

CITY OF GRAND RAPIDS GENERAL RETIREMENT SYSTEM
49TH ANNUAL ACTUARIAL VALUATION REPORT
JUNE 30, 2016

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November 2, 2016

Board of Trustees
City of Grand Rapids General
Retirement System
Grand Rapids, Michigan

Dear Board Members:

The results of the **49th Annual Actuarial Valuation** of the City of Grand Rapids General Retirement System are presented in this report. The purpose of the annual valuation is to measure the System's funding progress and to determine the City's contribution rate for the ensuing fiscal year in accordance with the established funding policy. The results of the valuation may not be applicable for other purposes.

The date of the valuation was **June 30, 2016**.

This report should not be relied on for any purpose other than those described above. It was prepared at the request of the Board and is intended for use by the Retirement System and those designated or approved by the Board. This report may be provided to parties other than the Retirement System only in its entirety and only with the permission of the Board. GRS is not responsible for unauthorized use of this report.

The computed contribution rate shown on page A-1 may be considered as a minimum contribution rate that complies with the funding policy stated in the Ordinance. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

This valuation assumes the continuing ability of the participating employer to make the contributions necessary to fund this plan. A determination regarding whether or not the participating employer is actually able to do so is outside our scope of expertise. Consequently, we did not perform such an analysis.

The signing individuals are independent of the plan sponsor.

Future actuarial measurements may differ significantly from the current measurements 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. Due to the limited scope of the actuary's assignment, the actuary did not perform an analysis of the potential range of such future measurements.

The valuation was based upon statistical data furnished by your Executive Director concerning Retirement System benefits, financial transactions, individual members, terminated members and retirants and beneficiaries. Data was checked for internal and year-to-year consistency, but was not audited. As a result, we are unable to assume responsibility for the accuracy or completeness of the data provided. This information is summarized in Section B.

To the best of our knowledge, this report is complete and accurate and was made in accordance with standards of practice prescribed by the Actuarial Standards Board and in compliance with the Retirement System Ordinance.

James D. Anderson and Jeffrey T. Tebeau are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



James D. Anderson, FSA, EA, MAAA



Jeffrey T. Tebeau, ASA, EA, MAAA



David L. Hoffman

JDA/DLH/JTT:sc

SECTION A
VALUATION RESULTS

**CONTRIBUTIONS TO PROVIDE BENEFITS
FOR FISCAL YEAR BEGINNING JULY 1, 2017**

| Contributions for | % of Active Payroll |
|---|------------------------|
| Normal cost of benefits: | |
| Age & service pensions | 14.28 % |
| Disability pensions (CRF) | 0.21 % |
| Death-in-service pensions | 0.25 % |
| Refunds of member contributions | 0.77 % |
| Totals | 15.51 % |
| Member contributions (weighted average) # | 7.98 % |
| Employer normal cost | 7.53 % |
| Unfunded actuarial accrued liabilities* | 25.32 % |
| COMPUTED EMPLOYER RATE @ | 32.85 % |

* Amortized over a period of 29 years as described beginning on page C-1.

Weighted average of member contribution rates described on pages B-7 through B-11.

@ In addition to this contribution, the City contributes for (i) certain Supplemental Benefits for a small closed group of retirants and beneficiaries in accordance with the provisions of Ordinance Section 1.290, and (ii) 0.5% of payroll to provide a Medicare Supplement for members retiring after December 31, 1989.

DETERMINING EMPLOYER DOLLAR CONTRIBUTIONS

For any period of time, the employer rate needs to be converted to dollars – and then contributed to the Retirement System in a timely manner.

The recommended procedure is: (1) *at the end of each payroll period, multiply the active member payroll for the period by the employer contribution percent*; and (2) *promptly contribute the dollar amount so determined*.

**ALLOCATION OF VALUATION ASSETS
YEAR ENDED JUNE 30, 2016**

In financing the actuarial accrued liabilities, valuation assets of \$404,096,873 were distributed as follows:

| Reserves for | Present Valuation Assets Applied to | | | Totals |
|-----------------------------------|---|---|------------------------|----------------------|
| | Non-Retired Member Actuarial Accrued Liabilities | Retired Life Actuarial Liabilities | Contingency Reserve | |
| Member Contributions (MDF) | \$ 33,863,938 | | | \$ 33,863,938 |
| Employer Contributions (EAF) | (21,287,156) | | | (21,287,156) |
| Retired Benefit Payments (BRF) | (44,828,552) | \$343,304,680 | | 298,476,128 |
| Undistributed Income (IEF) | 93,043,963 | | | 93,043,963 |
| Totals | \$ 60,792,193 | \$343,304,680 | \$0 | \$404,096,873 |

Assets were applied against actuarial accrued liabilities in determining unfunded actuarial accrued liabilities as follows:

| | Retired Lives | Non-Retired Members | Total |
|---|------------------|------------------------|---------------|
| Computed Actuarial Accrued Liabilities and Reserves | \$343,304,680 | \$167,019,586 | \$510,324,266 |
| Applied Assets | 343,304,680 | 60,792,193 | 404,096,873 |
| Unfunded Actuarial Accrued Liabilities (Full Funding Credit) | \$ 0 | \$106,227,393 | \$106,227,393 |

**DERIVATION OF EXPERIENCE GAIN (LOSS)
YEAR ENDED JUNE 30, 2016**

Actual experience will never (except by coincidence) coincide exactly with assumed experience; sizable year-to-year fluctuations are common. Gains and losses often cancel each other over a period of years. Detail on the derivation of the experience gain (loss) is shown below, along with a year-by-year comparative schedule.

| | <u>2015-2016</u> | <u>2014-2015</u> |
|--|------------------|------------------|
| (1) UAAL* at start of year | \$ 98,462,031 | \$ 75,432,091 |
| (2) Employer normal cost from last valuation | 2,937,926 | 3,146,480 |
| (3) Actual employer contributions | 9,295,104 | 11,327,704 |
| (4) Interest accrual: | | |
| [(1) + ½ [(2) – (3)]] x .0725 | 6,908,050 | 5,350,611 |
| (5) Expected UAAL before changes: | | |
| (1) + (2) – (3) + (4) | 99,012,903 | 72,601,478 |
| (6) Increase from benefit changes | none | 20,882 |
| (7) Change from revised actuarial assumptions or valuation methods | none | 29,733,502 |
| (8) Other Changes | none | none |
| (9) Expected UAAL after changes: | | |
| (5) + (6) + (7) + (8) | 99,012,903 | 102,355,862 |
| (10) Actual UAAL at end of year | 106,227,393 | 98,462,031 |
| (11) Gain (loss): (9) - (10) | (7,214,490) | 3,893,831 |
| (12) Gain (loss) as percent of actuarial accrued liabilities at start of year (\$500,205,954) | (1.4)% | 0.8% |

* *Unfunded Actuarial Accrued Liabilities.*

| Valuation Date June 30 | Experience Gain (Loss) As % of Beginning Accrued Liability |
|---------------------------------------|---|
| 2012 | (2.9)% |
| 2013 | (0.1)% |
| 2014 | 6.4 % |
| 2015 | 0.8 % |
| 2016 | (1.4)% |

SUMMARY STATEMENT OF SYSTEM RESOURCES AND OBLIGATIONS
YEAR ENDED JUNE 30, 2016

Present Resources and Expected Future Resources

| | | |
|----|--|-----------------------------|
| A. | Present valuation assets: | |
| | 1. Net assets from System financial statements | \$390,189,761 |
| | 2. Market value adjustment | <u>13,907,112</u> |
| | 3. Valuation assets | \$404,096,873 |
| | | |
| B. | Actuarial present value of expected future employer contributions: | |
| | 1. For normal costs | \$ 17,760,160 |
| | 2. For unfunded actuarial accrued liability | <u>106,227,393</u> |
| | 3. Total | \$123,987,553 |
| | | |
| C. | Actuarial present value of expected future member contributions | <u>\$ 20,832,558</u> |
| | | |
| D. | Total present and expected future resources | <u><u>\$548,916,984</u></u> |

Actuarial Present Value of Expected Future Benefit Payments

| | | |
|----|--|-----------------------------|
| A. | To retirants and beneficiaries: | |
| | 1. Annual pensions | \$343,304,680 |
| | 2. Reserve | <u>0</u> |
| | 3. Total | \$343,304,680 |
| | | |
| B. | To vested terminated members | \$ 13,203,805 |
| | | |
| C. | To present active members: | |
| | 1. Allocated to service rendered prior to valuation date - actuarial accrued liability | \$153,815,781 |
| | 2. Allocated to service likely to be rendered after valuation date | <u>38,592,718</u> |
| | 3. Total | \$192,408,499 |
| | | |
| D. | Total actuarial present value of expected future benefit payments | <u><u>\$548,916,984</u></u> |

COMMENTS, RECOMMENDATION AND CONCLUSION

COMMENT A: Overall experience compared to expectations was unfavorable during the period ending June 30, 2016 (see page A-3). A smaller than assumed rate of recognized investment income (i.e., on a funding value basis) resulted in a loss of about \$1.7 million. On a market value basis there was a \$28.5 million investment loss due to returns below the prior valuation's assumed 7.25% rate of return. In addition, there was a 13th check payment of \$6.2 million as a result of strong investment return in prior years. The total net loss as a result of all financial and demographic experience was \$7.2 million.

COMMENT B: The Actuarial Value of Assets exceeded the Market Value of Assets by \$13.9 million as of June 30, 2016. Note that the ratio of assets computed under funding value relative to the market value of assets is 103.6% (\$404 million and \$390 million, respectively).

COMMENT C: The City extended the amortization to a 30-year closed level-dollar amortization period as of the June 30, 2015 computed contribution. Below is a 5-year contribution rate projection in the case where all assumptions for future experience are exactly realized.

| 7.25% Market Return Fiscal Year Ending 2017-2020 | | | | | | | | | | |
|--|--|----------------------|----------------------|---------------------|--------------|---------------|--------------|-----------|-----------|-----------|
| Valuation Year | Applicable Contribution FY Ended June 30 | Employer Normal Cost | Amortization Payment | Total Employer Rate | Funded Ratio | Funding Value | Market Value | FV Return | MV Return | MV-FV |
| | | | | | | (\$ Millions) | | | | |
| 2016 | 2018 | 7.53% | 25.32% | 32.85% | 79% | \$ 404.1 | \$ 390.2 | 6.81% | (0.07)% | \$ (13.9) |
| 2017 | 2019 | 7.37% | 25.97% | 33.34% | 82% | 416.6 | 399.6 | 7.77% | 7.25% | (17.0) |
| 2018 | 2020 | 7.28% | 27.60% | 34.88% | 82% | 426.2 | 409.7 | 6.81% | 7.25% | (16.4) |
| 2019 | 2021 | 7.19% | 31.79% | 38.98% | 81% | 428.4 | 420.6 | 4.90% | 7.25% | (7.8) |
| 2020 | 2022 | 7.09% | 35.69% | 42.78% | 80% | 434.1 | 432.2 | 5.70% | 7.25% | (1.9) |

All measurements are as of the stated valuation year with rates applicable to the stated fiscal year.

Additional detail on the amortization method is provided beginning on page C-1.

COMMENTS, RECOMMENDATION AND CONCLUSION (CONCLUDED)

RECOMMENDATION FOR REGULAR RESERVE TRANSFER: Inter-fund transfers are made either when (i) there is a residual June 30 balance in the Income-Expense Fund (IEF) after regular interest credits have been made or (ii) the year-end balance in the Benefit Reserve Fund (BRF) falls below the present value of benefits currently being paid. On June 30, 2016, there was a balance in the IEF (see page B-13). Therefore, transfers will be made between the appropriate funds so that the ending balances in each reserve fund as of June 30, 2016 will be as follows:

| | MDF | EAF | BRF | IEF |
|---------------|---------------|---------------|----------------|------------|
| Market | \$ 33,863,938 | \$ 13,021,143 | \$ 343,304,680 | \$ 0 |
| Cost | 33,863,938 | (11,679,209) | 298,476,128 | 0 |

CONCLUSION: The City's contribution rate for the fiscal year beginning July 1, 2017 has been computed to be 32.85% of active member payroll based on the funding policy specified in the retirement ordinance.

OTHER OBSERVATIONS

General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected System Contributions and Funded Status

Given the System's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the System earning 7.25% on the actuarial value of assets), it is expected that:

- 1) The employer normal cost as a percentage of pay will decrease to the level of the benefit provisions for members hired after 2004 (for most employee groups) as time passes and the majority of the active population is comprised of members hired after this date;
- 2) The unfunded actuarial accrued liabilities will be fully amortized as of June 30, 2046 (see page C-2); and
- 3) The funded status of the plan will increase gradually towards a 100% funded ratio.

Limitations of Funded Status Measurements

Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the actuarial value of assets. Unless otherwise indicated, with regard to any funded status measurements presented in this report:

- 1) The measurement is inappropriate for assessing the sufficiency of System assets to cover the estimated cost of settling the System's benefit obligations, for example: transferring the liability to an unrelated third party in a market value type transaction.
- 2) The measurement is dependent upon the actuarial cost method which, in combination with the System's amortization policy, affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. A funded status measurement in this report of 100% is not synonymous with no required future contributions. If the funded status were 100%, the System would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).
- 3) The measurement would produce a different result if the market value of assets were used instead of the actuarial value of assets, unless the market value of assets is used in the measurement.

**BENEFIT RESERVE FUND
COMPARATIVE STATEMENT**

| Valuation Date | Pensions Being Paid # | | BRF Assets | Actuarial Accrued Liabilities | Assets/ Liabilities |
|-------------------|-----------------------|------------------|--------------------|-------------------------------------|------------------------|
| | No. | \$/Month | | | |
| 6/30/92 | 665 | \$ 389,614 | \$ 43,117,326 | \$ 46,723,992 | 92.3% |
| 6/30/93 | 672 | 427,573 | 50,569,023 | 50,970,952 | 99.2% |
| 6/30/94 | 691 | 493,395 | 58,667,587 | 59,146,993 | 99.2% |
| 6/30/95 | 708 | 550,795 | 66,024,913 | 66,238,128 | 99.7% |
| 6/30/96 @ | 694 | 566,986 | 66,130,823 | 65,059,236 | 101.6% |
| 6/30/97 | 723 | 655,088 | 78,180,552 | 75,499,536 | 103.6% |
| 6/30/98 | 744 | 733,413 | 86,953,541 | 85,337,556 | 101.9% |
| 6/30/99 | 738 | 767,331 | 89,129,126 | 89,023,224 | 100.1% |
| 6/30/00 | 760 | 842,336 | 95,495,173 | 97,823,364 | 97.6% |
| 6/30/01 @ | 776 | 912,560 | 103,845,535 | 108,962,016 | 95.3% |
| 6/30/02 | 844 | 1,177,287 | 111,628,579 | 115,595,412 * | 96.6% |
| 6/30/03 | 823 | 1,196,319 | 143,899,020 | 142,984,548 ** | 100.6% |
| 6/30/04 | 810 | 1,201,433 | 145,869,450 | 145,138,248 | 100.5% |
| 6/30/05 | 818 | 1,254,783 | 150,763,627 | 150,637,824 | 100.1% |
| 6/30/06 @ | 850 | 1,381,419 | 164,111,269 | 169,274,820 | 96.9% |
| 6/30/07 | 901 | 1,509,551 | 187,416,077 | 185,255,424 | 101.2% |
| 6/30/08 | 943 | 1,715,019 | 213,985,562 | 212,537,508 | 100.7% |
| 6/30/09 | 961 | 1,807,846 | 222,676,313 | 223,054,392 | 99.8% |
| 6/30/10 @ | 1,021 | 2,056,019 | 257,677,798 | 262,955,892 | 98.0% |
| 6/30/11 | 1,049 | 2,159,756 | 274,749,192 | 275,881,092 | 99.6% |
| 6/30/12 | 1,062 | 2,216,103 | 285,796,868 | 282,293,244 | 101.2% |
| 6/30/13 | 1,091 | 2,302,924 | 292,544,566 | 291,907,068 | 100.2% |
| 6/30/14 | 1,108 | 2,374,691 | 290,106,889 | 300,190,152 | 96.6% |
| 6/30/15 @ | 1,126 | 2,457,096 | 288,412,580 | 325,982,321 | 88.5% |
| 6/30/16 | 1,159 | 2,596,059 | 298,476,128 | 343,304,680 | 86.9% |

@ Revised actuarial assumptions.

* Not including July 1, 2002 retirements. Total liability including July window retirements was \$145,321,248.

** Not including July 1, 2003 retirements. Total liability including July window retirements was \$146,183,328.

Includes disability benefits beginning with the 6/30/2007 valuation.

**CASUALTY RESERVE FUND
COMPARATIVE STATEMENT**

| Valuation Date | Disabilities Being Paid | | CRF Assets | Liabilities for Present Disabilities | Contingency Reserve* |
|-------------------|----------------------------|-----------|---------------|--|-------------------------|
| | No. | \$/Month | | | |
| 6/30/90 | 33 | \$ 18,946 | \$ 2,648,324 | \$ 2,458,992 | \$ 189,332 |
| 6/30/91 | 37 | 21,878 | 2,846,753 | 2,806,092 | 40,661 |
| 6/30/92 | 37 | 21,861 | 2,955,426 | 2,847,432 | 107,988 |
| 6/30/93 | 35 | 20,389 | 3,125,197 | 2,618,868 | 506,329 |
| 6/30/94 | 34 | 20,012 | 3,394,462 | 2,517,767 | 876,695 |
| 6/30/95 | 33 | 18,952 | 3,716,251 | 2,327,256 | 1,388,995 |
| 6/30/96 @ | 34 | 21,084 | 4,088,821 | 2,408,004 | 1,680,817 |
| 6/30/97 | 37 | 25,370 | 4,524,646 | 2,896,728 | 1,627,918 |
| 6/30/98 | 38 | 29,023 | 4,952,402 | 3,369,024 | 1,583,378 |
| 6/30/99 | 36 | 27,590 | 5,259,793 | 3,029,544 | 2,230,249 |
| 6/30/00 | 35 | 27,240 | 3,790,662 | 2,915,748 | 874,914 |
| 6/30/01 @ | 35 | 29,042 | 3,783,851 | 3,204,348 | 579,503 |
| 6/30/02 | 35 | 26,471 | 3,766,314 | 2,853,444 | 912,870 |
| 6/30/03 | 36 | 31,132 | 3,698,081 | 3,675,756 | 22,325 |
| 6/30/04 | 37 | 36,334 | 3,644,731 | 4,447,596 | (802,865) |
| 6/30/05 | 39 | 39,059 | 4,356,659 | 4,767,192 | (410,533) |
| 6/30/06 @ | 38 | 40,232 | 4,684,207 | 5,065,128 | (380,921) |
| 6/30/07 | 0 | 0 | 0 | 0 | 0 |

Disability benefits are included in the Benefit Reserve Fund Comparative Statement beginning with the 6/30/2007 valuation.

* A positive amount indicates less costly disability experience than assumed, while a (negative) amount indicates more costly disability experience than assumed.

@ Revised actuarial assumptions.

ACTUARIAL ACCRUED LIABILITIES & ASSETS
HISTORICAL COMPARATIVE SCHEDULE
(\$ AMOUNTS IN MILLIONS)

| Valuation Date | Valuation Assets | Actuarial Accrued | | Unfunded Actuarial Accrued Liability | | |
|----------------|------------------|-------------------------|-------------------------------------|--------------------------------------|-------------------------------|------------------|
| | | Liability Dollar Amount | Liability Funded Ratio ¹ | Dollar Amount | Ratio to Payroll ² | Financing Period |
| 6/30/87 | \$ 82.9 | \$ 95.9 | 86.5 % | \$ 13.0 | 47.2 % | 30 |
| 6/30/88 | 91.3 | 104.8 | 87.1 % | 13.5 | 45.9 % | 29 |
| 6/30/89 | 100.7 | 111.8 | 90.1 % | 11.1 | 37.6 % | 28 |
| 6/30/90 * | 111.1 | 124.5 | 89.2 % | 13.4 | 43.8 % | 27 |
| 6/30/91 | 119.9 | 134.4 | 89.2 % | 14.4 | 42.5 % | 26 |
| 6/30/92 @ | 126.1 | 153.0 | 82.4 % | 27.0 | 71.7 % | 25 |
| 6/30/93 | 139.6 | 165.8 | 84.2 % | 26.2 | 67.3 % | 24 |
| 6/30/94 | 151.8 | 180.2 | 84.2 % | 28.4 | 71.4 % | 23 |
| 6/30/95 * | 161.1 | 192.5 | 83.7 % | 31.4 | 76.6 % | 22 |
| 6/30/96 *@ | 198.4 | 205.5 | 96.6 % | 7.1 | 16.4 % | 21 |
| 6/30/97 | 220.9 | 217.8 | 101.4 % | (3.1) | - | 20 |
| 6/30/98 | 244.0 | 231.9 | 105.2 % | (12.0) | - | 19 |
| 6/30/99 | 269.1 | 245.4 | 109.6 % | (23.7) | - | 18 |
| 6/30/00 | 286.1 | 257.1 | 111.3 % | (29.0) | - | 17 |
| 6/30/01 *@ | 290.5 | 269.5 | 107.8 % | (21.0) | - | 16 |
| 6/30/02 | 282.8 | 285.3 | 99.1 % | 2.5 | 5.1 % | 15 |
| 6/30/03 * | 270.6 | 297.6 | 90.9 % | 26.9 | 52.7 % | 14 |
| 6/30/04 | 282.2 | 307.8 | 91.7 % | 25.6 | 49.4 % | 13 |
| 6/30/05 * | 305.5 | 334.6 | 91.3 % | 29.0 | 54.3 % | 15 |
| 6/30/06 @ | 352.5 | 352.9 | 99.9 % | 0.3 | 0.6 % | 14 |
| 6/30/07 * | 391.7 | 368.9 | 106.2 % | (22.8) | - | 13 |
| 6/30/08 # | 398.8 | 377.0 | 105.8 % | (21.8) | - | 30 |
| 6/30/09 | 381.1 | 391.3 | 97.4 % | 10.2 | 19.7 % | 29 |
| 6/30/10 *@ | 366.5 | 435.9 | 84.1 % | 69.4 | 140.6 % | 28 |
| 6/30/11 * | 360.3 | 445.8 | 80.8 % | 85.5 | 174.3 % | 27 |
| 6/30/12 | 349.5 | 448.9 | 77.9 % | 99.4 | 215.3 % | 26 |
| 6/30/13 | 353.3 | 455.9 | 77.5 % | 102.6 | 234.4 % | 25 |
| 6/30/14 | 385.2 | 460.6 | 83.6 % | 75.4 | 186.2 % | 24 |
| 6/30/15 *@ | 401.7 | 500.2 | 80.3 % | 98.5 | 255.8 % | 30 |
| 6/30/16 | 404.1 | 510.3 | 79.2 % | 106.2 | 297.1 % | 29 |

* Retirement System amended.
 @ Revised actuarial assumptions.
 # Revised asset valuation method.

- 1 **Valuation Assets as a Percent of AAL** is a traditional measure of a System's funding progress. Except in years when the System is amended or actuarial assumptions are revised, this percent can be expected to move gradually toward 100%.
- 2 **UAAL as a Percent of Valuation Payroll** is another relative index of condition. Unfunded actuarial accrued liabilities represent debt, while active member payroll represents the System's capacity to collect contributions to pay toward debt. The lower the percent, the greater the financial strength and vice-versa.

CITY AND MEMBER CONTRIBUTIONS HISTORICAL COMPARISON

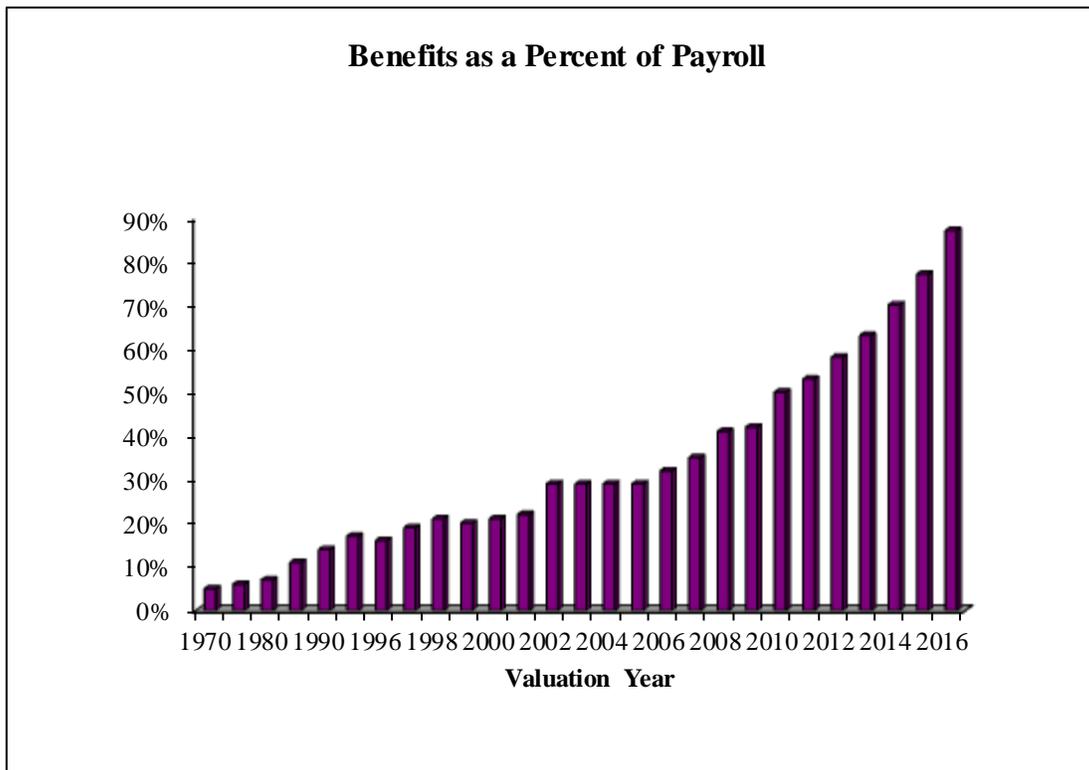
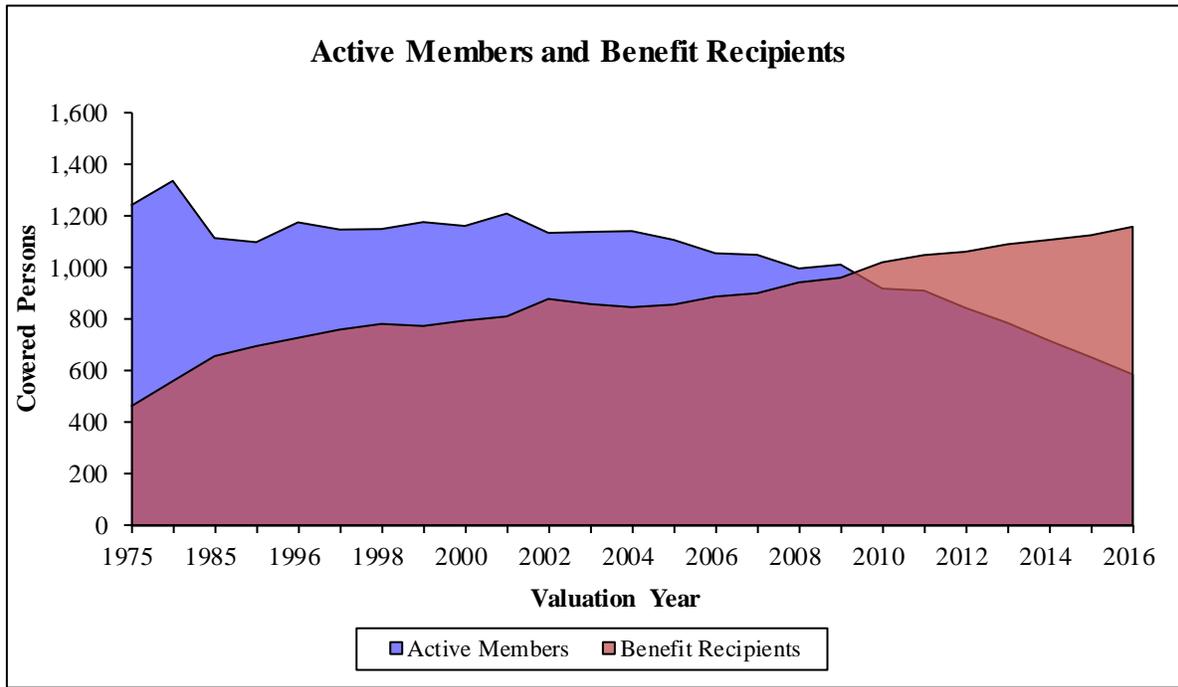
| Valuation Date | Fiscal Year | Computed Contributions as %’s of Active Member Payroll | | |
|-------------------|----------------|---|---------------|---------------|
| | | Member | Employer | Total |
| 9/30/82* | 83/84 | 4.00% | 14.82% | 18.82% |
| 9/30/83 | 84/85 | 4.00% | 14.07% | 18.07% |
| 9/30/84 | 85/86 | 4.00% | 13.62% | 17.62% |
| 9/30/85 | 86/87 | 4.00% | 13.61% | 17.61% |
| 9/30/86 | 87/88 | 4.00% | 13.13% | 17.13% |
| 6/30/87 | 88/89 | 4.00% | 13.05% | 17.05% |
| 6/30/88 | 89/90 | 4.05% | 12.63% | 16.68% |
| 6/30/89 | 90/91 | 4.02% | 12.30% | 16.32% |
| 6/30/90* | 91/92 | 3.28% | 13.85% | 17.13% |
| 6/30/91 | 92/93 | 3.28% | 13.91% | 17.19% |
| 6/30/92@ | 93/94 | 3.28% | 16.42% | 19.70% |
| 6/30/93 | 94/95 | 3.30% | 16.34% | 19.64% |
| 6/30/94 | 95/96 | 3.21% | 16.85% | 20.06% |
| 6/30/95* | 96/97 | 3.24% | 16.91% | 20.15% |
| 6/30/96@ | 97/98 | 3.25% | 11.75% | 15.00% |
| 6/30/97 | 98/99 | 3.25% | 10.33% | 13.58% |
| 6/30/98@ | 99/00 | 3.25% | 5.20% | 8.45% |
| 6/30/99 | 00/01 | 3.25% | 0.43% | 3.68% |
| 6/30/00 | 01/02 | 3.25% | 0.00% | 3.25% |
| 6/30/01*@ | 02/03 | 3.18% | 2.55% | 5.73% |
| 6/30/02 | 03/04 | 3.17% | 12.05% | 15.22% |
| 6/30/03* | 04/05 | 3.17% | 16.30% | 19.47% |
| 6/30/04 | 05/06 | 3.24% | 16.24% | 19.48% |
| 6/30/05* | 06/07 | 3.95% | 16.41% | 20.36% |
| 6/30/06@ | 07/08 | 3.94% | 11.86% | 15.80% |
| 6/30/07* | 08/09 | 3.98% | 7.70% | 11.68% |
| 6/30/08* | 09/10 | 4.18% | 9.29% | 13.47% |
| 6/30/09 | 10/11 | 3.93% | 13.12% | 17.05% |
| 6/30/10*@ | 11/12 | 4.41% | 20.13% | 24.54% |
| 6/30/11* | 12/13 | 9.05% | 18.01% | 27.06% |
| 6/30/12 | 13/14 | 7.96% | 20.64% | 28.60% |
| 6/30/13 | 14/15 | 7.93% | 28.25% | 36.18% |
| 6/30/14 | 15/16 | 7.90% | 24.38% | 32.28% |
| 6/30/15*@ | 16/17 | 7.96% | 29.15% | 37.11% |
| 6/30/16 | 17/18 | 7.98% | 32.85% | 40.83% |

* Retirement System amended.

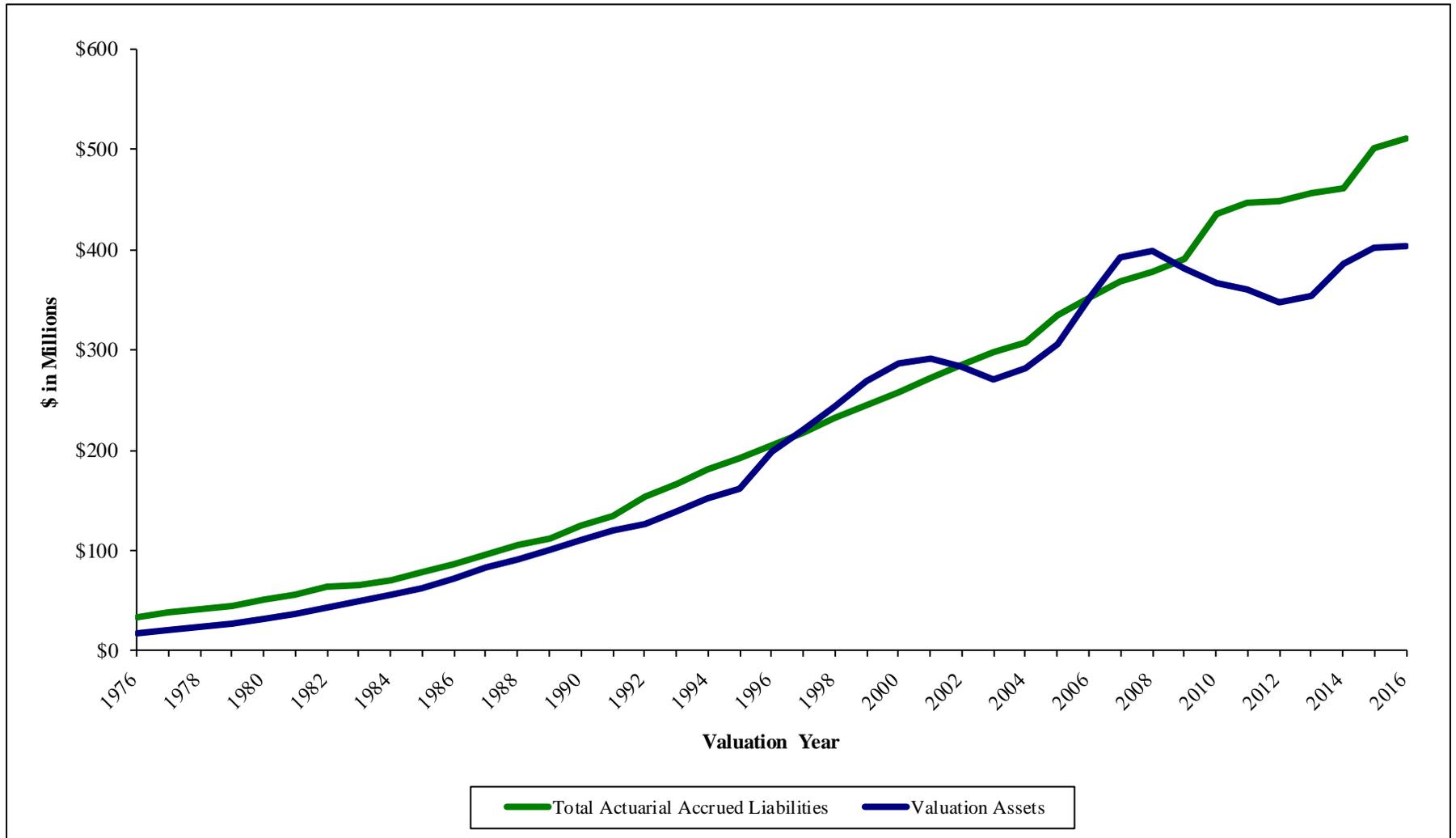
@ Revised actuarial assumptions.

**ACTIVE MEMBERS AND RETIRED LIVES
HISTORICAL COMPARATIVE SCHEDULE**

| Valuation Date | Active Members | | | | Retired Lives | | | |
|-------------------|----------------|-------------------|---------------|--------------|---------------|--------------------------|-----------------|------------------|
| | No. | Valuation Payroll | | | No. | Active per Retired | Annual Benefits | |
| | | \$ Millions | Average | % Incr. | | | \$ Millions | As a % of Pay |
| 6/30/87 | 1,164 | \$ 27.4 | \$ 23,550 | 1.0 % | 663 | 1.8 | \$ 3.2 | 11.5% |
| 6/30/88 | 1,161 | 29.4 | 25,337 | 7.7 % | 682 | 1.7 | 3.5 | 11.9% |
| 6/30/89 | 1,115 | 29.5 | 26,499 | 4.6 % | 683 | 1.6 | 4.0 | 13.4% |
| 6/30/90 | 1,099 | 30.6 | 27,804 | 4.9 % | 696 | 1.6 | 4.3 | 14.1% |
| 6/30/91 | 1,168 | 33.9 | 29,031 | 4.4 % | 715 | 1.6 | 4.7 | 13.9% |
| 6/30/92 | 1,208 | 37.7 | 31,208 | 7.5 % | 702 | 1.7 | 4.9 | 13.1% |
| 6/30/93 | 1,171 | 38.9 | 33,214 | 6.4 % | 707 | 1.7 | 5.4 | 13.8% |
| 6/30/94 | 1,137 | 39.8 | 34,977 | 5.3 % | 725 | 1.6 | 6.2 | 15.5% |
| 6/30/95 | 1,153 | 41.0 | 35,573 | 1.7 % | 741 | 1.6 | 6.8 | 16.6% |
| 6/30/96 | 1,176 | 43.3 | 36,790 | 3.4 % | 728 | 1.6 | 7.1 | 16.4% |
| 6/30/97 | 1,148 | 43.2 | 37,597 | 2.2 % | 760 | 1.5 | 8.2 | 18.9% |
| 6/30/98 | 1,150 | 43.9 | 38,145 | 1.5 % | 782 | 1.5 | 9.1 | 20.7% |
| 6/30/99 | 1,177 | 47.6 | 40,479 | 6.1 % | 774 | 1.5 | 9.5 | 20.0% |
| 6/30/00 | 1,162 | 48.9 | 42,051 | 3.9 % | 795 | 1.5 | 10.4 | 21.3% |
| 6/30/01 | 1,210 | 52.3 | 43,259 | 2.9 % | 811 | 1.5 | 11.3 | 21.6% |
| 6/30/02 | 1,135 | 49.2 | 43,357 | 0.2 % | 879 | 1.3 | 14.5 | 29.4% |
| 6/30/03 | 1,139 | 51.0 | 44,781 | 3.3 % | 859 | 1.3 | 14.7 | 28.9% |
| 6/30/04 | 1,142 | 51.8 | 45,317 | 1.2 % | 847 | 1.3 | 14.9 | 28.7% |
| 6/30/05 | 1,108 | 53.5 | 48,241 | 6.5 % | 857 | 1.3 | 15.5 | 29.0% |
| 6/30/06 | 1,056 | 52.8 | 50,036 | 3.7 % | 888 | 1.2 | 17.1 | 32.3% |
| 6/30/07 | 1,050 | 52.4 | 49,930 | (0.2)% | 901 | 1.2 | 18.1 | 34.6% |
| 6/30/08 | 997 | 50.0 | 50,121 | 0.4 % | 943 | 1.1 | 20.6 | 41.2% |
| 6/30/09 | 1,012 | 51.8 | 51,194 | 2.1 % | 961 | 1.1 | 21.7 | 41.9% |
| 6/30/10 | 919 | 49.3 | 53,685 | 4.9 % | 1,021 | 0.9 | 24.7 | 50.0% |
| 6/30/11 | 911 | 49.0 | 53,832 | 0.3 % | 1,049 | 0.9 | 25.9 | 52.9% |
| 6/30/12 | 844 | 46.2 | 54,701 | 1.6 % | 1,062 | 0.8 | 26.6 | 57.6% |
| 6/30/13 | 786 | 43.8 | 55,704 | 1.8 % | 1,091 | 0.7 | 27.6 | 63.1% |
| 6/30/14 | 717 | 40.5 | 56,501 | 1.4 % | 1,108 | 0.6 | 28.5 | 70.4% |
| 6/30/15 | 653 | 38.5 | 58,947 | 4.3 % | 1,126 | 0.6 | 29.5 | 76.6% |
| 6/30/16 | 586 | 35.8 | 61,024 | 3.5 % | 1,159 | 0.5 | 31.2 | 87.0% |
| 20-Year Average | | | | 2.6 % | | | | |



ACTUARIAL ACCRUED LIABILITIES AND ASSETS



SECTION B
VALUATION DATA

SUMMARY OF BENEFIT PROVISIONS EVALUATED (JUNE 30, 2016)

Voluntary Retirement. A member may retire after 30 years of service regardless of age, or after attaining age 62 and completing 8 years of service. Effective January 1, 2001, members covered by the Emergency Communications Operators Bargaining Unit, may retire after attaining age 55 and completing 8 years of service.

Final Average Salary (FAS). The average of member's highest annual salary rates, all before completion of the calendar year in which the member attains 40 years of service or reaches the benefit cap, during the three calendar years of credited service when such salary rates were the highest.

Members of the Crime Scene Technicians group have an additional sum added to their FAS, effective July 1, 2000. The sum is calculated based on an average of the group's additional compensation items during the previous three calendar years and the average of the group's valuation payroll as of June 30 for the five-year period immediately preceding the valuation.

Emergency Communication Operators I, II, and III also have an additional sum added to their FAS, effective July 1, 2005. The sum is calculated based on an average of the group's additional compensation items during the previous five calendar years and the average of the group's valuation payroll as of June 30 for the five-year period immediately preceding the valuation.

Members who retire with 10 or more years of continuous service may use up to two thousand eighty (2,080) hours (1,265 for Crime Scene Technician members) of accumulated sick leave to purchase up to one (1) year of additional credited service, on a pro rata basis.

Full Age and Service Allowance. The members' benefit multipliers, used to compute full age and service allowance, are shown in the tables on the following page.

In lieu of this single life-level amount form of payment, a retiring member may elect from several optional forms of payment, each of which is the actuarial equivalent of this single life-level payment form.

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Covered Employee Group | Date of Termination | Benefit Multiplier | Allowance Cap [apply as indicated and remain in effect for subsequent termination dates unless otherwise amended] |
|---|-------------------------------------|---|---|
| ECO's I, II and III | January 1, 2002 – March 31, 2012 | 2.7% | |
| ECO's I, II and III | April 1, 2012 – | 2.7%, 2.5%, 2.2%, 2.0% or 1.8% for future service from and after April 1, 2012 depending on the individual election made by the employee as provided in Section 1.229(10) Bargaining unit members hired on or after January 24, 2012 do not participate in the Retirement System | 100% applicable to ECO's I, II and III hired on or before May 6, 2002 90% applicable to ECO's I, II, and III hired from May 7, 2002 – January 23, 2012 |
| GRPOA-Crime Scene Tech/Latent Print Examiners | July 1, 2002 – July 7, 2012 | 2.7% | 100% applicable to CST's hired prior to January 1, 2002 90% applicable to CST's hired from January 1, 2002 – November 14, 2011 |
| GRPOA-Crime Scene Tech/Latent Print Examiners | July 8, 2012 – | 2.7% or 2.5% or 2.2% or 2.0% or 1.8% for future service from and after July 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(9) Bargaining unit members hired on or after November 15, 2011 do not participate in the Retirement System | 100% applicable to CST's hired prior to January 1, 2002 90% applicable to CST's hired from January 1, 2002 – November 14, 2011 |
| APAGR | January 1, 2003 – December 31, 2004 | 2.6% | 97.5% for employees hired prior to January 1, 2005 |
| APAGR | January 1, 2005 – June 11, 2011 | 2.7% | |
| APAGR | June 12, 2011 – | 2.7% or 2.5% or 2.2% for future service from and after June 12, 2011, depending on the individual election made by the employee as provided in Section 1.229(3) 2.0% for members hired or re-entering service on or after June 12, 2011 | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired from January 1, 2005 – June 30, 2014 |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Covered Employee Group | Date of Termination | Benefit Multiplier | Allowance Cap [apply as indicated and remain in effect for subsequent termination dates unless otherwise amended] |
|---|-------------------------------------|---|--|
| APAGR 61st Dist. Court | January 1, 2003 – December 31, 2004 | 2.6% | 97.5% for employees hired prior to January 1, 2005 |
| APAGR 61st Dist. Court | January 1, 2005 – July 7, 2012 | 2.7% | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired on or after January 1, 2005 – September 12, 2011 |
| APAGR 61st Dist. Court | July 8, 2012 – | 2.7%, or 2.5%, or 2.2%, or 2.0% or 1.8% for future service from and after July 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(8) Bargaining unit members hired on or after September 13, 2011 do not participate in the Retirement System | |
| Non-Represented Members as defined in Section 1.192(18.1) | January 1, 2005 – September 4, 2010 | 2.7% | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired on or after January 1, 2005 |
| Non-Represented Members as defined in Section 1.192(18.1) | September 5, 2010 – | 2.7% or 2.5% or 2.2% for future service from and after September 5, 2010, depending on the individual election made by the employee as provided in Section 1.229(1) 2.0% for non-represented members hired or re-entering service from September 5, 2010 through June 30, 2011 Bargaining unit members hired on or after July 1, 2011 do not participate in the Retirement System | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired from January 1, 2005 – June 30, 2011 |
| 61 st District Court Judges | January 1, 2005 – January 8, 2011 | 2.7% | 97.5% |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Covered Employee Group | Date of Termination | Benefit Multiplier | Allowance Cap [apply as indicated and remain in effect for subsequent termination dates unless otherwise amended] |
|--|-------------------------------------|---|--|
| 61 st District Court Judges | January 9, 2011 – | 2.7% or 2.5% or 2.2% for future service from and after January 9, 2011, depending on the individual election made by the employee as provided in Section 1.229(2) | 97.5% |
| Museum Full-Time Supervisory and Administrative Staff and Museum Non-Supervisory Staff | January 1, 2005 – June 30, 2006 | 2.7% | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired on or after January 1, 2005 |
| Library Management and Confidential Employees | January 1, 2005 – September 4, 2010 | 2.7% | |
| EC Supervisors | January 1, 2006 – January 7, 2012 | 2.7% | |
| EC Supervisors | January 8, 2012 – | 2.7%, 2.5%, 2.2%, 2.0% or 1.8% for future service from and after January 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(5) Bargaining unit members hired on or after September 13, 2011 do not participate in the Retirement System | 90% applicable for all employees entering this unit after July 1, 2004 |
| GREIU | January 1, 2005 – July 7, 2012 | 2.7% | |
| GREIU | July 8, 2012 – | 2.7%, 2.5%, 2.2%, 2.0% or 1.8% for future service from and after July 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(4) Bargaining unit members hired on or after May 25, 2011 do not participate in the Retirement System | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired from January 1, 2005 – May 24, 2011 |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Covered Employee Group | Date of Termination | Benefit Multiplier | Allowance Cap [apply as indicated and remain in effect for subsequent termination dates unless otherwise amended] |
|---|--------------------------------|--|--|
| GREIU - Public Library Rank & File and Supervisory Bargaining Units | January 1, 2006 – July 7, 2012 | 2.7% | |
| GREIU - Public Library Rank & File and Supervisory Bargaining Units | July 8, 2012 – | 2.7%, 2.5%, 2.2%, 2.0% or 1.8% for future service from and after July 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(6) Bargaining unit members hired on or after September 2, 2011 do not participate in the Retirement System | 97.5% for employees hired prior to January 1, 2005 94.5% for employees hired from January 1, 2005 – September 1, 2011 |
| GREIU - 61st District Court | January 1, 2005 – July 7, 2012 | 2.7% | 97.5% for employees hired prior to January 1, 2005 |
| GREIU - 61st District Court | July 8, 2012 – | 2.7%, 2.5%, 2.2%, 2.0% or 1.8% for future service from and after July 8, 2012, depending on the individual election made by the employee as provided in Section 1.229(7) Bargaining unit members hired on or after September 13, 2011 do not participate in the Retirement System | 94.5% for employees hired from January 1, 2005 – September 12, 2011 |

SUMMARY OF BENEFIT PROVISIONS EVALUATED (JUNE 30, 2016) (CONTINUED)

Early Allowance. If a member leaves covered employment after either (i) completing 20 years of credited service, or (ii) both attaining age 55 and completing 10 years or more of credited service, he can receive an immediate early allowance, computed in the same manner as an age and service allowance based upon salary and service to time of termination but actuarially reduced to reflect the fact that the age when payments begin is younger than age 62.

Deferred Retirement. A member with 8 or more years of credited service who terminates employment before voluntary retirement age and does not withdraw accumulated contributions will be eligible for a deferred allowance beginning at age 62, based upon service and final average salary at time of termination.

Death Benefit. If the member's termination of employment is because of death, a benefit equal to the termination benefit is payable to a beneficiary or estate, as follows:

A refund of accumulated contributions. In addition, a "termination bonus" equivalent to a certain percent of member contributions without interest may be payable. Such percent is 25%, plus 7.5% for each whole year of credited service in excess of 10 years, to a maximum of 100% for 20 or more years of service, times an age-based Termination Bonus Percent.

If the member was eligible for normal or early retirement at the time of death, in lieu of the lump sum death benefit an eligible beneficiary will begin receiving a B-100 joint and survivor pension computed in the same manner as a service retirement pension as if the member had retired the last day of his life.

Or, if the member was not represented by any collective bargaining unit or was represented by the Association of Public Administrators, the Grand Rapids Employees Independent Union or the 61st District Court Employee's Association, and the primary beneficiary was the surviving spouse, the benefit will be computed in the manner described in the preceding paragraph, except that the member will have been assumed to have reached the age for minimum service retirement at the date of his death.

The total amount of death benefit payable cannot exceed 90% of the member's annual rate of compensation at the time of death reduced by any worker's compensation or social security payments.

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

Disability Benefit. If a member has 10 or more years of credited service before attaining the minimum service retirement age and becomes totally and permanently disabled, a benefit computed in the same manner as a full age and service benefit is payable. If disablement is a result of performance of duty, the 10-year minimum credited service requirement is waived and the benefit is computed as above with a minimum benefit of 50% (62% for those represented by police bargaining units) of final average salary.

The total amount of benefit payable due to disablement cannot exceed 90% of the member's annual rate of compensation at the time of disablement reduced by any worker's compensation payments, Social Security benefits, (disability benefits), and remuneration from any gainful employment.

Member Contributions. The contribution rates used are defined in the following table:

| Member Classification | Period | Contribution Rate |
|--|--------------------------------------|--|
| Non-Represented Members, as defined in Section 1.192(18.1), excluding secretarial or clerical members designated as management non-union for payroll purposes, and excluding the Executive Administrative Assistant at the Grand Rapids Public Library | On or before July 1, 1977 | 3% |
| | July 2, 1977 to December 31, 1994 | 4% |
| | January 1, 1995 to December 31, 1996 | 3% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to September 4, 2010 | 4.93% |
| | On or after September 5, 2010 | 10.20%, or 8.95% or 7.28%, depending on the individual election made by the member as provided in Section 1.229(1) |
| | | 6.15% for those non-represented members hired or re-entering service from September 5, 2010 through June 30, 2011 |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Member Classification | Period | Contribution Rate |
|---|--------------------------------------|---|
| Non-Represented Members, as defined in Section 1.192(18.1), including only secretarial or clerical members designated as management non-union for payroll purposes, and including the Executive Administrative Assistant at the Grand Rapids Public Library | On or before July 1, 1977 | 3% |
| | July 2, 1977 to December 31, 1994 | 4% |
| | January 1, 1995 to December 31, 1996 | 3% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to September 4, 2010 | 4.93% |
| | September 5, 2010 to July 23, 2011 | 10.20%, or 8.95% or 7.28%, depending on the individual election made by the member as provided in Section 1.229(1) |
| | On or after July 24, 2011 | 6.15% for those non-represented members hired or re-entering service from September 5, 2010 through June 30, 2011 8.10% for members who elected a 2.7% multiplier under Section 1.229(1); 6.85% for members who elected a 2.5% multiplier under Section 1.229(1); 5.18% for members who elected a 2.2% multiplier under Section 1.229(1); 4.05% for members with a 2.0% multiplier who were hired or re-entered service from September 5, 2010 through June 30, 2011 |
| Emergency Communications Operators I, II and III represented by GRPOLC | On or before July 1, 1977 | 3% |
| | July 2, 1977 to January 1, 1990 | 4% |
| | January 2, 1990 to January 1, 1991 | 3% |
| | January 2, 1991 to December 31, 1996 | 2% |
| | January 1, 1997 to June 30, 2005 | 2.28% |
| | July 1, 2005 to March 31, 2012 | 5.36% |
| | On or after April 1, 2012 | 10.63%, or 9.38%, or 7.71%, or 6.58%, or 5.36%, depending on the individual election made by the member as provided in Section 1.229(10) |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Member Classification | Period | Contribution Rate |
|---|--------------------------------------|--|
| Emergency Communication Supervisors | On or before December 31, 2005 | 3.28% |
| | January 1, 2006 to January 7, 2012 | 6.27% |
| | On or after January 8, 2012 | 11.54%, or 10.29%, or 8.62%, or 7.49%, or 6.27%, depending on the individual election made by the member as provided in Section 1.229(5) |
| Crime Scene Techs/Latent Print Examiners represented by the GRPOA | On or before July 1, 1977 | 3% |
| | July 2, 1977 to July 1, 1989 | 4% |
| | July 2, 1989 to July 1, 1990 | 3% |
| | July 2, 1990 to July 7, 2012 | 2% |
| | July 8, 2012 – June 30, 2014 | 7.27%, or 6.02%, or 4.35%, or 3.22%, or 2.00%, depending on the individual election made by the member as provided in Section 1.229(9) |
| | On or after July 1, 2014 | 8.27%, or 7.02%, or 5.35%, or 4.22%, or 3.00%, depending on the individual election made by the member as provided in Section 1.229(9) |
| GREIU | On or before July 1, 1977 | 3% |
| | July 2, 1977 to January 1, 1990 | 4% |
| | January 2, 1990 to December 31, 1996 | 3% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to July 7, 2012 | 3.89% |
| | On or after July 8, 2012 | 9.16%, or 7.91%, or 6.24%, or 5.11%, or 3.89%, depending on the individual election made by the member as provided in Section 1.229(4) |
| GREIU - 61st District Court | Prior to January 1, 1990 | 4% |
| | January 1, 1990 to December 31, 1996 | 3% |
| | January 1, 1997 to May 31, 2005 | 3.28% |
| | June 1, 2005 to July 7, 2012 | 4% |
| | On or after July 8, 2012 | 9.16%, or 7.91%, or 6.24%, or 5.11%, or 3.89%, depending on the individual election made by the member as provided in Section 1.229(7) |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Member Classification | Period | Contribution Rate |
|---|--------------------------------------|--|
| GREIU – Public Library Rank & File and Supervisory Bargaining Units | On or before July 1, 1977 | 3% |
| | July 2, 1977 to January 1, 1988 | 4% |
| | January 2, 1988 to May 13, 1990 | 4.91% |
| | May 14, 1990 to December 31, 1996 | 4% |
| | January 1, 1997 to December 31, 2005 | 3.28% |
| | January 1, 2006 to July 7, 2012 | 3.63% |
| | On or after July 8, 2012 | 8.90%, or 7.65%, or 5.98%, or 4.85%, or 3.63%, depending on the individual election made by the member as provided in Section 1.229(6) |
| Library Management and Confidential Employees | On or before July 1, 1977 | 3% |
| | July 2, 1977 to January 1, 1988 | 4% |
| | January 2, 1988 to May 13, 1990 | 4.91% |
| | May 14, 1990 to December 31, 1996 | 4% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to September 4, 2010 | 4.93% |
| | | |
| APAGR 61st District Court | Prior to January 1, 1990 | 4% |
| | January 1, 1990 to December 31, 1996 | 3% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to July 7, 2012 | 4% |
| | On or after July 8, 2012 | 9.27%, or 8.02%, or 6.35%, or 5.22%, or 4.00%, depending on the individual election made by the member as provided in Section 1.229(8) |

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONTINUED)**

| Member Classification | Period | Contribution Rate |
|--|--------------------------------------|---|
| Non-Represented Members of the 61 st District Court | January 1, 2005 to September 4, 2010 | 4% |
| 61 st District Court Judges | January 1, 2005 to January 8, 2011 | 4% |
| 61 st District Court Judges | On or after January 9, 2011 | 10.20%, or 8.95% or 7.28%, depending on the individual election made by the member as provided in Section 1.229(2) |
| Association of Public Administrators of GR (APAGR)* | Prior to December 31, 1994 | 4% |
| | January 1, 1995 to December 31, 1996 | 3% |
| | January 1, 1997 to December 31, 2004 | 3.28% |
| | January 1, 2005 to June 11, 2011 | 3.99% |
| | On or after June 12, 2011 | 9.26%, or 8.01% or 6.34%, depending on the individual election made by the member as provided in Section 1.229(3) 6.15% for those APAGR members hired or re-entering service on or after June 12, 2011 |

**[No contribution after completing 39 years of service.]*

**SUMMARY OF BENEFIT PROVISIONS EVALUATED
(JUNE 30, 2016) (CONCLUDED)**

If a member terminates employment before any allowance is payable, accumulated contributions (contributions plus regular interest) are refunded.

Employer Contributions. The City contributes the remainder amounts necessary to maintain the Retirement System in sound financial condition in accordance with its funding objectives.

Compensation. Compensation recognized for retirement system purposes includes base pay and longevity pay.

Post Retirement Increases. Post retirement benefit increases are 0% unless otherwise stated:

| Member Classification | Termination Date | Escalator |
|--|--------------------------------|--------------------|
| GREIU and GREIU-61 st District Court | On or after March 24, 2009 | 1.0%, 4 year delay |
| GREIU Public Library Rank and File & Supervisory Employees | On or after July 9, 2009 | 1.0%, 4 year delay |
| Crime Scene Techs/Latent Print Examiners represented by the GRPOA | On or after May 12, 2009 | 1.0%, 6 year delay |
| Association of Public Administrators and APA 61 st District Court | On or after October 21, 2008 | 1.0%, 4 year delay |
| EC Supervisors | On or after September 13, 2011 | 1.0%, 6 year delay |
| Non-Represented Members | On or after July 1, 2014 | 1.0%, 7 year delay |

13th Check. One-half of net investment income over 8% which is attributable to retired life assets is distributed annually (in January) to retired members and beneficiaries who have been on the retirement rolls for 5 years in the form of a 13th check. Net investment income is based on a market value rate of return averaged over the preceding 5 plan years. The distribution is in proportion to points. An individual's points are determined by multiplying (i) the number of full years of retirement, to a maximum of 15, by (ii) the number of years, and fractions thereof, of service at retirement. Only member classification groups not covered by the post-retirement increase participate in the 13th check program.

**SUMMARY OF CURRENT ASSET INFORMATION FROM AUDIT REPORT
FURNISHED FOR VALUATION (MARKET VALUE)**

Balance Sheet

Reserves for

| | |
|--------------------------------|--------------------------|
| Member contributions (MDF) | \$ 33,863,938 |
| Employer contributions (EAF) | (21,287,156) |
| Retired benefit payments (BRF) | 298,476,128 |
| Undistributed income (IEF) | <u>79,136,851</u> |
| Total Reserves | \$390,189,761 |

Revenues and Expenditures

| | 2015-16 | 2014-15 |
|---|----------------------|----------------------|
| 1. Balance - Beginning of Year | \$414,664,005 | \$428,805,538 |
| 2. Revenues | | |
| a. Employees' contributions | 3,428,169 | 3,473,382 |
| b. Employer contributions | 9,295,104 | 11,327,704 |
| c. Investment income | 1,251,006 | 12,480,360 |
| d. Other | <u>0</u> | <u>0</u> |
| e. Total revenues | 13,974,279 | 27,281,446 |
| 3. Expenditures | | |
| a. Benefit payments | 30,477,184 | 28,955,079 |
| b. Supplemental pension distribution | 6,231,698 | 10,615,264 |
| c. Refund of member contributions | 208,843 | 283,087 |
| d. Expenses | <u>1,530,798</u> | <u>1,569,549</u> |
| e. Total expenditures | 38,448,523 | 41,422,979 |
| 4. Balance - End of Year | | |
| (1) + (2e) - (3e) | <u>\$390,189,761</u> | <u>\$414,664,005</u> |
| Net Investment Income divided by mean assets | (0.07)% | 2.62% |

The derivation of valuation assets can be found on page B-14.

DERIVATION OF SECTION 1.192(25) VALUATION ASSETS

| Valuation Date June 30: | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|---------------|---------------|----------------|----------------|----------------|----------------|
| A. Funding Value Beginning of Year | \$385,153,710 | \$401,743,923 | | | | |
| B. Market Value End of Year | 414,664,005 | 390,189,761 | | | | |
| C. Market Value Beginning of Year | 428,805,538 | 414,664,005 | | | | |
| D. Non-Investment Net Cash Flow | (25,052,344) | (24,194,452) | | | | |
| E. Investment Return: | | | | | | |
| E1. Market Total: B-C-D | 10,910,811 | (279,792) | | | | |
| E2. Assumed Rate | 7.50% | 7.25% | | | | |
| E3. Amount for Immediate Recognition | 27,947,065 | 28,249,386 | | | | |
| E4. Amount for Phased-In Recognition | (17,036,254) | (28,529,178) | | | | |
| F. Phased-In Recognition of Investment Return: | | | | | | |
| F1. Current Year: 0.20 x E4 | \$(3,407,251) | \$(5,705,836) | | | | |
| F2. First Prior Year | 7,776,889 | (3,407,251) | \$ (5,705,836) | | | |
| F3. Second Prior Year | 3,584,202 | 7,776,889 | (3,407,251) | \$ (5,705,836) | | |
| F4. Third Prior Year | (3,949,988) | 3,584,202 | 7,776,889 | (3,407,251) | \$ (5,705,836) | |
| F5. Fourth Prior Year | 9,691,640 | (3,949,988) | 3,584,203 | 7,776,890 | (3,407,250) | \$ (5,705,834) |
| F6. Total Recognized Investment Gain (Loss) | 13,695,492 | (1,701,984) | 2,248,005 | (1,336,197) | (9,113,086) | (5,705,834) |
| G. Funding Value End of Year: A+D+E3+F6 | 401,743,923 | 404,096,873 | | | | |
| H. Difference Between Market & Funding Values | 12,920,082 | (13,907,112) | | | | |
| I. Recognized Rate of Return | 11.18% | 6.81% | | | | |
| J. Market Value Rate of Return | 2.62% | (0.07)% | | | | |
| K. Ratio of Funding Value to Market Value | 96.88% | 103.56% | | | | |

The Funding Value of Assets recognizes assumed investment return (line E3) fully each year. Differences between actual and assumed investment return (line E4) are phased-in over a closed 5-year period. During periods when investment performance exceeds the assumed rate, Funding Value of Assets will tend to be less than market value. During periods when investment performance is less than the assumed rate, Funding Value of Assets will tend to be greater than market value. If assumed rates are exactly realized for 4 consecutive years, funding value will become equal to market value.

RETRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS HISTORICAL COMPARISON

| Year Ended | Added | | Removed | | End of Year | | Average Pension | Expected Removals | |
|------------|-------|-----------------|---------|-----------------|-------------|-----------------|-----------------|-------------------|-----------------|
| | No. | Annual Pensions | No. | Annual Pensions | No. | Annual Pensions | | No. | Annual Pensions |
| 6/30/87 | 32 | \$ 251,875 | 48 | \$ 140,244 | 663 | \$ 3,155,790 | \$ 4,760 | 31.2 | \$ 91,080 |
| 6/30/88 | 47 | 450,961 | 28 | 57,478 | 682 | 3,549,273 | 5,204 | 31.0 | 94,704 |
| 6/30/89 | 46 | 523,674 | 45 | 113,383 | 683 | 3,959,564 | 5,797 | 29.7 | 96,216 |
| 6/30/90 | 36 | 478,476 | 23 | 91,316 | 696 | 4,346,724 | 6,245 | 29.0 | 104,160 |
| 6/30/91 | 47 | 448,851 | 28 | 98,091 | 715 | 4,697,484 | 6,570 | 30.3 | 115,320 |
| 6/30/92 | 27 | 395,824 | 40 | 155,608 | 702 | 4,937,700 | 7,034 | 31.8 | 126,600 |
| 6/30/93 | 37 | 535,622 | 32 | 97,778 | 707 | 5,375,544 | 7,603 | 27.4 | 112,404 |
| 6/30/94 | 60 | 944,667 | 42 | 159,327 | 725 | 6,160,884 | 8,498 | 28.3 | 124,500 |
| 6/30/95 | 47 | 827,242 | 31 | 150,977 | 741 | 6,836,960 | 9,227 | 27.7 | 141,312 |
| 6/30/96 | 20 | 377,498 | 33 | 157,618 | 728 | 7,056,840 | 9,693 | 27.6 | 156,864 |
| 6/30/97 | 63 | 1,338,277 | 31 | 229,628 | 760 | 8,165,489 | 10,744 | 30.7 | 193,368 |
| 6/30/98 | 57 | 1,181,896 | 35 | 198,155 | 782 | 9,149,230 | 11,700 | 31.6 | 213,648 |
| 6/30/99 | 36 | 676,928 | 44 | 287,106 | 774 | 9,539,052 | 12,324 | 30.7 | 206,712 |
| 6/30/00 | 54 | 1,141,359 | 33 | 245,499 | 795 | 10,434,912 | 13,126 | 31.9 | 228,360 |
| 6/30/01 | 55 | 1,135,541 | 39 | 271,229 | 811 | 11,299,224 | 13,932 | 32.3 | 249,564 |
| 6/30/02@ | 110 | 3,475,394 | 42 | 329,522 | 879 | 14,445,096 | 16,434 | 33.0 | 273,432 |
| 6/30/03# | 26 | 617,049 | 46 | 332,733 | 859 | 14,729,412 | 17,147 | 29.0 | 258,660 |
| 6/30/04 | 31 | 500,033 | 43 | 376,241 | 847 | 14,853,204 | 17,536 | 28.0 | 271,956 |
| 6/30/05 | 46 | 1,035,362 | 36 | 362,462 | 857 | 15,526,104 | 18,117 | 28.0 | 286,716 |
| 6/30/06 | 61 | 1,786,905 | 30 | 253,197 | 888 | 17,059,812 | 19,212 | 29.0 | 309,804 |
| 6/30/07 | 46 | 1,437,154 | 33 | 382,354 | 901 | 18,114,612 | 20,105 | 27.1 | 308,136 |
| 6/30/08 | 81 | 2,847,207 | 39 | 381,593 | 943 | 20,580,226 | 21,824 | 27.4 | 364,236 |
| 6/30/09 | 47 | 1,517,771 | 29 | 403,847 | 961 | 21,694,150 | 22,575 | 27.4 | 363,900 |
| 6/30/10 | 106 | 3,602,038 | 46 | 623,965 | 1,021 | 24,672,223 | 24,165 | 28.8 | 396,696 |
| 6/30/11 | 60 | 1,683,339 | 32 | 438,493 | 1,049 | 25,917,069 | 24,706 | 28.6 | 432,096 |
| 6/30/12 | 54 | 1,462,087 | 41 | 785,915 | 1,062 | 26,593,241 | 25,041 | 29.4 | 463,740 |
| 6/30/13 | 63 | 1,553,921 | 34 | 512,079 | 1,091 | 27,635,082 | 25,330 | 30.2 | 491,052 |
| 6/30/14 | 55 | 1,521,650 | 38 | 660,438 | 1,108 | 28,496,294 | 25,719 | 31.4 | 534,660 |
| 6/30/15 | 57 | 1,519,987 | 39 | 531,134 | 1,126 | 29,485,147 | 26,186 | 32.0 | 566,964 |
| 6/30/16 | 79 | 2,347,225 | 46 | 679,662 | 1,159 | 31,152,711 | 26,879 | 30.4 | 575,508 |

@ Includes participants in early retirement window who retired July 1, 2002.

Includes participants in early retirement window who retired July 1, 2003.

RETIRANTS AND BENEFICIARY DATA AS OF JUNE 30, 2016
TABULATED BY TYPE OF PENSIONS BEING PAID

| Type of Pensions Being Paid | No. | Annual Pension |
|---|--------------|---------------------|
| AGE AND SERVICE PENSIONS | | |
| Regular pension - benefit terminating at death of retiree | 420 | \$10,702,868 |
| Option B-100 - 100% joint & survivor (including pop-ups) | 274 | 8,713,259 |
| Option B- 75 - 75% joint & survivor (including pop-ups) | 12 | 270,997 |
| Option B- 50 - 50% joint & survivor (including pop-ups) | 246 | 8,352,986 |
| Survivor beneficiary of deceased retiree | 129 | 1,806,714 |
| Total age and service pensions | 1,081 | 29,846,824 |
| DISABILITY PENSIONS | | |
| Regular pension - benefit terminating at death of retiree | 22 | 475,765 |
| Option B-100 - 100% joint & survivor (including pop-ups) | 10 | 224,878 |
| Option B- 75 - 75% joint & survivor (including pop-ups) | 0 | 0 |
| Option B- 50 - 50% joint & survivor (including pop-ups) | 7 | 117,789 |
| Survivor beneficiary of deceased retiree | 8 | 51,246 |
| Total disability pensions | 47 | 869,678 |
| DEATH-IN-SERVICE PENSIONS | 31 | 436,209 |
| Total Pensions Being Paid | 1,159 | \$31,152,711 |

PENSIONS BEING PAID - JUNE 30, 2016
TABULATED BY ATTAINED AGES

| Attained Ages | Age & Service* | | Disability [@] | | Death-in-Service | |
|---------------|----------------|---------------------|-------------------------|------------------|------------------|------------------|
| | No. | Annual Pensions | No. | Annual Pensions | No. | Annual Pensions |
| Under 40 | 1 | \$ 11,448 | 1 | \$ 4,518 | | |
| 40-44 | | | 1 | 15,534 | 1 | \$ 19,084 |
| 45-49 | 1 | 4,903 | 1 | 22,630 | 3 | 44,365 |
| 50-54 | 14 | 490,457 | 5 | 101,721 | 1 | 7,365 |
| 55-59 | 81 | 3,143,831 | 8 | 217,008 | 1 | 3,644 |
| 60-64 | 237 | 8,040,003 | 9 | 188,220 | 2 | 32,842 |
| 65-69 | 250 | 7,505,982 | 10 | 180,771 | 7 | 114,516 |
| 70-74 | 179 | 5,066,715 | 1 | 35,026 | 5 | 113,968 |
| 75-79 | 114 | 2,517,611 | 5 | 68,143 | 1 | 28,685 |
| 80-84 | 94 | 1,803,107 | 2 | 11,314 | 3 | 30,193 |
| 85-89 | 67 | 944,841 | 2 | 10,037 | 6 | 40,504 |
| 90-94 | 31 | 244,716 | 2 | 14,755 | | |
| 95-99 | 11 | 72,429 | | | 1 | 1,043 |
| Over 100 | 1 | 781 | | | | |
| Totals | 1,081 | \$29,846,824 | 47 | \$869,678 | 31 | \$436,209 |

| | Service* | Disability[@] | Total |
|--|-----------------|-------------------------------|--------------|
|--|-----------------|-------------------------------|--------------|

Averages

| | | | |
|----------------|------------|------------|------------|
| Retirement Age | 58.8 years | 54.1 years | 58.6 years |
| Current Age | 70.9 years | 65.4 years | 70.7 years |

* Includes survivor beneficiaries of age and service retirees.

@ Includes survivor beneficiaries of disability retirees.

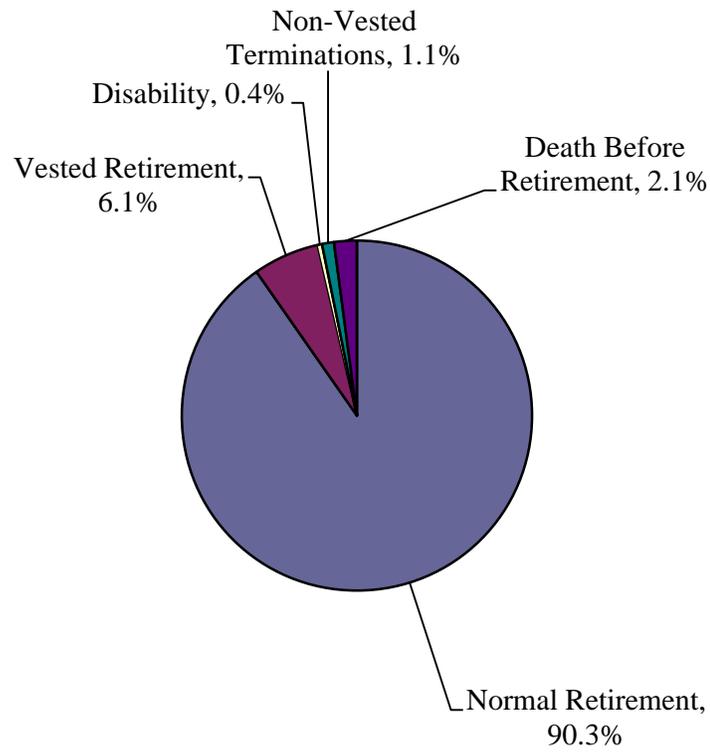
INACTIVE VESTED MEMBERS - JUNE 30, 2016
ELIGIBLE FOR DEFERRED PENSIONS
TABULATED BY ATTAINED AGES

| Attained Ages | No. | Estimated Annual Pensions |
|--------------------------|------------|--|
| 30-34 | 5 | \$ 61,903 |
| 35-39 | 3 | 41,162 |
| 40-44 | 8 | 171,992 |
| 45-49 | 19 | 407,853 |
| 50-54 | 31 | 722,745 |
| 55-59 | 24 | 503,064 |
| 60-64 | 12 | 251,770 |
| Total | 102 | \$2,160,489 |

**ACTIVE MEMBERS INCLUDED IN VALUATIONS
HISTORICAL SCHEDULE**

| Year Ended | No. | Annual Payroll \$ Millions | Group Averages | | | |
|------------------|-------|-------------------------------|------------------|--------|------------|------------------|
| | | | Annual Pay \$ | Change | Age Now | Service Years |
| 6/30/92 | 1,208 | \$37.7 | \$31,208 | 7.5 % | 43.7 | 12.5 |
| 6/30/93 | 1,171 | 38.9 | 33,214 | 6.4 % | 44.1 | 13.0 |
| 6/30/94 | 1,137 | 39.8 | 34,977 | 5.3 % | 44.5 | 13.4 |
| 6/30/95 | 1,153 | 41.0 | 35,573 | 1.7 % | 44.3 | 13.1 |
| 6/30/96 | 1,176 | 43.3 | 36,790 | 3.4 % | 44.9 | 13.5 |
| 6/30/97 | 1,148 | 43.2 | 37,597 | 2.2 % | 45.0 | 13.4 |
| 6/30/98 | 1,150 | 43.9 | 38,145 | 1.5 % | 44.8 | 13.0 |
| 6/30/99 | 1,177 | 47.6 | 40,479 | 6.1 % | 44.8 | 13.0 |
| 6/30/00 | 1,162 | 48.9 | 42,051 | 3.9 % | 45.0 | 13.3 |
| 6/30/01 | 1,210 | 52.3 | 43,259 | 2.9 % | 44.9 | 12.8 |
| 6/30/02 | 1,135 | 49.2 | 43,357 | 0.2 % | 44.8 | 12.1 |
| 6/30/03 | 1,139 | 51.0 | 44,781 | 3.3 % | 45.4 | 12.5 |
| 6/30/04 | 1,142 | 51.8 | 45,317 | 1.2 % | 46.1 | 13.1 |
| 6/30/05 | 1,108 | 53.5 | 48,241 | 6.5 % | 46.7 | 13.7 |
| 6/30/06 | 1,056 | 52.8 | 50,036 | 3.7 % | 47.0 | 13.8 |
| 6/30/07 | 1,050 | 52.4 | 49,930 | (0.2)% | 47.1 | 13.8 |
| 6/30/08 | 997 | 50.0 | 50,121 | 0.4 % | 47.1 | 13.5 |
| 6/30/09 | 1,012 | 51.8 | 51,194 | 2.1 % | 47.4 | 13.3 |
| 6/30/10 | 919 | 49.3 | 53,685 | 4.9 % | 47.5 | 12.9 |
| 6/30/11 | 911 | 49.0 | 53,832 | 0.3 % | 47.4 | 12.9 |
| 6/30/12 | 844 | 46.2 | 54,701 | 1.6 % | 48.0 | 13.6 |
| 6/30/13 | 786 | 43.8 | 55,704 | 1.8 % | 48.6 | 14.1 |
| 6/30/14 | 717 | 40.5 | 56,501 | 1.4 % | 49.2 | 14.9 |
| 6/30/15 | 653 | 38.5 | 58,947 | 4.3 % | 49.8 | 15.7 |
| 6/30/16 | 586 | 35.8 | 61,024 | 3.5 % | 49.9 | 16.2 |
| 20- Year Average | | | | 2.6 % | | |

**ULTIMATE DISPOSITION OF
CURRENT ACTIVE MEMBERS
AS OF JUNE 30, 2016**



**ADDITIONS TO AND REMOVALS FROM ACTIVE MEMBERSHIP
ACTUAL AND EXPECTED NUMBERS**

| Year Ended | Added During Year | | Terminations During Year | | | | | | | | End of Year |
|-----------------------|-------------------------|------------|--------------------------|------------|--------------------------|-------------|----------------------|-------------|-------------------------------|--------------|----------------|
| | | | Normal Retirement | | Disability Retirement | | Death-in- Service | | Vested & Other Withdrawals | | |
| | A | E | A | E | A | E | A | E | A | E | |
| 6/30/1997 | 50 | 78 | 49 | 25.2 | 3 | 2.2 | 0 | 2.8 | 26 | 48.8 | 1,148 |
| 6/30/1998 | 80 | 78 | 42 | 22.5 | 0 | 2.2 | 4 | 2.6 | 32 | 47.3 | 1,150 |
| 6/30/1999 | 81 | 54 | 26 | 19.8 | 0 | 2.2 | 4 | 2.5 | 24 | 50.8 | 1,177 |
| 6/30/2000 | 66 | 81 | 33 | 19.8 | 1 | 2.2 | 5 | 2.5 | 42 | 50.8 | 1,162 |
| 6/30/2001 | 129 | 81 | 37 | 20.0 | 2 | 2.3 | 3 | 2.7 | 39 | 47.5 | 1,210 |
| 6/30/2002 | 48 | 123 | 94 | 23.0 | 2 | 1.4 | 0 | 1.3 | 27 | 35.9 | 1,135 |
| 6/30/2003 | 56 | 52 | 17 | 14.4 | 3 | 1.3 | 1 | 1.1 | 31 | 32.2 | 1,139 |
| 6/30/2004 | 53 | 50 | 11 | 16.2 | 1 | 1.4 | 0 | 1.2 | 38 | 30.9 | 1,142 |
| 6/30/2005 | 27 | 61 | 27 | 23.5 | 2 | 1.4 | 3 | 1.4 | 29 | 29.3 | 1,108 |
| 6/30/2006 | 42 | 94 | 50 | 24.4 | 2 | 1.5 | 2 | 1.5 | 40 | 25.8 | 1,056 |
| 6/30/2007 | 54 | 60 | 38 | 19.5 | 2 | 1.5 | 2 | 1.6 | 18 | 20.6 | 1,050 |
| 6/30/2008 | 48 | 101 | 69 | 19.5 | 1 | 1.4 | 0 | 1.5 | 31 | 20.4 | 997 |
| 6/30/2009 | 65 | 50 | 29 | 23.5 | 3 | 1.4 | 1 | 1.5 | 17 | 20.4 | 1,012 |
| 6/30/2010 | 33 | 126 | 80 | 29.9 | 2 | 1.3 | 1 | 1.5 | 43 | 21.2 | 919 |
| 6/30/2011 | 51 | 59 | 38 | 30.5 | 1 | 1.7 | 1 | 1.3 | 19 | 22.6 | 911 |
| 6/30/2012 | 6 | 73 | 35 | 28.9 | 2 | 1.7 | 3 | 1.3 | 33 | 22.9 | 844 |
| 6/30/2013 | 10 | 9 | 35 | 25.5 | 3 | 1.6 | 0 | 1.3 | 30 | 18.9 | 786 |
| 6/30/2014 | 5 | 7 | 40 | 29.5 | 0 | 1.5 | 0 | 1.3 | 34 | 15.7 | 717 |
| 6/30/2015* | 1 | 0 | 36 | 30.0 | 3 | 1.5 | 0 | 1.3 | 26 | 12.6 | 653 |
| 6/30/2016 | 3 | 0 | 49 | 44.1 | 3 | 0.4 | 0 | 1.2 | 18 | 10.3 | 586 |
| 5-Year Totals | 25 | 89 | 195 | 158 | 11 | 6.8 | 3 | 6.5 | 141 | 80.4 | |
| 10-Year Totals | 276 | 485 | 449 | 281 | 20 | 14.0 | 8 | 14.0 | 269 | 185.6 | |

A = Actual

E = Expected

**One member added was due to data adjustments from the prior year.*

Note: Totals may not add due to rounding.

ACTIVE MEMBERS - JUNE 30, 2016
BY ATTAINED AGE AND YEARS OF SERVICE

| Attained Age | Years of Service to Valuation Date | | | | | | | Totals | |
|---------------|------------------------------------|------------|-----------|------------|-----------|-----------|-----------|------------|---------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30 Plus | No. | Valuation Payroll |
| 20-24 | | | | | | | | | |
| 25-29 | 2 | 4 | | | | | | 6 | \$ 333,883 |
| 30-34 | 2 | 21 | 1 | 1 | | | | 25 | 1,483,880 |
| 35-39 | 2 | 24 | 12 | 13 | | | | 51 | 2,989,521 |
| 40-44 | 1 | 17 | 22 | 38 | 4 | | | 82 | 5,143,383 |
| 45-49 | 2 | 18 | 12 | 32 | 30 | 5 | | 99 | 5,912,640 |
| 50-54 | 3 | 26 | 8 | 32 | 24 | 22 | 1 | 116 | 7,159,691 |
| 55-59 | 1 | 18 | 20 | 31 | 24 | 23 | 6 | 123 | 7,490,099 |
| 60 | | 1 | 3 | 4 | 2 | 7 | 1 | 18 | 1,163,088 |
| 61 | | 1 | 3 | 4 | 7 | 3 | 3 | 21 | 1,371,150 |
| 62 | | 6 | 3 | 1 | 2 | 5 | 2 | 19 | 1,186,952 |
| 63 | | 6 | 2 | 1 | 2 | | 1 | 12 | 672,162 |
| 64 | | | | 1 | 2 | | | 3 | 150,537 |
| 65 | | | 1 | 2 | 1 | | | 4 | 220,002 |
| 66 | | 3 | 2 | | | | | 5 | 351,089 |
| 73 | | 1 | | | | | | 1 | 53,241 |
| 78 | | | | 1 | | | | 1 | 78,760 |
| Totals | 13 | 146 | 89 | 161 | 98 | 65 | 14 | 586 | \$35,760,078 |

| | <u>Average Age</u> | <u>Average Service</u> | <u>Average Pay</u> | <u>Number</u> |
|-------------|--------------------|------------------------|--------------------|---------------|
| Non-Vested: | 40.7 years | 6.1 years | \$ 61,478 | 70 |
| Vested: | 51.2 years | 17.6 years | 60,962 | <u>516</u> |
| Totals: | 49.9 years | 16.2 years | 61,024 | 586 |

SECTION C

SUMMARY OF VALUATION METHODS AND ASSUMPTIONS

VALUATION METHODS

Age and Service Benefits and Casualty Benefits. Normal cost and the allocation of benefit values between service rendered before and after the valuation date was determined using an individual entry-age actuarial cost method having the following characteristics:

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

Financing of Unfunded Actuarial Accrued Liabilities. Unfunded actuarial accrued liabilities were amortized by (principal & interest combined) level dollar contributions over a period of 29 years. This closed level dollar 30-year amortization period as of the June 30, 2015 valuation report is resetting the previous 25-year closed level dollar amortization period that was established as of the June 30, 2013 valuation report. This change was made by the City per City Code Section 1.221

According to City Code Section 1.221, "The pension reserves so determined less the applicable balance in the employer accumulation fund shall be amortized over a period of years, as determined by the employer, to determine the employer's accrued service contribution."

PROJECTION OF FUTURE AMORTIZATION PAYMENTS

| Fiscal Year | Projected Payroll | (Unfunded Accrued Liability) Amortization Payment | UAL Amortization Payment % |
|-------------|-------------------|--|----------------------------|
| | (\$ Millions) | (\$ Millions) | |
| 2018 | \$33.81 | \$8.56 | 25.32% |
| 2019 | 32.32 | 8.39 | 25.97% |
| 2020 | 30.94 | 8.54 | 27.60% |
| 2021 | 29.44 | 9.36 | 31.79% |
| 2022 | 27.76 | 9.91 | 35.69% |
| 2023 | 26.05 | 9.98 | 38.32% |
| 2024 | 24.35 | 10.04 | 41.23% |
| 2025 | 22.59 | 10.04 | 44.42% |
| 2026 | 20.86 | 10.04 | 48.12% |
| 2027 | 19.21 | 10.04 | 52.25% |
| 2028 | 17.53 | 10.04 | 57.25% |
| 2029 | 15.76 | 10.04 | 63.67% |
| 2030 | 13.98 | 10.04 | 71.80% |
| 2031 | 12.27 | 10.04 | 81.81% |
| 2032 | 10.79 | 10.04 | 92.99% |
| 2033 | 9.53 | 10.04 | 105.34% |
| 2034 | 8.25 | 10.04 | 121.59% |
| 2035 | 7.11 | 10.04 | 141.16% |
| 2036 | 6.23 | 10.04 | 161.02% |
| 2037 | 5.33 | 10.04 | 188.39% |
| 2038 | 4.35 | 10.04 | 230.53% |
| 2039 | 3.48 | 10.04 | 288.61% |
| 2040 | 2.74 | 10.04 | 366.13% |
| 2041 | 2.01 | 10.04 | 498.79% |
| 2042 | 1.37 | 10.04 | 734.73% |
| 2043 | 0.93 | 10.04 | 1077.09% |
| 2044 | 0.60 | 10.04 | 1668.50% |
| 2045 | 0.35 | 10.04 | 2838.15% |
| 2046 | 0.20 | 10.04 | 4928.22% |
| 2047 | 0.12 | 0.00 | 0.00% |

The schedule above projects future UAL amortization payments where all assumptions for future experience are exactly realized. Gains and losses from all risk areas will likely have a material effect on contributions in future years.

The Projected Payroll assumes the Retirement System will have no new active participants. The Amortization Payment % is shown as a percent of this projected payroll.

ACTUARIAL ASSUMPTIONS USED FOR THE VALUATION ADOPTED BY THE BOARD OF TRUSTEES

The actuary calculates the contribution requirements and benefit values of the System by applying financial assumptions to the benefit provisions and people information furnished, using the valuation methods described on the previous page.

The principal areas of financial risk which require assumptions about future experiences are:

- (i) Long-term rates of investment return to be generated by the assets of the System,
- (ii) patterns of pay increases to members,
- (iii) rates of mortality among members, retirants and beneficiaries,
- (iv) rates of withdrawal of active members (without entitlement to a retirement benefit),
- (v) rates of disability among members, and
- (vi) the age patterns of actual retirement.

In a valuation, the actuary calculates the monetary effect of each assumption for as long as a present covered person survives - - - a period of time which can be as long as a century.

Actual experience of the System will not coincide exactly with assumed experience, regardless of the wisdom of the assumptions, or the skill of the actuary and the precision of the many calculations made. Each valuation provides a complete recalculation of assumed future experience and takes into account all past differences between assumed and actual experience. The result is a continual series of adjustments (usually small) to the computed contribution rate.

From time-to-time it becomes appropriate to modify one or more of the assumptions, to reflect experience trends (but not random year-to-year fluctuations).

The rationale for the assumptions used in this valuation is included in the 5-year experience study ending June 30, 2014, approved by the Board in November 2015. All assumptions are expectations of future experience, not market measures.

The rates of salary increase used for individual members are in accordance with the following table. This assumption is used to project a member's current salary to the salaries upon which benefit amounts will be based.

| Salary Increase Assumptions for an Individual Member | | | |
|---|----------------------------------|----------------------------|-------------------------------|
| Sample Ages | Merit & Seniority | Base (Economic) | Increase Next Year |
| 20 | 4.2% | 3.5% | 7.7% |
| 25 | 2.9 | 3.5 | 6.4 |
| 30 | 2.0 | 3.5 | 5.5 |
| 35 | 1.5 | 3.5 | 5.0 |
| 40 | 1.1 | 3.5 | 4.6 |
| 45 | 0.7 | 3.5 | 4.2 |
| 50 | 0.3 | 3.5 | 3.8 |
| 55 | 0.1 | 3.5 | 3.6 |
| 60 | 0.0 | 3.5 | 3.5 |
| 65 | -- | 3.5 | 3.5 |

| Service at Beginning of Year | Additional Service Based Merit/Seniority Portion of Annual Increases |
|---|---|
| | Present |
| 1 | 4.00% |
| 2 | 3.00% |
| 3 | 1.75% |
| 4 | 1.75% |
| 5 | 1.75% |

If the number of active members remains constant, then the total active member payroll will increase 3.5% annually, the base portion of the individual salary increase assumptions. Increasing payroll was recognized in amortizing unfunded actuarial accrued liabilities. The 3.5% assumption was first used for the June 30, 2006 valuation.

The rate of investment return was 7.25% a year compounded yearly and was first used for the June 30, 2015 valuation.

The mortality tables were the RP-2014 Healthy Annuitant Mortality Table projected to 2019 using the MP-2014 mortality improvement scale. (These tables were first used for the June 30, 2015 valuation and benefit computations starting July 1, 2016.) The RP-2014 Disabled Retirees Table projected to 2019 using the MP-2014 mortality improvement scale were used for disabled members.

| Sample Ages | Value at Retirement of \$1 Monthly for Life | | Future Life Expectancy (Years) | |
|----------------|--|----------|-----------------------------------|-------|
| | Men | Women | Men | Women |
| 50 | \$146.94 | \$151.22 | 33.25 | 35.95 |
| 55 | 140.29 | 145.28 | 28.92 | 31.44 |
| 60 | 132.17 | 137.63 | 24.73 | 27.02 |
| 65 | 122.10 | 128.02 | 20.70 | 22.74 |
| 70 | 109.89 | 116.29 | 16.85 | 18.67 |
| 75 | 95.54 | 102.46 | 13.26 | 14.86 |
| 80 | 79.46 | 86.81 | 10.01 | 11.41 |

This assumption is used to measure the probabilities of each benefit payment being made after retirement. For purposes of the pre-retirement death benefit, the RP-2014 Mortality Tables for Employees projected to 2019 using the MP-2014 mortality improve scale was used and it was assumed that 100% of members were married at the time of death.

The rates of retirement used to measure the probability of eligible members retiring during the next year were as follows. These rates were first used for the June 30, 2015 valuation.

A member is eligible for retirement after completing 30 or more years of service or after both attaining age 62 and completing 8 or more years of service. Prior to the above eligibility, members who are eligible for early reduced retirement are assumed to elect this option at a 3% rate per year until eligible for Normal Retirement.

Normal Unreduced Retirement

| Retirement Ages | Percent Retiring | Retirement Ages | Percent Retiring |
|--------------------|---------------------|--------------------|---------------------|
| 50 | 40% | 60 | 40% |
| 51 | 40 | 61 | 40 |
| 52 | 40 | 62 | 40 |
| 53 | 40 | 63 | 40 |
| 54 | 40 | 64 | 40 |
| 55 | 40 | 65 | 50 |
| 56 | 40 | 66 | 60 |
| 57 | 40 | 67 | 70 |
| 58 | 40 | 68 | 80 |
| 59 | 40 | 69 | 90 |
| | | 70-79 | 100 |
| | | 80 | 100 |

Rates of separation from active membership were as follows:

(Rates do not apply to members eligible to retire and do not include separation on account of death or disability.) This assumption measures the probabilities of members remaining in employment. These rates were first used for the June 30, 2015 valuation.

| Sample Ages | Years of Service | % of Active Members Separating within Next Year | |
|----------------|---------------------|--|--------|
| | | Men | Women |
| ALL | 0 | 15.00% | 15.00% |
| | 1 | 8.00 | 8.00 |
| | 2 | 7.00 | 7.00 |
| | 3 | 6.00 | 6.00 |
| | 4 | 5.00 | 5.00 |
| 20 | 5 & Over | 3.53 | 7.94 |
| 25 | | 3.44 | 7.72 |
| 30 | | 3.29 | 7.22 |
| 35 | | 3.05 | 6.28 |
| 40 | | 2.72 | 5.15 |
| 45 | | 2.30 | 3.98 |
| 50 | | 1.61 | 2.56 |
| 55 | | 0.61 | 0.94 |
| 60 | | 0.06 | 0.09 |

The rates of disability were as follows:

| Sample Ages | % of Active Members Becoming Disabled within Next Year | | |
|----------------------|---|---------------------|-------------------------|
| 20 | 0.01% | | |
| 25 | 0.01 | | |
| 30 | 0.01 | | |
| 35 | 0.04 | | |
| 40 | 0.07 | | |
| 45 | 0.16 | | |
| 50 | 0.31 | | |
| 55 | 0.47 | | |
| 60 | 0.61 | | |
| | | Duty Related | Non-Duty Related |
| Cause of Disability: | Men | 30% | 70% |
| | Women | 30% | 70% |

MISCELLANEOUS AND TECHNICAL ASSUMPTIONS

JUNE 30, 2016

| | |
|--|---|
| Marriage Assumption: | 100% of males and females are assumed to be married for purposes of death-in-service benefits. |
| Pay Increase Timing: | Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date. |
| Decrement Timing: | Decrements of all types are assumed to occur in the middle of the year. |
| Eligibility Testing: | Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur. |
| Benefit Service: | Exact fractional service is used to determine the amount of benefit payable. |
| Decrement Relativity: | Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects. |
| Decrement Operation: | Disability and mortality decrements do not operate during the first 5 years of service. Disability and withdrawal do not operate during retirement eligibility. |
| Normal Form of Benefit: | The assumed normal form of benefit is the straight life form. |
| Other Adjustments: | Actuarial accrued liabilities were adjusted as a provision for subsidized service purchases, pending refunds, and other contingent events. Retirement present values were also adjusted for Crime Scene Technicians and ECO to reflect the “gross up factor.” |
| Incidence of Contributions: | Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits. |
| Multiplier Election: | Most active members have the option to make higher member contributions and receive a higher benefit multiplier. Individual elections are reported and reflected in the valuation results. |
| 13th Check Payments: | Future liabilities of members in the 13 th Check program were increased by 5% to account for future payments. |
| Service Purchases: | Liabilities were increased by \$5 million to load for service purchases made to date. |

SECTION D

BASIC FINANCIAL OBJECTIVE AND OPERATION OF THE RETIREMENT SYSTEM

BASIC FINANCIAL OBJECTIVE AND OPERATION OF THE RETIREMENT SYSTEM

Benefit Promises Made Which Must Be Paid For. A retirement program is an orderly means of handing out, keeping track of, and financing contingent pension promises to a group of employees. As each member of the Retirement System acquires a unit of service credit they are, in effect, handed an “IOU” which reads: “The General Retirement System promises to pay you one unit of retirement benefits, payments in cash commencing when you retire.”

The principal related financial question is: When shall the money required to cover the “IOU” be contributed? This year, when the benefit of the member’s service is received? Or, some future year when the “IOU” becomes a cash demand?

The constitution of the State of Michigan is directed to the question:

“Financial benefits arising on account of service rendered in each fiscal year shall be funded during that year and such funding shall not be used for financing unfunded accrued liabilities.”

This Retirement System meets the constitutional requirement by having the following ***Financial Objective: To establish and receive contributions, expressed as percents of active member payroll, which will remain approximately level*** from year-to-year and which will not have to be increased for future generations of taxpayers.

Translated into actuarial terminology, a level percent-of-payroll contribution objective means that the contribution rate must be at least:

Normal Cost (the current value of benefits likely to be paid on account of members’ service being rendered in the current year)

. . . plus . . .

Interest on the Unfunded Actuarial Accrued Liability (the difference between the actuarial accrued liability and current system assets).

If contributions to the Retirement System are less than the preceding amount, the difference, *plus investment earnings not realized thereon*, will have to be contributed at some later time or, benefits will have to be reduced, to satisfy the fundamental fiscal equation under which all retirement programs must operate; that is:

$$B = C + I - E$$

Benefit payments to any group of members and their beneficiaries cannot exceed the sum of:

Contributions received on behalf of the group from members and the City

. . . plus . . .

Ivestment earnings on plan assets

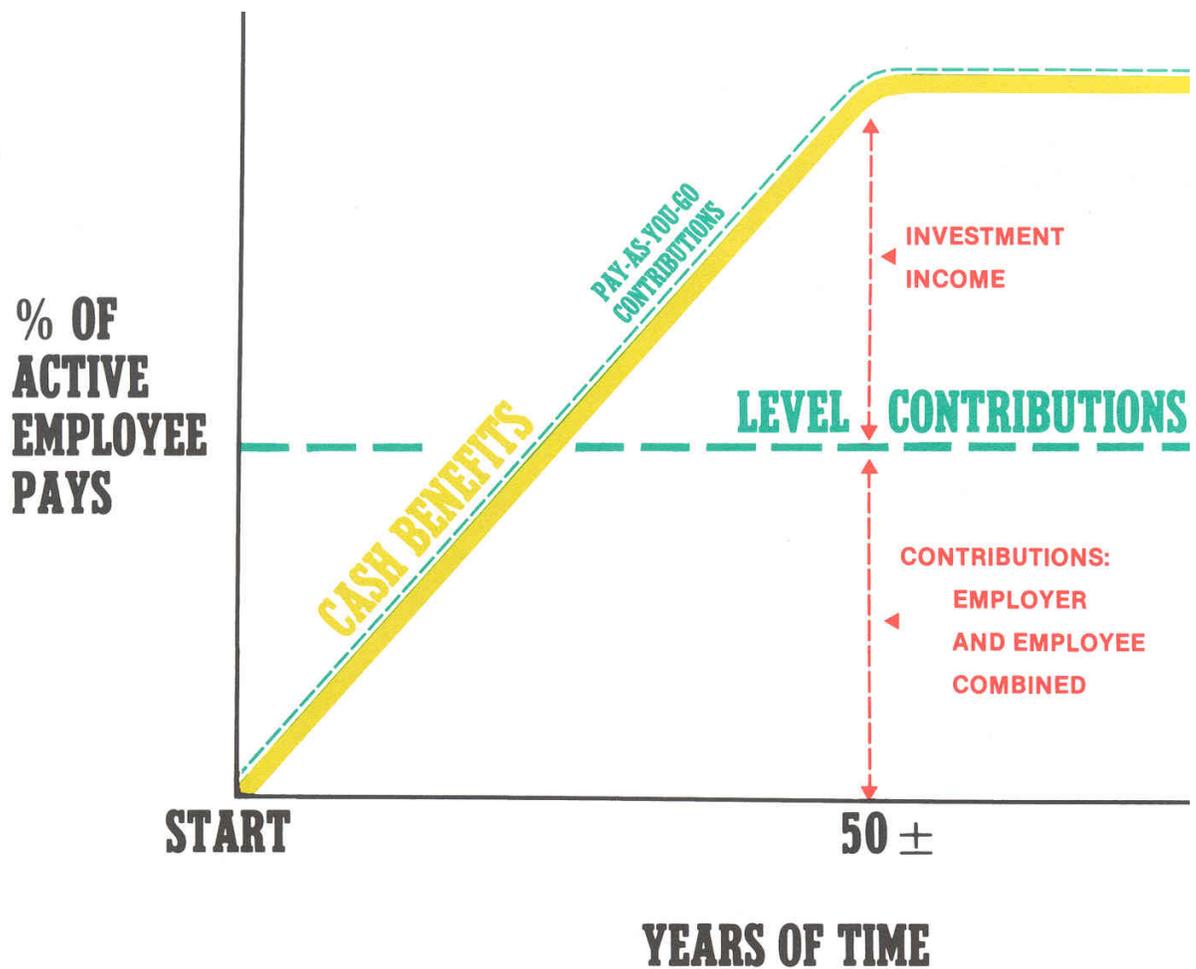
. . . minus . . .

Expenses incurred in operating the program.

There are retirement programs designed to defer the bulk of contributions far into the future. Lured by artificially low present contributions, the inevitable consequence of a relentlessly increasing contribution rate -- to a level which may be greatly in excess of the level percent-of-payroll rate -- is ignored. *This method of financing is prohibited in Michigan by the state constitution.*

A by-product of a level percent-of-payroll contribution objective is the accumulation of invested assets for varying periods of time. Invested assets are a by-product of level percent-of-payroll contributions, not the objective. Investment income becomes the third major contributor to the retirement program.

Computed Contribution Rate Needed to Finance Benefits. From a given schedule of benefits and from the data furnished him/her, the actuary calculates the contribution rate *by means of an actuarial valuation* - the technique of assigning monetary values to the risks assumed in operating a retirement program.



CASH BENEFITS LINE. This relentlessly increasing line is the fundamental reality of retirement plan financing. It happens each time a new benefit is added for future retirements (and happens regardless of the design for contributing for benefits).

LEVEL CONTRIBUTION LINE. Determining the level contribution line requires detailed assumptions concerning a variety of experiences in future decades, including:

Economic Risk Areas

- Rates of investment return
- Rates of pay increase
- Changes in active member group size

Non-Economic Risk Areas

- Ages at actual retirement
- Rates of mortality
- Rates of withdrawal of active members (turnover)
- Rates of disability

GLOSSARY

Actuarial Accrued Liability - The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as “accrued liability” or “past service liability.”

Accrued Service - The service credited under the plan which was rendered before the date of the actuarial valuation.

Actuarial Assumptions - Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

Actuarial Cost Method - A mathematical budgeting procedure for allocating the dollar amount of the “actuarial present value of future plan benefits” between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the “actuarial funding method.”

Actuarial Equivalent - A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.

Actuarial Present Value - The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

GLOSSARY (CONCLUDED)

Amortization - Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

Experience Gain (Loss) - A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.

Normal Cost - The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as “current service cost.” Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

Plan Termination Liability - The actuarial present value of future plan benefits based on the assumption that there will be no further accruals for the future service and salary. The termination liability will generally be less than the liabilities computed on a “going-concern” basis and is not normally determined in a routine actuarial valuation.

Reserve Account - An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.

Unfunded Actuarial Accrued Liability - The difference between the actuarial accrued liability and valuation assets. Sometimes referred to as “unfunded accrued liability.”

Valuation Assets - The value of current plan assets recognized for valuation purposes. Generally based on a phased-in recognition of all or a portion of market related investment return. Sometimes referred to as Actuarial Value of Assets.

SECTION E

HISTORICAL GASB NO. 25 AND NO. 27 INFORMATION

GASB Statements No. 67 and No. 68 are the accounting standards which replaced Statement No. 25 and No. 27. GASB Statement No. 67 is first effective for fiscal year 2014 and GASB Statement No. 68 is first effective for fiscal year 2015. A separate GASB Statement No. 67 and No. 68 report has been issued outside of this report. This section contains historical GASB Statement No. 25 and No. 27 reporting information for prior fiscal years and illustrative information for fiscal year 2015 and beyond.

**FOR COMPLIANCE WITH APPLICABLE GASB STATEMENTS
REQUIRED ACTUARIAL INFORMATION
SCHEDULE OF FUNDING PROGRESS**

| Actuarial Valuation Date | Actuarial Value of Assets (a) | Entry Age Actuarial Accrued Liability (b) | Unfunded Accrued Liability (UAL) (b)-(a) | Funded Ratio (a)/(b) | Annual Covered Payroll (c) | UAL as a Percentage of Covered Payroll [(b-a)/(c)] |
|---------------------------------|--------------------------------------|--|---|-----------------------------|-----------------------------------|---|
| 6/30/99 | \$269,088,767 | \$245,445,754 | \$ (23,643,013) | 110 % | \$47,643,767 | - |
| 6/30/00 | 286,055,331 | 257,094,254 | (28,961,077) | 111 % | 48,863,073 | - |
| 6/30/01 @ | 290,531,573 | 269,527,426 | (21,004,147) | 108 % | 52,313,712 | - |
| 6/30/02 | 282,764,403 | 285,261,608 | 2,497,205 | 99 % | 49,209,733 | 5 % |
| 6/30/03 | 270,637,794 | 297,252,524 | 26,614,730 | 92 % | 51,005,278 | 44 % |
| 6/30/03 * | 270,637,794 | 297,568,110 | 26,930,316 | 91 % | 51,005,278 | 53 % |
| 6/30/04 | 282,160,341 | 307,762,043 | 25,601,702 | 92 % | 51,752,109 | 50 % |
| 6/30/05 | 305,533,088 | 324,034,365 | 18,501,277 | 94 % | 53,451,352 | 35 % |
| 6/30/05 * | 305,533,088 | 334,554,231 | 29,021,143 | 91 % | 53,451,352 | 54 % |
| 6/30/06 | 352,522,401 | 350,958,706 | (1,563,695) | 100 % | 52,838,163 | - |
| 6/30/06 @ | 352,522,401 | 352,860,547 | 338,146 | 100 % | 52,838,163 | 1 % |
| 6/30/07 | 391,693,895 | 368,431,434 | (23,262,461) | 106 % | 52,426,527 | - |
| 6/30/07* | 391,693,895 | 368,873,096 | (22,820,799) | 106 % | 52,426,527 | - |
| 6/30/08 | 377,266,795 | 376,984,359 | (282,436) | 100 % | 49,970,419 | - |
| 6/30/08* | 398,766,770 | 376,984,359 | (21,782,411) | 106 % | 49,970,419 | - |
| 6/30/09 | 381,136,182 | 391,339,300 | 10,203,118 | 97 % | 51,808,141 | 20 % |
| 6/30/10 | 366,543,009 | 409,014,468 | 42,471,459 | 90 % | 49,336,606 | 86 % |
| 6/30/10*@ | 366,543,009 | 435,893,490 | 69,350,481 | 84 % | 49,336,606 | 141 % |
| 6/30/11* | 360,280,315 | 445,762,361 | 85,482,046 | 81 % | 49,040,518 | 174 % |
| 6/30/12 | 349,486,629 | 448,864,237 | 99,377,608 | 78 % | 46,167,958 | 215 % |
| 6/30/13 | 353,299,470 | 455,914,323 | 102,614,853 | 78 % | 43,783,450 | 234 % |
| 6/30/14 | 385,153,710 | 460,585,801 | 75,432,091 | 84 % | 40,510,955 | 186 % |
| 6/30/15 | 401,743,923 | 470,451,570 | 68,707,647 | 85 % | 38,492,586 | 179 % |
| 6/30/15*@ | 401,743,923 | 500,205,954 | 98,462,031 | 80 % | 38,492,586 | 256 % |
| 6/30/16 | 404,096,873 | 510,324,266 | 106,227,393 | 79 % | 35,760,078 | 297 % |

* Retirement System amended.

@ Revised actuarial assumptions.

**FOR COMPLIANCE WITH APPLICABLE GASB STATEMENTS
REQUIRED ACTUARIAL INFORMATION
SCHEDULE OF EMPLOYER CONTRIBUTIONS**

| Year Ended June 30 | Annual Required Contribution | Percent Contributed |
|-------------------------------|---|--------------------------------|
| 1995 | \$6,503,313 | 100% |
| 1996 | 6,940,924 | 100% |
| 1997 | 7,321,258 | 100% |
| 1998 | 5,958,012 | 100% |
| 1999 | 4,601,277 | 100% |
| 2000 | 3,180,232 | 100% |
| 2001 | 815,441 | 100% |
| 2002 | 485,854 | 100% |
| 2003 | 1,600,534 | 100% |
| 2004 | 5,916,496 | 100% |
| 2005 | 8,632,941 | 100% |
| 2006 | 8,596,017 | 100% |
| 2007 | 8,733,871 | 100% |
| 2008 | 6,008,558 | 100% |
| 2009 | 3,833,164 | 100% |
| 2010 | 4,708,020 | 100% |
| 2011 | 6,162,363 | 100% |
| 2012 | 8,949,239 | 100% |
| 2013 | 8,135,843 | 100% |
| 2014 | 8,771,032 | 100% |
| 2015 | 11,327,704 | 100% |
| 2016 | 9,295,104 | 100% |

**FOR COMPLIANCE WITH APPLICABLE GASB STATEMENTS
REQUIRED SUPPLEMENTARY INFORMATION**

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest valuation date follows:

| | |
|-------------------------------|---|
| Valuation Date | June 30, 2016 |
| Actuarial Cost Method | Individual Entry Age |
| Amortization Method | Level dollar, closed |
| Remaining Amortization Period | 29 years |
| Asset Valuation Method | 5-year smoothed market |
| Actuarial Assumptions: | |
| Investment Rate of Return | 7.25% for all groups. |
| Projected Salary Increases | 3.5% - 7.7% |
| Including Wage Inflation at | 3.50% |
| Cost-of-Living Adjustments | Ad hoc "13th check" tied to plan investments for benefit recipients who do not have an automatic benefit increase. 1.0% simple escalator for those eligible. |

Membership of the plan consisted of the following at June 30, 2016, the date of the latest actuarial valuation:

| | |
|--|------------|
| Retirees and beneficiaries receiving benefits | 1,159 |
| Terminated plan members entitled to but not yet receiving benefits | 102 |
| Active plan members | <u>586</u> |
| Total | 1,847 |