6,283</u>
Total	363	\$ 6,677,184	\$ 18,394



## Summary of System Members

### Inactive Members—As of July 1, 2017

#### Accidental Disability Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	16	\$ 615,504	38,469
40-44	22	890,172	40,462
45-49	45	1,798,932	39,976
50-54	57	2,394,528	42,009
55-59	102	4,745,232	46,522
60-64	164	7,749,312	47,252
65-69	175	7,965,060	45,515
70-74	161	6,800,292	42,238
75-79	105	4,126,332	39,298
80-84	60	2,227,812	37,130
Over 84	<u>37</u>	<u>1,326,588</u>	<u>35,854</u>
Total	944	\$40,639,764	43,051

#### Ordinary Disability Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	9	\$ 219,864	\$ 24,429
40-44	15	486,312	32,421
45-49	13	434,412	33,416
50-54	19	623,976	32,841
55-59	17	621,288	36,546
60-64	35	1,516,848	43,339
65-69	33	1,207,164	36,581
70-74	25	968,076	38,723
75-79	16	546,636	34,165
80-84	7	224,256	32,037
Over 84	<u>3</u>	<u>74,796</u>	<u>24,932</u>
Total	192	\$6,923,628	\$ 36,061

## Summary of System Members

### Inactive Members—As of July 1, 2017

#### Beneficiaries (Spouse)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	5	\$ 147,468	\$ 29,494
40-44	7	234,084	33,441
45-49	12	293,580	24,465
50-54	17	416,004	24,471
55-59	26	576,732	22,182
60-64	69	1,792,668	25,981
65-69	91	2,255,628	24,787
70-74	108	2,427,528	22,477
75-79	157	3,352,356	21,353
80-84	138	2,800,224	20,291
Over 84	<u>227</u>	<u>4,395,120</u>	<u>19,362</u>
Total	857	\$18,691,392	\$ 21,810

#### Beneficiaries (Children)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 3	0	\$ 0	\$ 0
3-5	2	9,408	4,704
6-8	2	10,104	5,052
9-11	4	20,892	5,223
12-14	6	34,836	5,806
15-17	9	50,064	5,563
18-20	12	76,668	6,389
Over 20	<u>16</u>	<u>114,924</u>	<u>7,183</u>
Total	51	\$ 316,896	\$ 6,214

## Summary of System Members

### Inactive Members—As of July 1, 2017

#### Terminated Vested

<b>Age</b>	<b>Number</b>	<b>Total Annual Benefit</b>	<b>Average Annual Benefit</b>
Under 40	114	\$1,370,304	\$12,020
40-44	61	1,024,476	16,795
45-49	73	1,388,688	19,023
50-54	103	2,310,192	22,429
Over 54	<u>5</u>	<u>81,348</u>	<u>16,270</u>
Total	356	\$6,175,008	\$17,346