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**Report of the Actuary
on the Valuation of the
Georgia Firefighters' Pension Fund**

Prepared as of June 30, 2016





Cavanaugh Macdonald

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December 13, 2016

Mr. Morgan Wurst
Executive Director
Georgia Firefighters' Pension Fund
2171 East View Parkway
Conyers, GA 30013-5756

Dear Mr. Wurst:

Enclosed are 20 bound copies and one unbound copy of the "Report of the Actuary on the Valuation of the Georgia Firefighters' Pension Fund" prepared as of June 30, 2016.

Sincerely,

Edward J. Koebel, EA, FCA, MAAA
Principal and Consulting Actuary

Cathy Turcot
Principal and Managing Director

EJK:kc

Enclosures

S:\2016\GA Firefighters\Valuation\6-30-16 GA FF Valuation Report DRAFT.doc



Cavanaugh Macdonald

CONSULTING, LLC

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December 13, 2016

Board of Trustees
Georgia Firefighters' Pension Fund
2171 East View Parkway
Conyers, GA 30013-5756

Dear Members of the Board:

We are pleased to submit herewith the results of the annual actuarial valuation of the Georgia Firefighters' Pension Fund ("Fund") prepared as of June 30, 2016. The purpose of this report is to provide a summary of the funded status of the Fund as of June 30, 2016 and to recommend actuarially determined employer contributions. The information needed for this Fund under the Governmental Accounting Standards Board Statements No. 67 and 68 will be provided in a separate report. However, for informational purposes only, we have also provided accounting information under GASB 25 and 27 in Section VI of the report. While not verifying the data at source, the actuary performed tests for consistency and reasonability.

The promised benefits of the Fund are included in the actuarially calculated contributions which are developed using the entry age cost method. A five-year smoothed market value of plan assets was used for the actuarial value of assets. Gains and losses are reflected in the total unfunded accrued liability which is being amortized on a level dollar basis in accordance with the funding policy adopted by the Board. The actuarially determined employer contribution is \$28,987,131 for the fiscal year ending June 30, 2017. These contributions are sufficient to meet the minimum funding requirements under Title 47, Chapter 7 of the Official Code of Georgia. The assumptions recommended by the actuary and adopted by the Board are reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund.

There have been no changes in the actuarial assumptions since the previous valuation. A one-time 1.5% Cost-of-Living Adjustment (COLA) was granted to retired members and beneficiaries and to the benefit rate of future retirees effective as of July 1, 2016.

This is to certify that the independent consulting actuary is a Member of the American Academy of Actuaries and has experience in performing valuations for public retirement funds, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the Fund and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the Fund.

The employer contributions to the Fund are based on premium tax revenues. Assuming that the actuarially determined employer contributions to the Fund are made from year to year in the future at the amount recommended on the basis of the successive actuarial valuations, the continued sufficiency of the retirement fund to provide the benefits called for under the Fund may be safely anticipated.

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Board of Trustees
December 13, 2016
Page 2

Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or 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. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

This actuarial valuation was performed to determine the adequacy of statutory contributions to fund the plan. The asset values used to determine unfunded liabilities and funded ratios are not market values but less volatile market related values. A smoothing technique is applied to market values to determine the market related values. The unfunded liability amounts and funded ratios using the market value of assets would be different. The interest rate used for determining liabilities is based on the expected return on assets. Therefore, liability amounts in this report cannot be used to assess a settlement of the obligation.

The actuarial calculations were performed by qualified actuaries according to generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the system, and on actuarial assumptions that are, in the aggregate, internally consistent and reasonably based on the actual experience of the system.

We trust that the report will meet the approval of the Board and will furnish the desired information concerning the financial condition of the Fund.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Edward J. Koebel'.

Edward J. Koebel, EA, FCA, MAAA
Principal and Consulting Actuary

A handwritten signature in blue ink that reads 'Cathy Turcot'.

Cathy Turcot
Principal and Managing Director

EJK/CT:kc



TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page No.</u>
I	Summary of Principal Results	1
II	Membership Data	2
III	Assets	3
IV	Comments on Valuation	4
V	Contributions Payable	5
VI	Accounting Information	6
<u>Schedule</u>		
A	Valuation Balance Sheet	8
B	Development of the Actuarial Value of Assets	9
C	Reconciliation of the Market Value of Assets	10
D	Outline of Actuarial Assumptions and Methods	11
E	Actuarial Cost Method	13
F	Summary of Principal Plan Provisions as Interpreted for Valuation Purposes	14
G	Board Funding Policy	18
H	Amortization of UAAL	20
I	Tables of Membership Data	23



**GEORGIA FIREFIGHTERS' PENSION FUND
REPORT OF THE ACTUARY
ON THE VALUATION
PREPARED AS OF JUNE 30, 2016**

SECTION I – SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the current and preceding valuations are summarized below.

Valuation Date	June 30, 2016	June 30, 2015
Active members:		
Number	13,279	13,351
Retired members and beneficiaries:		
Number	5,070	4,821
Annual allowances	\$ 43,361,787	\$ 40,629,648
Number of terminated vested members	298	270
Assets:		
Market Value	\$ 766,677,306	\$ 767,332,949
Actuarial Value	774,933,733	736,894,306
Unfunded Actuarial Accrued Liability	\$ 195,222,110	\$ 186,940,621
Blended Amortization Period	28.2 years	29.1 years
Actuarial Value Funding Ratio	79.9%	79.8%
Market Value Funding Ratio	79.0%	83.1%
Fiscal Year Ending	June 30, 2017	June 30, 2016
Actuarially Determined Contribution (ADC):		
Employer Normal Cost	\$ 14,466,227	\$ 14,294,082
Accrued Liability	14,520,904	13,736,205
Total	\$ 28,987,131	\$ 28,030,287



2. The major benefit and contribution provisions of the Fund as reflected in the valuation are summarized in Schedule F. A one-time 1.5% Cost-of-Living Adjustment (COLA) was granted to retired members and beneficiaries and to the benefit rate for future retirees effective as of July 1, 2016. This increased the actuarial accrued liability by approximately \$14.2 million.
3. Schedule D of this report outlines the full set of actuarial assumptions and methods used in the valuation. No changes have been made since the previous valuation.
4. The entry age actuarial cost method was used to prepare the valuation. Schedule E contains a brief description of the actuarial cost method.
5. Comments on the valuation results as of June 30, 2016 are given in Section IV and further discussion of the contributions is set out in Section V.
6. As shown in the Summary of Principal Results, the funding ratio is the ratio of assets to the accrued liability and is different based on market value of assets. The funding ratio is an indication of progress in funding the promised benefits. Since the ratio is less than 100%, there is a need for additional contributions toward payment of the unfunded accrued liability. In addition, this funding ratio does not have any relationship to measuring sufficiency if the plan had to settle its liabilities.

SECTION II – MEMBERSHIP DATA

1. Data regarding the membership of the Fund for use as a basis of the valuation were furnished by staff. The valuation included 13,279 active members.
2. The following table shows the number of retired members and beneficiaries as of June 30, 2016 together with the amount of their annual retirement benefits payable under the Fund as of that date.



**THE NUMBER AND ANNUAL BENEFITS OF
RETIRED MEMBERS AND BENEFICIARIES
AS OF JUNE 30, 2016**

GROUP	NUMBER*	ANNUAL RETIREMENT BENEFITS
Service Retirements	4,592	\$ 39,709,285
Disability Retirements	35	257,059
Beneficiaries of Deceased Members	<u>443</u>	<u>3,395,443</u>
Total	5,070	\$ 43,361,787

* In addition, there are 298 terminated members entitled to deferred vested benefits and 2,282 inactive members due a refund of their employee contributions.

3. Table 1 of Schedule I shows the status reconciliation since the last valuation. Table 2 of Schedule I shows the distribution by age and years of membership service of the number of active members included in the valuation. Table 3 of Schedule I shows the number and annual benefits of retired members and beneficiaries included in the valuation, distributed by age.

SECTION III – ASSETS

1. As of June 30, 2016, the total market value of assets amounted to \$766,677,306, as reported by the staff. The estimated investment return for the plan year was 1.33%. Schedule C shows the receipts and disbursements of the Fund for the year preceding the valuation date and a reconciliation of the Fund balances at market value.
2. The actuarial-related actuarial value of assets using a five-year smoothing technique of investment gains and losses is \$774,933,733. The estimated investment return for the plan year ending June 30, 2016 on an actuarial value of assets basis was 6.68%, which can be compared to the investment return assumed for the period of 6.00%. Schedule B shows the development of the actuarial value of assets as of June 30, 2016.



SECTION IV – COMMENTS ON VALUATION

1. Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the Fund as of June 30, 2016. The valuation was prepared in accordance with the actuarial assumptions set forth in Schedule D and the actuarial cost method which is described in Schedule E.
2. The valuation balance sheet shows that the Fund has total prospective liabilities of \$1,111,168,174 of which \$518,812,754 is for the prospective benefits payable on account of present retired members, beneficiaries of deceased members, terminated members entitled to deferred benefits, and inactive members entitled to a refund of their employee contributions, and \$592,355,420 is for the prospective benefits payable on account of present active members. Against these liabilities, the Fund has a total present actuarial value of assets of \$774,933,733 as of June 30, 2016. The difference of \$336,234,441 between the total liabilities and the total present assets represents the present value of future contributions.
3. The contributions to the Fund consist of normal contributions and accrued liability contributions. The valuation indicates that normal contributions of \$18,449,927 are required to provide the currently accruing benefits of the Fund. Of this amount, \$3,983,700 is expected to be paid by the members and the remaining \$14,466,227 is required by the Fund.
4. Prospective normal contributions have a present value of \$141,012,331. When this amount is subtracted from \$336,234,441 which is the present value of the future contributions to be made, there remains \$195,222,110 as the amount of unfunded accrued liability contributions.
5. The funding policy adopted by the Board, as shown in Schedule G, provides that the unfunded actuarial accrued liability as of June 30, 2014 (Transitional UAAL) will be amortized as a level dollar amount over a closed 30-year period. In each subsequent valuation all benefit changes, assumption and method changes and experience gains and/or losses that have occurred since the previous valuation will determine a New Incremental UAAL. Each New Incremental UAAL will be amortized as a level dollar amount over a closed 30-year period from the date it is established.



6. The funding policy also states that the required contribution amount determined in an actuarial valuation will be sufficient to satisfy the normal cost of the Fund and amortize the UAAL as a level dollar amount over a period not to exceed 30 years (for the UAAL as of the June 30, 2014 valuation and for each successive year of gains and losses incurred following the June 30, 2014 valuation).
7. We have determined that an accrued liability contribution amount of \$14,520,904 will comply with the Board's funding policy.
8. The following table shows the components of the total UAAL and the derivation of the UAAL contribution rate in accordance with the funding policy:

TOTAL UAAL AND UAAL CONTRIBUTION RATE

	UAAL as of June 30, 2016	Amortization Period (years)	Amortization Payment (6.00%)
Transitional	\$164,461,943	28	\$12,267,636
New Incremental 6/30/2015	19,958,910	29	1,468,569
New Incremental 6/30/2016	<u>10,801,257</u>	30	<u>784,699</u>
Total UAAL	\$195,222,110		\$14,520,904
Blended Amortization Period			28.2 years

9. Of the \$10.8 million loss in the UAAL for the 2016 valuation, \$14.2 million was due to 1.5% COLA increase that was recently granted. However, this was offset by a \$1.3 million gain from actuarial value of assets due to the five year smoothing method. Other gains and losses due to retirement and termination experience made up the remaining gain.

SECTION V – CONTRIBUTIONS PAYABLE

1. The required employer contributions consist of a normal contribution and an accrued liability contribution as determined by actuarial valuation.
2. The normal contribution is calculated as the annual level dollar amount which, if applied for the average new member during the entire period of his anticipated covered service, would be required in addition to the contributions of the member to meet the cost of all benefits payable on



his behalf. On the basis of the valuation, the employer normal contribution is determined to be \$14,466,227.

3. The accrued liability contribution on the basis of the Board's funding policy is \$14,520,904.
4. Therefore, the total required contribution is \$28,987,131.
5. The following table summarizes the employer contributions which were determined by the June 30, 2016 valuation and are recommended for use.

**ACTUARIALLY DETERMINED CONTRIBUTIONS (ADC)
FOR FISCAL YEAR ENDING JUNE 30, 2017**

	CONTRIBUTION
Employer Normal Cost	\$14,466,227
Accrued Liability	<u>14,520,904</u>
Total	\$28,987,131

SECTION VI – ACCOUNTING INFORMATION

Governmental Accounting Standards Board (GASB) has issued Statements No. 67 and 68 which replaced Statements No. 25 and 27 for plan years beginning after June 15, 2013. The information required under the new GASB Statements will be issued in separate reports. The following information is provided for informational purposes only.

1. The following is a distribution of the number of employees by type of membership, as follows:

**NUMBER OF ACTIVE AND RETIRED PARTICIPANTS
AS OF JUNE 30, 2016**

GROUP	NUMBER
Retired participants and beneficiaries currently receiving benefits	5,070
Terminated participants and beneficiaries entitled to benefits but not yet receiving benefits	2,580
Active Participants	<u>13,279</u>
Total	20,929



2. Another such item is the schedule of funding progress as shown below.

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Entry Age (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)
6/30/2014	\$675,420,989	\$ 844,099,877	\$ 168,678,888	80.0%
6/30/2015#	736,894,306	923,834,927	186,940,621	79.8%
6/30/2016	774,933,733	970,155,843	195,222,110	79.9%

This is not a pay-related plan, so payroll related information has not been shown.

Reflects changes in assumptions.

3. The following shows the schedule of employer contributions.

<u>Year Ending</u>	<u>Actuarially Determined Contribution</u>	<u>Percentage Contributed</u>
June 30, 2011	\$36,030,805	73%
June 30, 2012	29,994,798	91%
June 30, 2013	29,994,798	96%
June 30, 2014	28,955,864	104%
June 30, 2015	26,215,027	120%
June 30, 2016	28,030,287	117%

4. Additional information as of June 30, 2016 follows:

Valuation date	6/30/2016
Actuarial cost method	Entry age normal
Amortization period	Level dollar open
Blended amortization period	28.2 years
Asset valuation method	Five-year smoothed market value with 15% corridor
Actuarial assumptions:	
Investment rate of return (includes inflation)	6.00%
Projected salary increases (includes inflation)	N/A
Cost-of-living adjustments	N/A



SCHEDULE A
VALUATION BALANCE SHEET

The present and prospective assets and liabilities of the Fund as of June 30, 2016:

<u>ACTUARIAL LIABILITIES</u>		
(1)	Present value of prospective benefits payable on account of present retired members, beneficiaries of deceased members, and terminated members entitled to deferred benefits	\$518,812,754
(2)	Present value of prospective benefits payable on account of present active members	<u>\$592,355,420</u>
(3)	Total Actuarial Liabilities	<u>\$1,111,168,174</u>
<u>PRESENT AND PROSPECTIVE ASSETS</u>		
(4)	Actuarial value of assets	\$774,933,733
(5)	Present value of total future contributions: (3) – (4)	\$336,234,441
(6)	Present value of future normal contributions	\$141,012,331
(7)	Unfunded accrued liability contributions: (5) – (6)	<u>\$195,222,110</u>
(8)	Total Present and Prospective Assets	<u>\$1,111,168,174</u>



SCHEDULE B

DEVELOPMENT OF THE ACTUARIAL VALUE OF ASSETS AS OF JUNE 30, 2016

	<u>07/01/2015 to 6/30/2016</u>
(1) Actuarial Value Beginning of Year (Before Corridor Adjustment)	\$ 736,894,306
(2) Market Value End of Year	\$ 766,677,306
(3) Market Value Beginning of Year	\$ 767,332,949
(4) Cash Flow	
(a) Contributions	\$ 36,947,087
(b) Benefit Payments	(41,561,617)
(c) Refund of Contributions	(650,679)
(d) Administrative Expenses	(1,362,490)
(e) Investment Expenses	<u>(4,176,359)</u>
(f) Net: (4)(a) + (4)(b) + (4)(c) + (4)(d) + (4)(e)	\$ (10,804,058)
(5) Investment Income	
(a) Market Total: (2) – (3) – (4)(f)	\$ 10,148,415
(b) Assumed Rate	6.00%
(c) Amount for Immediate Recognition: [(1) x (5)(b)] + [(4)(a) + (4)(b) + (4)(c) + (4)(d)] x (5)(b) x 0.5] – (4)(e)	\$ 45,715,855
(d) Amount for Phased-In Recognition: (5)(a) – (5)(c)	\$ (35,567,440)
(6) Phased-In Recognition of Investment Income	
(a) Current Year: 0.20*(5)(d)	\$ (7,113,488)
(b) First Prior Year	(6,339,882)
(c) Second Prior Year	14,238,454
(d) Third Prior Year	10,521,999
(e) Fourth Prior Year	<u>(8,179,453)</u>
(f) Total Recognized Investment Gain	\$ 3,127,630
(7) Actuarial Value End of Year: (1) + (4)(f) + (5)(c) + (6)(f)	\$ 774,933,733
(8) Actuarial Value Rate of Return	6.68%



SCHEDULE C

RECONCILIATION OF THE MARKET VALUE OF ASSETS

	For the year ending:	
	<u>June 30, 2015</u>	<u>June 30, 2016</u>
Market Value Beginning of Year	\$ 761,114,847	\$ 767,332,949
Additions:		
Member Dues	\$ 4,192,648	\$ 4,246,631
Tax Revenue	31,489,129	32,683,880
Other	<u>0</u>	<u>16,576</u>
Total Contributions	35,681,777	36,947,087
Investment Earnings	<u>12,014,568</u>	<u>5,972,056</u>
Total	\$ 47,696,345	\$ 42,919,143
Disbursements:		
Benefit Payments	\$ (39,379,164)	\$ (41,561,617)
Refunds	(834,763)	(650,679)
Administration Expense	<u>(1,264,316)</u>	<u>(1,362,490)</u>
Total	\$ (41,478,243)	\$ (43,574,786)
Change in Net Assets	\$ 6,218,102	\$ (655,643)
Market Value End of Year	\$ 767,332,949	\$ 766,677,306
Investment Rate of Return	2.07%	1.33%



SCHEDULE D

OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

INVESTMENT RETURN: 6.00% compounded annually

SEPARATIONS FROM ACTIVE SERVICE: For death rates, the RP-2000 Employee Mortality Table projected to 2025 with Projection Scale BB was used. Representative values of the assumed annual rates of separation from active service are as follows:

<u>Age</u>	<u>Annual Rate of</u>			
	<u>Withdrawal</u>		<u>Death</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
20	7.00%	10.00%	0.032%	0.018%
25	5.50	8.50	0.035	0.019
30	5.00	8.50	0.041	0.025
35	4.00	8.50	0.072	0.044
40	3.25	6.00	0.100	0.066
45	3.25	5.00	0.140	0.104
50	3.25	5.00	0.198	0.156
55	4.50	6.00	0.281	0.223

RETIREMENT: Members who have worked at least 15 years are assumed to retire at the following rates:

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
50	15.0%	58	18.0%
51	10.0	59	18.0
52	10.0	60	22.0
53	10.0	61	25.0
54	25.0	62	22.0
55	25.0	63	24.0
56	20.0	64	40.0
57	18.0	65	100.0

DEATHS AFTER RETIREMENT: The RP-2000 Blue Collar Mortality Table projected to 2025 with projection scale BB set forward 1 year for males and set forward 4 years for females is used for the period after retirement and for dependent beneficiaries. For current disability retirees, mortality rates are based on the RP-2000 Disabled Mortality Table projected to 2025 with projection scale BB set forward 5 years for males and set forward 3 years for females, however there are no longer any disability benefits included in the plan.

PERCENT MARRIED: 80% of active members are assumed to be married with the male three years older than his spouse.



ACTUARIAL VALUE OF ASSETS METHOD: Actuarial value, as developed in Schedule B. At July 1, 1997, the Actuarial Value of Assets was set to 85% of the July 1, 1997 market value. Each year the expected return is determined based on the investment return assumption applied to actuarial value. This expected return reflects the timing of contributions and benefit payments during the year. This return is compared to the actual return for the year based on market value. The difference is considered a gain or loss and is amortized over five years.

VALUATION METHOD: Entry age actuarial cost method. See Schedule E for a brief description of this method.

DUES: Expected dues are number of dues paying members times the annual dues rate.



SCHEDULE E

ACTUARIAL COST METHOD

1. The valuation is prepared on the projected benefit basis, under which the present value, at the interest rate assumed to be earned in the future (currently 6.00%), of each member's expected benefits at retirement or death is determined, based on age, service and sex. The calculations take into account the probability of a member's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his terminating with a service, disability or survivor's benefit. The present value of the expected benefits payable on account of the active members is added to the present value of the expected future payments to retired members and beneficiaries to obtain the present value of all expected benefits payable from the Fund on account of the present group of members and beneficiaries.
2. The employer contributions required to support the benefits of the Fund are determined following a level funding approach, and consist of a normal contribution and an accrued liability contribution.
3. The normal contribution is determined using the entry age actuarial cost method. Under this method, a calculation is made to determine the level dollar which, if applied for the average member during the entire period of his anticipated covered service, would be required in addition to the contributions of the member to meet the cost of all benefits payable on his behalf.
4. The unfunded accrued liability is determined by subtracting the present value of prospective employer normal contributions and member contributions, together with the current actuarial value of assets held, from the present value of expected benefits to be paid from the Fund.



SCHEDULE F

Georgia Firefighters' Pension Fund

Summary of Principal Plan Provisions As Interpreted for Valuation Purposes

Current Plan Provisions: The plan provisions and contribution revenue are established under Chapter 7 of Title 47 of the Official Code of Georgia. The Chapter has established a five-member Board of Trustees to administer the Fund. The Georgia Legislature has sole authority to change plan provisions, except that the Fund's Trustees may approve ad hoc cost-of-living adjustments each six months not exceeding 1¹/₂% per increase. The Georgia Legislature also determines sources of revenues to the Fund from the State and from Members. Employers are not required to make contributions to this fund.

Effective Date: 1955

Most Recent Amendment Effective Date: July 1, 2016.

Type of Plan: A defined benefit, public employee retirement system funded by Member contributions and tax revenues on insurance premiums in protected areas.

Eligibility: Any person employed as a firefighter or enrolled as a volunteer firefighter making required monthly dues. Members of Peace Officers' Annuity and Benefit Fund are excluded. Regular employees of the fund are eligible.

Credited Service: All service as a Member of the fund rendered while a firefighter or volunteer firefighter excluding years for volunteer firefighters who do not meet attendance, meeting or drill requirements and excluding any leave of absence time. The Board may calculate Credited Service on a monthly basis.



Normal Retirement Date: Full benefits paid at age 55 with at least 25 years of service. Reduced benefits paid if Member has at least 15 years of service.

Early Retirement Date: Age 50 with at least 15 years of service.

Retirement Benefit at Normal Retirement Date: A monthly retirement income increased 2% for each complete year of service over 25. If credited service is less than 25, the \$895 per month is reduced by the ratio of credited service divided by 25 years. The \$895 benefit is derived as follows:

	<u>Change</u>	<u>Total Benefit</u>
Benefit under Code Sec. 47-7-102(3) effective 7/1/1990	= \$570	\$570
6% Increase to offset State Income Tax under Code Sec. 47-1-30	= 34	604
3% COLA adjustment on 8/1/1993	= 18	622
1½% COLA adjustment on 1/1/1994	= 9	631
1½% COLA adjustment on 7/1/1994	= 9	640
1½% COLA adjustment on 1/1/1995	= 10	650
1½% COLA adjustment on 7/1/1995	= 10	660
1½% COLA adjustment on 1/1/1996	= 10	670
1½% COLA adjustment on 7/1/1996	= 10	680
1½% COLA adjustment on 1/1/1997	= 10	690
1½% COLA adjustment on 7/1/1997	= 10	700
1½% COLA adjustment on 7/1/1998	= 10	710
1½% COLA adjustment on 7/1/1999	= 11	721
1½% COLA adjustment on 1/1/2000	= 11	732
1½% COLA adjustment on 7/1/2000	= 11	743
1½% COLA adjustment on 7/1/2001	= 11	754
1½% COLA adjustment on 7/1/2003	= 11	765
1½% COLA adjustment on 1/1/2004	= 11	776
1½% COLA adjustment on 7/1/2004	= 12	788
1½% COLA adjustment on 1/1/2005	= 12	800
1½% COLA adjustment on 7/1/2005	= 12	812
1½% COLA adjustment on 1/1/2006	= 12	824
1½% COLA adjustment on 7/1/2006	= 12	836
1½% COLA adjustment on 1/1/2007	= 13	849
1½% COLA adjustment on 7/1/2007	= 13	862
1½% COLA adjustment on 1/1/2008	= 13	875
¾% COLA adjustment on 7/1/2008	= 7	882
1½% COLA adjustment on 1/1/2016	= 13	895
Total benefit amount		\$895

Retirement Benefit at Early Retirement Date: For retirement between ages 50 and 55, the benefit is reduced by 6% for each year which early retirement precedes age 55.



Disability: There is no longer a disability benefit.

Vesting: After completion of 15 years of service, a participant is 100% vested. If termination occurs prior to vesting, total member contributions are refunded, less 5%.

Vesting Benefit: The accrued benefit deferred to a minimum age 50.

Death Benefits: Prior to vesting, death benefit equals \$5,000.00. After vesting, the death benefit is as prescribed by the Code. A Member with 15 years of creditable service has coverage for his or her spouse in the event the Member dies prior to commencing benefits. The coverage percentage is 100% of what the Member would have received under a joint and 100% survivor option and is payable when the Member would have become age 55. If the Member is not married, his or her beneficiary will receive benefits under the ten year certain option. The Member's benefit is not reduced to reflect the cost of this option (other than the normal reduction for a joint and survivor annuity).

Member Contributions (Dues): \$25 per month. If Member terminates after 25 years of service but is not age 55, dues cease.

Normal Form of Payment: Life annuity.

Optional Forms of Payment: After retirement, the following options are available in exchange for an actuarial reduction in the Member's benefit.

- A. Joint and Survivor Option at 100%, 75%, 66²/₃%, or 50 percent continuation
- B. Ten Years Certain and Life Option

If a Joint and Survivor is elected and the spouse predeceases or divorces the Member, the benefit is increased (or "pops-up") to the amount that would have been payable if the Joint and Survivor Option had not been elected. There is no charge to the Member for the pop-up provision.



Reduction: Benefits can be reduced if funds are insufficient.

Postemployment Healthcare Benefits: None.

Cost-of-Living Allowance (COLA): There is no automatic provision. The Board of Trustees can make ad hoc increases up to 1 ½% every six months.



SCHEDULE G

FUNDING POLICY OF THE GEORGIA FIREFIGHTERS' PENSION FUND

The purpose of this Funding Policy is to state the overall objectives for the Georgia Firefighters' Pension Fund (Plan), the benchmarks that will be used to measure progress in achieving those goals, and the methods and assumptions that will be employed to develop the benchmarks. It is the intent of the Board that the Funding Policy outlined herein will remain unchanged until the objectives below are met.

I. Funding Objectives

The goal in requiring state and member contributions to the Plan is to accumulate sufficient assets during a member's employment to fully finance the benefits the member is expected to receive throughout retirement. In meeting this objective, the Plan will strive to meet the following funding objectives:

- To maintain a stable or increasing funded ratio (ratio of actuarial value of assets to actuarial accrued liabilities) that reflects a trend of improved actuarial condition. The long-term objective is to obtain a 100% funded ratio over a reasonable period of future years.
- To maintain adequate asset levels to finance the benefits promised to members and monitor the future demand for liquidity.
- If required contribution amounts are larger than actual contributions or the funding ratio falls below 80%, then any benefit improvements should be funded through increases in contribution amounts.

II. Measures of Funding Progress

To track progress in achieving the Plan's funding objectives, the following measures will be determined annually as of the actuarial valuation date (with due recognition that a single year's results may not be indicative of long-term trends):

- **Funded ratio** – The funded ratio, defined as the actuarial value of assets divided by the actuarial accrued liability, should increase over time, before adjustments for changes in benefits, actuarial methods, and/or actuarial adjustments.
- **Unfunded Actuarial Accrued Liability (UAAL)**
 - **Transitional UAAL** – The UAAL established as of the initial valuation date for which this funding policy is adopted shall be known as the Transitional UAAL.
 - **New Incremental UAAL** – Each subsequent valuation will produce a New Incremental UAAL consisting of all benefit changes, assumption and method changes and experience gains and/or losses that have occurred since the previous valuations.
- **UAAL Amortization Period**
 - The transitional UAAL will be amortized over a closed 30 year period beginning on the initial valuation date for which this funding policy is adopted.
 - Each New Incremental UAAL shall be amortized over a closed 30 year period beginning with the year it is incurred.
 - The amortization of UAAL will be developed using the level dollar methodology.



- **Contributions**

- Contributions to the Plan will continue to come from tax revenues on insurance premiums in protected areas collected by the state.
- In each valuation, the actuary will calculate a minimum required annual contribution amount based on the methods and assumptions outlined in this funding policy. The required state contribution amount will be determined as the summation of the employer normal cost, the amortization amount for the Transitional UAAL and the individual amortization amount for each of the New Incremental UAAL bases.
- In no event shall the required contribution amount be less than the employer normal cost.
- The valuation methodology, including the amortization of the Unfunded Actuarial Accrued Liability (UAAL), would be expected to maintain reasonably stable contribution amounts.

III. Methods and Assumptions

The annual actuarial valuations providing the measures to assess funding progress will utilize the actuarial methods and assumptions last adopted by the Board based upon the advice and recommendations of the actuary. These include the following primary methods and assumptions:

- The actuarial cost method used to develop the benchmarks will be the Entry Age Normal (EAN) actuarial cost method.
- The long-term annual investment rate of return assumption will be 6.00% net of investment expenses.
- The actuarial value of assets will be determined by recognizing the annual differences between actual and expected market value of assets over a five-year period.

The minimum required contribution amounts determined in an annual actuarial valuation will be at least sufficient to satisfy the annual normal cost of the Plan and amortize the UAAL as a level dollar amount over a period not to exceed 30 years. However, in no event, shall the contribution amount be less than the employer normal cost.

The actuary shall conduct an investigation into the Plan's experience at least every six years and utilize the results of the investigation to form the basis for recommended assumptions and methods. Any changes to the recommended assumptions and methods that are approved by the Board will be reflected in this Policy.

IV. Funding Policy Progress

The Board will periodically have actuarial projections of the valuation results performed to assess the current and expected future progress towards the overall funding goals of the Plan. These periodic projections will provide the expected valuation results over at least a 30-year period. The projected measures of funding progress and the recent historical trend provided in valuations will provide important information for the Board's assessment of the Plan's funding progress.



SCHEDULE H
AMORTIZATION OF UAAL

Valuation Date	Amortization Period	Balance of Transitional UAAL	Annual Amortization Payment
6/30/2014	30	\$168,678,888	\$12,916,998
6/30/2015	29	166,726,018	12,267,636
6/30/2016	28	164,461,943	12,267,636
6/30/2017	27	162,062,024	12,267,636
6/30/2018	26	159,518,109	12,267,636
6/30/2019	25	156,821,560	12,267,636
6/30/2020	24	153,963,218	12,267,636
6/30/2021	23	150,933,375	12,267,636
6/30/2022	22	147,721,742	12,267,636
6/30/2023	21	144,317,411	12,267,636
6/30/2024	20	140,708,820	12,267,636
6/30/2025	19	136,883,713	12,267,636
6/30/2026	18	132,829,100	12,267,636
6/30/2027	17	128,531,210	12,267,636
6/30/2028	16	123,975,447	12,267,636
6/30/2029	15	119,146,338	12,267,636
6/30/2030	14	114,027,482	12,267,636
6/30/2031	13	108,601,495	12,267,636
6/30/2032	12	102,849,949	12,267,636
6/30/2033	11	96,753,310	12,267,636
6/30/2034	10	90,290,873	12,267,636
6/30/2035	9	83,440,689	12,267,636
6/30/2036	8	76,179,494	12,267,636
6/30/2037	7	68,482,628	12,267,636
6/30/2038	6	60,323,950	12,267,636
6/30/2039	5	51,675,751	12,267,636
6/30/2040	4	42,508,660	12,267,636
6/30/2041	3	32,791,544	12,267,636
6/30/2042	2	22,491,401	12,267,636
6/30/2043	1	11,573,249	12,267,636
6/30/2044	0	0	0



**AMORTIZATION OF UAAL
(Continued)**

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2015)	Annual Amortization Payment
6/30/2015	30	\$20,214,602	\$1,468,569
6/30/2016	29	19,958,910	1,468,569
6/30/2017	28	19,687,876	1,468,569
6/30/2018	27	19,400,580	1,468,569
6/30/2019	26	19,096,046	1,468,569
6/30/2020	25	18,773,240	1,468,569
6/30/2021	24	18,431,066	1,468,569
6/30/2022	23	18,068,361	1,468,569
6/30/2023	22	17,683,894	1,468,569
6/30/2024	21	17,276,359	1,468,569
6/30/2025	20	16,844,372	1,468,569
6/30/2026	19	16,386,465	1,468,569
6/30/2027	18	15,901,084	1,468,569
6/30/2028	17	15,386,580	1,468,569
6/30/2029	16	14,841,206	1,468,569
6/30/2030	15	14,263,109	1,468,569
6/30/2031	14	13,650,327	1,468,569
6/30/2032	13	13,000,778	1,468,569
6/30/2033	12	12,312,256	1,468,569
6/30/2034	11	11,582,422	1,468,569
6/30/2035	10	10,808,798	1,468,569
6/30/2036	9	9,988,757	1,468,569
6/30/2037	8	9,119,514	1,468,569
6/30/2038	7	8,198,116	1,468,569
6/30/2039	6	7,221,434	1,468,569
6/30/2040	5	6,186,151	1,468,569
6/30/2041	4	5,088,751	1,468,569
6/30/2042	3	3,925,507	1,468,569
6/30/2043	2	2,692,469	1,468,569
6/30/2044	1	1,385,448	1,468,569
6/30/2045	0	0	0



**AMORTIZATION OF UAAL
(Continued)**

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2016)	Annual Amortization Payment
6/30/2016	30	\$10,801,257	\$784,699
6/30/2017	29	10,664,634	784,699
6/30/2018	28	10,519,813	784,699
6/30/2019	27	10,366,304	784,699
6/30/2020	26	10,203,583	784,699
6/30/2021	25	10,031,100	784,699
6/30/2022	24	9,848,267	784,699
6/30/2023	23	9,654,465	784,699
6/30/2024	22	9,449,034	784,699
6/30/2025	21	9,231,277	784,699
6/30/2026	20	9,000,456	784,699
6/30/2027	19	8,755,784	784,699
6/30/2028	18	8,496,433	784,699
6/30/2029	17	8,221,520	784,699
6/30/2030	16	7,930,113	784,699
6/30/2031	15	7,621,221	784,699
6/30/2032	14	7,293,796	784,699
6/30/2033	13	6,946,725	784,699
6/30/2034	12	6,578,830	784,699
6/30/2035	11	6,188,861	784,699
6/30/2036	10	5,775,494	784,699
6/30/2037	9	5,337,325	784,699
6/30/2038	8	4,872,866	784,699
6/30/2039	7	4,380,539	784,699
6/30/2040	6	3,858,673	784,699
6/30/2041	5	3,305,495	784,699
6/30/2042	4	2,719,126	784,699
6/30/2043	3	2,097,575	784,699
6/30/2044	2	1,438,731	784,699
6/30/2045	1	740,356	784,699
6/30/2046	0	79	0



SCHEDULE I

TABLE 1

RECONCILIATION OF DATA

	<u>Actives</u>	<u>Retirees</u>	<u>Beneficiaries</u>	<u>Vested Terms</u>	<u>Total</u>
1. Headcounts as of June 30, 2015	13,351	4,407	414	270	18,442
2. Change in status during the period:					
a. Death with no Beneficiary	(10)	(38)	(11)		(59)
b. Death with Beneficiary	(6)	(30)	40	(4)	0
c. Retired	(255)	290		(35)	0
d. Terminated Vested	(76)			76	0
e. Terminated Not Vested	(497)				(497)
f. Refund	(238)				(238)
g. Benefit Suspended/Expired		(1)	(1)	(1)	(3)
3. New member due to:					
a. New Hire	948				948
b. Rehire	63	(1)		(8)	54
c. Adjustment	(1)		1		0
4. Headcounts as of June 30, 2016	13,279	4,627	443	298	18,647

In addition, there are 2,282 inactive members entitled to their refund of employee contributions.



TABLE 2
DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND SERVICE GROUPS
AS OF JUNE 30, 2016

Attained Age	Completed Years of Service									Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	≥ 35	
Under 25	291	486	17							794
25 to 29	283	876	543	23						1,725
30 to 34	159	637	864	404	12					2,076
35 to 39	96	416	624	565	237	4				1,942
40 to 44	46	290	436	593	544	150	2			2,061
45 to 49	38	157	308	491	569	396	158	7		2,124
50 to 54	14	96	159	254	320	304	284	108	4	1,543
55 to 59	5	39	88	164	130	108	61	55	44	694
60 to 64	1	13	28	64	40	28	16	15	31	236
65 to 69		9	10	20	5	5		2	4	55
70 & up		7	11	9				1	1	29
Total Count	933	3,026	3,088	2,587	1,857	995	521	188	84	13,279



TABLE 3
NUMBER OF RETIRED MEMBERS AND BENEFICIARIES
AND THEIR BENEFITS BY AGE

<u>Attained Age</u>	<u>Number of Members</u>	<u>Total Annual Benefits</u>	<u>Average Annual Benefit</u>
Under 50	30	\$ 218,058	\$ 7,269
50 – 54	403	2,866,210	7,112
55 – 59	1,061	8,842,473	8,334
60 – 64	1,232	10,843,976	8,802
65 – 69	1065	9,344,654	8,774
70 – 74	612	5,355,960	8,752
75 – 79	321	2,921,008	9,100
80 – 84	193	1,707,368	8,846
85 – 89	102	877,618	8,604
90 and Over	<u>51</u>	<u>384,462</u>	<u>7,538</u>
Total	5,070	43,361,787	\$ 8,553