



**STATE POLICE RETIREMENT BENEFITS TRUST  
STATE OF RHODE ISLAND**

**ACTUARIAL VALUATION REPORT  
AS OF JUNE 30, 2015**

February 25, 2016

Retirement Board  
40 Fountain Street, First Floor  
Providence, RI 02903-1854

Dear Members of the Board:

**Subject: Actuarial Valuation of the SPRBT as of June 30, 2015**

This is the June 30, 2015 actuarial valuation of the State Police Retirement Benefits Trust (SPRBT). This report describes the current actuarial condition of the SPRBT, determines the recommended employer contribution rate, and analyzes changes in the contribution rate. Valuations are prepared annually, as of June 30, the last day of the SPRBT plan year. Benefits for State police officers hired before July 1, 1987 are funded by the State from general assets, on a pay-as-you-go basis, and are not included in this valuation.

Under Rhode Island General Laws, the employer contribution rate for the SPRBT is certified annually by the State of Rhode Island Retirement Board. This rate is determined actuarially, based on the plan provisions in effect as of the valuation date and the actuarial assumptions and methods adopted by the Board or set by statute. The Board's current policy is that the contribution rate determined by a given actuarial valuation becomes effective two years after the valuation date. For example, the rate determined by the June 30, 2015 actuarial valuation will be applicable for the year beginning July 1, 2017 and ending June 30, 2018.

### **Financing objectives and funding policy**

The actuarial cost method and the amortization periods are set by statute. Normal cost rate (as a percent of pay) and actuarial accrued liabilities are computed using the Entry Age Normal actuarial cost method. The employer contribution rate is the sum of two pieces: the employer normal cost rate and the amortization rate. The employer normal cost rate is the difference between the normal cost rate and the member contribution rate. The amortization rate, also determined as a level percent of pay, is the amount required to amortize the unfunded actuarial accrued liability over a closed period (20 years remaining as of June 30, 2015). The amortization rate is adjusted for the two-year deferral in contribution rates.

### **Progress toward realization of financing objectives**

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. The funded status alone is not appropriate for assessing the need for future contributions. The funded status is also not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations. The funded ratio, as can be seen in Table 4 of this report, increased from 96.7% to 98.7% between the valuations. The funded ratio increased from the prior valuation primarily due to liability gains resulting from fewer retirements than expected and lower salary increases than assumed. These gains were augmented by the impact of the benefit changes since the prior valuation. If the market value of assets were used, rather than the actuarial value, the funded ratio would be 98.1%.

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 7.50% on the actuarial valuation of assets), it is expected that:

1. The amortization payment as a percentage of pay will remain level through fiscal year 2038,
2. The unfunded actuarial accrued liability will be fully amortized after 19 years from fiscal year 2018, and
3. In the absence of benefit improvements, the funded ratio should increase over time, until it reaches 100%.

The employer contribution rate decreased from 12.66% to 12.22% for fiscal year 2018.

An analysis of the changes in the employer contribution rate appears on Table 11a of this report. An analysis of the changes in the unfunded actuarial accrued liability appears on Table 11c.

Additional information regarding these assumptions changes is provided further below and in the body of this report.

### **Benefit provisions**

The benefit provisions reflected in this valuation are those which were in effect on June 30, 2015. Due to the passage of House Bill 5900, SUB A, Article 21 after the mediated settlement of lawsuits related to RIRSA, there has been a change to the COLA calculation and the age at which the COLA begins since the preceding valuation. This change is described on page 6 of this report, and all benefit provisions are summarized in Appendix B.

### **Assumptions and methods**

The assumptions are unchanged from the last actuarial valuation and were approved by the Board on June 18, 2014. We believe the assumptions are internally consistent and are

reasonable, based on the actual experience of ERSRI.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities and the calculated contribution rates.

All assumptions and methods are described in Appendix A. The actuarial assumptions and methods used in this report comply with the parameters for disclosure that appear in Governmental Accounting Standards Board (GASB) Statement Number 67.

### **Data**

The System's staff supplied data for active, inactive, and retired members as of June 30, 2015. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data. The System's staff also supplied asset data as of June 30, 2015.

### **Certification**

All of our work conforms with generally accepted actuarial principles and practices and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Rhode Island state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries. All are Members of the American Academy of Actuaries. They all meet the Qualification Standards of the American Academy of Actuaries, and they are experienced in performing valuations for large public retirement systems.

Respectfully submitted,



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Item	Valuation Date:		
	June 30, 2015	June 30, 2014	
		Mediation	Valuation
<b>Membership</b> <ul style="list-style-type: none"> <li>• Number of                             <ul style="list-style-type: none"> <li>- Active members</li> <li>- Retirees and beneficiaries</li> <li>- Inactive members</li> <li>- Total</li> </ul> </li> <li>• Payroll for benefits</li> </ul>	237 39 25 301 \$ 19,940,052	250 26 25 301 \$ 20,814,621	250 26 25 301 \$ 20,814,621
<b>Contribution rates</b> <ul style="list-style-type: none"> <li>• Member</li> <li>• State</li> </ul>	8.75% 12.22%	8.75% 12.66%	8.75% 13.43%
<b>Assets</b> <ul style="list-style-type: none"> <li>• Market value</li> <li>• Actuarial value</li> <li>• Return on market value</li> <li>• Return on actuarial value</li> <li>• Employer contribution</li> <li>• Ratio of actuarial value to market value</li> </ul>	\$ 114,810,838 115,585,013 2.2% 7.7% \$ 3,432,359 100.7%	\$ 109,678,379 104,781,384 15.0% 8.7% \$ 3,330,889 95.5%	\$ 109,678,379 104,781,384 15.0% 8.7% \$ 3,330,889 95.5%
<b>Actuarial Information</b> <ul style="list-style-type: none"> <li>• Employer normal cost %</li> <li>• Unfunded actuarial accrued liability (UAAL)</li> <li>• Amortization rate</li> <li>• Funding period</li> <li>• Funded ratio</li> </ul>	11.82% \$ 1,471,714 0.40% 20 years 98.7%	12.22% \$ 3,582,153 0.44% 21 years 96.7%	12.56% \$ 4,840,363 0.87% 21 years 95.6%
<b>Projected employer contribution</b> <ul style="list-style-type: none"> <li>• Fiscal year ending June 30,</li> <li>• Projected payroll for contributions</li> <li>• Projected employer contribution</li> </ul>	2018 \$ 21,413,839 2,616,771	2017 \$ 27,269,987 3,452,380	2017 \$ 27,269,987 3,662,359

## **Contribution Rates**

The employer contribution rate for the SPRBT is determined actuarially. The rate determined in each valuation becomes effective two years after the valuation date, in this case as of July 1, 2016. The rate consists of two pieces: the employer's normal cost rate and the amortization rate. The normal cost rate is the employer's Entry Age Normal cost expressed as a percent of pay. The unfunded actuarial accrued liability (UAAL) is amortized as a level percent of payroll over a closed period. The period is 25 years as measured from June 30, 2010, or 20 years as of the current valuation date for the existing UAAL. Beginning with the June 30, 2014 actuarial valuation, new experience gains and losses are amortized over individual closed periods of 20 years using the process of "laddering". The amortization rate is adjusted for the fact that the contribution rate set by this valuation is deferred for two years. Should the SPRBT become overfunded, the UAAL will be amortized using a single base over a period of 20 years.

The decrease in the employer contribution rate after reflecting the impact of Article 21, from 12.66% to 12.22% of payroll, was primarily due to liability gains resulting fewer retirements than expected and from salaries increasing less than expected. These gains were partially offset by a significant payroll loss as a result of a decrease in the active population due to 13 members retiring during the year who were not replaced.

An analysis of the changes in the employer contribution rate appears in Table 11a of this report and a history of the employer contribution rates appears in Table 11b. Table 11c shows a reconciliation of the UAAL.

## **Financial Data and Experience**

Assets for the SPRBT are held in trust and are commingled with those of several other plans and programs—including the Employees’ Retirement System of Rhode Island—for investment purposes. The State Treasurer is responsible for setting the asset allocation policy and for investing the funds.

Table 6 shows the net plan assets for the SPRBT. Table 7 shows a reconciliation of the assets between the previous valuation and this valuation. Table 8 shows the development of the actuarial value of assets. Table 9 shows the distribution of investments by category — over 78% of assets are held in equities, including real estate and private equity — and Table 10 shows a historical summary of the return rates. As can be seen, the market value rate of return was 2.2% for the year ended June 30, 2015, and the return on an actuarial asset basis was 7.7%.

The average annual return based on the market value of assets over the last ten years (July 1, 2005 – June 30, 2015) was 6.0%. This is less than the current 7.50% annual investment return assumption. The average annual return based on the actuarial value of assets over the same period was 6.6%.

All returns above are net of both investment and administrative expenses, and may differ from other information provided by the General Treasurer’s office or the investment managers and advisors.

The System’s staff provided all of the financial information used in this report.



## **Member Data**

The System's staff supplied member data as of June 30, 2015. While we did not audit this data, we did perform various tests to ensure that it was internally consistent, consistent with the prior year's data, and was reasonable overall. Information provided for active members includes: name, identification number, sex, a code indicating whether the member was active or inactive, date of birth, service, salary, date of last contribution, and accumulated member contributions without interest. For retired members, data includes: name, an identification number, sex, date of birth, date of retirement, amount of benefit (original, COLA, gross), a code indicating the option elected and the type of retiree (service retiree, disabled retiree, beneficiary), and if applicable, the joint pensioner's date of birth and sex.

Table 12 and Table 13 show information and statistics about the members. Table 14 shows the distribution of active members by age and service.

The total number of active members is 237, which is a decrease of 13 active members compared to this time last year. Total compensation used for determining benefits decreased from \$20.814 million to \$19.940 million.

Since the last valuation, there have been the following changes in active membership:

- No members terminated
- 13 members retired

The total payroll shown on the statistical tables as of June 30, 2012 is the amount that is used for determining benefits, and includes 400 hours of overtime and other adjustments. Effective June 30, 2013, the total payroll shown on the statistical tables is the amount only including holiday pay and clothing allowance but excluding 400 hours of overtime and other adjustments. An overtime adjustment (if applicable) was applied when determining benefits.

## **Benefit Provisions**

Appendix B includes a summary of the benefit provisions for the SPRBT. The only change in the benefit provisions since the preceding valuation was to the COLA calculation methodology described below. Also, There are no ancillary benefits—e.g., cost of living benefits—that are currently provided by a source independent of the SPRBT but that might be deemed a liability of the SPRBT if continued beyond the availability of funding by the current funding source.

The COLA provided to retired members is contingent on the investment performance, the annual change in the CPI-U, and funded status of the System. The amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.5% and will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%. In the prior valuation, it was based solely on the investment return resulting in an increase in the assumed COLA from 2.0% to 2.2%. This calculation produces a 0.94% COLA for Calendar Year 2016. The COLA will be limited and this limit will be indexed annually to increase in the same manner as COLAs, with the known values of \$25,000 for 2014, \$25,168 for 2015, and \$25,855 for 2016, and \$26,098 for 2017.

Furthermore, the COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended rather than every fifth year. The first interim COLA may begin January 1, 2018. Also, for current retirees and beneficiaries retired on or before July 1, 2015 the \$25,000 cap will be increased to \$30,000 (indexed) for any COLA payable based on the every fourth year provision.

Also, the COLA for retirees who retired after June 30, 2012 will be deferred to the later of Social Security Normal Retirement Age (SSNRA) or three years after retirement rather than the later of age 55 or three years after retirement.

In addition, two one-time \$500 stipends are payable to all current retirees/beneficiaries that retired on or before July 1, 2015. One is payable 60 days following enactment of the Article 21 legislation with the final one payable one year later.

## **Actuarial Methods and Assumptions**

Appendix A of this report includes a summary of the actuarial assumptions and methods used in this valuation. Costs are determined using the Entry Age Normal actuarial cost method. This method was initially adopted effective June 30, 1999 and was modified, effective June 30, 2011, to be consistent with the Act and the standards outlined in the GASB Statement No. 67 exposure draft, which has now been finalized.

The method used to determine the actuarial value of assets is the five-year smoothed market method. This technique is further described in Section III of Appendix A. The development of the actuarial value of assets utilizing this method is shown on Table 8.

The assumptions were adopted by the Board on June 18, 2014 and first used in the June 30, 2014 actuarial valuation. There have been no changes in the assumptions since the prior valuation. We believe the assumptions are internally consistent and are reasonable, based on the actual experience of the JRBT.

Development of Contribution Rate (State Police)

	June 30, 2014		
	June 30, 2015 (1)	Mediation (2)	Valuation (3)
1. Base Pay from prior fiscal year supplied by ERSRI	\$ 19,700,663	\$ 23,051,150	\$ 23,051,150
2. Compensation projected to next fiscal year	19,893,826	25,334,289	25,334,289
3. Actuarial accrued liability	117,056,727	108,363,537	109,621,747
4. Actuarial value of assets	115,585,013	104,781,384	104,781,384
5. Unfunded actuarial accrued liability (UAAL) (3 - 4)	1,471,714	3,582,153	4,840,363
6. Remaining amortization period at valuation date	20	21	21
7. Contribution effective for fiscal year ending:	June 30, 2018	June 30, 2017	June 30, 2017
8. Total pay projected for two-year delay	21,413,839	27,269,987	27,269,987
9. Amortization of UAAL	86,362	120,763	237,598
10. Normal cost			
(a) Total normal cost rate	20.57%	20.97%	21.31%
(b) Employee contribution rate	8.75%	8.75%	8.75%
(c) Employer normal cost rate ( a - b )	<u>11.82%</u>	<u>12.22%</u>	<u>12.56%</u>
11. Employer contribution rate as percent of payroll			
(a) Employer normal cost rate	11.82%	12.22%	12.56%
(b) Amortization payments ( 9 / 8 )	<u>0.40%</u>	<u>0.44%</u>	<u>0.87%</u>
(c) Total ( a + b )	<u>12.22%</u>	<u>12.66%</u>	<u>13.43%</u>
12. Estimated employer contribution amount (8 * 11(c))	\$ 2,616,771	\$ 3,452,380	\$ 3,662,359

**Summary of Unfunded Liability**

<b>Purpose</b>	<b>Remaining Balance as of June 30, 2015</b>	<b>Fiscal Year 2018 Amortization Payment</b>	<b>Years Remaining Beginning with Fiscal Year 2018</b>
Original 2011 RIRSA Base	9,350,836	715,872	18
2014 Experience Base	(4,954,816)	(393,036)	19
2014 Mediation Settlement	(1,352,576)	(107,292)	19
New Base This Fiscal Year	<u>(1,571,730)</u>	<u>(129,182)</u>	20
Unfunded Actuarial Accrued Liability	\$ 1,471,714	\$ 86,362	

**Actuarial Present Value of Future Benefits**

	June 30, 2014		
	June 30, 2015	Mediation <sup>1</sup>	Valuation
	(1)	(2)	(3)
1. Active members			
a. Service retirement benefits	\$ 101,651,547	\$ 109,754,832	\$ 111,610,675
b. Deferred termination benefits	0	0	0
c. Refunds	262,611	261,367	169,734
d. Pre-retirement death benefits	906,676	907,469	907,987
e. Disability retirement benefits	8,089,004	8,222,475	8,584,054
f. Total	<u>\$ 110,909,838</u>	<u>\$ 119,146,143</u>	<u>\$ 121,272,450</u>
2. Retired members			
a. Service retirements	\$ 35,215,708	\$ 20,717,484	\$ 20,351,175
b. Disability retirements	3,579,212	2,355,076	2,295,187
c. Beneficiaries	1,517,575	1,530,136	1,504,033
d. Post-retirement death benefits	0	0	0
e. Total	<u>\$ 40,312,495</u>	<u>\$ 24,602,696</u>	<u>\$ 24,150,395</u>
3. Inactive members	\$ 27,020	\$ 27,020	\$ 27,020
4. Total actuarial present value of future benefits	\$ 151,249,353	\$ 143,775,859	\$ 145,449,865
5. Determination of actuarial accrued liability			
a. Total actuarial present value of future benefits	\$ 151,249,353	\$ 143,775,859	\$ 145,449,865
b. Less present value of future normal costs	<u>(34,192,626)</u>	<u>(35,412,322)</u>	<u>(35,828,118)</u>
c. Actuarial accrued liability (a + b)	<u>\$ 117,056,727</u>	<u>\$ 108,363,537</u>	<u>\$ 109,621,747</u>

<sup>1</sup> Restated to reflect impact of Article 21

**Schedule of Funding Progress**

Valuation Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability (UAAL) (3)-(2)	Funded Ratio (2)/(3)	Annual Covered Payroll	UAAL as % of Payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
June 30, 2000	11,336,596	13,917,343	2,580,747	81.5%	8,916,914	28.9%
June 30, 2001	14,386,064	16,649,820	2,263,756	86.4%	9,139,418	24.8%
June 30, 2002	17,770,149	23,527,125	5,756,976	75.5%	10,933,360	52.7%
June 30, 2003	20,966,294	28,443,717	7,477,423	73.7%	11,286,365	66.3%
June 30, 2004	24,767,014	32,689,173	7,922,160	75.8%	11,421,880	69.4%
June 30, 2005	29,616,896	37,510,992	7,894,096	79.0%	13,225,400	59.7%
June 30, 2006	36,314,689	42,216,142	5,901,453	86.0%	13,474,588	43.8%
June 30, 2007 <sup>1</sup>	45,996,910	60,427,947	14,431,037	76.1%	15,836,354	91.1%
June 30, 2008	54,927,390	69,029,513	14,102,123	79.6%	16,698,764	84.5%
June 30, 2009	60,232,045	75,480,005	15,247,960	79.8%	17,096,202	89.2%
June 30, 2010	65,760,284	94,300,302	28,540,018	69.7%	19,715,070	144.8%
June 30, 2010 <sup>2</sup>	65,760,284	73,048,680	7,288,396	90.0%	19,715,070	37.0%
June 30, 2011	73,151,768	74,185,705	1,033,937	98.6%	19,711,694	5.2%
June 30, 2012	84,293,968	94,031,687	9,737,719	89.6%	23,669,619	41.1%
June 30, 2013	92,916,758	102,259,438	9,342,680	90.9%	19,904,363	46.9%
June 30, 2014 <sup>3</sup>	104,781,384	108,363,537	3,582,153	96.7%	20,814,621	17.2%
June 30, 2015	115,585,013	117,056,727	1,471,714	98.7%	19,940,052	7.4%

<sup>1</sup> Restated for Article 22 (2008).

<sup>2</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>3</sup> Restated after reflecting impact of Article 21.

### Notes to Required Supplementary Information

Valuation date	June 30, 2015
Actuarial cost method	Entry Age Normal
Amortization method	Level percentage, closed
Remaining amortization period	20 years
Asset valuation method	5-Year smoothed market
Actuarial assumptions:	
Investment rate of return *	7.50%
Projected salary increase *	3.75% to 11.75%
Cost of living adjustment **	2.20%

\* Includes inflation at 2.75%.

\*\* COLAs are currently suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%. It is assumed that the COLAs will be suspended for 12 years due to the current funding level of the plans; however, an interim COLA may be granted in four-year intervals while the COLA is suspended.



**Plan Net Assets**  
**(Assets at Market or Fair Value)**

Item	June 30, 2015	June 30, 2014
(1)	(2)	(3)
1. Cash and cash equivalents	\$ 135,238	\$ 256,549
2. Receivables:		
a. Employer and member contributions	\$ 183,487	\$ 193,733
b. Transfers receivable	0	0
c. Miscellaneous	53,659	21,838
d. Total receivables	<u>\$ 237,146</u>	<u>\$ 215,571</u>
3. Investments		
a. Pooled trust	\$ 114,489,229	\$ 109,271,953
b. Plan specific investments	0	0
c. Total	<u>\$ 114,489,229</u>	<u>\$ 109,271,953</u>
4. Invested securities lending collateral	\$ 0	\$ 0
5. Property and equipment (net of depreciation)	\$ 0	\$ 0
6. Total assets	\$ 114,861,613	\$ 109,744,073
7. Liabilities		
a. Other post-employment benefit liability, net	\$ 0	\$ 0
b. Securities lending liability	0	0
c. Other reserves and payables	50,775	65,694
d. Total liabilities	<u>\$ 50,775</u>	<u>\$ 65,694</u>
8. Total market value of assets available for benefits		
Total (Item 6 - Item 7)	\$ 114,810,838	\$ 109,678,379

**Reconciliation of Plan Net Assets**

	<u>June 30, 2015</u>	<u>June 30, 2014</u>
1. Market value of assets as of beginning of year		
a. Market value of assets as of beginning of year	\$ 109,678,379	\$ 92,034,792
b. Adjustment for market value of assets	<u>0</u>	<u>(1)</u>
c. Adjusted market value of assets as of beginning of year	\$ 109,678,379	\$ 92,034,791
2. Contributions		
a. Members	\$ 1,723,808	\$ 2,016,976
b. State	3,432,359	3,330,889
c. Service purchases	11,145	22,108
d. Miscellaneous revenue	<u>326</u>	<u>0</u>
e. Total	\$ 5,167,638	\$ 5,369,973
3. Investment earnings, net of investment and administrative expenses	\$ 2,461,332	\$ 14,040,919
4. Expenditures for the year		
a. Benefit payments	\$ (2,465,011)	\$ (1,627,883)
b. Cost-of-living adjustments	(31,500)	(31,500)
c. Death benefits	0	0
d. Social security supplements	0	0
e. Supplemental pensions	0	0
f. Refunds	<u>0</u>	<u>(107,921)</u>
g. Total expenditures	\$ (2,496,511)	\$ (1,767,304)
5. Transfers and other adjustments	\$ 0	\$ 0
6. Market value of assets at end of year	\$ 114,810,838	\$ 109,678,379



**Distribution of Assets at Market Value  
 (Percentage of Total Investments)**

Item (1)	June 30, 2015 (2)	June 30, 2014 (3)
Cash & cash equivalents	3.2%	4.2%
U.S. government & agency securities	8.2%	11.1%
Corporate bonds & notes	6.3%	5.4%
Foreign bonds	3.6%	1.4%
U.S. equity securities	23.6%	25.1%
Foreign equity securities	23.2%	24.9%
Real estate, venture capital, other	31.9%	27.9%
Total investments	100.0%	100.0%

**History of Investment Return Rates**

Year Ending June 30 of <u>(1)</u>	<u>Market</u> <u>(2)</u>	<u>Actuarial</u> <u>(3)</u>
1995	17.0%	10.2%
1996	13.7%	13.7%
1997	19.1%	19.1%
1998	16.1%	16.5%
1999	10.1%	14.7%
2000	9.1%	8.8%
2001	-11.0%	4.9%
2002	-8.4%	0.9%
2003	4.5%	1.5%
2004	18.0%	4.2%
2005	10.2%	5.9%
2006	11.6%	8.8%
2007	18.1%	12.2%
2008	-5.9%	9.0%
2009	-19.1%	2.0%
2010	12.8%	1.6%
2011	19.0%	3.8%
2012	1.8%	5.9%
2013	10.7%	6.8%
2014	15.0%	8.7%
2015	2.2%	7.7%
Average Returns:		
Last 5 Years	9.5%	6.6%
Last 10 Years	6.0%	6.6%
Since 1995	7.3%	7.8%

### Analysis of Change in Employer Cost

<u>Basis</u>	<u>Employer Cost</u>
1. Employer contribution rates from prior valuation	13.43%
2. Impact of changes, gains and losses	
a. Non-salary liability experience (gain)/loss	-0.21%
b. Salary (gain)/loss	-0.27%
c. Total payroll growth (gain)/loss	0.11%
d. Investment experience (gain)/loss	-0.07%
e. Changes in assumptions	0.00%
f. Changes in plan provisions	<u>-0.77%</u>
g. Total	-1.21%
3. Employer contribution rates from current valuation	12.22%

### History of Employer Contribution Rates

Valuation Date as of June 30, (1)	Effective for Fiscal Year Ending June 30, (2)	Employer Contribution Rate (3)
1998	2001	25.89%
1999	2002	27.67%
2000	2003	27.48%
2001	2004	26.77%
2002	2005	28.87%
2003	2006	31.35%
2004	2007	31.78%
2005	2008	31.00%
2006	2009	26.03% <sup>1</sup>
2007	2010	26.03% <sup>1</sup>
2008	2011	24.58%
2009	2012	25.39%
2010	2013	11.07% <sup>2</sup>
2011	2014	14.45%
2012	2015	17.24%
2013	2016	17.22%
2014	2017	12.66% <sup>3</sup>
2015	2018	12.22%

<sup>1</sup> Revised pursuant to Article 22 (2008).

<sup>2</sup> Restated after reflecting the Rhode Island Retirement Security Act of 2011.

<sup>3</sup> Restated to reflect impact of Article 21.

**Analysis of Change in UAAL**

Basis	June 30, 2015
(1)	(2)
1. UAAL as of June 30, 2014	\$ 4,840
2. Impact of changes, gains and losses	
a. Interest at 7.50% for one year	269
b. Expected amortization payments	(1,319)
c. Investment experience (gain)/loss	(174)
d. Salary (gain)/loss	(948)
e. Non-salary liability experience (gain)/loss	61
f. Changes in assumptions	0
g. Changes in plan provisions	<u>(1,258)</u>
i. Total	\$ (3,368)
3. UAAL as of June 30, 2015	\$ 1,472

Note: All dollar figures are shown in thousands.



**Membership Data (State Police)**

	<u>June 30, 2015</u>	<u>June 30, 2014</u>
	(1)	(2)
1. Active members		
a. Number	237	250
b. Number vested	55	42
c. Total payroll supplied by State (for benefits)	\$ 19,940,052	\$ 20,814,621
d. Average salary	\$ 84,135	\$ 83,258
e. Average age	39.5	39.1
f. Average service	12.0	11.6
2. Inactive members		
a. Number	25	25
3. Service retirees		
a. Number	33	21
b. Total annual benefits	\$ 2,651,469	\$ 1,543,209
c. Average annual benefit	80,348	73,486
d. Average age	50.7	50.3
4. Disabled retirees		
a. Number	4	3
b. Total annual benefits	\$ 289,204	\$ 183,225
c. Average annual benefit	72,301	61,075
d. Average age	49.4	48.4
5. Beneficiaries and spouses		
a. Number	2	2
b. Total annual benefits	\$ 113,196	\$ 112,696
c. Average annual benefit	56,598	56,348
d. Average age	48.6	47.6

**Historical Summary of Active Member Data**

Valuation as of June 30, (1)	Active Members		Covered Payroll*		Average Salary*		Average Age (8)	Average Service (9)
	Number (2)	Percent Increase (3)	Amount (4)	Percent Increase (5)	Amount (6)	Percent Increase (7)		
1996	97	---	\$4,948,746	---	\$51,018	---	31.1	3.8
1997	96	-1.0%	\$5,370,985	8.5%	\$55,948	9.7%	32.2	4.8
1998	130	35.4%	\$7,211,874	34.3%	\$55,476	-0.8%	32.3	4.4
1999	130	0.0%	\$7,502,433	4.0%	\$57,711	4.0%	33.3	5.4
2000	152	16.9%	\$8,916,914	18.9%	\$58,664	1.7%	33.7	5.5
2001	151	-0.7%	\$9,139,418	2.5%	\$60,526	3.2%	34.7	6.6
2002	150	-0.7%	\$10,933,360	19.6%	\$72,889	20.4%	35.5	7.5
2003	150	0.0%	\$11,286,365	3.2%	\$75,242	3.2%	36.6	8.4
2004	148	-1.3%	\$11,421,880	1.2%	\$77,175	2.6%	37.6	9.5
2005	181	22.3%	\$13,225,400	15.8%	\$73,069	-5.3%	36.9	8.6
2006	179	-1.1%	\$13,474,588	1.9%	\$75,277	3.0%	37.9	9.6
2007	179	0.0%	\$15,836,354	17.5%	\$88,471	17.5%	38.9	10.6
2008	177	-1.1%	\$16,698,764	5.4%	\$94,343	6.6%	39.9	11.6
2009	176	-0.6%	\$17,096,202	2.4%	\$97,138	3.0%	40.9	12.6
2010	211	19.9%	\$19,715,070	15.3%	\$93,436	-3.8%	39.5	11.5
2011	206	-2.4%	\$19,711,694	0.0%	\$95,688	2.4%	40.7	12.6
2012	231	12.1%	\$23,669,619	20.1%	\$102,466	7.1%	39.6	12.0
2013	222	-3.9%	\$19,904,363	-15.9%	\$89,659	-12.5%	40.3	12.6
2014	250	12.6%	\$20,814,621	4.6%	\$83,258	-7.1%	39.1	11.6
2015	237	-5.2%	\$19,940,052	-4.2%	\$84,135	1.1%	39.5	12.0

\*Based on salary used for benefits prior to year 2012. Effective 2013, only base salary, holiday pay and clothing allowance are recorded in salary.

**Distribution of Active Members by Age and by Years of Service  
 As of June 30, 2015**

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.
Under 25	0 \$0	0 \$0	5 \$57,962	0 \$0	2 \$62,741	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	7 \$59,328
25-29	0 \$0	0 \$0	19 \$57,962	0 \$0	17 \$63,305	6 \$69,900	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	42 \$61,830
30-34	0 \$0	0 \$0	10 \$57,962	0 \$0	9 \$62,465	18 \$70,758	6 \$80,161	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	43 \$67,359
35-39	0 \$0	1 \$42,933	1 \$57,962	0 \$0	2 \$62,741	6 \$68,555	7 \$76,687	2 \$77,913	0 \$0	0 \$0	0 \$0	0 \$0	19 \$70,018
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	15 \$79,435	15 \$85,324	0 \$0	0 \$0	0 \$0	0 \$0	30 \$82,380
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	5 \$77,740	26 \$94,845	25 \$111,270	2 \$146,678	0 \$0	0 \$0	58 \$102,237
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$77,282	6 \$89,857	12 \$115,704	9 \$126,934	0 \$0	0 \$0	28 \$112,403
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	3 \$99,585	4 \$120,034	3 \$124,604	0 \$0	0 \$0	10 \$115,270
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
65 & Over	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
Total	0 \$0	1 \$42,933	35 \$57,962	0 \$0	30 \$62,978	30 \$70,146	34 \$78,685	52 \$91,145	41 \$113,423	14 \$129,255	0 \$0	0 \$0	237 \$84,135

## SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

### I. Valuation Date

The valuation date is June 30th of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

### II. Actuarial Cost Method

The actuarial valuation uses the Entry Age Normal actuarial cost method. Under this method, the employer contribution rate is the sum of (i) the employer normal cost rate, and (ii) a rate that will amortize the unfunded actuarial accrued liability (UAAL).

1. First, the actuarial present value of future benefits is determined by discounting the projected benefits for each member back to the valuation date using the assumed investment return rate as the discount rate. For active members, the projected benefits are based on the member's age, service, sex and compensation, and based on the actuarial assumptions. The calculations take into account the probability of the member's death, disability, or termination of employment prior to becoming eligible for a retirement benefit, as well as the possibility of the member will remain in service and receive a service retirement benefit. Future salary increases are anticipated. The present value of the expected benefits payable to all active members is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits. Liabilities for future members are not included.
2. The employer contributions required to support the benefits are determined as a level percentage of salary, and consist of a normal contribution and an amortization contribution.
3. The normal contribution is determined using the Entry Age Normal method. Under this method, a calculation is made to determine the rate of contribution which, if applied to the compensation of each individual member during the entire period of anticipated covered service, would be required to meet the cost of all benefits payable on his behalf. The salary-weighted average of these rates is the normal cost rate. This calculation reflects the plan provisions that apply to each individual member.
4. The employer normal cost rate is equal to (i) the normal cost rate, minus (ii) the member contribution rate.
5. The actuarial accrued liability is equal to the present value of all benefits less the present value of future normal costs. The unfunded actuarial accrued liability (UAAL) is then determined as (i) the actuarial accrued liability, minus (ii) the actuarial value of assets.

6. The amortization contribution rate is the level percentage of payroll required to reduce the UAAL to zero over the remaining amortization period. The employer contribution rate determined by this valuation will not be effective until two years after the valuation date. The determination of the contribution rate reflects this deferral. The amortization payment for the applicable fiscal year is first determined based on the individual amortization bases. The covered payroll is projected forward for two years, and we then determine the amortization rate by dividing the amortization payment by the projected payroll. Contributions are assumed to be made monthly throughout the year.
  - (a) The UAAL was initially being amortized over the remainder of a closed 30-year period from June 30, 1999. In conjunction with The Rhode Island Retirement Security Act of 2011, the amortization period was reset to 25 years as of June 30, 2010 for the UAAL that existed at that time. New gains and losses each year will be amortized over individual 20 year periods. At any time that the System is in an overfunded status, the amortization schedule will be a rolling 20 year amortization of any surplus.

### III. Actuarial Value of Assets

The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

### IV. Actuarial Assumptions

#### A. Economic Assumptions

1. Investment return: 7.50% per year, compounded annually, composed of an assumed 2.75% inflation rate and a 4.75% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.

2. Salary increase rate: The sum of (i) a 3.75% wage inflation assumption (composed of a 2.75% price inflation assumption and a 1.00% additional general increase), and (ii) a service-related component as shown below:

Years of Service	Service-Related Component	Total Increase
0	4.25%	8.00%
1	4.00	7.75
2	4.00	7.75
3	8.00	11.75
4	5.00	8.75
5	3.25	7.00
6	1.25	5.00
7	1.25	5.00
8	1.00	4.75
9	1.00	4.75
10-14	0.75	4.50
15-19	0.50	4.25
20-24	0.25	4.00
25&up	0.00	3.75

Salary increases are assumed to occur once a year, on July 1. Therefore the pay used for the period between the valuation date and the first anniversary of the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption.

3. Payroll growth rate: In the amortization of the unfunded frozen liability, payroll is assumed to increase 3.75% per year. This assumption includes no allowance for future membership growth.
4. Post-retirement Benefit Increase: Post-retirement benefit increases are assumed to be 2.2%, per annum, while the plan has a funding level that exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first such COLA will be applicable in Calendar Year 2017. As of June 30, 2015, it is assumed that the COLAs will be suspended for 12 years due to the current funding level of the plans. The actual amount of the COLA is determined based on 50% of the plan's five-year average investment rate of return minus 5.5% which will range from zero to 4.0%, and 50% of the lesser of 3% or last year's CPI-U increase for a total maximum increase of 3.50%.

B. Demographic Assumptions

1. Post-termination mortality rates
  - a. Healthy males – 115% of RP-2000 Combined Healthy for Males with White Collar adjustments, projected with Scale AA from 2000.
  - b. Healthy females - 95% of RP-2000 Combined Healthy for Females with White Collar adjustments, projected with Scale AA from 2000.
  - c. Disabled males – 60% of the PBGC Table Va for disabled males eligible for Social Security disability benefits
  - d. Disabled females – 60% of the PBGC Table VIa for disabled females eligible for Social Security disability benefits.
2. Pre-retirement mortality: 75% of the RP-2000 Combined tables with white-collar adjustment for males and females. 15% of active member deaths are occupational.
3. Disability rates – Rates are applied, with 75% of disabilities considered work related, and no recoveries assumed once disabled:

Age	Rate
20	0.12%
25	0.17
30	0.22
35	0.29
40	0.44
45	0.72
50	1.21

Disabilities that are not work-related are assumed to result in a refund. The disability rates for non work-related causes stop once the member is eligible for retirement.

4. Termination rates – None

5. Retirement rates – State police are assumed to retire in accordance with the probabilities as shown below. For Employees hired before July 1, 2007 and whose first eligibility to retire is after June 30, 2012, the normal retirement rate in their first year of eligibility is increased by 10% for each year of service greater than 20 at which they first become eligible to retire due to the change in the accrual rate for service credit earned after June 30, 2012. Any member of the State police, other than the superintendent of State police may retire at any time subsequent to the date the member’s retirement allowance equals or exceeds 50% of average compensation, provided that a member shall retire upon the first to occur of (i) the date the member’s retirement allowance equals 65%; or (ii) the later of the attainment of age 62 or completion of 5 years of service. However, any current member as of June 30, 2012 who has not accrued 50% upon attaining the age of 62 shall retire upon accruing 50%. 100% are assumed to retire at the attainment of a 65% benefit multiplier if still active.

State Police Employed Before July 1, 2007	
Service	Ret. Rate
20	25.0%
21	15.0%
22	10.0%
23	20.0%
24+	30.0%

State Police Employed On or After July 1, 2007	
Service	Ret. Rate
25	35.0%
26	25.0%
27	20.0%
28	30.0%
29+	40.0%



C. Other Assumptions

1. Percent married: 85% of employees are assumed to be married.
2. Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.
3. Remarriage: It is assumed that no surviving spouse will remarry and there will be no children's benefit.
4. Investment and administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.
5. Overtime: Members eligible for overtime are assumed to work and contribute on 400 hours of overtime during their final averaging period.

V. Participant Data

Participant data was supplied in electronic files for active and retired members. The data for active members included birth date, sex, service, salary and employee contribution account balance. For retired members and beneficiaries, the data included date of birth, sex, spouse's date of birth (where applicable), amount of monthly benefit, date of retirement, and a form of payment code.

## Summary of Benefit Provisions

1. Effective Date and Authority: The State Police Retirement Benefits Trust (SPRBT) became effective on July 1, 1989 for State police officers originally hired on or after July 1, 1987. Benefits are described in Rhode Island General Laws, Title 42, Chapter 28.
2. Plan Year: A twelve-month period ending June 30th.
3. Administration: The State Police Retirement Benefits Trust is administered by the State of Rhode Island Retirement Board. However, the State Treasurer is responsible for the investment of the trust assets, including the establishment of the asset allocation policy. Assets are commingled for investment purposes with those of the Employees' Retirement System of Rhode Island and various other plans and programs.
4. Type of Plan: The State Police Retirement Benefits Trust is a qualified governmental defined benefit retirement plan. For Governmental Accounting Standards Board purposes, it is a single-employer plan.
5. Eligibility: All State police officers, and the Superintendent of State Police, hired on or after July 1, 1987, participate in this plan. Benefits for State police officers hired before July 1, 1987 are being paid by the State from the general assets of the State, on a pay-as-you-go basis. Eligible employees become members at their date of employment.
6. Salary for Contribution Purposes: Salary includes the member's base earnings plus any payments under a regular longevity or incentive plan. Salary excludes, unused sick and vacation leave, severance pay, and other extraordinary compensation. Members may contribute on up to 400 hours of overtime during their final averaging period to be included in the determination of their benefit. Certain amounts that are excluded from taxable wages, such as amounts sheltered under a Section 125 plan or amounts picked up by the employer under IRC Section 414(h), are not excluded from salary.
7. Employee Contributions: State police officers contribute 8.75% of their salary per year. The State "picks up" the members' contributions for its employees under the provisions of Internal Revenue Code (IRC) Section 414(h).

8. Employer Contributions: The State contributes an actuarially determined percentage of the member's annual salary. Contributions determined in a given actuarial valuation go into effect two years after the actuarial valuation.
9. Service: Employees receive credit for service while a member. In addition, a member may purchase credit for certain periods by making an additional contribution to purchase the additional service. Special rules and limits govern the purchase of additional service and the contribution required.
10. Final Salary (Salary for Benefit Purposes): Final Salary includes base pay, longevity increases, up to 400 hours of overtime pay, holiday pay and the member's clothing allowance. For members who work more than 25 years, their Final Salary shall not be more than the Final Salary in the 25<sup>th</sup> year.
11. Final Average Compensation (FAC): For members eligible to retire after June 30, 2012, their FAC will be based on the average of the highest five consecutive years of compensation, which includes base pay, longevity, up to 400 hours of overtime pay and holiday pay.
12. Retirement
  - a. Eligibility:
    - (i) Members other than Superintendent of State Police can retire on or after the attainment of a 50% benefit multiplier.
    - (ii) The Superintendent of State Police may retire on or after age 60 if he has credit for 10 years of service.
  - b. Monthly Benefit:
    - (i) For members hired before June 30, 2007:
      - (1) For members eligible to retire as of June 30, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's first twenty (20) total years, plus three percent (3%) for years after 20. Their monthly benefit will be Final Salary times the benefit multiplier divided by 12.
      - (2) For members who become eligible to retire after July 1, 2012, their benefit multiplier will be two and one half percent (2.5%) for a member's years of service prior to July 1, 2012, plus two percent (2%) for years thereafter. Their monthly benefit will be FAC times the benefit multiplier divided by 12.
    - (ii) For members hired after June 30, 2007: Their benefit multiplier is two percent (2.0%) for all years of service. Their monthly benefit will be FAC times the benefit multiplier divided by 12.

- (iii) The Superintendent of State Police receives a minimum benefit of 50% of FAC. The member also earns an additional 3% of FAC for each year of service in excess of 25.
  - (iv) In no event shall a member's original retirement allowance exceed sixty-five percent (65%) of FAC.
  - (v) Benefits accrued as of June 30, 2012 are protected.
- c. Payment Form: Benefits are paid as a monthly life annuity. There are no optional forms of payment available.
- d. Death benefit: After the death of a retired member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.

### 13. Disability Retirement

- a. Eligibility: A member is eligible if the disability is work-related. (Non work-related disabilities result in a refund.)
- b. Occupational Disability Benefit: 75% of Final Salary.
- c. Payment Form: The disability benefit commences immediately upon the member's retirement. Benefits cease upon recovery or reemployment. Disability benefits are payable as a monthly life annuity. The same provisions that apply upon the death of a retired member apply upon the death of a disabled member.

### 14. Refunds

- a. Eligibility: All members leaving covered employment prior to eligibility for other benefits.
- b. Benefit: A lump-sum payment equal to the sum of his/her employee contributions. No interest is credited on these contributions.

15. Death Benefit of Active Members

- a. Eligibility: Death must have occurred from a service-related cause, or the member must have 10 or more years of service.
- b. Ordinary Benefit: After the death of an active member, if the member was married, a benefit will be paid to the spouse equal to 2.00% of the member's Final Salary for each year of service. There is a minimum benefit of 25% of Final Salary. Benefits are increased one-third for each dependent child. The maximum benefit is 50% of Final Salary. Benefits may not begin before the spouse is age 40 without a dependent child, and benefits stop upon the spouse's death or remarriage. Effective July 1, 2012, death benefits will be based on FAC, and not Final Salary.
- c. Duty-related Death Benefit: 75% of Final Salary, paid to the spouse or other dependent relative. Benefits cease when the spouse or other relatives die or are no longer dependent.

16. Post-retirement Benefit Increase:

- a. The first COLA will be granted at the later of age 55 and the member's third anniversary of retirement for retirees as of June 30, 2012 and the later of SSNRA and the member's third anniversary of retirement for all other current and future retirees.
- b. Effective July 1, 2012, the following provisions will apply to all members:
  - (i) The COLA will be suspended for all state employees, teachers, BHDDH nurses, correctional officers, judges and state police until the aggregate funding level of their plans exceeds 80%; however, an interim COLA will be granted in four-year intervals while the COLA is suspended. The first interim COLA may begin January 1, 2017.
  - (ii) Effective July 1, 2015, the COLA is determined based on 50% of the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%, plus 50% of the lesser of 3.0% or last year's CPI-U increase for a total maximum increase of 3.50%. Previously, it was the plan's five-year average investment rate of return less 5.5% limited to a range of 0.0% to 4.0%
  - (iii) The COLA will be limited to the first \$25,000 of the member's annual pension benefit. For retirees and beneficiaries who retired on or before July 1, 2015, years in which a COLA is payable based on the every fourth year provision described in (i) above will be limited to the first \$30,000. These limits will be indexed annually to increase in the same manner as COLAs, with the known

values of \$25,000 for 2013, \$25,000 for 2014, \$25,168 for 2015, \$25,855 for 2016, and \$26,098 for 2017.

- c. In addition to the increases described in section (b) above, there will be a one-time 2% COLA paid in FY2016 on the first \$25,000 of pension benefit for all retirees and beneficiaries who retired on or before June 30, 2012. There will also be two one-time stipends of \$500 payable in FY2016 and FY2017 to retirees and beneficiaries who retired on or before June 30, 2015.

## Glossary

**Actuarial Accrued Liability (AAL):** That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

**Actuarial Assumptions:** Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment and administrative expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

**Actuarial Cost Method or Funding Method:** A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ARC.

**Actuarial Gain or Actuarial 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. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the Fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will shorten the time required for funding of the actuarial balance sheet deficiency while actuarial losses will lengthen the funding period.

**Actuarially Equivalent:** Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.

**Actuarial Present Value (APV):** The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

- a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)
- b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
- c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

**Actuarial Present Value of Future Plan Benefits:** The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would be provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation:** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB 67, such as the funded ratio and the ADC.

**Actuarial Value of Assets or Valuation Assets:** The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ADC.

**Actuarially Determined:** Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.



**Amortization Method:** A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.

**Amortization Payment:** That portion of the pension plan contribution or ARC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

**Actuarially Determined Contribution (ADC):** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, calculated to systematically fund the Plan following the funding policy adopted by the Plan. The ADC consists of the Employer Normal Cost and the Amortization Payment.

**Closed Amortization Period:** A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

**Decremets:** Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.

**Defined Benefit Plan:** A retirement plan that is not a Defined Contribution Plan. Typically a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

**Defined Contribution Plan:** A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

**Employer Normal Cost:** The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

**Experience Study:** A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

**Funded Ratio:** The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA.

**Funding Period or Amortization Period:** The term “Funding Period” is used in two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ARC. This funding period is chosen by the Board of Trustees. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on the statutory employer contribution rate, and assuming no future actuarial gains or losses.

**GASB:** Governmental Accounting Standards Board.

**GASB 67 and GASB 68:** Governmental Accounting Standards Board Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

**Normal Cost:** That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

**Open Amortization Period:** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set

as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

***Unfunded Actuarial Accrued Liability:*** The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

***Valuation Date or Actuarial Valuation Date:*** The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.