



**Cavanaugh Macdonald**  
CONSULTING, LLC

*The experience and dedication you deserve*



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

**Prepared as of June 30, 2020**





# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

October 23, 2020

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, 2020. The purpose of this report is to provide a summary of the funded status of the Fund as of June 30, 2020 and to recommend an Actuarially Determined Employer Contribution (ADEC) for the fiscal year ending June 30, 2021. The information needed for the Fund under the Governmental Accounting Standards Board Statements No. 67 and 68 will be provided in separate reports. However, for informational purposes only, we have also provided accounting disclosure information in Section VI of the report. While not verifying the data at source, the actuary performed tests for consistency and reasonability.

On the basis of the valuation, the ADEC is \$31,677,364 for the fiscal year ending June 30, 2021. This is an increase of \$1,761,778 from the ADEC for the fiscal year ending June 30, 2020 determined in the previous year's valuation report. This contribution is sufficient to meet the minimum funding requirements under Title 47, Chapter 7 of the Official Code of Georgia.

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. In accordance with the funding policy adopted by the Board, the Transitional Unfunded Actuarial Accrued Liability (UAAL) as of June 30, 2014 is being amortized as a level dollar amount with a closed period. Gains and losses in subsequent years are amortized within a closed 30-year period from the valuation it is established. 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. However, a 1.0% Cost-of-Living Adjustment (COLA) was granted to retired members and beneficiaries and to the benefit rate of future retirees effective as of January 1, 2020. In addition, HB 195 became effective July 1, 2020 increasing the death benefit from \$5,000 to \$10,000.



Board of Trustees  
October 23, 2020  
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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 premium tax revenues to the Fund are made from year to year in the future at an amount that equals or exceeds the ADEC determined in successive actuarial valuations, the continued sufficiency of the retirement fund to provide the benefits called for under the Fund may be safely anticipated.

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.

We note that as we are preparing this report, the world is in the midst of a pandemic. We have considered available information, but do not believe that there is yet sufficient data to warrant the modification of any of our assumptions. We will continue to monitor the situation and advise the Board in the future of any adjustments that we believe would be appropriate.

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.



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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  
Chief Executive Officer

A handwritten signature in blue ink that reads 'Ben Mobley'.

Ben D. Mobley, ASA, FCA, MAAA  
Senior Actuary



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## Section I – Summary of Principal Results

**GEORGIA FIREFIGHTERS' PENSION FUND  
REPORT OF THE ACTUARY  
ON THE VALUATION  
PREPARED AS OF JUNE 30, 2020**

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

<b>Valuation Date</b>	<b>June 30, 2020</b>	<b>June 30, 2019</b>
Active members:		
Number	13,636	13,520
Retired members and beneficiaries:		
Number	6,153	5,864
Annual allowances	\$ 55,394,724	\$ 52,204,152
Number of terminated vested members	345	336
Assets:		
Market Value	\$ 924,905,112	\$ 934,350,220
Actuarial Value	953,972,559	916,280,503
Unfunded Actuarial Accrued Liability	\$ 190,391,889	\$ 187,201,424
Blended Amortization Period	24.4 years	25.3 years
Actuarial Value Funded Ratio	83.4%	83.0%
Market Value Funded Ratio	80.8%	84.7%
<b>Fiscal Year Ending</b>	<b>June 30, 2021</b>	<b>June 30, 2020</b>
Actuarially Determined Employer Contribution (ADEC):		
Employer Normal Cost	\$ 16,627,237	\$ 15,340,135
Actuarial Accrued Liability	<u>15,050,127</u>	<u>14,575,451</u>
Total	\$ 31,677,364	\$ 29,915,586



## **Section I – Summary of Principal Results**

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2. The major benefit and contribution provisions of the Fund as reflected in the valuation are summarized in Schedule F. A 1.0% Cost-of-Living Adjustment (COLA) was granted to retired members and beneficiaries and to the benefit rate of future retirees effective as of January 1, 2020. In addition, the death benefit has also been increased from \$5,000 to \$10,000. These changes increased the actuarial accrued liability by approximately \$11.1 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, 2020 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 funded ratio is the ratio of actuarial value of assets to the accrued liability and is different based on market value of assets. The funded 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 funded ratio does not have any relationship to measuring sufficiency if the plan had to settle its liabilities.



## Section II – Membership Data

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1. Data regarding the membership of the Fund for use as a basis of the valuation were furnished by staff. The valuation included 13,636 active members, which is an increase from last year's active count of approximately 0.86%.
2. The following table shows the number of retired members and beneficiaries as of June 30, 2020 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, 2020**

GROUP	NUMBER*	ANNUAL RETIREMENT BENEFITS
Service Retirements	5,595	\$ 50,832,612
Disability Retirements	21	161,784
Beneficiaries of Deceased Members	<u>537</u>	<u>4,400,328</u>
Total	6,153	\$ 55,394,724

\* In addition, there are 345 terminated members entitled to deferred vested benefits and 2,429 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

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1. As of June 30, 2020, the total market value of assets amounted to \$924,905,112, as reported by staff. The estimated net investment return, on a market value basis, for the plan year was 0.27%. 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 \$953,972,559. The estimated investment return for the plan year ending June 30, 2020 on an actuarial value of assets basis was 5.45%, 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, 2020.



## Section IV – Comments on Valuation

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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, 2020. 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 \$1,294,710,096 of which \$650,332,279 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 \$644,377,817 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 \$953,972,559 as of June 30, 2020. The difference of \$340,737,537 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 actuarial accrued liability contributions. The valuation indicates that normal contributions of \$20,718,037 are required to provide the currently accruing benefits of the Fund. Of this amount, \$4,090,800 is expected to be paid by the members and the remaining \$16,627,237 is required by the Fund.
4. Prospective normal contributions have a present value of \$150,345,648. When this amount is subtracted from \$340,737,537 which is the present value of the future contributions to be made, there remains \$190,391,889 as the amount of unfunded actuarial accrued liability contributions.



## Section IV – Comments on Valuation

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 actuarial accrued liability contribution amount of \$15,050,127 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

	<u>Initial Amount</u>	<u>UAAL as of June 30, 2020</u>	<u>Amortization Period (years)</u>	<u>Amortization Payment (6.00%)</u>
Transitional	\$168,678,888	\$153,963,215	24	\$12,267,636
New Incremental 6/30/2015	20,214,603	18,773,240	25	1,468,569
New Incremental 6/30/2016	10,801,257	10,203,578	26	784,700
New Incremental 6/30/2017	(12,816,398)	(12,300,295)	27	(931,097)
New Incremental 6/30/2018	13,221,735	12,877,219	28	960,545
New Incremental 6/30/2019	345,471	341,101	29	25,098
New Incremental 6/30/2020	6,533,831	<u>6,533,831</u>	30	<u>474,676</u>
Total UAAL		\$190,391,889		\$15,050,127
Blended Amortization Period				24.4 years



## Section IV – Comments on Valuation

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9. Overall, there was a \$6.5 million net loss in the UAAL for the 2020 valuation. The majority of the loss was due to the \$11.1 million increase in liability from the 1.0% COLA increase to all members that was granted January 1, 2020 and the increase in the death benefit from \$5,000 to \$10,000. There was also a \$5.0 million loss due to the investment return on an actuarial value basis for the year being less than expected (5.45% vs. 6.00%). These losses were largely offset by premium tax revenues exceeding the ADEC for the fiscal year ending June 30, 2020 by about \$9.0 million. In addition, there were small gains and losses in liabilities due to mortality, retirement and termination actual versus expected experience. Schedule J of this report provides a more detailed breakdown of the gains and losses of the Fund.



## Section V – Contributions Payable

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1. The Actuarially Determined Employer Contribution (ADEC) consists of a normal contribution and an actuarial 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 \$16,627,237.
3. The actuarial accrued liability contribution on the basis of the Board's funding policy is \$15,050,127.
4. Therefore, the total actuarially determined employer contribution is \$31,677,364.
5. The following table summarizes the employer contributions which were determined by the June 30, 2020 valuation and are recommended for use for fiscal year ending June 30, 2021.

**ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION (ADEC)  
FOR FISCAL YEAR ENDING JUNE 30, 2021**

	<b>CONTRIBUTION</b>
Employer Normal Cost	\$16,627,237
Actuarial Accrued Liability	<u>15,050,127</u>
Total	\$31,677,364



## 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, 2020

GROUP	NUMBER
Retired participants and beneficiaries currently receiving benefits	6,153
Terminated participants and beneficiaries entitled to benefits but not yet receiving benefits	2,774
Active Participants	<u>13,636</u>
Total	22,563

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)
6/30/2016	\$774,933,733	\$970,155,843	\$195,222,110	79.9%
6/30/2017	827,606,701	1,007,204,835	179,598,134	82.2%
6/30/2018	875,918,340	1,065,924,289	190,005,949	82.2%
6/30/2019	916,280,503	1,103,481,927	187,201,424	83.0%
6/30/2020	953,972,559	1,144,364,448	190,391,889	83.4%

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



## Section VI – Accounting Information

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3. The following shows the schedule of employer contributions. Contributions from tax revenue on insurance premiums in protected areas collected by the State continue to exceed what is actuarially determined based on the Board's funding policy.

<u>Year Ending</u>	<u>Actuarially Determined Employer Contribution</u>	<u>Percentage Contributed</u>
June 30, 2015	\$ 26,215,027	120%
June 30, 2016	28,030,287	117%
June 30, 2017	28,987,131	118%
June 30, 2018	28,190,699	127%
June 30, 2019	29,732,350	127%
June 30, 2020	29,915,586	136%
June 30, 2021	31,677,364	N/A

4. Additional information as of June 30, 2020 follows:

Valuation date	6/30/2020
Actuarial cost method	Entry age normal
Amortization period	Level dollar, closed
Blended amortization period	24.4 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



## Section VII – Risk Assessment

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### *Overview*

Actuarial Standards of Practice (ASOP) No. 51, issued by the Actuarial Standards Board, provides guidance on assessing and disclosing risks related to pension plan funding. This guidance is binding on all credentialed actuaries practicing in the United States. This standard was issued as final in September 2017 with application to measurement dates on or after November 1, 2018.

The term “risk” frequently has a negative connotation, but from an actuarial perspective, it may be thought of as simply the fact that what actually happens in the real world will not always match what was expected, based on actuarial assumptions. Of course, when actual experience is better than expected, the favorable risk is easily absorbed. The risk of unfavorable experience will likely be unpleasant, and so there is an understandable focus on aspects of risk that are negative.

Risk usually can be reduced or eliminated at some cost. Consumers, for example, buy auto and home insurance to reduce the risk of accidents or catastrophes. Another way to express this concept, however, is that there is generally some reward for assuming risk. Thus, retirement plans invest not just in US Treasury bonds which have almost no risk, but also in equities which are considerably riskier – because they have an expected reward of a higher return that justifies the risk.

Under ASOP 51, the actuary is called on to identify the significant risks to the pension plan and provide information to help those sponsoring and administering the plan understand the implications of these risks. In this section, we identify some of the key risks for the Fund and provide information to help interested parties better understand these risks.





## Section VII – Risk Assessment

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### *Sensitivity Measures*

Valuations are generally performed with a single set of assumptions that reflects the best estimate of future conditions, in the opinion of the actuary and typically the governing board. Note that under actuarial standards of practice, the set of economic assumptions used for funding must be consistent. To enhance the understanding of the importance of an assumption, a sensitivity test can be performed where the valuation results are recalculated using a different assumption or set of assumptions.

The following tables contains the key measures for the Fund using the valuation assumption for investment return of 6.00%, along with the results if the assumption were 5.00% or 7.00%. In this analysis, only the investment return assumption is changed. Consequently, there may be inconsistencies between the investment return and other economic assumptions such as inflation or payroll increases. In addition, simply because the valuation results under alternative assumptions are shown here, it should not be implied that CMC believes that either assumption (5.00% or 7.00%) would comply with actuarial standards of practice.

**(\$ in thousands)**

<b>As of June 30, 2020</b>	<b>Current Discount Rate (6.00%)</b>	<b>-1% Discount Rate (5.00%)</b>	<b>+1% Discount Rate (7.00%)</b>
Plan's Normal Cost	\$16,627	\$22,666	\$12,083
Accrued Liability	\$1,144,364	\$1,295,036	\$1,019,832
Unfunded Liability	\$190,392	\$341,063	\$65,859
Funded Ratio	83.4%	73.7%	93.5%



## **Section VII – Risk Assessment**

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### ***Mortality Risk***

The mortality assumption is a significant assumption for valuation results, second only to the investment assumption in most situations. The Georgia Firefighter's Pension Fund's mortality assumption utilizes a mortality table (with separate rates for males and females, as well as different rates by status) and a projection scale for how the mortality table is expected to improve through time. This approach is the current state of the art in retirement actuarial practice, made possible by the increase in computational power over the past 20 years.

The future, however, is not known, and actual mortality improvements may occur at a faster rate than expected, or at a slower rate than expected (or even decline). Although changes in mortality will affect the benefits paid, this assumption is carefully studied during the regular experience studies that the Fund conducts so that incremental changes can be made to smoothly reflect unfolding experience.

### ***Contribution Risk***

The Fund is primarily funded by member contributions and premium tax revenues to the trust fund, together with the earnings on those accumulated contributions. Each year in the valuation, the Actuarially Determined Employer Contribution (ADEC) is determined, based on the Fund's funding policy. The Fund may wish to review contribution risk in the future but with current revenues exceeding ADEC's for the foreseeable future, there is no need to review at this time.



## Schedule A – Valuation Balance Sheet

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The present and prospective assets and liabilities of the Fund as of June 30, 2020:

<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	\$650,332,279
(2)	Present value of prospective benefits payable on account of present active members	<u>644,377,817</u>
(3)	Total Actuarial Liabilities	<u>\$1,294,710,096</u>
<u>PRESENT AND PROSPECTIVE ASSETS</u>		
(4)	Actuarial value of assets	\$953,972,559
(5)	Present value of total future contributions: (3) – (4)	\$340,737,537
(6)	Present value of future normal contributions	150,345,648
(7)	Unfunded actuarial accrued liability contributions: (5) – (6)	<u>190,391,889</u>
(8)	Total Present and Prospective Assets	<u>\$1,294,710,096</u>



## Schedule B – Development of the Actuarial Value of Assets

	<u>07/01/2019</u> <u>to 6/30/2020</u>
(1) Actuarial Value Beginning of Year	\$ 916,280,503
(2) Market Value End of Year	\$ 924,905,112
(3) Market Value Beginning of Year	\$ 934,350,220
(4) Cash Flow	
(a) Contributions	\$ 45,083,158
(b) Benefit Payments	(53,786,095)
(c) Refund of Contributions	(1,012,354)
(d) Administrative Expenses	(2,218,418)
(e) Investment Expenses	<u>(4,373,596)</u>
(f) Net: (4)(a) + (4)(b) + (4)(c) + (4)(d) + (4)(e)	\$ (16,307,305)
(5) Investment Income	
(a) Market Total: (2) – (3) – (4)(f)	\$ 6,862,197
(b) Assumed Rate	6.00%
(c) Amount for Immediate Recognition: [(3) x (5)(b)] + [(4)(a) + (4)(b) + (4)(c) + (4)(d)] x (5)(b) x 0.5] – (4)(e)	\$ 60,076,598
(d) Amount for Phased-In Recognition: (5)(a) – (5)(c)	\$ (53,214,401)
(6) Phased-In Recognition of Investment Income	
(a) Current Year: 0.20*(5)(d)	\$ (10,642,880)
(b) First Prior Year	(575,011)
(c) Second Prior Year	3,193,227
(d) Third Prior Year	8,842,651
(e) Fourth Prior Year	<u>(6,895,224)</u>
(f) Total Recognized Investment Gain	\$ (6,077,237)
(7) Actuarial Value End of Year: (1) + (4)(f) + (5)(c) + (6)(f)	\$ 953,972,559
(8) Actuarial Value Rate of Return	5.45%



## Schedule C – Reconciliation of the Market Value of Assets

	For the year ending:	
	<u>June 30, 2019</u>	<u>June 30, 2020</u>
Market Value Beginning of Year	\$ 894,870,607	\$ 934,350,220
Additions:		
Member Dues	\$ 4,453,092	\$ 4,507,929
Tax Revenue	37,901,849	40,575,020
Other	0	209
Total Contributions	\$ 42,354,941	\$ 45,083,158
Net Investment Earnings	50,486,963	2,488,601
Total	\$ 92,841,904	\$ 47,571,759
Disbursements:		
Benefit Payments	\$ (50,704,288)	\$ (53,786,095)
Refunds	(1,148,546)	(1,012,354)
Administration Expense	(1,509,457)	(2,218,418)
Total	\$ (53,362,291)	\$ (57,016,867)
Change in Net Assets	\$ 39,479,613	\$ (9,445,108)
Market Value End of Year	\$ 934,350,220	\$ 924,905,112
Net Investment Rate of Return	5.68%	0.27%



## Schedule D – Outline of Actuarial Assumptions and Methods

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**INVESTMENT RETURN:** 6.00% compounded annually

**PRICE INFLATION:** 2.75%

**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



## **Schedule D – Outline of Actuarial Assumptions and Methods**

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**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. 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**

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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 actuarial 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 actuarial 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 – Summary of Principal Plan Provisions**

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**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 1<sup>1</sup>/<sub>2</sub>% 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, 2020.

**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.



## Schedule F – Summary of Principal Plan Provisions

**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 \$940 per month is reduced by the ratio of credited service divided by 25 years. The \$940 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 7/1/2016	= 13	895
1% COLA adjustment on 7/1/2017	= 9	904
1% COLA adjustment on 1/1/2018	= 9	913
1% COLA adjustment on 7/1/2018	= 9	922
1% COLA adjustment on 1/1/2019	= 9	931
1% COLA adjustment on 1/1/2020	= 9	940
Total benefit amount		\$940



## **Schedule F – Summary of Principal Plan Provisions**

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**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 \$10,000.00. 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.



## **Schedule F – Summary of Principal Plan Provisions**

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**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%, 66<sup>2</sup>/<sub>3</sub>%, 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 – Board Funding Policy

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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%, than 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.



## Schedule G – Board Funding Policy

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- **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

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### 2014 TRANSITIONAL 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	162,062,023	12,267,636
6/30/2018	26	159,518,108	12,267,636
6/30/2019	25	156,821,558	12,267,636
<b>6/30/2020</b>	<b>24</b>	<b>153,963,215</b>	<b>12,267,636</b>
6/30/2021	23	150,933,372	12,267,636
6/30/2022	22	147,721,738	12,267,636
6/30/2023	21	144,317,406	12,267,636
6/30/2024	20	140,708,814	12,267,636
6/30/2025	19	136,883,707	12,267,636
6/30/2026	18	132,829,093	12,267,636
6/30/2027	17	128,531,203	12,267,636
6/30/2028	16	123,975,439	12,267,636
6/30/2029	15	119,146,329	12,267,636
6/30/2030	14	114,027,473	12,267,636
6/30/2031	13	108,601,485	12,267,636
6/30/2032	12	102,849,938	12,267,636
6/30/2033	11	96,753,298	12,267,636
6/30/2034	10	90,290,860	12,267,636
6/30/2035	9	83,440,676	12,267,636
6/30/2036	8	76,179,481	12,267,636
6/30/2037	7	68,482,614	12,267,636
6/30/2038	6	60,323,935	12,267,636
6/30/2039	5	51,675,735	12,267,636
6/30/2040	4	42,508,643	12,267,636
6/30/2041	3	32,791,526	12,267,636
6/30/2042	2	22,491,382	12,267,636
6/30/2043	1	11,573,229	12,267,623
6/30/2044	0	0	0



## Schedule H – Amortization of UAAL

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### 2015 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2015)	Annual Amortization Payment
6/30/2015	30	\$20,214,603	\$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
<b>6/30/2020</b>	<b>25</b>	<b>18,773,240</b>	<b>1,468,569</b>
6/30/2021	24	18,431,065	1,468,569
6/30/2022	23	18,068,360	1,468,569
6/30/2023	22	17,683,893	1,468,569
6/30/2024	21	17,276,358	1,468,569
6/30/2025	20	16,844,370	1,468,569
6/30/2026	19	16,386,463	1,468,569
6/30/2027	18	15,901,082	1,468,569
6/30/2028	17	15,386,578	1,468,569
6/30/2029	16	14,841,204	1,468,569
6/30/2030	15	14,263,107	1,468,569
6/30/2031	14	13,650,324	1,468,569
6/30/2032	13	13,000,774	1,468,569
6/30/2033	12	12,312,251	1,468,569
6/30/2034	11	11,582,417	1,468,569
6/30/2035	10	10,808,793	1,468,569
6/30/2036	9	9,988,752	1,468,569
6/30/2037	8	9,119,508	1,468,569
6/30/2038	7	8,198,109	1,468,569
6/30/2039	6	7,221,427	1,468,569
6/30/2040	5	6,186,144	1,468,569
6/30/2041	4	5,088,744	1,468,569
6/30/2042	3	3,925,500	1,468,569
6/30/2043	2	2,692,461	1,468,569
6/30/2044	1	1,385,440	1,468,566
6/30/2045	0	0	0





## Schedule H – Amortization of UAAL

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### 2016 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2016)	Annual Amortization Payment
6/30/2016	30	\$10,801,257	\$784,700
6/30/2017	29	10,664,633	784,700
6/30/2018	28	10,519,811	784,700
6/30/2019	27	10,366,300	784,700
<b>6/30/2020</b>	<b>26</b>	<b>10,203,578</b>	<b>784,700</b>
6/30/2021	25	10,031,093	784,700
6/30/2022	24	9,848,259	784,700
6/30/2023	23	9,654,455	784,700
6/30/2024	22	9,449,022	784,700
6/30/2025	21	9,231,263	784,700
6/30/2026	20	9,000,439	784,700
6/30/2027	19	8,755,765	784,700
6/30/2028	18	8,496,411	784,700
6/30/2029	17	8,221,496	784,700
6/30/2030	16	7,930,086	784,700
6/30/2031	15	7,621,191	784,700
6/30/2032	14	7,293,762	784,700
6/30/2033	13	6,946,688	784,700
6/30/2034	12	6,578,789	784,700
6/30/2035	11	6,188,816	784,700
6/30/2036	10	5,775,445	784,700
6/30/2037	9	5,337,272	784,700
6/30/2038	8	4,872,808	784,700
6/30/2039	7	4,380,476	784,700
6/30/2040	6	3,858,605	784,700
6/30/2041	5	3,305,421	784,700
6/30/2042	4	2,719,046	784,700
6/30/2043	3	2,097,489	784,700
6/30/2044	2	1,438,638	784,700
6/30/2045	1	740,256	784,671
6/30/2046	0	0	0



## Schedule H – Amortization of UAAL

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### 2017 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2017)	Annual Amortization Payment
6/30/2017	30	(\$12,816,398)	(\$931,097)
6/30/2018	29	(12,654,285)	(931,097)
6/30/2019	28	(12,482,445)	(931,097)
<b>6/30/2020</b>	<b>27</b>	<b>(12,300,295)</b>	<b>(931,097)</b>
6/30/2021	26	(12,107,216)	(931,097)
6/30/2022	25	(11,902,552)	(931,097)
6/30/2023	24	(11,685,608)	(931,097)
6/30/2024	23	(11,455,647)	(931,097)
6/30/2025	22	(11,211,889)	(931,097)
6/30/2026	21	(10,953,505)	(931,097)
6/30/2027	20	(10,679,618)	(931,097)
6/30/2028	19	(10,389,298)	(931,097)
6/30/2029	18	(10,081,559)	(931,097)
6/30/2030	17	(9,755,356)	(931,097)
6/30/2031	16	(9,409,580)	(931,097)
6/30/2032	15	(9,043,058)	(931,097)
6/30/2033	14	(8,654,544)	(931,097)
6/30/2034	13	(8,242,720)	(931,097)
6/30/2035	12	(7,806,186)	(931,097)
6/30/2036	11	(7,343,460)	(931,097)
6/30/2037	10	(6,852,971)	(931,097)
6/30/2038	9	(6,333,052)	(931,097)
6/30/2039	8	(5,781,938)	(931,097)
6/30/2040	7	(5,197,757)	(931,097)
6/30/2041	6	(4,578,525)	(931,097)
6/30/2042	5	(3,922,140)	(931,097)
6/30/2043	4	(3,226,371)	(931,097)
6/30/2044	3	(2,488,856)	(931,097)
6/30/2045	2	(1,707,090)	(931,097)
6/30/2026	1	(878,418)	(931,123)
6/30/2047	0	0	0



## Schedule H – Amortization of UAAL

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### 2018 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2018)	Annual Amortization Payment
6/30/2018	30	13,221,735	960,545
6/30/2019	29	13,054,494	960,545
<b>6/30/2020</b>	<b>28</b>	<b>12,877,219</b>	<b>960,545</b>
6/30/2021	27	12,689,307	960,545
6/30/2022	26	12,490,120	960,545
6/30/2023	25	12,278,982	960,545
6/30/2024	24	12,055,176	960,545
6/30/2025	23	11,817,942	960,545
6/30/2026	22	11,566,474	960,545
6/30/2027	21	11,299,917	960,545
6/30/2028	20	11,017,367	960,545
6/30/2029	19	10,717,864	960,545
6/30/2030	18	10,400,391	960,545
6/30/2031	17	10,063,869	960,545
6/30/2032	16	9,707,156	960,545
6/30/2033	15	9,329,040	960,545
6/30/2034	14	8,928,237	960,545
6/30/2035	13	8,503,386	960,545
6/30/2036	12	8,053,044	960,545
6/30/2037	11	7,575,682	960,545
6/30/2038	10	7,069,678	960,545
6/30/2039	9	6,533,314	960,545
6/30/2040	8	5,964,768	960,545
6/30/2041	7	5,362,109	960,545
6/30/2042	6	4,723,291	960,545
6/30/2043	5	4,046,143	960,545
6/30/2044	4	3,328,367	960,545
6/30/2045	3	2,567,524	960,545
6/30/2046	2	1,761,030	960,545
6/30/2047	1	906,147	960,516
6/30/2048	0	0	0



## Schedule H – Amortization of UAAL

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### 2019 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2019)	Annual Amortization Payment
6/30/2019	30	345,471	25,098
<b>6/30/2020</b>	<b>29</b>	<b>341,101</b>	<b>25,098</b>
6/30/2021	28	336,469	25,098
6/30/2022	27	331,559	25,098
6/30/2023	26	326,355	25,098
6/30/2024	25	320,838	25,098
6/30/2025	24	314,990	25,098
6/30/2026	23	308,791	25,098
6/30/2027	22	302,220	25,098
6/30/2028	21	295,255	25,098
6/30/2029	20	287,872	25,098
6/30/2030	19	280,046	25,098
6/30/2031	18	271,751	25,098
6/30/2032	17	262,958	25,098
6/30/2033	16	253,637	25,098
6/30/2034	15	243,757	25,098
6/30/2035	14	233,284	25,098
6/30/2036	13	222,183	25,098
6/30/2037	12	210,416	25,098
6/30/2038	11	197,943	25,098
6/30/2039	10	184,722	25,098
6/30/2040	9	170,707	25,098
6/30/2041	8	155,851	25,098
6/30/2042	7	140,104	25,098
6/30/2043	6	123,412	25,098
6/30/2044	5	105,719	25,098
6/30/2045	4	86,964	25,098
6/30/2046	3	67,084	25,098
6/30/2047	2	46,011	25,098
6/30/2048	1	23,674	25,094
6/30/2049	0	0	0



## Schedule H – Amortization of UAAL

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### 2020 INCREMENTAL UAAL

Valuation Date	Amortization Period	Balance of New Incremental UAAL (6/30/2020)	Annual Amortization Payment
<b>6/30/2020</b>	<b>30</b>	<b>6,533,831</b>	<b>474,676</b>
6/30/2021	29	6,451,185	474,676
6/30/2022	28	6,363,580	474,676
6/30/2023	27	6,270,719	474,676
6/30/2024	26	6,172,286	474,676
6/30/2025	25	6,067,947	474,676
6/30/2026	24	5,957,348	474,676
6/30/2027	23	5,840,113	474,676
6/30/2028	22	5,715,844	474,676
6/30/2029	21	5,584,119	474,676
6/30/2030	20	5,444,490	474,676
6/30/2031	19	5,296,483	474,676
6/30/2032	18	5,139,596	474,676
6/30/2033	17	4,973,296	474,676
6/30/2034	16	4,797,018	474,676
6/30/2035	15	4,610,163	474,676
6/30/2036	14	4,412,097	474,676
6/30/2037	13	4,202,147	474,676
6/30/2038	12	3,979,600	474,676
6/30/2039	11	3,743,700	474,676
6/30/2040	10	3,493,646	474,676
6/30/2041	9	3,228,589	474,676
6/30/2042	8	2,947,628	474,676
6/30/2043	7	2,649,810	474,676
6/30/2044	6	2,334,123	474,676
6/30/2045	5	1,999,494	474,676
6/30/2026	4	1,644,788	474,676
6/30/2047	3	1,268,799	474,676
6/30/2048	2	870,251	474,676
6/30/2049	1	447,790	474,657
6/30/2050	0	0	0



## Schedule I – Tables of Membership Data

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, 2019	13,520	5,361	503	336	19,720
2. Change in status during the period:					
Death with no Beneficiary	(7)	(76)	(19)		(102)
Death with Beneficiary	(4)	(49)	57	(4)	
Retired	(323)	373		(50)	
Terminated Vested	(71)			71	
Terminated Not Vested	(406)				(406)
Refund	(201)				(201)
Benefit Suspended/Expired			(4)		(4)
3. New member due to:					
New Hire	1,016				1,016
Rehire	113			(8)	105
Adjustment	(1)	7			6
4. Headcounts as of June 30, 2020	13,636	5,616	537	345	20,134

In addition, there are 2,429 inactive members entitled to their refund of employee contributions.



## Schedule I – Tables of Membership Data

**TABLE 2**  
**DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND SERVICE GROUPS**  
**AS OF JUNE 30, 2020**

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	348	575	24							947
25 to 29	271	971	461	23						1,726
30 to 34	195	760	739	469	9					2,172
35 to 39	96	454	545	716	303	7				2,121
40 to 44	53	252	375	485	486	215	2			1,868
45 to 49	36	179	255	421	544	463	125	3		2,026
50 to 54	20	89	148	266	366	370	273	100	3	1,635
55 to 59	8	46	75	130	143	142	92	81	41	758
60 to 64	2	17	22	63	72	35	24	17	27	279
65 to 69	1	6	9	17	18	4	4	1	6	66
70 & up	2	6	10	11	5	1			3	38
Total Count	1,032	3,355	2,663	2,601	1,946	1,237	520	202	80	13,636



## Schedule I – Tables of Membership Data

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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	24	\$ 185,616	\$ 7,734
50 – 54	394	2,887,728	7,329
55 – 59	1,195	10,720,308	8,971
60 – 64	1,406	12,645,972	8,994
65 – 69	1,277	11,811,720	9,250
70 – 74	931	8,582,712	9,219
75 – 79	532	4,903,452	9,217
80 – 84	218	2,099,904	9,633
85 – 89	120	1,084,488	9,037
90 and Over	<u>56</u>	<u>472,824</u>	<u>8,443</u>
Total	6,153	\$ 55,394,724	\$ 9,003





## Schedule J – Analysis of Experience

**Gains & Losses in Actuarial Accrued Liabilities  
Resulting from Difference Between  
Assumed Experience & Actual Experience  
(\$ Thousands)**

Type of Activity	\$ Gain (or Loss) For Year Ending June 30, 2020
<b>Contribution excess/(shortfall).</b> If actual contribution is greater than expected, there is a gain. If less, a loss.	\$ 8,996.6
<b>Investment Income.</b> If there is a greater investment income than assumed, there is a gain. If less income, a loss.	(4,998.3)
<b>Age &amp; Service Retirements.</b> If members retire at older ages, there is a gain. If younger ages, a loss.	(1,290.0)
<b>Withdrawal from Employment.</b> If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	354.1
<b>Death-in-Service Benefits.</b> If survivor claims are less than assumed, there is a gain. If more claims, there is a loss.	(234.3)
<b>Death After Retirement.</b> If retirants live longer than assumed, there is a loss. If not as long, a gain.	1,590.6
<b>Other.</b> Miscellaneous gains and losses resulting from changes in valuation software, data adjustments, timing of financial transactions, etc.	<u>\$ 154.1</u>
<b>Gain (or Loss) During Year from Financial Experience</b>	<u>\$ 4,572.8</u>
<b>Non-Recurring Items.</b> Adjustments for plan amendments, assumption changes, or method changes.	<u>(11,106.6)</u>
<b>Composite Gain (or Loss) During Year</b>	<u>\$ (6,533.8)</u>