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City of Lincoln Police and Fire Pension Fund

**Actuarial Valuation Report
as of August 31, 2023**





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January 17, 2024

The City Council
City of Lincoln
575 South 10th Street, Suite 4401
Lincoln, NE 68508

Re: City of Lincoln Police and Fire Pension Fund

Dear Council Members:

At your request, we have performed an actuarial valuation of the City of Lincoln Police and Fire Pension Fund as of August 31, 2023 to determine the actuarial contribution for the fiscal year ending August 31, 2025. The major findings of the valuation are contained in this report which reflects the benefit provisions in effect as of August 31, 2023. There were no changes to the benefit provisions from the prior valuation. However, there were several changes to the actuarial assumptions as a result of the completion of an experience study covering the four-year period ending August 31, 2022. All of the recommended assumptions were adopted by the City, and the new set of assumptions is first used in this valuation. The net impact of the assumption changes was an increase in both the unfunded actuarial accrued liability and the actuarial contribution rate.

In preparing this report, we relied, without audit, on information (some oral and some written) supplied by the Plan's staff. This information includes, but is not limited to, plan provisions, member data and financial information. We found this information to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete, our results may be different, and our calculations may need to be revised.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the necessary results. The valuation results summarized in this report involve actuarial calculations that require the use of many assumptions about future events. The assumptions are adopted by the City after consultation with the actuary. We believe that the assumptions and methods used in this report are reasonable and appropriate for the purpose for which they have been used. While the valuation is based on an array of individually reasonable



assumptions, other assumption sets may also be reasonable, and valuation results based on those assumptions could be materially different. No single set of assumptions is uniquely correct, but rather there is a range of reasonable assumptions. Actuarial valuations do not affect the ultimate cost of Plan benefits, only the timing of contributions.

Future actuarial results may differ significantly from the current results presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in the plan provisions or applicable law. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not present herein.

Actuarial computations presented in this report are for purposes of determining the recommended funding amounts for the Plan. The calculations have been made on a basis consistent with our understanding of the Plan's funding policy and goals and the plan provisions described in Appendix B of this report. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes. Actuarial computations for the purpose of fulfilling financial accounting requirements for the Plan under Governmental Account Standards No. 67 and No. 68 are provided in a separate report.

This is to certify that the independent consulting actuaries have experience in performing valuations for public retirement systems, the valuation was prepared in accordance with Actuarial Standards of Practice prescribed by the Actuarial Standards Board, and the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement plan and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the Plan.

We, Patrice A. Beckham, FSA, and Bryan K. Hoge, FSA, are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. We are available to answer any questions on the material contained in this report or to provide explanations or further details as may be appropriate.

We herewith submit the following report and look forward to discussing it with you.

Respectfully Submitted,

A handwritten signature in blue ink, reading 'Patrice Beckham' in a cursive script.

Patrice A. Beckham, FSA, EA, FCA, MAAA
Consulting Actuary

A handwritten signature in blue ink, reading 'Bryan K. Hoge' in a cursive script.

Bryan K. Hoge, FSA, EA, FCA, MAAA
Consulting Actuary



SECTION I – EXECUTIVE SUMMARY

OVERVIEW

This report presents the results of the August 31, 2023 actuarial valuation of the City of Lincoln Police and Fire Pension Fund (Plan). The primary purposes of performing a valuation are to:

- disclose asset and liability measures as of the valuation date,
- calculate the actuarially determined employer contribution rate required to fund the Plan for the fiscal year ending two years from the valuation date,
- determine the actual experience of the Plan since the last valuation date,
- assess and disclose the key risks associated with funding the Plan, and
- analyze and report on trends in contributions, assets, and liabilities over the past several years.

The plan provisions and actuarial methods remain unchanged from the prior valuation. However, there were several changes to the actuarial assumptions used in this valuation as the result of an experience study prepared in 2023 that covered the four-year period ending August 31, 2022. All of the recommended changes to the actuarial assumptions, listed below, were adopted by the City and first used in this valuation:

- Increase the inflation assumption from 2.25% to 2.50%;
- Decrease the investment return assumption from 7.30% to 7.00% over a four-year period (7.25% for the 12-month period beginning August 31, 2023, 7.20% for the 12-month period beginning August 31, 2024, 7.10% for the 12-month period beginning August 31, 2025, and 7.00% thereafter);
- Decrease the interest on member contributions from 7.30% to 7.00% over a four-year period using the same step-down as the investment return assumption;
- Increase the general wage increase assumption from 2.75% to 3.00%;
- Increase the payroll growth assumption from 2.75% to 3.00%;
- Adjust the disability rates for members aged 35 and older to better reflect actual observed experience;
- Adjust the retirement rates to better reflect actual observed experience;
- Adjust the termination rates for Police members to better reflect actual observed experience;
- Increase the salary merit assumption by 0.25% for members with less than 20 years of service;
- Change the mortality improvement scale to the MP-2021 Scale; and
- Increase the 13th check increase assumption from 2.25% to 2.50%.

As a result of the assumption changes, including an investment return assumption of 7.25%, the actuarial accrued liability (AAL) increased by \$4.8 million, the actuarial required contribution rate increased by 1.69% of pay, and the employer contribution amount increased by \$1.1 million. The changes to the salary increase assumption and investment return assumption had the most significant impact on the 2023 valuation results. The impact of all assumption changes on the August 31, 2023 valuation results is summarized in the following table (in millions).



SECTION I – EXECUTIVE SUMMARY

	Prior Assumptions	Current Assumptions	Difference
Actuarial Accrued Liability (AAL)	\$396.3	\$401.1	\$4.8
Actuarial Value of Assets (AVA)	<u>320.7</u>	<u>320.7</u>	<u>0.0</u>
Unfunded AAL (UAAL)	\$ 75.6	\$ 80.4	\$4.8
Funded Ratio	80.9%	80.0%	(0.9%)
Normal Cost Rate	16.18%	17.53%	1.35%
UAAL Amortization Rate	<u>10.18%</u>	<u>10.52%</u>	<u>0.34%</u>
Actuarial Determined Contribution Rate	26.36%	28.05%	1.69%
Effective Employee Contribution Rate	<u>(7.85%)</u>	<u>(7.85%)</u>	<u>0.00%</u>
Employer Actuarial Contribution Rate	18.51%	20.20%	1.69%
Employer Contribution Amount for Fiscal Year 2024-2025	\$11.4	\$12.5	\$1.1

Note: the increase in the UAAL is amortized over a closed 20-year period.

The valuation results provide a “snapshot” view of the Plan’s financial condition on August 31, 2023. Overall, the valuation results indicated net unfavorable experience as shown in the following table:

	8/31/2023 Valuation	8/31/2022 Valuation
Unfunded Actuarial Accrued Liability	\$ 80,419,491	\$ 69,030,442
Funded Ratio (Actuarial Assets)	80.0%	81.6%
Actuarially Determined Employer Contribution Rate	20.20%	18.26%
Estimated Covered Payroll	\$ 58,717,009	\$ 53,619,291
City Contribution for Following Fiscal Year	\$ 12,462,426	\$ 10,453,600

As a result of the unfavorable experience and the updated actuarial assumptions, the dollar amount of the City’s contribution for fiscal year 2025 is \$12,462,426 compared to \$10,453,600 for fiscal year 2024.

The rate of return on the market value of assets for the year ending August 31, 2023 was 5.8%, as reported by the City, which is below the assumed return of 7.30% (the investment return assumption used in the 2022 actuarial valuation). Due to the combined impact of unfavorable asset experience in fiscal year 2023 and the scheduled recognition of the deferred investment experience from the prior four years, the return on the actuarial or smoothed value of assets was about 6.7%. Since this return is lower than the investment return assumption of 7.30% for fiscal year 2023, it generated an experience loss of \$1.7 million on the actuarial value of assets.



SECTION I – EXECUTIVE SUMMARY

Unfavorable net experience on the actuarial accrued liabilities generated an experience loss of \$6.2 million, primarily due to salary increases that were larger than expected based on the actuarial assumptions. The aggregate experience loss (both assets and liabilities) was \$7.9 million. A detailed analysis of the change in the unfunded actuarial accrued liability from August 31, 2022 to August 31, 2023 can be found on page 5.

ASSETS

As of the valuation date, the Plan had total assets of \$312.2 million, when measured on a market value basis. This represents an increase of \$11.0 million from the August 31, 2022 value of \$301.2 million. The market value of assets is not used directly in the actuarial valuation because of the volatility of market returns. An asset valuation method, which smoothes the effect of market fluctuations, is used to determine the value of assets used in the valuation (called the “actuarial value of assets”). Differences between the dollar amount of the actual and assumed return on the market value of assets are recognized equally over a five-year period.

See Table 3 for a detailed development of the actuarial value of assets. The components of the change in the market and actuarial value of assets for the Plan (in millions) are set forth in the following table.

	Market Value (\$M)	Actuarial Value (\$M)
Assets, August 31, 2022	\$301.2	\$306.4
• City and Member Contributions*	15.0	15.0
• Benefit Payments and Refunds	(20.6)	(20.6)
• Administrative Expenses	(0.6)	(0.6)
• Investment Income, Net of Expenses	<u>17.2</u>	<u>20.5</u>
Assets, August 31, 2023	\$312.2	\$320.7
Estimated Rate of Return, Net of Expenses	5.8%	6.7%

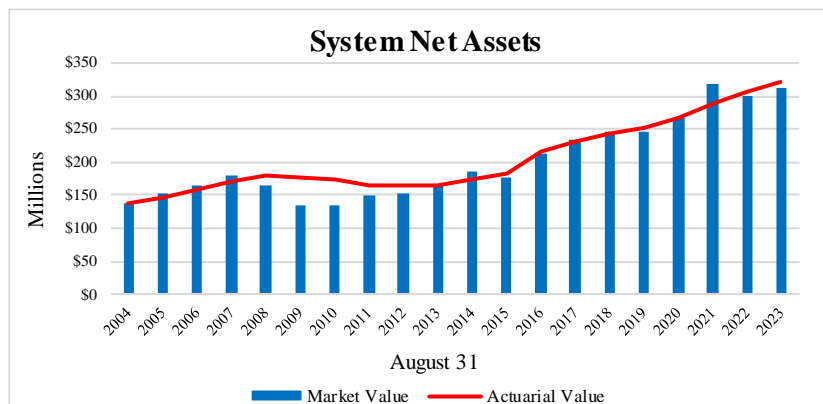
*Includes service purchases

The rate of return, measured on the market value of assets, was 5.8%, as reported by the City. Due to the combined impact of unfavorable asset experience for fiscal year 2023 and the scheduled recognition of the deferred investment experience from the prior four years, the return on the actuarial or smoothed value of assets was about 6.7%. Since this return is lower than the investment return assumption of 7.30% for FY 2023, it generated an experience loss of \$1.7 million on the actuarial value of assets. Due to the asset smoothing method, the actuarial value of assets exceeds the market value of assets by \$8.5 million. This differential of \$8.5 million (a net deferred



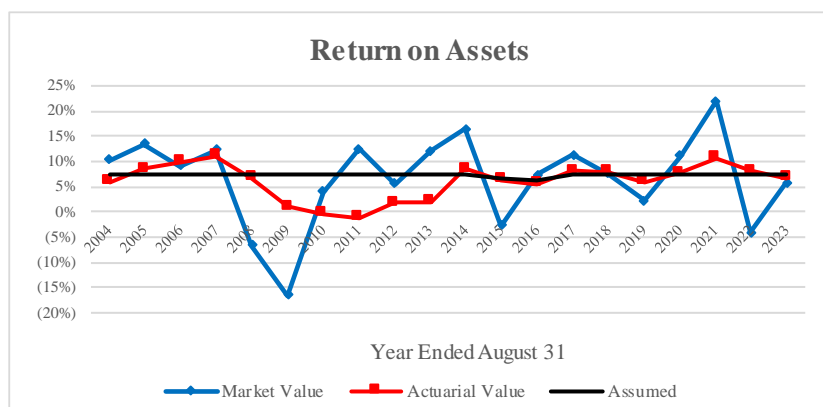
SECTION I – EXECUTIVE SUMMARY

investment loss) will flow through the asset smoothing method and be recognized over the next four years.



The actuarial value of assets has been both above and below the market value over this period. This is to be expected when using an asset smoothing method.

Note: Results for years before 2015 were prepared by the prior actuary.



The rate of return on the actuarial value of assets has been less volatile than the market value return, which is the key reason for using an asset smoothing method.

Note: Results for years before 2015 were prepared by the prior actuary.

LIABILITIES

The actuarial accrued liability is that portion of the present value of future benefits that will not be paid by future employer normal costs or member contributions. The difference between this liability and the asset value at the same date is referred to as the unfunded actuarial accrued liability. The unfunded actuarial accrued liability will be reduced if the employer's contributions exceed the employer's normal cost for the year and interest on the previous balance of the unfunded actuarial accrued liability. Benefit improvements, experience gains and losses, and changes in actuarial assumptions and procedures will also impact the total actuarial accrued liability and the unfunded portion thereof.

The Unfunded Actuarial Accrued Liability for the Plan as of August 31, 2023 is:

Actuarial Accrued Liability	\$401,094,971
Actuarial Value of Assets	320,675,480
Unfunded Actuarial Accrued Liability	<u>\$ 80,419,491</u>



SECTION I – EXECUTIVE SUMMARY

Between August 31, 2022 and August 31, 2023, the components of the change in the UAAL for the Plan are shown in the following table:

	<u>\$ millions</u>
Unfunded Actuarial Accrued Liability, August 31, 2022	\$69.0
• Effect of contributions above the actuarial rate	(0.4)
• Expected change due to amortization payment	(0.3)
• Investment experience	1.7
• Liability experience*	6.2
• Assumption changes	4.8
• Other experience	<u>(0.6)</u>
Unfunded Actuarial Accrued Liability, August 31, 2023	\$80.4

* Liability loss is about 1.53% of total actuarial accrued liability.

The aggregate experience loss of \$7.9 million for the last plan year was the combined result of an experience loss of \$6.2 million on Plan liabilities and an experience loss of \$1.7 million on Plan assets (actuarial value). The unfavorable experience on Plan liabilities was primarily due to salary increases that were larger than expected, based on the actuarial assumptions.

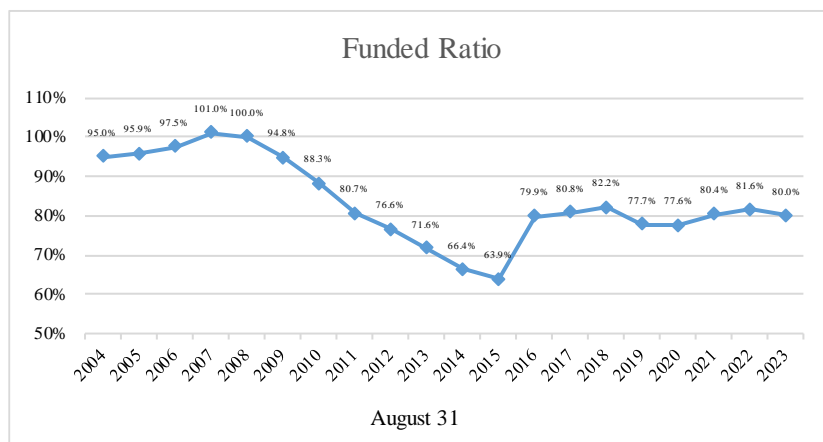
Analysis of the unfunded actuarial accrued liability strictly as a dollar amount can be misleading. Another way to evaluate the unfunded actuarial accrued liability and the progress made in its funding is to track the funded status, the ratio of the actuarial value of assets to the actuarial accrued liability. This information for recent years is shown in the following table (in millions). Historical information is shown in the graph on the following page. Note that the funded ratio does not indicate whether or not the Plan has sufficient funds to settle all current obligations, nor is it necessarily indicative of the need for, or amount of, future funding.

	8/31/19	8/31/20	8/31/21	8/31/22	8/31/23
Actuarial Accrued Liability (\$M)	\$325.1	\$343.1	\$358.6	\$375.5	\$401.1
Actuarial Value of Assets (\$M)	\$252.7	\$266.1	\$288.2	\$306.4	\$320.7
Unfunded AAL*	\$72.4	\$77.0	\$70.4	\$69.0	\$80.4
Funded Ratio (Actuarial Assets/AAL)	77.7%	77.6%	80.4%	81.6%	80.0%
Actuarial Accrued Liability (\$M)	\$325.1	\$343.1	\$358.6	\$375.5	\$401.1
Market Value of Assets (\$M)	\$246.3	\$267.2	\$318.9	\$301.2	\$312.2
Unfunded AAL*	\$78.8	\$75.9	\$39.7	\$74.2	\$88.9
Funded Ratio (MVA/AAL)	75.8%	77.9%	88.9%	80.2%	77.8%

* Numbers may not add due to rounding.



SECTION I – EXECUTIVE SUMMARY



From 2007 to 2015, the funded ratio steadily declined due to changes in assumptions, adverse experience, and contributions less than the full actuarial rate. The large improvement in 2016 was due to the merger of the COLA Pool Fund with the general pension fund which resulted in an increase in the investment return assumption.

Note: Results for years prior to 2015 were prepared by prior actuaries.

As mentioned earlier, due to the asset smoothing method there is an \$8.5 million difference between the market and actuarial value of assets. This deferred investment loss will flow through the asset smoothing method over the next four years. If all actuarial assumptions are met in the future and favorable investment experience does not occur, the funded ratio will decrease as the asset smoothing method recognizes the deferred investment loss. If the \$8.5 million deferred asset loss was immediately recognized, the funded ratio would be 77.8%. The Plan's funded status will continue to be heavily dependent on actual investment returns in the future.

CONTRIBUTION RATES

Generally, contributions to the Plan consist of:

- a “normal cost” for the portion of projected liabilities allocated by the actuarial cost method to service of members during the current year; and
- an “unfunded actuarial accrued liability contribution” for the excess of the portion of projected liabilities allocated to service to date over the actuarial value of assets.

Contribution rates are computed with the objective of developing costs that are level as a percentage of covered payroll. As a result, even if all assumptions are met and the contribution rate remains constant the dollar amount of contributions is expected to increase as covered payroll increases over time. The contribution rate computed in the August 31, 2023 valuation is used to determine the amount of the city contribution for the fiscal year ending August 31, 2025.

By ordinance, the City is required to contribute the Actuarially Determined Employer Contribution (ADEC), which is the greater of the employer normal cost rate or the sum of the employer normal cost rate and UAAL contribution rate. The dollar amount of the city contribution is determined by multiplying the ADEC rate by expected payroll for the applicable fiscal year plus the projected administrative expenses. Due to a number of factors, the most significant of which were the assumption changes since the prior valuation, the actuarially determined employer contribution



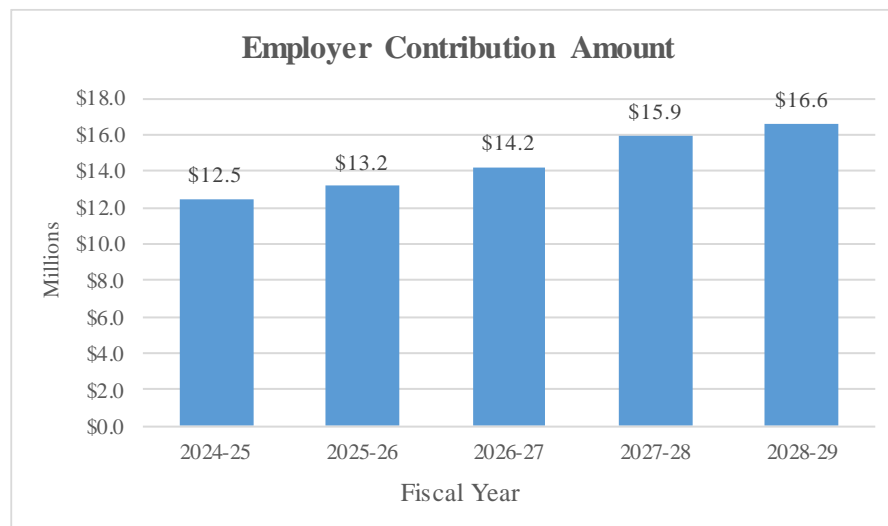
SECTION I – EXECUTIVE SUMMARY

rate increased by 1.94% from the 2022 to the 2023 valuation (see the following table). As a result, the dollar amount of the employer contribution also increased from the 2022 to the 2023 valuation.

Actuarially Determined Contribution Rate	Actuarial Valuation	
	8/31/2023	8/31/2022
1) a. Total Normal Cost	17.53%	16.19%
b. Member Financed	<u>7.85%</u>	<u>7.74%</u>
c. Employer Portion	9.68%	8.45%
(1a) - (1b)		
2) UAAL Contribution	<u>10.52%</u>	<u>9.81%</u>
3) Employer Contribution Rate	20.20%	18.26%
4) Projected Covered Payroll	\$58,717,009	\$53,619,291
5) Actuarial Employer Contribution*	\$12,462,426	\$10,453,600

* Includes administrative expenses. See Table 12 for details.

As the investment return assumption is lowered in the next three valuations, the actuarially determined contribution rate is expected to increase, and therefore so is the dollar amount of the City's contribution. Based on the current valuation results, schedule changes to the investment return assumption, and assuming all actuarial assumptions are met in the future, the estimated City contributions are shown in the following graph:



COMMENTS

The Lincoln City Council passed Lincoln City Ordinance #20495 in May 2017, strengthening the Plan's long-term funding by modifying the amortization policy for the unfunded actuarial accrued liability to use layered amortization with closed amortization periods. The ordinance also requires the City to contribute the full actuarially determined employer contribution (ADEC) as calculated



SECTION I – EXECUTIVE SUMMARY

in the annual actuarial valuation. These changes to the funding policy were intended to improve the Plan's long-term funding, with the goal of accumulating sufficient assets over time to fully finance the future benefits payable to members. If all assumptions are met and the City makes the full contributions as required under the ordinance, the funding policy will result in the Plan reaching fully funded status.

As of August 31, 2023, the actuarial accrued liability of the Plan was \$401.1 million and the actuarial value of assets was \$320.7 million, resulting in a funded ratio of 80.0%, down from the funded ratio of 81.6% in last year's valuation. Using the market value of assets, the funded ratio is 77.8%.

Retirement plans use several mechanisms to create more stability in the contribution levels. These include an asset valuation method, which smoothes out the volatility in the investment returns, and amortization of any actuarial gains or losses over a number of years. The unfunded actuarial accrued liability is amortized using a "layered" approach. Under the Plan's funding policy, a new amortization base equal to the difference between the actual and expected UAAL is created each year and amortized over a closed 20-year period. The intent of this methodology is to mitigate the impact of the actuarial experience (actual versus expected experience) on the actuarial determined contribution rate, thereby creating stability in the contribution rate.

The Plan utilizes an asset smoothing method that recognizes the difference between the expected and actual return over a five-year period. The rate of return on the actuarial value of assets for the plan year ending in 2023 was 6.7%, compared to a 5.8% return on the market value of assets. As of August 31, 2023, the net deferred investment loss (actuarial value less market value of assets) is \$8.5 million which will flow through the asset smoothing method over the next four years. If all actuarial assumptions are met in the future and favorable investment experience does not occur, the funded ratio is expected to decrease as the asset smoothing method recognizes the deferred investment loss.

While the use of an asset smoothing method is a common procedure for public retirement systems, it is important to identify the potential impact of the deferred investment experience. This is accomplished by comparing the key valuation results from the August 31, 2023 actuarial valuation using both the actuarial and market value of assets.



SECTION I – EXECUTIVE SUMMARY

	Using Actuarial Value of Assets	Using Market Value of Assets
Actuarial Accrued Liability (AAL)	\$ 401,094,971	\$ 401,094,971
Asset Value	320,675,480	312,197,770
Unfunded Actuarial Accrued Liability (UAAL)	\$ 80,419,491	\$ 88,897,201
Funded Ratio	80.0%	77.8%
Normal Cost Rate	17.53%	17.53%
UAAL Contribution Rate	<u>10.52%</u>	<u>11.62%</u>
Total Actuarial Contribution Rate	28.05%	29.15%
Member Contribution Rate	<u>(7.85%)</u>	<u>(7.85%)</u>
Employer Actuarial Contribution Rate	20.20%	21.30%

A typical retirement plan faces many different risks. The term “risk” is typically associated with an outcome with undesirable results. However, in the actuarial world risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions each year and that uncertainty, whether favorable or unfavorable, creates risk. Actuarial Standard of Practice Number 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions. Risk evaluation is an important part of managing a defined benefit plan. Please see Section VI of this report for an in-depth discussion of the specific risks facing the City of Lincoln Police and Fire Pension Fund.

A summary of key data elements and valuation results as of August 31, 2023 and August 31, 2022 are presented on the following page. More detail on each of these elements can be found in the following sections of this report.



SECTION I – EXECUTIVE SUMMARY

	8/31/2023 <u>Valuation</u>	8/31/2022 <u>Valuation</u>	% <u>Change</u>
1. PARTICIPANT DATA			
Number of:			
Active Members	607	595	2.0%
DROP Members	44	40	10.0%
Retirees, Disabled Members and Beneficiaries	574	569	0.9%
Inactive Vested Members	26	32	(18.8)%
Refund Due	10	8	25.0%
Total Members	<u>1,261</u>	<u>1,244</u>	1.4%
Projected Salaries for Next Fiscal Year	\$ 57,006,805	\$ 52,184,225	9.2%
Average Projected Salary	\$ 93,916	\$ 87,705	7.1%
Annual Retirement Payments for DROP Members, Disabled Members, Retirees and Beneficiaries	\$ 20,686,814	\$ 19,671,083	5.2%
Average Annual Benefit	\$ 33,474	\$ 32,301	3.6%
2. ASSETS AND LIABILITIES			
a. Total Actuarial Accrued Liability	\$401,094,971	\$375,472,940	6.8%
b. Market Value of Assets	312,197,770	301,227,002	3.6%
c. Actuarial Value of Assets	320,675,480	306,442,498	4.6%
d. Unfunded Actuarial Accrued Liability (a) - (c)	\$ 80,419,491	\$ 69,030,442	16.5%
e. Funded Ratio - Actuarial Value (c) / (a)	80.0%	81.6%	(2.0)%
f. Funded Ratio - Market Value (b) / (a)	77.8%	80.2%	(3.0)%
3. ACTUARIAL CONTRIBUTION RATE			
a. Normal Cost	17.53%	16.19%	8.3%
b. UAAL Amortization	<u>10.52%</u>	<u>9.81%</u>	7.2%
c. Actuarial Determined Contribution Rate (a) + (b)	28.05%	26.00%	7.9%
d. Effective Employee Contribution Rate	<u>(7.85%)</u>	<u>(7.74%)</u>	1.4%
e. Employer Actuarial Contribution Rate (c) - (d)	20.20%	18.26%	10.6%
f. Employer Contribution Amount	\$ 12,462,426	\$ 10,453,600	19.2%



SECTION II – SCOPE OF THE REPORT

This report presents the results of the actuarial valuation of the City of Lincoln Police and Fire Pension Fund as of August 31, 2023. This valuation was prepared at the request of the City.

Please pay particular attention to our actuarial certification letter, where the guidelines employed in the preparation of this report are outlined. We also comment on the sources and reliability of both the data and the actuarial assumptions upon which our findings are based. Those comments are the basis for our certification that this report is complete and accurate to the best of our knowledge and belief.

A summary of the findings which result from this valuation is presented in the previous section. Section III describes the assets and investment experience of the Plan. Sections IV and V describe how the obligations of the Plan are to be met under the actuarial cost method in use. Section VI discloses key maturity measurements and discusses the key risks facing the funding of the Plan. Section VII includes some historical funding and other information.

This report includes several appendices:

- Appendix A Schedules of valuation data classified by various categories of members.
- Appendix B A summary of the current benefit structure, as determined by the provisions of governing law on August 31, 2023.
- Appendix C A summary of the actuarial methods and assumptions used to estimate liabilities and determine contribution rates.
- Appendix D A glossary of actuarial terms.



SECTION III – ASSETS

In many respects, an actuarial valuation can be thought of as an inventory process. The inventory is taken as of the actuarial valuation date, which for this valuation is August 31, 2023. On that date, the assets available for the payment of benefits are appraised. The assets are compared with the liabilities of the Plan, which are generally in excess of assets. The actuarial process then leads to a method of determining the contributions needed by members and the employer in the future to balance the Plan assets and liabilities.

Market Value of Assets

The current market value represents the “snapshot” or “cash-out” value of Plan assets as of the valuation date. In addition, the market value of assets provides a basis for measuring investment performance from time to time. Table 1 is a comparison, at market values, of Plan assets as of August 31, 2023 and August 31, 2022, in total and by investment category. Table 2 summarizes the change in the market value of assets from August 31, 2022 to August 31, 2023.

Actuarial Value of Assets

Neither the market value of assets, representing a “cash-out” value of Plan assets, nor the book value of assets, representing the cost of investments, may be the best measure of the Plan’s ongoing ability to meet its obligations.

To arrive at a suitable value for the actuarial valuation, a technique for determining the actuarial value of assets is used which dampens swings in the market value while still indirectly recognizing market values. Under the asset smoothing methodology, the difference between the actual investment return on the market value of assets and assumed investment return on the market value of assets is recognized evenly over a five-year period.

Table 3 shows the development of the actuarial value of assets (AVA) as of the valuation date.



SECTION III – ASSETS

TABLE 1
STATEMENT OF NET PLAN ASSETS AT MARKET VALUE

	Market Value	
	August 31, 2023	August 31, 2022
Cash & Equivalents	\$ 8,001,649	\$ 5,971,251
Accrued Interest & Dividends	32,073	4,147
Fixed Income Investments	58,491,984	47,092,093
Equity Investments	147,843,023	142,296,549
Alternative Investments	97,829,041	105,862,962
Total Assets	\$ 312,197,770	\$ 301,227,002
Contributions Receivable	\$ 0	\$ 0
Net Assets Available for Benefits	\$ 312,197,770	\$ 301,227,002



SECTION III – ASSETS

TABLE 2

**STATEMENT OF CHANGES IN NET ASSETS
DURING YEAR ENDED AUGUST 31, 2023**
(Market value)

1. Market Value of Assets as of August 31, 2022	\$ 301,227,002
2. Contributions:	
a. Members	\$ 4,228,254
b. City	10,533,904
c. Service Purchases	267,174
d. Total	\$ 15,029,332
3. Investment Income	
a. Interest and Dividends	\$ 3,196,685
b. Realized Gains/(Losses)	13,958,085
c. Short and Long Term Capital Gains	3,153,719
d. Unrealized Gains/(Losses)	(3,144,253)
e. Miscellaneous	1,156
f. Net Investment Income	\$ 17,165,392
4. Expenditures	
a. Refunds of Member Contributions	\$ 462,838
b. Benefits Paid:	
(1) Pension Payments	17,768,462
(2) DROP Payments	2,405,739
(3) Temporary Total Disability	0
c. Administrative Expenses	586,917
d. Total	\$ 21,223,956
5. Changes and Adjustments	\$ 0
6. Net Change (2d) + (3f) - (4d) + (5)	\$ 10,970,768
7. Market Value of Assets as of August 31, 2023	\$ 312,197,770
8. Return on Market Value of Assets, Net of Investment Expenses*	5.8%

* Annual rate of return reported by the City.



SECTION III – ASSETS

TABLE 3
DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

	Year End			
	8/31/2020	8/31/2021	8/31/2022	8/31/2023
1. Asset Value, Beginning of Year	\$ 246,294,314	\$ 267,193,074	\$ 318,905,474	\$ 301,227,002
2. Contributions During Year				
a. Members	\$ 3,576,557	\$ 3,706,959	\$ 3,839,689	\$ 4,228,254
b. City	8,490,046	9,988,807	11,573,047	10,533,904
c. Service Purchases	0	0	465,169	267,174
d. Contributions Receivable	0	0	0	0
e. Total	\$ 12,066,603	\$ 13,695,766	\$ 15,877,905	\$ 15,029,332
3. Benefit Payments and Expenses	\$ 18,079,225	\$ 19,567,528	\$ 20,555,982	\$ 21,223,956
4. Assumed Rate of Return	7.45%	7.40%	7.35%	7.30%
5. Expected Investment Income on (1), (2) and (3)	\$ 18,128,979	\$ 19,558,909	\$ 23,270,681	\$ 21,767,450
6. Actual Return on Market Value, Net of Investment Expenses	\$ 26,911,382	\$ 57,584,162	\$ (13,000,395)	\$ 17,165,392
7. Return to be Spread, End of Year (6) - (5)	\$ 8,782,403	\$ 38,025,253	\$ (36,271,076)	\$ (4,602,058)
8. Return to be Spread				
	Plan Year Ending	Return to be Spread	Unrecognized Percent	Unrecognized Return
	2023	(\$4,602,058)	80%	(\$3,681,646)
	2022	(36,271,076)	60%	(21,762,646)
	2021	38,025,253	40%	15,210,101
	2020	8,782,403	20%	1,756,481
				(\$8,477,710)
9. Total Market Value of Assets as of August 31, 2023				\$312,197,770
10. Total Actuarial Value of Assets as of August 31, 2023 (9) - (8)				\$320,675,480
11. Asset Ratios				
(a) Actuarial Value to Market Value (10) / (9)				102.72%
(b) Market Value to Actuarial Value (9) / (10)				97.36%
12. Return on Actuarial Value of Assets, Net of Expenses				6.7%



SECTION III – ASSETS

TABLE 4

SCHEDULE OF DEFERRED ACTUARIAL VALUE OF ASSETS EXPERIENCE

Plan Year Ended	Gain/(Loss) Deferred to Future Years	Gain/(Loss) to be Recognized in Plan Year Ending			
		2024	2025	2026	2027
8/31/2020	\$1,756,481	1,756,481			
8/31/2021	15,210,101	7,605,051	7,605,050		
8/31/2022	(21,762,646)	(7,254,215)	(7,254,215)	(7,254,216)	
8/31/2023	(3,681,646)	(920,412)	(920,412)	(920,412)	(920,410)
Total	(\$8,477,710)	\$1,186,905	(\$569,577)	(\$8,174,628)	(\$920,410)



SECTION IV – PLAN LIABILITIES

In the previous section, an actuarial valuation was compared with an inventory process, and an analysis was given of the inventory of assets of the City of Lincoln Police and Fire Pension Fund as of the valuation date, August 31, 2023. In this section, the discussion will focus on the commitments (future benefit payments) of the Plan, which are referred to as its liabilities.

Table 5 contains an analysis of the actuarial present value of all future benefits (PVFB) for contributing members, inactive members, retirees and their beneficiaries.

The liabilities summarized in Table 5 include the actuarial present value of all future benefits expected to be paid with respect to each member. For an active member, this value includes measurement of both benefits already earned and future benefits expected to be earned. For all members, active and retired, the value extends over benefits earnable and payable for the rest of their lives and for the lives of the surviving beneficiaries.

All liabilities reflect the benefit provisions in place as of August 31, 2023.

Actuarial Accrued Liability

A fundamental principle in financing the liabilities of a retirement program is that the cost of its benefits should be related to the period in which benefits are earned, rather than to the period of benefit distribution. An actuarial cost method is a mathematical technique that allocates the present value of future benefits into annual costs. In order to do this allocation, it is necessary for the funding method to “breakdown” the present value of future benefits into two components:

- (1) that which is attributable to the past, and
- (2) that which is attributable to the future.

Actuarial terminology calls the part attributable to the past the “past service liability” or the “actuarial accrued liability”. The portion allocated to the future is known as the present value of future normal costs, with the specific piece of it allocated to the current year being called the “normal cost”. Table 6 contains the calculation of actuarial accrued liability for the Plan. The Entry Age Normal actuarial cost method is used to develop the actuarial accrued liability.



SECTION IV – PLAN LIABILITIES

TABLE 5

**PRESENT VALUE OF FUTURE BENEFITS (PVFB)
AS OF AUGUST 31, 2023**

1. Active Employees	
a. Retirement Benefits	\$ 242,132,596
b. Pre-Retirement Death Benefits	3,393,564
c. Termination Benefits	10,426,064
d. Disability Benefits	6,692,138
e. Total	<u>\$ 262,644,362</u>
2. Inactive Vested Members	\$ 7,153,440
3. Refunds Due	\$ 90,944
4. In Pay Members	
a. Retirees	\$ 159,154,289
b. Disabled Members	21,779,478
c. DROP Members	32,703,781
d. Beneficiaries	10,998,520
e. Total	<u>\$ 224,636,068</u>
5. Total Present Value of Future Benefits (1e) + (2) + (3) + (4e)	\$ 494,524,814



SECTION IV – PLAN LIABILITIES

TABLE 6

**ACTUARIAL ACCRUED LIABILITY
AS OF AUGUST 31, 2023**

1. Active Employees	
a. Present Value of Future Benefits	\$ 262,644,362
b. Present Value of Future Normal Costs	93,429,843
c. Actuarial Accrued Liability	<u>\$ 169,214,519</u>
(1a) - (1b)	
2. Inactive Members	\$ 7,244,384
3. In Pay Members	
a. Retirees	\$ 159,154,289
b. Disabled Members	21,779,478
c. DROP Members	32,703,781
d. Beneficiaries	<u>10,998,520</u>
e. Total	\$ 224,636,068
4. Total Actuarial Accrued Liability	\$ 401,094,971
(1c) + (2) + (3e)	
5. Actuarial Value of Assets	\$ 320,675,480
6. Unfunded Actuarial Accrued Liability	\$ 80,419,491
(4) - (5)	



SECTION IV – PLAN LIABILITIES

TABLE 7

**ACTUARIAL BALANCE SHEET
AS OF AUGUST 31, 2023**

ASSETS

Actuarial Value of Assets	\$ 320,675,480
Present Value of Future Normal Costs	\$ 93,429,843
Present Value of Future Payments on the Unfunded Actuarial Accrued Liability	<u>\$ 80,419,491</u>
Total Assets	<u><u>\$ 494,524,814</u></u>

LIABILITIES

Active Employees:		
a. Retirement Benefits	\$ 242,132,596	
b. Pre-Retirement Death Benefits	3,393,564	
c. Termination Benefits	10,426,064	
d. Disability Benefits	<u>6,692,138</u>	
e. Total		\$ 262,644,362
Inactive Members		\$ 7,244,384
In Pay Members		
a. Retirees	\$ 159,154,289	
b. Disabled Members	21,779,478	
c. DROP Members	32,703,781	
d. Beneficiaries	<u>10,998,520</u>	
e. Total		<u>\$ 224,636,068</u>
Total Liabilities		<u><u>\$ 494,524,814</u></u>



SECTION IV – PLAN LIABILITIES

TABLE 8
ACTUARIAL GAIN/(LOSS)

Liabilities

1. Actuarial Accrued Liability as of August 31, 2022	\$ 375,472,940
2. Normal Cost and Service Purchases for Plan Year Ending August 31, 2023	8,041,798
3. Benefit Payments During Plan Year Ending August 31, 2023	(20,637,039)
4. Interest at 7.30%	27,256,591
5. Assumption Changes	4,810,131
6. Expected Actuarial Accrued Liability as of August 31, 2023	\$ 394,944,421
7. Actuarial Accrued Liability as of August 31, 2023	\$ 401,094,971

Assets

8. Actuarial Value of Assets as of August 31, 2022	\$ 306,442,498
9. Contributions During Plan Year Ending August 31, 2023	15,029,332
10. Benefit Payments and Expenses During Plan Year Ending August 31, 2023	(21,223,956)
11. Interest at 7.30%	22,148,181
12. Expected Actuarial Value of Assets as of August 31, 2023	\$ 322,396,055
13. Actuarial Value of Assets as of August 31, 2023	\$ 320,675,480

Gain / (Loss)

14. Expected Unfunded Actuarial Accrued Liability (6) – (12)	\$ 72,548,366
15. Unfunded Actuarial Accrued Liability (7) – (13)	\$ 80,419,491
16. Actuarial Gain / (Loss) (14) – (15)	\$ (7,871,125)
17. Actuarial Gain / (Loss) on Actuarial Value of Assets (13) – (12)	\$ (1,720,575)
18. Actuarial Gain / (Loss) on Actuarial Accrued Liability (6) – (7)	\$ (6,150,550)



SECTION IV – PLAN LIABILITIES

TABLE 9

GAIN/(LOSS) BY SOURCE

The purpose of conducting an actuarial valuation of a retirement plan is to estimate the costs and liabilities for the benefits expected to be paid from the plan, to determine the annual level of contribution for the current plan year that should be made to support these benefits and, finally, to analyze the plan's experience. The costs and liabilities of this retirement plan depend not only upon the benefit formula and plan provisions but also upon factors such as the investment return on the Fund, mortality rates among active and retired members, withdrawal and retirement rates among active members, rates at which salaries increase, and the rate at which the 13th check increases.

The actuarial assumptions employed as to these and other contingencies in the current valuation are set forth in Appendix C of this report.

Since the overall results of the valuation will reflect the choice of assumptions made, periodic studies of the various components compromising the plan's experience are conducted in which the experience for each component is analyzed in relation to the assumption used for that component (experience study). This summary is not intended to be an actual "experience study", but rather an analysis of sources of gain and loss in the past plan year.

Gain/(Loss) By Source

The Plan experienced a net actuarial loss on liabilities of \$6,151,000 during the plan year ended August 31, 2023 and an actuarial loss on assets of \$1,721,000. The aggregate actuarial loss was \$7,871,000. The major components of this aggregate actuarial experience loss are shown below:

Liability Sources	<u>Gain/(Loss)</u>
Salary Increases	(6,203,000)
Mortality	923,000
Terminations	(311,000)
Retirements	258,000
Disability	(131,000)
New Entrants/Rehires	(332,000)
13 th Check	(102,000)
Miscellaneous	<u>(253,000)</u>
Total Liability Gain/(Loss)*	(6,151,000)
Asset Gain/(Loss)	(1,721,000)
Net Actuarial Gain/(Loss)	(7,871,000)

* Liability loss is about 1.53% of total actuarial accrued liability.



SECTION V – EMPLOYER CONTRIBUTIONS

The previous two sections were devoted to a discussion of the assets and liabilities of the Plan. A comparison of Tables 3 and 5 indicates that current assets (actuarial value) fall short of meeting the present value of future benefits (total liability). This is expected in all but a completely closed fund, where no further contributions are anticipated. In an active Plan, there will almost always be a difference between the actuarial value of assets and total liabilities. This deficiency has to be made up by future contributions and investment returns. An actuarial valuation sets out a schedule of future contributions that will deal with this deficiency in an orderly fashion.

The method used to determine the incidence of the contributions in various years is called the actuarial cost method. Under an actuarial cost method, the contributions required to meet the difference between current assets and current liabilities are allocated each year between two elements: (1) the normal cost rate and (2) the unfunded actuarial accrued liability contribution rate.

The term “fully funded” is often applied to a Plan in which contributions at the normal cost rate are sufficient to pay for the benefits of existing employees as well as for those of new employees. More often than not, Plans are not fully funded, either because of past benefit improvements that have not been completely funded or because actuarial deficiencies have occurred when experience has not been as favorable as anticipated. Under these circumstances, an unfunded actuarial accrued liability (UAAL) exists. Likewise, when the actuarial value of assets is greater than the actuarial accrued liability, a surplus exists.

Description of Contribution Rate Components

The Entry Age Normal (EAN) actuarial cost method is used for the valuation. Under that method, the normal cost for each year from entry age to assumed exit age is a constant percentage of the member’s year by year projected compensation. The portion of the present value of future benefits not provided by the present value of future normal costs in the actuarial accrued liability. The unfunded actuarial accrued liability represents the difference between the actuarial accrued liability and the actuarial value of assets as of the valuation date. The unfunded actuarial accrued liability is calculated each year and reflects experience gains/losses.

In general, contributions are computed in accordance with a level percent-of-payroll funding objective. The funding policy for the Plan, which determines the City’s contribution, can be found in Appendix B of Chapter 2.62 in the Lincoln Municipal Code. The contribution rate developed in the August 31, 2023 actuarial valuation will be used to determine the dollar amount of the actuarially determined employer contribution to the City of Lincoln Police and Fire Pension Fund for fiscal year end 2025. In this context, the term “contribution rate” means the percentage, which is applied to the estimated active member payroll for the applicable plan year to determine the actual employer contribution amount (i.e., in dollars) for the group.

As of August 31, 2023 the actuarial accrued liability was greater than the valuation assets so an unfunded actuarial accrued liability (UAAL) exists. The UAAL is amortized, as a level-percent of payroll, using a layered approach. The existing UAAL as of August 31, 2016 serves as the initial base and is amortized over a closed 30-year period beginning on August 31, 2014 (21 years remaining in this valuation). For each valuation subsequent to August 31, 2016, annual net



SECTION V – EMPLOYER CONTRIBUTIONS

experience gains/losses are amortized over a new, closed 20-year period. Subsequent plan amendments or changes in actuarial assumptions or methods that create a change in the UAAL will be amortized over a demographically appropriate time period selected by the Plan Administrator at the time that the change is reflected in the annual actuarial valuation.

Please note that the use of closed amortization periods, coupled with the City contributing the full actuarial required contribution each year, will result in the Plan being fully funded at the end of the amortization period, if all actuarial assumptions are met. In our opinion, the amortization policy meets the requirements of Actuarial Standard of Practice Number 4.

This approach is intended to promote stable contributions, balance cost among generations of taxpayers and members, and ensure adequate prefunding of benefits. The amortization schedule will fully fund the UAAL within 21 years, and the scheduled payments currently exceed the normal cost plus interest on the UAAL.

Contribution Rate Summary

In Table 10, the amortization payment related to the unfunded actuarial accrued liability, as of August 31, 2023, is developed. Table 11 develops the actuarially determined employer contribution (ADEC) rate.

The actuarial contribution rates shown in this report are based on the actuarial assumptions and cost methods described in Appendix C.



SECTION V – EMPLOYER CONTRIBUTIONS

TABLE 10

DEVELOPMENT OF UNFUNDED ACTUARIAL ACCRUED LIABILITY CONTRIBUTION RATE

We believe the use of the layered amortization policy, with new bases over 20 years and the remainder of the legacy base over 21 years, complies with Actuarial Standard of Practice Number 4. This policy will fully amortize the individual, as well as the total, unfunded actuarial accrued liability within a reasonable timeframe and/or reduce the amount of the UAAL by a reasonable amount within a sufficiently short period.

Amortization Bases	Original Amount	Remaining Payments	Base is Paid Off	Outstanding Balance as of August 31, 2023	Annual Contribution*
2016 UAAL Base	\$ 54,590,515	21	8/31/2044	\$ 56,547,295	\$ 4,055,575
2017 Experience Base	(286,327)	14	8/31/2037	(265,845)	(25,240)
2018 Experience Base	(2,490,622)	15	8/31/2038	(2,359,676)	(212,948)
2019 Experience Base	5,276,186	16	8/31/2039	5,078,948	437,558
2019 Assumption Change Base	13,739,593	16	8/31/2039	13,225,972	1,139,434
2020 Experience Base	2,583,532	17	8/31/2040	2,521,708	208,180
2020 Assumption Change Base	1,831,310	17	8/31/2040	1,787,487	147,566
2021 Experience Base	(8,629,870)	18	8/31/2041	(8,514,287)	(675,805)
2021 Assumption Change Base	1,998,466	18	8/31/2041	1,971,699	156,500
2022 Experience Base	(3,324,286)	19	8/31/2042	(3,306,004)	(253,041)
2022 Assumption Change Base	2,091,838	19	8/31/2042	2,080,334	159,228
2023 Experience Base	6,841,729	20	8/31/2043	6,841,729	506,308
2023 Assumption Change Base	4,810,131	20	8/31/2043	4,810,131	355,964
Total				\$ 80,419,491	\$ 5,999,279

* Amounts reflect mid-year timing. Based on level percentage of payroll, assuming payroll increases 3.00% per year.

1. Total UAAL Amortization Payment	\$ 5,999,279
2. Total Projected Payroll for FY 2023-24	\$ 57,006,805
3. UAAL Amortization Payment as a Percent of Payroll	10.52%



SECTION V – EMPLOYER CONTRIBUTIONS

TABLE 11

ACTUARIALLY DETERMINED EMPLOYER CONTRIBUTION RATE

	Valuation Date	
	8/31/2023	8/31/2022
Normal Cost		
Retirement benefits	14.39%	13.53%
Pre-retirement death benefits	0.44%	0.32%
Termination benefits	1.75%	1.58%
Disability benefits	0.95%	0.76%
Total Normal Cost	17.53%	16.19%
 Total UAAL Amortization Payment	 10.52%	 9.81%
 Actuarial Determined Contribution Rate	 28.05%	 26.00%
Member portion	7.85%	7.74%
City portion	20.20%	18.26%



SECTION V – EMPLOYER CONTRIBUTIONS

TABLE 12

FIVE-YEAR BUDGET REQUEST ESTIMATE

The Employer Contribution Amount, per City Ordinance 20495, requires the City to contribute the Actuarially Determined Employer Contribution Amount plus Administrative Expenses to the Plan.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
		Employer	UAAL	Actuarially	Actuarially		Employer
		Normal Cost	Contribution	Determined	Determined		Contribution
		Rate	Rate	Employer	Employer		Amount
Fiscal	Total			Contribution	Contribution	Admin.	
Year	Payroll*			Rate	Amount	Expenses**	Amount
				(2) + (3)	(1) * (4)		(5) + (6)
2024-25	58,717,009	9.68%	10.52%	20.20%	11,860,836	601,590	12,462,426
2025-26	60,478,519	9.82%	10.93%	20.75%	12,549,293	616,630	13,165,923
2026-27	62,292,875	10.18%	11.65%	21.83%	13,598,535	632,046	14,230,581
2027-28	64,161,661	10.56%	13.28%	23.84%	15,296,140	647,847	15,943,987
2028-29	66,086,511	10.56%	13.55%	24.11%	15,933,458	664,043	16,597,501

Note: Projected employer contribution amounts assume that all actuarial assumptions are met in the future and reflect the expectation that the investment return assumption will decrease incrementally until reaching 7.00% in the August 31, 2026 valuation (which determines the City contribution for FY 2027-2028). Consequently, the assumed return in each year shown in this table varies in accordance with the investment return assumption for that year (so 7.25% for contributions in FY 2024-2025, 7.20% for contributions in FY 2025-2026, 7.10% for contributions in FY 2026-2027 and 7.00% thereafter).

* Total payroll is projected to increase at 3.00% per year for future years.

** Administrative expenses are assumed to increase with price inflation of 2.50% per year.



SECTION VI – RISK CONSIDERATIONS

Actuarial Standards of Practice are issued by the Actuarial Standards Board and are binding on credentialed actuaries practicing in the United States. These standards generally identify what the actuary should consider, document and disclose when performing an actuarial assignment. In September 2017, Actuarial Standard of Practice Number 51, *Assessment and Disclosure of Risk in Measuring Pension Obligations*, (ASOP 51) was issued as final with application to measurement dates on or after November 1, 2018. This ASOP, which applies to funding valuations, actuarial projections, and actuarial cost studies of proposed plan changes, was first applicable for the August 31, 2019 actuarial valuation for the City of Lincoln Police and Fire Pension Fund.

A typical retirement plan faces many different risks, but the greatest risk is the inability to make benefit payments when due. If plan assets are depleted, benefits may not be paid which could create legal and litigation risk or the plan could become “pay as you go”. The term “risk” is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and contribution rates. There are a number of risks inherent in the funding of a defined benefit plan. These include:

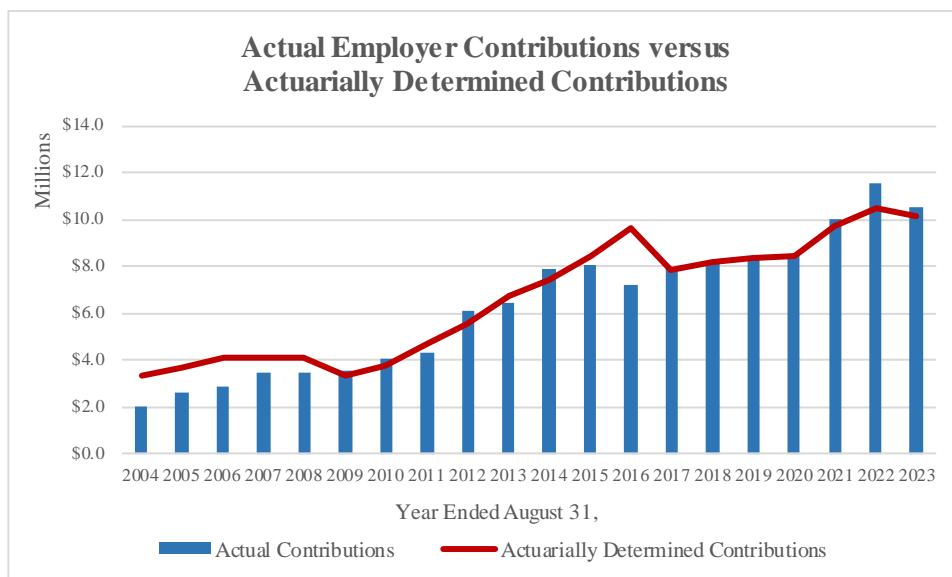
- economic risks, such as investment return and price inflation;
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages;
- contribution risk, i.e., the potential for contribution rates to be higher than expected due to population changes or other factors (note ASOP 51 does not require the actuary to opine on the willingness or ability of the plan sponsor to pay the contribution rate);
- external risks, such as the regulatory and political environment (which are not included in the risks to be assessed under ASOP 51).

Funding Policy

One of the most important factors in the funding of a retirement system is consistently making contributions that are at least equal to the actuarial required contribution. There is a direct correlation between healthy, well-funded retirement plans and consistent contributions at the full actuarial contribution rate each year. For the Lincoln Police and Fire Pension Fund, members contribute a fixed percentage of pay that varies by benefit tier (plan), with most contributing 8.0% under Plan A. The resulting shortfall between the Actuarial Determined Contribution Rate and the effective member contribution rate is the City’s obligation. Actual City contributions have been less than the full actuarial contribution in 9 of the last 20 years, as shown in the following graph, with the greatest shortfall occurring during FY 2015-2016.



SECTION VI – RISK CONSIDERATIONS



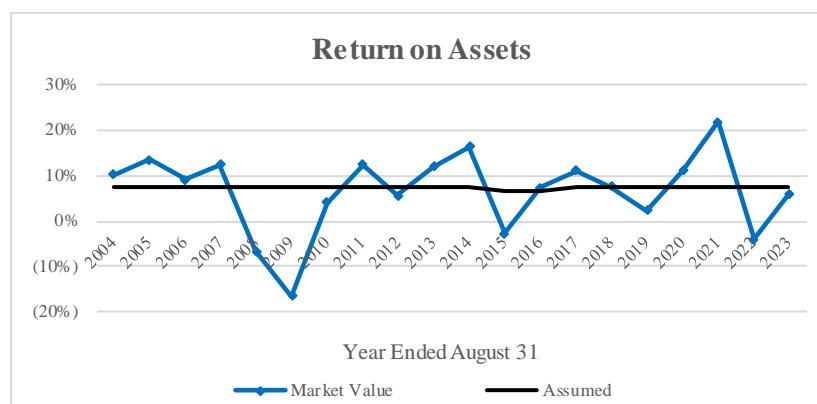
However, in May of 2017, the Plan’s funding policy was modified by City ordinance to require the City to contribute the Actuarially Determined Employer Contribution (ADEC), which is defined as the greater of the employer normal cost rate or the sum of the employer normal cost rate and UAAL contribution rate. The dollar amount of the City contribution is also required to include a component for administrative expenses. Prior to this change, the ordinance only required the contribution to be at least the employer normal cost plus administrative expenses, i.e., the full actuarial contribution was not required to be made. The changes to the funding policy in 2017 were implemented to strengthen the Plan’s long-term funding and are expected to do so if actual City contributions continue to follow the Policy.

Investment Return Risk

Perhaps the most significant risk factor for most retirement systems, including the City of Lincoln Police and Fire Pension Fund, is investment return because of the volatility of returns associated with the asset allocations (see Table 13). Historically, actual returns in any given year have varied significantly from the assumed rate of return (see the graph following this paragraph). This is to be expected, given the Plan’s asset allocation and the standard deviation of the portfolio, but it does create a high degree of uncertainty, or risk.



SECTION VI – RISK CONSIDERATIONS



The effective compound rate of return over the past 20 years, which includes the Great Recession, is 6.3%, but the range of returns varied from -17% to +22%. When actual investment returns are lower than the assumed rate of return, the actuarial contribution rate increases absent offsetting gains on liabilities. Over the past decade, the effective compound rate of return has been 7.4%.

Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we are required to include a low-default-risk obligation measure of the System's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of the plan. This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of August 31, 2023 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of approximately \$555.4 million. This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan. However, this informational disclosure is required for all plans whether corporate or governmental and care should be taken to ensure the one size fits all metric is not misconstrued.

Demographic Risks

A key demographic risk for all retirement systems, including the City of Lincoln Police and Fire Pension Fund, is improvements in mortality (longevity) greater than anticipated. While the actuarial assumptions reflect small, continuous improvements in mortality experience over time and these assumptions are refined every experience study, the risk arises because there is a possibility of a more sudden shift, perhaps from a significant medical breakthrough that could quickly increase liabilities. Likewise, there is also the possibility of a significant public health crisis that could result in a significant number of additional deaths in a short time period, as experienced with the COVID-19 pandemic. This type of event is also significant, although the impact on the Plan's funding is more easily absorbed. While either of these events could happen,



SECTION VI – RISK CONSIDERATIONS

it represents a relatively small probability and thus represents much less risk than the volatility associated with investment returns.

The following exhibits summarize some historical information that helps indicate how certain key risk metrics have changed over time. Many are due to the natural maturing of the retirement system over time.

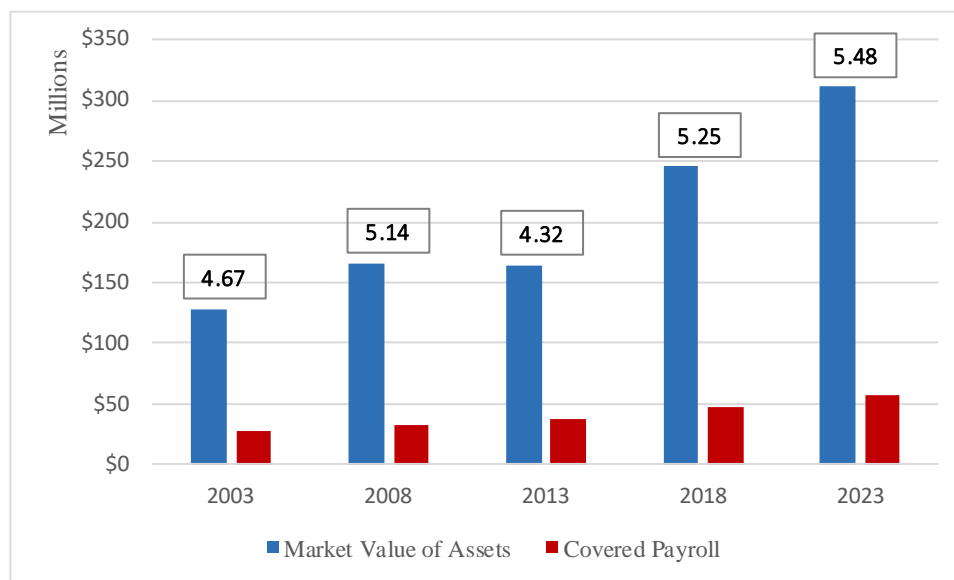


SECTION VI – RISK CONSIDERATIONS

TABLE 13

HISTORICAL ASSET VOLATILITY RATIOS

As a retirement plan matures, benefits accumulate, the population ages and plan obligations become larger relative to the source of contributions (payroll). The size of the plan assets relative to covered payroll, sometimes referred to as the asset volatility ratio, is an important indicator of the contribution risk for the plan. The higher this ratio, the more sensitive a plan's contribution rate is to investment return volatility. In other words, it will be harder to recover from investment losses with increased contributions due to the magnitude of the increase.



Note: Years prior to 8/31/2015 were provided by the prior actuary.

The asset volatility ratio of 5.48 in 2023 is about 17% higher than the asset volatility ratio was in 2003. So, the same investment return in 2024 will have a more dramatic impact on the contribution to the Plan than compared to twenty years ago (2003). For example, if the actual return underperforms the investment return assumption by 10.00% (i.e., earn -2.75% for one year), the contribution rate ultimately increases by 4.06% of payroll compared to the same underperformance in 2003 which would have increased the contribution rate by 3.46%.



SECTION VI – RISK CONSIDERATIONS

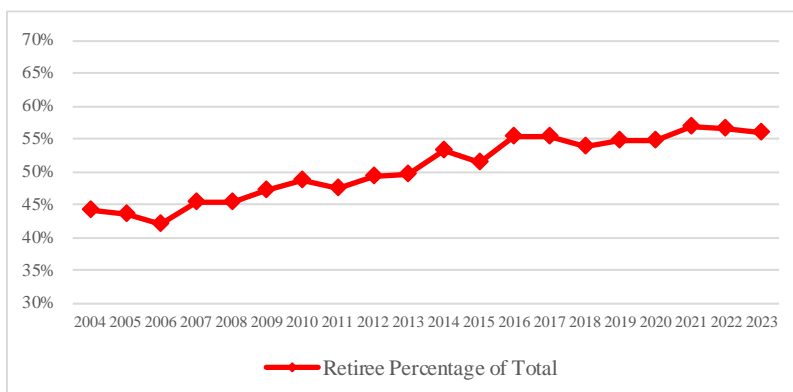
TABLE 14

LIABILITY MATURITY MEASUREMENTS

Most public sector retirement systems have been in operation for many years. As a result, they have aging plan populations, and in some cases declining active populations, resulting in an increasing ratio of retirees to active members and a growing percentage of retiree liability. With more of the total liability residing with retirees, investment volatility has a greater impact on the funding of the system because it is more difficult to restore the system financially after losses occur when there is comparatively less payroll over which to spread costs.

Year End	Retiree Liability (a)	Total Actuarial Accrued Liability (b)	Retiree Percentage (a) / (b)
8/31/2004	\$63,567,028	\$144,178,758	44.1%
8/31/2005	65,946,867	151,978,408	43.4%
8/31/2006	67,729,832	161,583,285	41.9%
8/31/2007	76,597,657	169,587,458	45.2%
8/31/2008	81,480,790	179,376,149	45.4%
8/31/2009	88,108,214	187,292,374	47.0%
8/31/2010	94,844,691	195,206,353	48.6%
8/31/2011	96,971,599	204,990,324	47.3%
8/31/2012	106,051,038	214,878,992	49.4%
8/31/2013	113,673,206	229,192,937	49.6%
8/31/2014	139,496,202	262,918,401	53.1%
8/31/2015	147,478,263	286,493,673	51.5%
8/31/2016	150,187,027	271,594,222	55.3%
8/31/2017	157,805,935	285,038,672	55.4%
8/31/2018	159,139,159	296,440,660	53.7%
8/31/2019	177,864,308	325,109,208	54.7%
8/31/2020	187,742,509	343,087,750	54.7%
8/31/2021	204,175,685	358,573,819	56.9%
8/31/2022	212,530,618	375,472,940	56.6%
8/31/2023	224,636,068	401,094,971	56.0%

Note: Years prior to 8/31/2015 were provided by the prior actuary.





SECTION VI – RISK CONSIDERATIONS

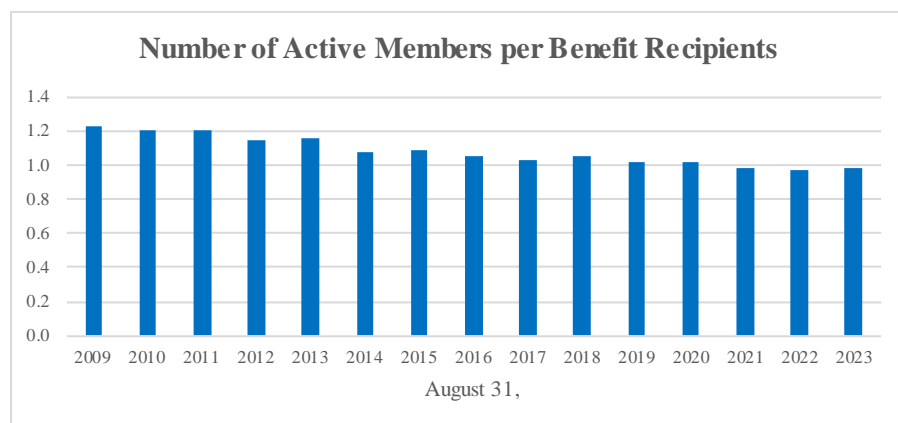
TABLE 15

HISTORICAL MEMBER STATISTICS

The decreasing ratio of active to in-pay members is to be expected as the System matures and the number of retirees grows. It is, in fact, one of the key reasons for advance funding of retirement systems. As the ratio of active to in-pay members decreases, it creates contribution risk to funding the System as deviations in actual experience are recovered by higher contributions, which are based on the active member payroll.

Valuation Date August 31,	Number of Active Members	Number of Benefit Recipients*	Active / Benefit Recipients*
2009	553	449	1.23
2010	561	463	1.21
2011	562	467	1.20
2012	559	487	1.15
2013	573	496	1.16
2014	555	517	1.07
2015	576	528	1.09
2016	573	546	1.05
2017	576	558	1.03
2018	587	558	1.05
2019	590	578	1.02
2020	607	594	1.02
2021	599	608	0.99
2022	595	609	0.98
2023	607	618	0.98

**Includes members participating in DROP.*





SECTION VI – RISK CONSIDERATIONS

TABLE 16

**COMPARISON OF VALUATION RESULTS UNDER
ALTERNATE INVESTMENT RETURN ASSUMPTIONS**

(\$ in thousands)

This exhibit compares the key August 31, 2023 valuation results under five (5) different investment return assumptions to illustrate the impact of different assumptions on the funding of the Plan. Note that only the investment return assumption is changed, as identified in the heading below. All other assumptions are unchanged for purposes of this analysis.

Investment Return Assumption	6.75%	7.00%	7.25%	7.50%	7.75%
Contributions					
Normal Cost Rate	19.66%	18.56%	17.53%	16.56%	15.66%
UAAL Amortization Rate	13.05%	11.78%	10.52%	9.27%	8.03%
Actuarial Determined Contribution Rate	32.71%	30.34%	28.05%	25.83%	23.69%
Effective Employee Contribution Rate	(7.85%)	(7.85%)	(7.85%)	(7.85%)	(7.85%)
Employer Required Contribution Rate	24.86%	22.49%	20.20%	17.98%	15.84%
Employer Contribution Amount for FY 2024-2025	\$15,199	\$13,807	\$12,462	\$11,159	\$9,902
Actuarial Accrued Liability	\$424,738	\$412,645	\$401,095	\$390,056	\$379,499
Actuarial Value of Assets	<u>320,675</u>	<u>320,675</u>	<u>320,675</u>	<u>320,675</u>	<u>320,675</u>
Unfunded Actuarial Accrued Liability*	\$104,062	\$91,970	\$80,419	\$69,380	\$58,824
Funded Ratio	75.5%	77.7%	80.0%	82.2%	84.5%

Note: All other assumptions are unchanged for purposes of this sensitivity analysis.

*May not add due to rounding.



SECTION VII – OTHER INFORMATION

HISTORICAL FUNDING AND OTHER INFORMATION

In this section, some historical information regarding the funding progress of the Plan is included. These exhibits retain some of the information that was previously required for accounting purposes, which are included because they assist in explaining the Plan's funding history. An exhibit showing the expected benefit payments for current members of the Plan is also included.



TABLE 17

SCHEDULE OF FUNDING PROGRESS

Two tests of funding progress based on the relationship between valuation assets and actuarial accrued liabilities are shown on the following pages. These tests are based upon the actuarial cost method used in the valuation.

The Ratio of Valuation Assets to Actuarial Accrued Liabilities is a traditional measure of a Plan's funding progress. Except in years when the benefit provisions are amended or actuarial assumptions are revised, the ratio can be expected to gradually tend toward 100%, assuming recommended contribution amounts are received by the plan.

The Ratio of Unfunded Actuarial Accrued Liabilities to Valuation Payroll is another relative index of condition. In an inflationary economy, the value of dollars is decreasing. This environment results in employee salaries increasing in dollar amounts, retirement benefits increasing in dollar amounts, and then, unfunded actuarial accrued liabilities increasing in dollar amounts – all at a time when the actual substance of these items may be decreasing. When looking at dollar amounts, the effects of inflation can hide the actual funding progress from year to year. Unfunded actuarial accrued liability dollars divided by active employee payroll dollars provides an index which attempts to eliminate the misleading effects of inflation. The smaller the ratio of unfunded liabilities to active member payroll, the stronger the Plan. Observation of this relative index over a period of years will provide an indication of whether the Plan is becoming financially stronger or weaker.



SECTION VII – OTHER INFORMATION

TABLE 17 (continued)

Actuarial Valuation Date	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability (AAL)	(3) Percent Funded (1) / (2)	(4) Unfunded AAL (2) - (1)	(5) Total Payroll*	(6) Unfunded AAL as a Percentage of Payroll (4) / (5)
8/31/1994	\$83,307,827	\$70,517,314	118.1%	(\$12,790,513)	\$17,698,377	(72.27%)
8/31/1995	92,235,349	79,202,449	116.5%	(13,032,900)	18,561,302	(70.22%)
8/31/1996	94,347,990	81,583,068	115.7%	(12,764,922)	19,224,719	(66.40%)
8/31/1997	101,475,648	91,022,617	111.5%	(10,453,031)	20,908,549	(49.99%)
8/31/1998	109,213,474	94,847,667	115.2%	(14,365,807)	21,860,493	(65.72%)
8/31/1999	113,902,477	104,691,766	108.8%	(9,210,711)	23,611,284	(39.01%)
8/31/2000	121,404,314	115,671,249	105.0%	(5,733,065)	25,808,088	(22.21%)
8/31/2001	128,069,831	122,660,542	104.4%	(5,409,289)	28,215,685	(19.17%)
8/31/2002	128,319,145	130,875,473	98.1%	2,556,328	26,606,881	9.61%
8/31/2003	132,577,506	137,507,824	96.4%	4,930,318	27,415,330	17.98%
8/31/2004	136,973,679	144,178,758	95.0%	7,205,079	28,124,862	25.62%
8/31/2005	145,730,474	151,978,408	95.9%	6,247,934	29,029,309	21.52%
8/31/2006	157,527,392	161,583,285	97.5%	4,055,893	30,724,333	13.20%
8/31/2007	171,263,791	169,587,458	101.0%	(1,676,333)	30,546,235	(5.49%)
8/31/2008	179,390,472	179,376,149	100.0%	(14,323)	32,265,715	(0.04%)
8/31/2009	177,526,641	187,292,374	94.8%	9,765,733	33,449,977	29.20%
8/31/2010	172,317,463	195,206,353	88.3%	22,888,890	34,233,197	66.86%
8/31/2011	165,436,361	204,990,324	80.7%	39,553,963	35,763,446	110.60%
8/31/2012	164,500,414	214,878,992	76.6%	50,378,578	36,310,880	138.74%
8/31/2013	164,189,914	229,192,937	71.6%	65,003,023	38,107,652	170.58%
8/31/2014	174,569,411	262,918,401	66.4%	88,348,990	37,887,505	233.19%
8/31/2015	183,011,274	286,493,673	63.9%	103,482,399	42,381,059	244.17%
8/31/2016	217,003,707	271,594,222	79.9%	54,590,515	42,930,194	127.16%
8/31/2017	230,159,635	285,038,672	80.8%	54,879,037	44,776,055	122.56%
8/31/2018	243,538,925	296,440,660	82.2%	52,901,735	46,877,559	112.85%
8/31/2019	252,739,770	325,109,208	77.7%	72,369,438	48,131,172	150.36%
8/31/2020	266,114,273	343,087,750	77.6%	76,973,477	50,809,087	151.50%
8/31/2021	288,205,780	358,573,819	80.4%	70,368,039	50,765,438	138.61%
8/31/2022	306,442,498	375,472,940	81.6%	69,030,442	52,184,225	132.28%
8/31/2023	320,675,480	401,094,971	80.0%	80,419,491	57,006,805	141.07%

Note: For valuation dates prior to 2015, information shown is from the prior actuary's report.

** Non-DROP Payroll in 2002 and later.*



SECTION VII – OTHER INFORMATION

TABLE 18

SCHEDULE OF EMPLOYER CONTRIBUTIONS

Fiscal Year Beginning September 1	Actuarial Valuation Date	Actuarially Determined Employer Contribution*	Actual Contribution	Contribution Deficiency/ (Excess)
2005	8/31/2004	\$4,077,037	\$2,892,711	\$1,184,326
2006	8/31/2005	4,056,195	3,494,590	561,605
2007	8/31/2006	4,076,536	3,456,424	620,112
2008	8/31/2007	3,316,464	3,521,858	(205,394)
2009	8/31/2008	3,752,124	4,014,414	(262,290)
2010	8/31/2009	4,651,872	4,333,811	318,061
2011	8/31/2010	5,574,482	6,052,020	(477,538)
2012	8/31/2011	6,718,467	6,446,472	271,995
2013	8/31/2012	7,377,763	7,865,929	(488,166)
2014	8/31/2013	8,418,199	8,045,293	372,906
2015	8/31/2014	9,666,852	7,170,104	2,496,748
2016	8/31/2015	7,829,103 **	7,974,731	(145,628)
2017	8/31/2016	8,164,782	8,239,839	(75,057)
2018	8/31/2017	8,333,901	8,333,901	0
2019	8/31/2018	8,422,965	8,490,046	(67,081)
2020	8/31/2019	9,733,221	9,988,807	(255,586)
2021	8/31/2020	10,509,325	11,573,047	(1,063,722)
2022	8/31/2021	10,159,639	10,533,904	(374,265)
2023	8/31/2022	10,453,600	N/A	N/A
2024	8/31/2023	12,462,426	N/A	N/A

* Actuarially Determined Employer Contribution is equal to the initial Budget Request amount shown in Table 12 for the appropriate fiscal year. The employer contribution rate from 8/31/04 to 8/31/08 is based on a 10-year amortization of the UAAL/(Surplus). The UAAL was amortized over 30 years from 8/31/09 to 8/31/13. The UAAL is currently amortized using a layered approach, where the initial base is amortized over a closed 30-year period effective 8/31/14. Bases established after 8/31/16 are amortized over closed 20-year periods.

** Actuarially Determined Employer Contribution was reduced from \$12,065,465 in the 2015 valuation report due to the plan change merging the COLA Pool fund into the general pension fund.

Note: For valuation dates prior to 2015, information shown is from the prior actuary's report.



SECTION VII – OTHER INFORMATION

TABLE 19

PROJECTED BENEFIT PAYMENTS

The table below shows estimated benefits expected to be paid over the next twenty years, based on the assumptions used in this valuation. The “In-Pay” column shows benefits expected to be paid to members currently receiving benefit payments as of August 31, 2023. The “Not In-Pay” column shows benefits expected to be paid to all other members. This included those who, as of August 31, 2023, are active or have terminated employment and are entitled to a deferred vested benefit. No future members are reflected.

Year Ending <u>August 31</u>	<u>Not In-Pay</u>	<u>In-Pay</u>	<u>Total</u>
2024	\$ 1,536,000	\$ 21,053,000	\$ 22,589,000
2025	2,545,000	20,975,000	23,520,000
2026	3,873,000	20,853,000	24,726,000
2027	5,545,000	20,620,000	26,165,000
2028	7,101,000	20,437,000	27,538,000
2029	8,105,000	20,223,000	28,328,000
2030	9,205,000	19,945,000	29,150,000
2031	10,737,000	19,635,000	30,372,000
2032	12,154,000	19,305,000	31,459,000
2033	13,486,000	18,969,000	32,455,000
2034	15,072,000	18,611,000	33,683,000
2035	17,069,000	18,212,000	35,281,000
2036	19,078,000	17,793,000	36,871,000
2037	20,822,000	17,346,000	38,168,000
2038	22,619,000	16,882,000	39,501,000
2039	24,436,000	16,397,000	40,833,000
2040	26,099,000	15,883,000	41,982,000
2041	27,777,000	15,352,000	43,129,000
2042	29,679,000	14,807,000	44,486,000
2043	31,703,000	14,246,000	45,949,000

Note: Cash flows are the expected future non-discounted payments to current members. These numbers exclude refund payouts to current nonvested inactives and assume future retirees elect the normal form of payment and future withdrawals elect refunds according to valuation assumptions.



APPENDIX A – SUMMARY OF MEMBERSHIP DATA

APPENDIX A SUMMARY OF MEMBERSHIP DATA MEMBER DATA RECONCILIATION August 31, 2022 to August 31, 2023

The number of members included in the valuation, as summarized in the table below, is in accordance with the data submitted by the Plan for members as of the valuation date.

	Active Participants	DROP Members	Service Retirees	Disabled Retirees	Beneficiaries	Inactive Vested	Refunds Due	Total
Members as of 08/31/22	595	40	453	57	59	32	8	1,244
New Participants	42	0	0	0	0	0	0	42
Rehired	0	0	0	0	0	0	0	0
Terminations								
Refunded	(5)	0	0	0	0	0	(2)	(7)
Refund Due	(4)	0	0	0	0	0	4	0
Deferred Vested	(1)	0	0	0	0	1	0	0
Retirements								
Service	(6)	(9)	22	0	0	(7)	0	0
Disability	(1)	0	0	1	0	0	0	0
DROP	(13)	13	0	0	0	0	0	0
Deaths								
Cashed Out	0	0	0	0	0	0	0	0
Refund Due	0	0	0	0	0	0	0	0
With Beneficiary	0	0	(2)	0	2	0	0	0
Without Beneficiary	0	0	(14)	(2)	(2)	0	0	(18)
Data Adjustments	0	0	0	0	0	0	0	0
Members as of 08/31/23	607	44	459	56	59	26	10	1,261



APPENDIX A – SUMMARY OF MEMBERSHIP DATA

RETIRANTS AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS

Year Ended	Added to Rolls		Removed from Rolls		Rolls End of Year		% Incr. Annual Benefits	Average Annual Benefit
	No.*	Annual Benefits**	No.	Annual Benefits**	No.	Annual Benefits**		
Aug. 31, 1994	16	\$218,777	4	\$17,829	185	\$2,089,022	10.6%	\$11,292
Aug. 31, 1995	16	211,219	4	37,158	197	2,263,083	8.3%	11,488
Aug. 31, 1996	8	149,099	2	16,566	203	2,395,616	5.9%	11,801
Aug. 31, 1997	73#	590,041	4	56,890	272	3,042,547	27.0%	11,186
Aug. 31, 1998	10	155,262	11	71,670	271	3,126,139	2.7%	11,536
Aug. 31, 1999	23	414,130	1	22,889	293	3,517,380	12.5%	12,005
Aug. 31, 2000	17	335,244	7	62,014	303	3,790,610	7.8%	12,510
Aug. 31, 2001	14	225,737	16	105,022	301	3,911,325	3.2%	12,994
Aug. 31, 2002	18	278,160	14	115,340	305	4,074,145	4.2%	13,358
Aug. 31, 2003	15	219,569	11	119,499	309	4,174,215	2.5%	13,509
Aug. 31, 2004	12	175,551	5	74,835	316	4,274,931	2.4%	13,528
Aug. 31, 2005	30	702,721	12	73,072	334	4,904,580	14.7%	14,684
Aug. 31, 2006	10	262,420	4	36,362	340	5,130,638	4.6%	15,090
Aug. 31, 2007	38	1,101,713	8	55,280	370	6,177,071	20.4%	16,695
Aug. 31, 2008	24	621,708	10	128,736	384	6,670,043	8.0%	17,370
Aug. 31, 2009	20	560,105	2	28,641	402	7,185,166	7.7%	17,874
Aug. 31, 2010	14	408,351	8	66,170	408	7,477,874	4.1%	18,328
Aug. 31, 2011	15	455,866	8	84,553	415	7,846,879	4.9%	18,908
Aug. 31, 2012	30	1,083,442	7	101,972	438	8,828,349	12.5%	20,156
Aug. 31, 2013	21	700,308	11	165,739	448	9,362,919	6.1%	20,899
Aug. 31, 2014	20	771,356	3	21,973	465	10,112,391	8.0%	21,747
Aug. 31, 2015	27	1,045,339	6	106,230	486	11,051,500	9.3%	22,740
Aug. 31, 2016	24	792,387	9	108,466	501	11,735,421	6.2%	23,424
Aug. 31, 2017	23	880,462	9	105,124	515	13,098,301	11.6%	25,434
Aug. 31, 2018	16	538,514	12	174,596	519	13,462,219	2.8%	25,939
Aug. 31, 2019	26	1,066,538	9	101,001	536	14,427,756	7.2%	26,917
Aug. 31, 2020	24	833,934	11	184,344	549	15,077,346	4.5%	27,463
Aug. 31, 2021	34	1,421,186	23	292,724	560	16,205,808	7.5%	28,939
Aug. 31, 2022	30	1,388,011	21	310,316	569	17,283,503	6.7%	30,375
Aug. 31, 2023	25	1,162,673	20	375,023	574	18,071,153	4.6%	31,483

* Includes Retirements from DROP

** Beginning in 2017, includes 13th Check amounts. This increased Annual Benefits by \$587,542 on Aug. 31, 2017.

Includes the addition of "Old Plan" members

Note: For valuation dates prior to 2015, information shown is from the prior actuary's report.



APPENDIX A – SUMMARY OF MEMBERSHIP DATA

NOT-IN-PAY MEMBERS INCLUDED IN VALUATION

Valuation Date	Active Members	Inactive Vested Members	Total Payroll*	Average			% Increase
				Age	Service	Pay	
Aug. 31, 1994	521	42	\$17,698,377	39.0	13.4	\$33,970	4.8%
Aug. 31, 1995	526	41	18,561,302	39.1	14.5	35,288	3.9%
Aug. 31, 1996	545	42	19,224,719	39.1	14.3	35,275	0.0%
Aug. 31, 1997	549	43	20,908,549	38.9	13.3	38,085	8.0%
Aug. 31, 1998	561	47	21,860,493	38.8	13.2	38,967	2.3%
Aug. 31, 1999	545	48	23,611,284	39.1	13.5	43,323	11.2%
Aug. 31, 2000	543	45	25,808,088	39.5	13.8	47,529	9.7%
Aug. 31, 2001	584	41	28,215,685	39.3	13.3	48,315	1.7%
Aug. 31, 2002	536	36	26,606,881	38.4	12.3	49,640	2.7%
Aug. 31, 2003	535	31	27,415,330	38.7	12.5	51,244	3.2%
Aug. 31, 2004	533	25	28,124,862	38.8	12.5	52,767	3.0%
Aug. 31, 2005	533	25	29,029,309	39.1	12.9	54,464	3.2%
Aug. 31, 2006	558	25	30,724,333	39.2	12.8	55,062	1.1%
Aug. 31, 2007	531	28	30,546,235	39.5	13.0	57,526	4.5%
Aug. 31, 2008	549	30	32,265,715	39.3	12.7	58,772	2.2%
Aug. 31, 2009	553	27	33,449,977	39.3	12.6	60,488	2.9%
Aug. 31, 2010	561	26	34,233,197	39.4	12.4	61,022	0.9%
Aug. 31, 2011	562	28	35,763,446	39.6	12.7	63,636	4.3%
Aug. 31, 2012	559	26	36,310,880	39.5	12.6	64,957	2.1%
Aug. 31, 2013	573	24	38,107,652	39.4	12.4	66,506	2.4%
Aug. 31, 2014	555	27	37,887,505	39.6	12.5	68,266	2.6%
Aug. 31, 2015	576	28	42,381,059	39.4	12.3	73,578	7.8%
Aug. 31, 2016	573	27	42,930,194	39.5	12.3	74,922	1.8%
Aug. 31, 2017	576	24	44,776,055	39.7	12.4	77,736	3.8%
Aug. 31, 2018	587	25	46,877,559	40.0	12.7	79,860	2.7%
Aug. 31, 2019	590	24	48,131,172	39.7	12.4	81,578	2.2%
Aug. 31, 2020	607	25	50,809,087	39.5	12.2	83,705	2.6%
Aug. 31, 2021	599	29	50,765,438	39.3	11.9	84,750	1.2%
Aug. 31, 2022	595	32	52,184,225	39.6	12.0	87,705	3.5%
Aug. 31, 2023	607	26	57,006,805	39.5	11.8	93,916	7.1%

* Reflects Non-DROP projected payroll in 2002 and later

Note: For valuation dates prior to 2015, information shown is from the prior actuary's report.



APPENDIX A – SUMMARY OF MEMBERSHIP DATA

MEMBERSHIP DATA – AUGUST 31, 2023

Active Members (Not Participating in DROP)

Group	Count	Employee Contribution Rate	Effective Employee Contribution Percentage	Projected Annual Payroll	Average		
					Age	Service	Salary
Police							
- Plan A	303	8.00%	8.00%	\$ 28,355,968	38.0	11.2	\$ 93,584
- Plan B*	3	7.60%	0.00%	396,246	54.7	31.1	132,082
Fire							
- Plan A	296	8.00%	8.00%	27,613,669	40.6	11.8	93,289
- Plan B*	5	7.60%	0.00%	640,922	57.8	33.4	128,184
Total	607	7.99%	7.85%	\$ 57,006,805	39.5	11.8	\$ 93,916

* *Employee contributions stop after 21 years of service for this group.*



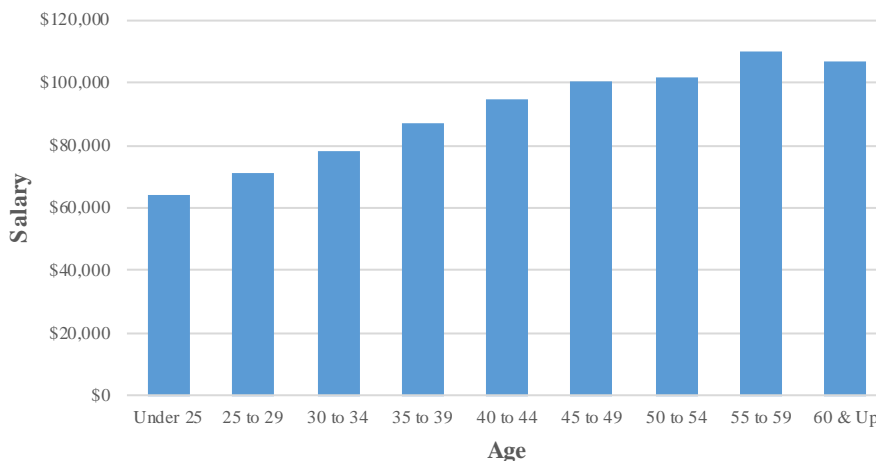
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

SUMMARY OF ACTIVE MEMBERS As of August 31, 2023

Fire

Age	Number			Annual Reported Salary For Year Ended		
	Male	Female	Total	Male	Female	Total
Under 25	6	5	11	\$ 365,206	\$ 338,861	\$ 704,067
25 to 29	35	6	41	2,498,559	419,750	2,918,309
30 to 34	31	6	37	2,408,416	488,972	2,897,388
35 to 39	55	6	61	4,867,322	466,537	5,333,859
40 to 44	37	7	44	3,478,950	681,256	4,160,206
45 to 49	49	3	52	4,931,124	287,008	5,218,132
50 to 54	28	2	30	2,875,298	173,930	3,049,228
55 to 59	16	1	17	1,750,558	117,050	1,867,608
60 & Up	8	0	8	853,307	0	853,307
Total	265	36	301	\$ 24,028,740	\$ 2,973,364	\$ 27,002,104

Average Salary by Age





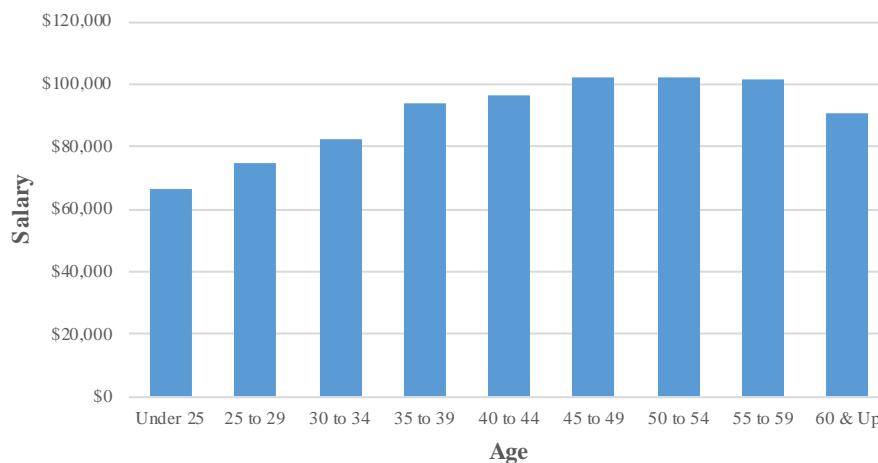
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

SUMMARY OF ACTIVE MEMBERS As of August 31, 2023

Police

Age	Number			Annual Reported Salary For Year Ended		
	Male	Female	Total	Male	Female	Total
Under 25	8	9	17	\$ 544,458	\$ 585,740	\$ 1,130,198
25 to 29	42	9	51	3,126,586	670,123	3,796,709
30 to 34	41	12	53	3,363,145	1,006,003	4,369,148
35 to 39	57	7	64	5,405,250	611,164	6,016,414
40 to 44	34	4	38	3,240,354	423,302	3,663,656
45 to 49	42	8	50	4,276,153	824,121	5,100,274
50 to 54	23	1	24	2,317,305	135,316	2,452,621
55 to 59	7	0	7	712,979	0	712,979
60 & Up	2	0	2	180,845	0	180,845
Total	256	50	306	\$ 23,167,075	\$ 4,255,769	\$ 27,422,844

Average Salary by Age





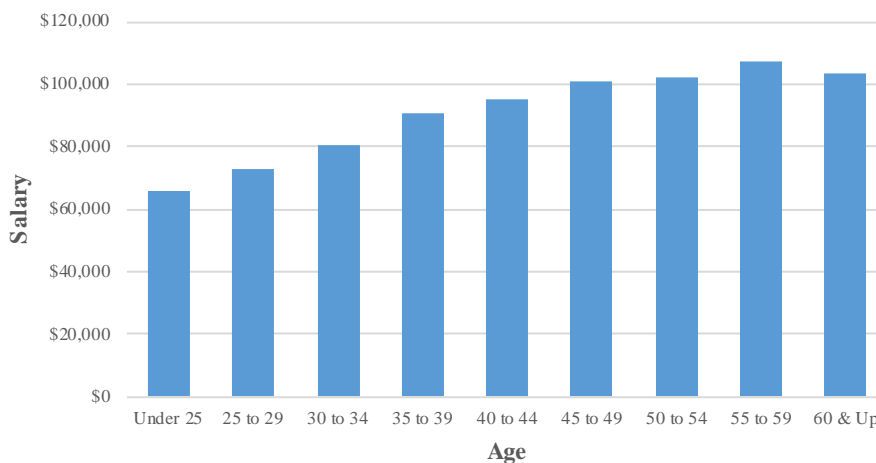
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

SUMMARY OF ACTIVE MEMBERS As of August 31, 2023

Total

Age	Number			Annual Reported Salary For Year Ended		
	Male	Female	Total	Male	Female	Total
Under 25	14	14	28	\$ 909,664	\$ 924,601	\$ 1,834,265
25 to 29	77	15	92	5,625,145	1,089,873	6,715,018
30 to 34	72	18	90	5,771,561	1,494,975	7,266,536
35 to 39	112	13	125	10,272,572	1,077,701	11,350,273
40 to 44	71	11	82	6,719,304	1,104,558	7,823,862
45 to 49	91	11	102	9,207,277	1,111,129	10,318,406
50 to 54	51	3	54	5,192,603	309,246	5,501,849
55 to 59	23	1	24	2,463,537	117,050	2,580,587
60 & Up	10	0	10	1,034,152	0	1,034,152
Total	521	86	607	\$ 47,195,815	\$ 7,229,133	\$ 54,424,948

Average Salary by Age





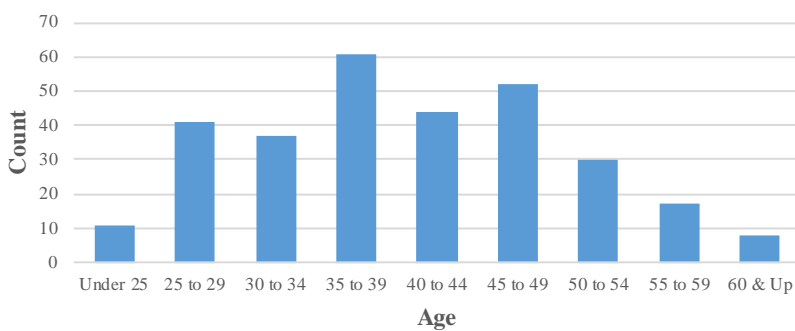
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

DISTRIBUTION OF ACTIVE MEMBERS As of August 31, 2023

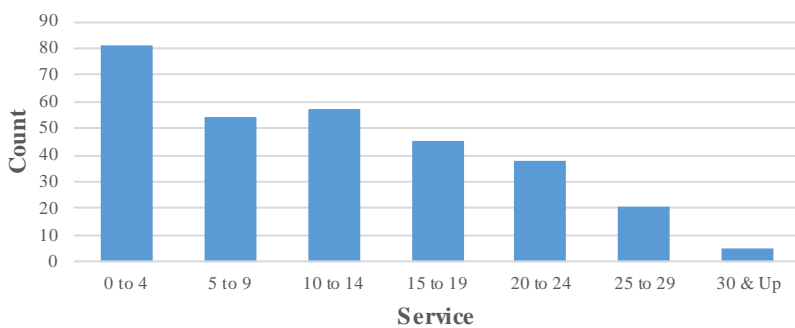
Fire

Age	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	11	0	0	0	0	0	0	11
25 to 29	34	7	0	0	0	0	0	41
30 to 34	21	12	4	0	0	0	0	37
35 to 39	13	19	27	2	0	0	0	61
40 to 44	2	13	12	15	2	0	0	44
45 to 49	0	2	8	18	18	6	0	52
50 to 54	0	1	3	8	7	11	0	30
55 to 59	0	0	2	1	8	4	2	17
60 & Up	0	0	1	1	3	0	3	8
Total	81	54	57	45	38	21	5	301

Age Distribution



Service Distribution





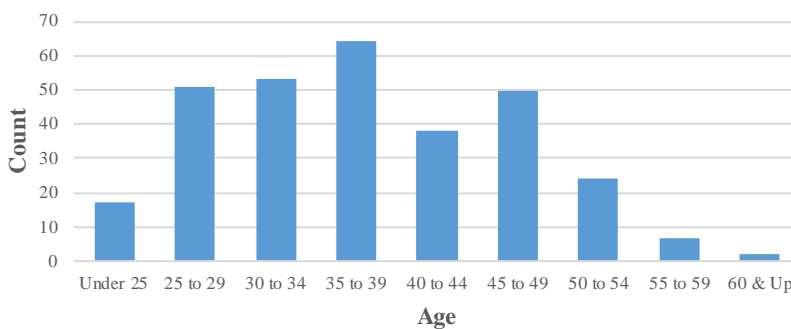
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

DISTRIBUTION OF ACTIVE MEMBERS As of August 31, 2023

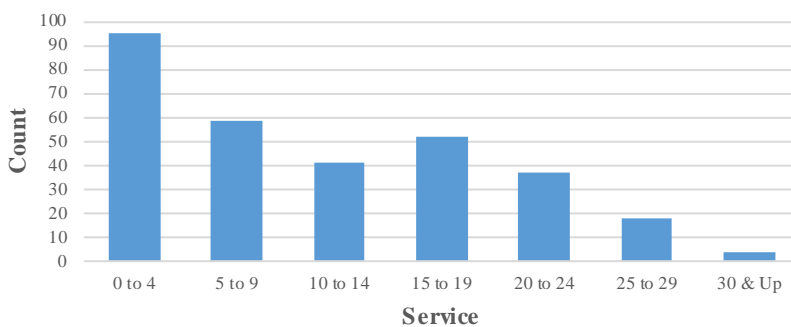
Police

Age	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	17	0	0	0	0	0	0	17
25 to 29	40	11	0	0	0	0	0	51
30 to 34	20	28	5	0	0	0	0	53
35 to 39	8	16	24	16	0	0	0	64
40 to 44	5	1	8	21	3	0	0	38
45 to 49	1	3	3	11	22	10	0	50
50 to 54	2	0	1	2	9	8	2	24
55 to 59	1	0	0	1	3	0	2	7
60 & Up	1	0	0	1	0	0	0	2
Total	95	59	41	52	37	18	4	306

Age Distribution



Service Distribution





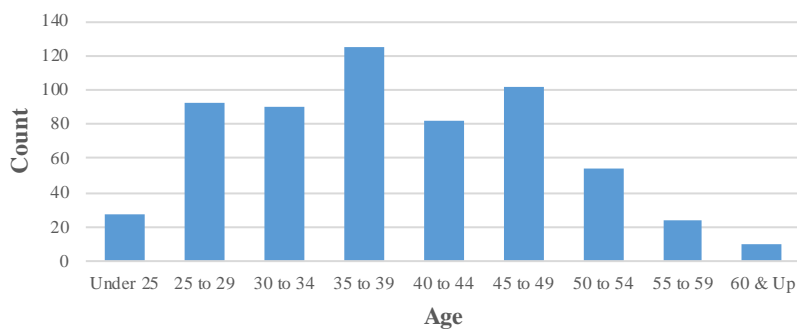
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

DISTRIBUTION OF ACTIVE MEMBERS As of August 31, 2023

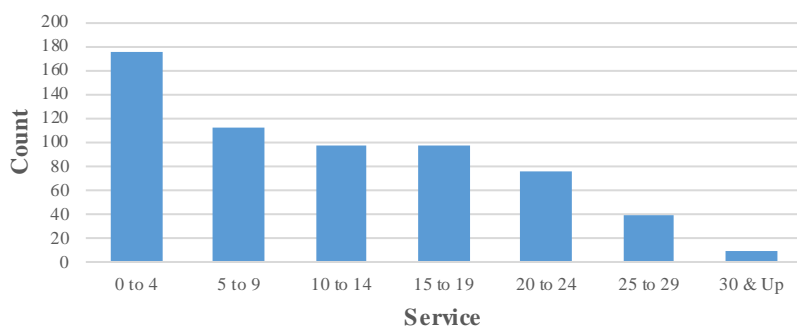
Total

Age	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 & Up	Total
Under 25	28	0	0	0	0	0	0	28
25 to 29	74	18	0	0	0	0	0	92
30 to 34	41	40	9	0	0	0	0	90
35 to 39	21	35	51	18	0	0	0	125
40 to 44	7	14	20	36	5	0	0	82
45 to 49	1	5	11	29	40	16	0	102
50 to 54	2	1	4	10	16	19	2	54
55 to 59	1	0	2	2	11	4	4	24
60 & Up	1	0	1	2	3	0	3	10
Total	176	113	98	97	75	39	9	607

Age Distribution



Service Distribution





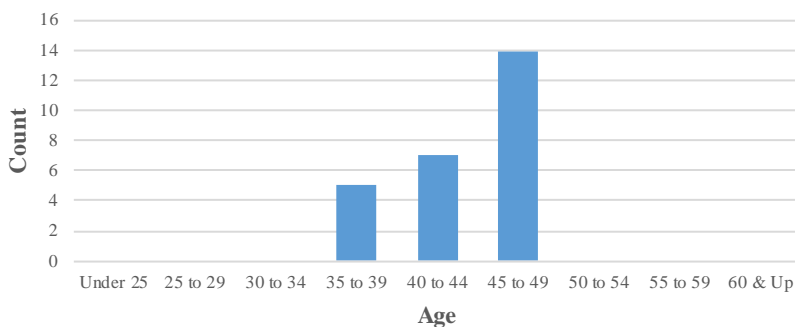
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

SUMMARY OF INACTIVE VESTED MEMBERS As of August 31, 2023

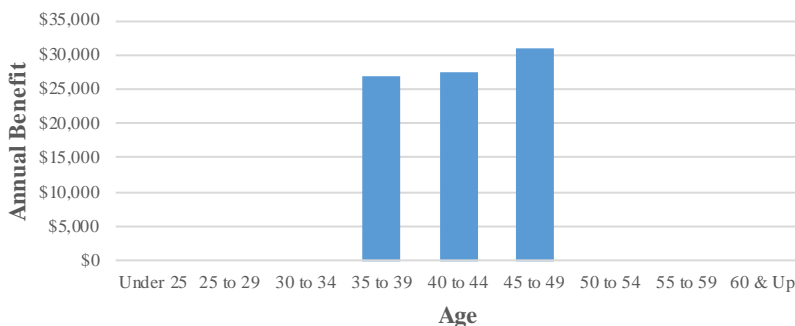
Age	Number			Annual Benefit at Retirement*		
	Male	Female	Total	Male	Female	Total
Under 25	0	0	0	\$ 0	\$ 0	\$ 0
25 to 29	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0
35 to 39	5	0	5	133,860	0	133,860
40 to 44	5	2	7	138,513	54,756	193,269
45 to 49	12	2	14	364,057	70,218	434,275
50 to 54	0	0	0	0	0	0
55 to 59	0	0	0	0	0	0
60 & Up	0	0	0	0	0	0
Total	22	4	26	\$ 636,430	\$ 124,974	\$ 761,404

* Includes 13th Check amounts.

Age Distribution



Average Benefit





APPENDIX A – SUMMARY OF MEMBERSHIP DATA

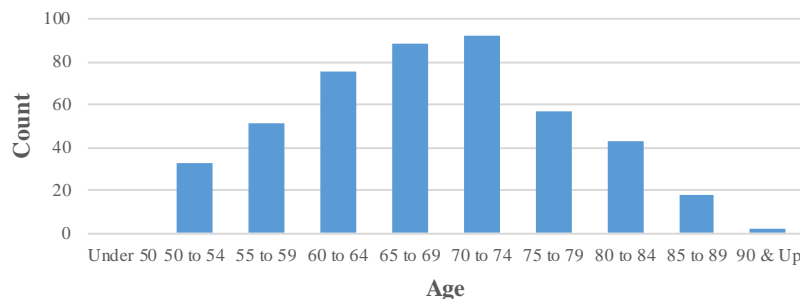
SUMMARY OF RETIRED MEMBERS As of August 31, 2023

Service Retirees

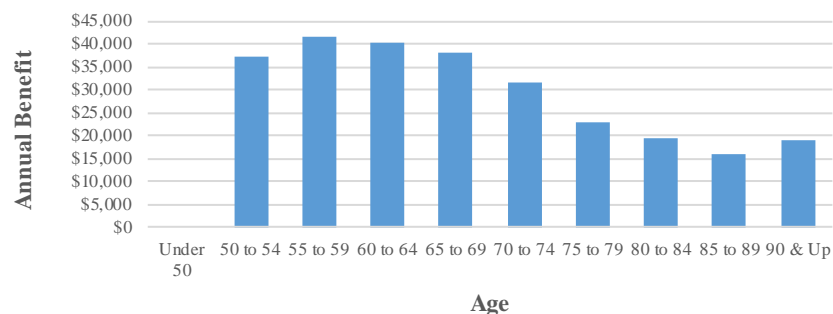
Age	Number			Annual Benefit*		
	Male	Female	Total	Male	Female	Total
Under 50	0	0	0	\$ 0	\$ 0	\$ 0
50 to 54	26	7	33	1,049,832	188,141	1,237,973
55 to 59	40	11	51	1,763,451	353,636	2,117,087
60 to 64	64	11	75	2,649,810	391,232	3,041,042
65 to 69	83	5	88	3,134,627	213,045	3,347,672
70 to 74	90	2	92	2,814,000	92,645	2,906,645
75 to 79	57	0	57	1,298,803	0	1,298,803
80 to 84	40	3	43	792,325	46,624	838,949
85 to 89	18	0	18	287,860	0	287,860
90 & Up	2	0	2	37,979	0	37,979
Total	420	39	459	\$13,828,687	\$ 1,285,323	\$15,114,010

* Includes 13th Check amounts.

Age Distribution



Average Benefit





APPENDIX A – SUMMARY OF MEMBERSHIP DATA

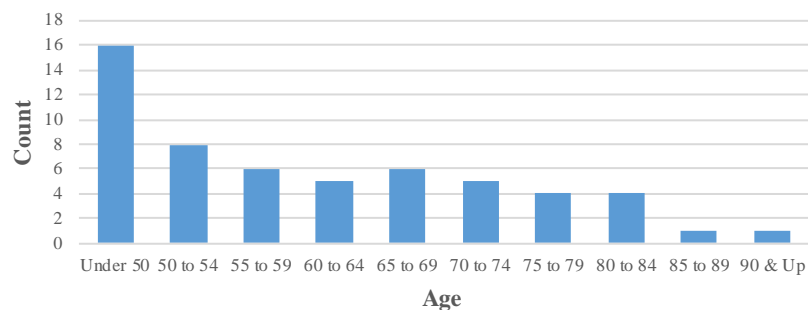
SUMMARY OF RETIRED MEMBERS As of August 31, 2023

Disabled Retirees

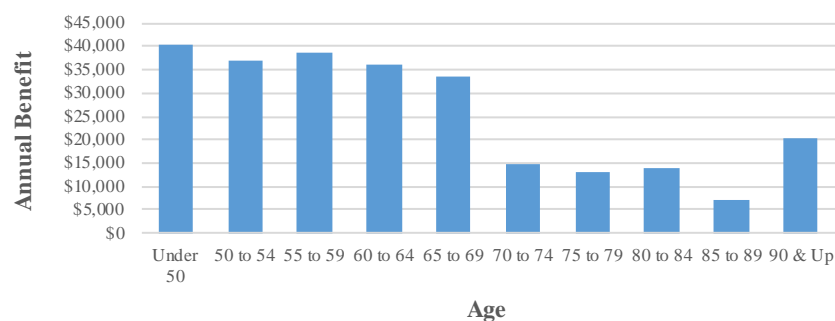
Age	Number			Annual Benefit*		
	Male	Female	Total	Male	Female	Total
Under 50	11	5	16	\$ 467,371	\$ 179,173	\$ 646,544
50 to 54	7	1	8	252,808	44,084	296,892
55 to 59	5	1	6	220,731	11,207	231,938
60 to 64	4	1	5	161,324	19,540	180,864
65 to 69	5	1	6	191,018	10,691	201,709
70 to 74	5	0	5	73,696	0	73,696
75 to 79	4	0	4	52,044	0	52,044
80 to 84	4	0	4	55,923	0	55,923
85 to 89	1	0	1	7,202	0	7,202
90 & Up	1	0	1	20,240	0	20,240
Total	47	9	56	\$ 1,502,357	\$ 264,695	\$ 1,767,052

* Includes 13th Check amounts.

Age Distribution



Average Benefit





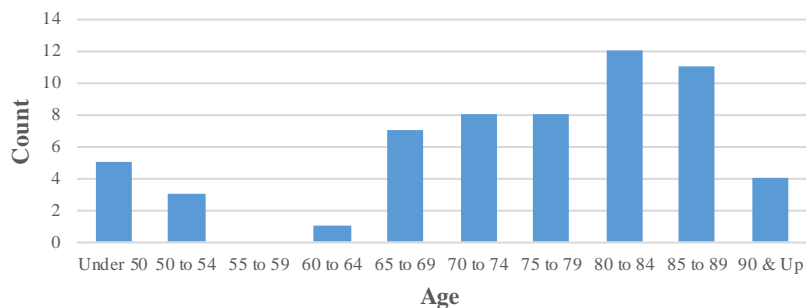
APPENDIX A – SUMMARY OF MEMBERSHIP DATA

SUMMARY OF RETIRED MEMBERS As of August 31, 2023 Beneficiaries

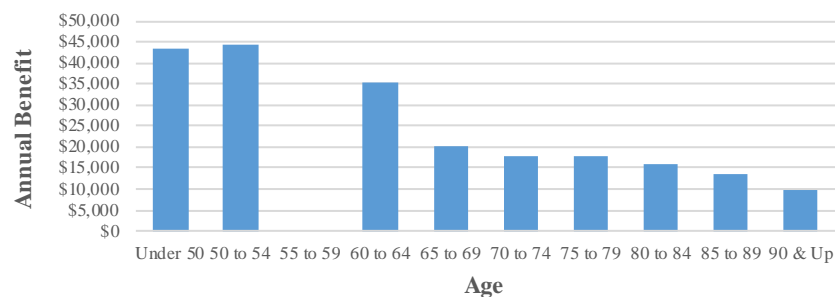
Age	Number			Annual Benefit*		
	Male	Female	Total	Male	Female	Total
Under 50	1	4	5	\$ 34,257	\$ 183,465	\$ 217,722
50 to 54	0	3	3	0	132,777	132,777
55 to 59	0	0	0	0	0	0
60 to 64	0	1	1	0	35,481	35,481
65 to 69	0	7	7	0	141,587	141,587
70 to 74	0	8	8	0	142,571	142,571
75 to 79	1	7	8	10,568	130,831	141,399
80 to 84	0	12	12	0	188,672	188,672
85 to 89	1	10	11	15,405	134,976	150,381
90 & Up	0	4	4	0	39,501	39,501
Total	3	56	59	\$ 60,230	\$ 1,129,861	\$ 1,190,091

* Includes 13th Check amounts.

Age Distribution



Average Benefit





APPENDIX A – SUMMARY OF MEMBERSHIP DATA

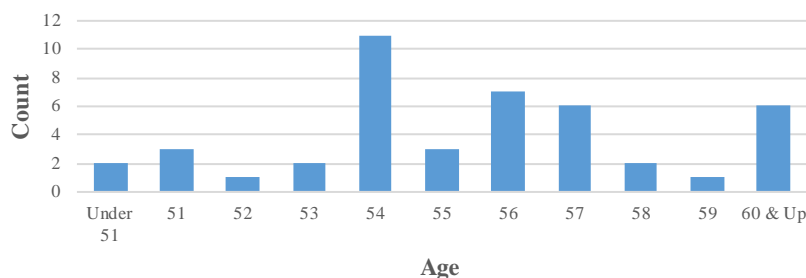
SUMMARY OF RETIRED MEMBERS As of August 31, 2023

DROP Members

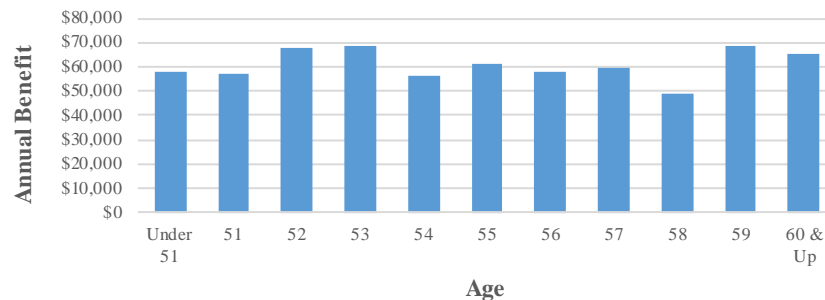
Age	Number			Annual Benefit*		
	Male	Female	Total	Male	Female	Total
Under 51	2	0	2	\$ 115,321	\$ 0	\$ 115,321
51	2	1	3	111,933	60,538	172,471
52	1	0	1	67,585	0	67,585
53	1	1	2	75,565	61,777	137,342
54	9	2	11	518,570	101,546	620,116
55	3	0	3	183,722	0	183,722
56	7	0	7	404,561	0	404,561
57	6	0	6	356,243	0	356,243
58	2	0	2	98,292	0	98,292
59	1	0	1	68,580	0	68,580
60 & Up	5	1	6	337,466	53,962	391,428
Total	39	5	44	\$ 2,337,838	\$ 277,823	\$ 2,615,661

* Includes 13th Check amounts.

Age Distribution



Average Benefit





APPENDIX B – SUMMARY OF BENEFIT PROVISIONS

APPENDIX B

SUMMARY OF BENEFIT PROVISIONS

Plan A is applicable to members who were hired on/after April 1, 1995 or who were hired prior to that date, but elected Plan A coverage.

Plan B is applicable to members who were employed on/after April 11, 1984 or who, prior to April 11, 1984, elected Plan B coverage.

Plan C is applicable to members who were employed before April 11, 1984 and did not elect to move to Plan B or A.

Regular Pay

All plans: Member's base pay and City's contributions to the Post-Employment Health Plan for the last consecutive 26 bi-weekly pay periods. In case of a demotion, or out of class pay, it shall mean the highest consecutive 26 bi-weekly pay periods.

Normal Retirement Age

Plan A:	Age 50
Plans B and C:	Age 53

Normal Retirement

Eligibility – Plan A:	Normal Retirement Age and 25 years of service.
Plans B and C:	Normal Retirement Age and 21 years of service.

Amount of Pension – Plan A: 2.56% of Regular Pay times years of service to a maximum of 64% of Regular Pay.

Plan B: 58% of Regular Pay with 21 years of service plus 2% of Regular Pay for each year of service rendered after becoming eligible for retirement to a maximum increase of 10%.

Plan C: 54% of Regular Pay with 21 years of service plus 2% of Regular Pay for each year of service rendered after becoming eligible for retirement to a maximum increase of 10%.



APPENDIX B – SUMMARY OF BENEFIT PROVISIONS

Early Retirement

Eligibility – All Plans: Age 50 and 21 years of service.

Amount of Pension – Plan A: 2.56% of Regular Pay times years of service up to a maximum of 64% of Regular Pay.

Plan B: 52% of Regular Pay plus 2% of Regular Pay for each year of service rendered after becoming eligible to a maximum increase of 6%.

Plan C: 48% of Regular Pay plus 2% of Regular Pay for each year of service rendered after becoming eligible to a maximum increase of 6%.

Partial Annuity

Eligibility – all plans: Normal Retirement Age and 10 or more years of service.

Amount of Pension – Plan A: 2.56% of Regular Pay times years of service.

Plan B: 58% of Regular Pay with 21 years of service. Members with less than 21 years of service receive a ratio of years of service to 21 years of 58% of Regular Pay.

Plan C: 54% of Regular Pay with 21 years of service. Members with less than 21 years of service receive a ratio of years of service to 21 years of 54% of Regular Pay.

Deferred Annuity (Vested Termination)

Eligibility – all plans: Age less than Normal Retirement Age and 10, or more, years of service. Payments begin at age 50.

Amount of Pension – Plan A: 2.56% of Regular Pay times years of service.

Plan B: 58% of Regular Pay with 21 years of service. Members with less than 21 years of service receive a ratio of years of service to 21 years of 58% of Regular Pay.

Plan C: 54% of Regular Pay with 21 years of service. Members with less than 21 years of service receive a ratio of years of service to 21 years of 54% of Regular Pay.



APPENDIX B – SUMMARY OF BENEFIT PROVISIONS

Duty-Related Disability

Eligibility – all plans: Permanent inability to perform the duties of position from a cause occurring while in line of duty.

Amount of Pension – Plan A: 58% of Regular Pay.

Plan B and C: A pension equal to 58% or 54% of Regular Pay respectively, plus 2% of Regular Pay for each year of service rendered after becoming eligible for retirement, to a maximum increase of 10% of Regular Pay.

Such pension shall continue after the member's death to the member's surviving spouse, until death or remarriage, minor children or designated Option A beneficiary (a reduced amount in this case). The above amounts are subject to deduction of the amount received from worker's compensation.

Non-Duty Disability

Eligibility – all plans: Permanent inability to perform duties of position from a cause not occurring in the line of duty

Amount of Pension: A pension equal to the following percent of Regular Pay:

Years of Service (YOS)	Plan A	Plan B	Plan C
$5 \leq \text{YOS} < 10$	23%	23%	21%
$10 \leq \text{YOS} < 15$	39%	39%	36%
$\text{YOS} \geq 15$	53%	53%	49%

Duty-Related Death

Eligibility – all plans: Active member dies in the line of duty or as a result of injuries received while in the line of duty.

Amount of Pension: Spouse beneficiary paid at Duty Related Disability rate until remarriage or death. Upon spouse's remarriage or death, dependent children paid prorata at the same rate until age 19. Non-spouse beneficiary paid at 100% survivor rate for lifetime.

The above amounts are subject to deduction of the amount received from worker's compensation.



APPENDIX B – SUMMARY OF BENEFIT PROVISIONS

Non-Duty Death

Eligibility – All Plans: 5 years of service.

Amount of Pension: Pension which would have been payable as a Non-Duty Disability awarded the day prior to death and elected Option A (Joint & 100% Survivor).

Death after Retirement – Remainder Refund

Eligibility – all plans: Employed on January 1, 1992 or hired between January 1, 1992 and March 31, 2010.

Amount of Benefit: Upon retirement, the member's balance of contributions plus accrued interest is reduced each month by a level amount equal to the member's balance divided by the expected number of payments. Once both the member and, if applicable, their joint annuitant have died, the remaining balance is paid as a lump sum to a designated beneficiary.

The expected number of monthly payments is established in the Internal Revenue Code in effect April 1, 2010 and depends on the age of the retiree at retirement, or the combined ages of the retiree and joint annuitant.

Non-Vested Termination

Eligibility – all plans: Termination of employment and no pension is or will become payable.

Amount of Benefit: Refund of member's contributions plus annual interest.

Employee Contributions

Plan A: 8.0% of pay.

Plan B: 7.6% of pay.

Plan C: 7.0% of pay.

Employee contributions are credited with regular interest, which is the rate of interest earned each calendar month in conformity with the actual earnings on investments of the Police and Fire Pension Fund.

Upon reaching 21 years of service, member contributions are discontinued for Plan B and Plan C members. Members participating in Old Plan B or Old Plan C contribute until reaching 26 years of service.



APPENDIX B – SUMMARY OF BENEFIT PROVISIONS

Deferred Retirement Option Plan (DROP)

Eligibility for the DROP:

Members of Plan B and C may join the DROP within 1 year of becoming eligible for normal retirement benefits as described earlier in this section.

Grandfather provision allows members of Plan B and C who were eligible to retire on the date of DROP implementation, a one-time opportunity to join the DROP.

Members of Plan A may join the DROP at any time after meeting the eligibility conditions for normal retirement.

DROP benefits:

100% of the member's accrued benefit at the time of DROP will be contributed to the member's DROP account.

If the member elects annuity withdrawal (available to members of Plans B and C) the lump sum payment and corresponding reduced annuity will be credited to the member's DROP account.

DROP funding Period:

Both the City and the employee will contribute (in accordance with the provisions of each Plan) until the employee enters the DROP. No contributions are made on the payroll of DROP members.

DROP Period:

Maximum of 5 years.

13th Check

For members who have been receiving a pension for at least 12 months, a lump sum payment will be made on each September 1. The base amount of the lump sum payment is \$750 effective 9/1/1994. The base amount is increased each year by the lesser of 3.0% and the annual the percentage increase in the CPI-U. Members who retired with at least 21 years of service and members who were granted a duty disability pension will receive the full payment amount. All other members who have been receiving a pension for at least 12 months (and their beneficiaries) will receive a partial payment. The payment for these members is determined on a pro-rata basis according to their service.



APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

APPENDIX C

ACTUARIAL ASSUMPTIONS AND METHODS

Investment Return: 7.25% compounded annually, net of investment expenses. While the City expects to decrease the assumption incrementally until reaching the ultimate rate of 7.00% in 2026, the decision to change the assumption must be confirmed each year and thus is not reflected in the current valuation results.

Inflation Rate: 2.50% compounded annually

Salary Increases: These assumptions are used to project current salaries to those upon which benefits will be based.

Years of Service	Annual Rate of Pay Increase for Sample		
	Base (Economic)	Merit and Longevity	Total
0	3.00%	5.75%	8.75%
1	3.00%	4.75%	7.75%
2	3.00%	3.75%	6.75%
3-7	3.00%	3.25%	6.25%
8	3.00%	2.25%	5.25%
9	3.00%	1.25%	4.25%
10-14	3.00%	0.75%	3.75%
15-19	3.00%	0.25%	3.25%
20+	3.00%	0.00%	3.00%

Payroll Growth: 3.00% per year

Mortality:

Actives and Inactive

Vested Members: PubS-2010 Employee Mortality Table with generational mortality improvement using the MP-2021 Mortality Improvement Scale.

Healthy Retirees: PubS-2010 Healthy Annuitant Mortality Table with generational mortality improvement using the MP-2021 Mortality Improvement Scale.

Beneficiaries: Pub-2010 Contingent Survivors Mortality Table with generational mortality improvement using the MP-2021 Mortality Improvement Scale.



APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

Disabled Retirees: PubS-2010 Disabled Mortality Table with generational mortality improvement using the MP-2021 Mortality Improvement Scale.

Termination:

Years of Service	% Separating within Next Year	
	Police	Fire
0	10.00%	4.00%
1	9.00%	3.50%
2	8.00%	3.50%
3	7.00%	3.50%
4	6.00%	3.50%
5	5.00%	3.50%
6	4.00%	2.50%
7	3.00%	1.50%
8	2.00%	1.50%
9-15	1.00%	1.50%
16-19	0.75%	1.50%
20-24	0.75%	0.00%
25+	0.00%	0.00%

Disability:

Sample Ages	% Becoming Disabled Within Next Year
20	0.05%
25	0.05%
30	0.06%
35	0.09%
40	0.19%
45	0.30%
50	0.52%
55	0.78%
60	1.04%

65% of assumed liabilities were assumed to be duty related and 35% were assumed to be non-duty related.



APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

Retirement and DROP Entry:

Service	Rates of Retirement and/or DROP Entry			
	Plan A		Plan B, C & Old Plan	
	Police	Fire	Police	Fire
21	0%	0%	25%	33%
22	0%	0%	25%	33%
23	0%	0%	25%	33%
24	0%	0%	25%	33%
25	50%	55%	25%	33%
26	50%	30%	85%	40%
27	45%	30%	85%	50%
28	45%	30%	85%	50%
29	45%	30%	85%	50%
30	100%	100%	100%	100%

Terminated vested members are assumed to begin receiving their benefits upon reaching their Normal Retirement Age.



APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

MISCELLANEOUS AND TECHNICAL ASSUMPTIONS

Marriage Assumption:	90% of both males and females are assumed to be married for purposes of death-in-service benefits. Females are assumed to be three years younger than males.
Decrement Timing:	All decrements are assumed to occur mid-year.
Eligibility Testing:	Eligibility for benefits is determined based upon the age nearest birthday and years of service on the date the decrement is assumed to occur.
Benefit Service:	Exact fractional service on the decrement date is used to determine the amount of benefit payable.
Normal Form of Benefit:	The assumed normal form of benefit is the straight life form.
Incidence of Contributions:	Contributions are assumed to be received continuously throughout the applicable fiscal year based upon the contribution rate shown in this report, and the actual payroll at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits.
Interest Credited on Member Contributions:	7.25% compounded annually.
Funding Period:	Both the City and employee contribute (in accordance with the provisions of each plan) until the employee enters the DROP or otherwise exits the Plan.
13th Check:	The 13 th Check amount is assumed to increase 2.50% annually.



APPENDIX C – ACTUARIAL ASSUMPTIONS AND METHODS

ACTUARIAL METHODS

Funding Method

Under the Entry Age Normal (EAN) cost method, the actuarial present value of each member's projected benefits is allocated on a level basis over the member's compensation between the entry age of the member and the assumed exit ages. The portion of the actuarial present value allocated to the valuation year is called the normal cost. The actuarial present value of benefits allocated to prior years of service is called the actuarial accrued liability. The unfunded actuarial accrued liability (UAAL) represents the difference between the actuarial accrued liability and the actuarial value of assets as of the valuation date. The unfunded actuarial accrued liability is calculated each year and reflects experience gains/losses.

The UAAL is amortized, as a level-percent of payroll, using a layered approach. The August 31, 2016 UAAL serves as the initial base and is amortized over a closed 28-year period (closed 30-year period beginning on August 31, 2014). For each valuation subsequent to August 31, 2016, annual net experience gains/losses will be amortized over a new, closed 20-year period. Subsequent plan amendments or changes in actuarial assumptions or methods that create a change in the UAAL will be amortized over a demographically appropriate time period selected by the Plan Administrator at the time that the change is reflected in the annual actuarial valuation.

Asset Valuation Method

The actuarial value of assets is based on a five-year smoothing method and is determined by spreading the effect of each year's investment return in excess of or below the expected return. The Market Value of assets as of the valuation date is reduced by the sum of the following:

- i. 80% of the return to be spread during the first year preceding the valuation date,
- ii. 60% of the return to be spread during the second year preceding the valuation date,
- iii. 40% of the return to be spread during the third year preceding the valuation date, and
- iv. 20% of the return to be spread during the fourth year preceding the valuation date.

The return to be spread is the difference between (1) the actual investment return on Market Value and (2) the expected return on Market Value.



APPENDIX D

GLOSSARY OF TERMS

Actuarial Accrued Liability	The difference between the actuarial present value of Plan benefits and the actuarial value of future normal costs. Also referred to as “accrued liability” or “actuarial liability”.
Actuarial Assumptions	Estimates of future 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.
Accrued Service	Service credited under the Plan which was rendered before the date of the actuarial valuation.
Actuarial Equivalent	A single amount or series of amounts of equal actuarial value to another single amount or series of amounts, computed on the basis of appropriate assumptions.
Actuarial Cost Method	A mathematical budgeting procedure for allocating the dollar amount of the actuarial present value of retirement Plan benefits between future normal cost and actuarial accrued liability. Sometimes referred to as the “actuarial funding method”.
Experience Gain (Loss)	The difference between actual experience and actuarial assumptions anticipated experience during the period between two actuarial valuation dates.
Actuarial Present Value	The amount of funds currently required to provide a payment or series of payments in the future. It is determined by discounting future payments at predetermined rates of interest and by probabilities of payment.
Amortization	Paying off an interest-discounted amount with periodic payments of interest and principal, as opposed to paying off with a lump sum payment.



APPENDIX D – GLOSSARY OF TERMS

Normal Cost

The portion of the actuarial present value of Plan benefits allocated to the current year by the actuarial cost method.

Unfunded Actuarial Accrued Liability

The difference between actuarial accrued liability and the valuation assets. Sometimes referred to as “unfunded actuarial liability” or “unfunded accrued liability”.

Most retirement Plans have an unfunded actuarial accrued liability. They arise each time new benefits are added and each time an actuarial loss is realized.



APPENDIX E – FUNDING POLICY

I. Introduction

This funding policy pertains to the City of Lincoln, Nebraska (“City”) Police and Fire Pension (“Pension”) as described in Lincoln Municipal Code § 2.62.010, 2.65.010 and 2.66.010. The Plan Administrator sets the following guiding principles in the development of a comprehensive funding plan to maintain long-term sustainability, if needed:

- Shared responsibility among members and employer;
- Intergenerational equity;
- Preservation of the defined benefit plan.

II. Funding Goals

The objective of funding the Plan is to accumulate sufficient assets during a member’s employment with the City to fully finance the benefits the member receives throughout retirement. In meeting this objective, the Pension Plan will strive to meet the following funding goals:

- To maintain a pattern of stable contribution rates as a percentage of member’s payroll;
- To maintain an increasing funded ratio absent the impact of any changes to the assumptions or benefit provisions;
- To maintain adequate assets so that benefit payments can be paid to members and their beneficiaries as they become due.

III. Benchmarks

To track progress in achieving the previously outlined funding goals, the following benchmarks will be measured annually as part of the actuarial valuation with recognition that a single year’s results may not be indicative of long-term trends.

Funded Ratio: The funded ratio, defined as the actuarial value of assets divided by the actuarial accrued liability, should be increasing over time, before any adjustments for changes in benefits, actuarial methods, or actuarial assumptions.

City’s Contribution: An Actuarial Valuation Report shall be prepared annually, as of the City’s fiscal year-end date, to calculate the Actuarially Determined Employer Contribution for the fiscal year ending two years after the valuation date. For example, the Actuarially Determined Employer Contribution for the fiscal year September 1, 20XX+1 to August 31, 20XX+2 shall be based on metrics in the August 31, 20XX Actuarial Valuation Report. The Actuarial Valuation Report shall be based on the actuarial assumptions and methods, as approved by the Plan Administrator. The Actuarially Determined Employer Contribution Rate shall be the greater of the Employer Normal Cost Rate or the sum of the Employer Normal Cost rate and the UAAL contribution rate. A negative amortization payment shall only be applied if the plan has been at least 115 percent funded for the current and prior two years. The dollar amount of the Employer Contribution shall be the ADEC rate multiplied by the valuation payroll projected forward to the fiscal year under



APPENDIX E – FUNDING POLICY

consideration, plus the actual administrative expenses for the fiscal year ending on the valuation date projected forward one year with the valuation's inflation assumption.

IV. Actuarial Methods and Assumptions

Actuarial Cost Method: The actuarial cost method is a mathematical budgeting procedure for allocating how the total present value of future benefits for current active and inactive members is allocated to each year of service, including past years. Due to the goal of stable contribution rates, the Plan Administrator has adopted the Entry Age Normal actuarial cost method.

Asset Smoothing Method: The method of valuing assets is intended to recognize a “smoothed” value of assets that is market related. Asset smoothing methods reduce the effect of short term volatility on contributions while still tracking the overall movement of the market value of assets by recognizing the effects of investment gains and losses over a period of years. The asset valuation method used to develop the actuarial value of assets first calculates the expected earnings on the prior year's market value of assets plus net cash flow (contributions minus benefit payments for the year) and then compares it to the actual earnings on the market value of assets. The difference, positive or negative, is recognized equally over a five-year period.

Actuarial Assumptions: The actuarial assumptions used in the actuarial valuation shall be derived and proposed by the Plan's actuary in conformity with the applicable *Actuarial Standards of Practice* issued by the Actuarial Standards Board. The assumptions are intended to represent the best estimate of anticipated experience and are intended to be long-term in nature. In the development of actuarial assumptions, not only past experience but also trends, external economic forces, and future demographic and economic expectations shall be considered. A formal investigation into the actual experience of the Pension Plan shall be conducted by the actuary at least every five years and the results of the investigation used to form the basis of the actuary's recommendations for changes in the assumptions. In addition, the actual experience compared to the actuarial assumptions will be monitored each year in the annual actuarial valuation by including an analysis of the actuarial gain or loss.

Amortization Policy: For the Actuarial Valuation Report prepared as of August 31, 2016, the amortization period of the Unfunded Actuarial Accrued Liability (UAAL) shall be a 28-year closed term. This will be designated as the initial UAAL base for subsequent valuations and will be amortized over the remaining years of the 30-year closed period set on August 31, 2014. For each Actuarial Valuation Report subsequent to August 31, 2016, annual net experience gains/losses will be amortized over a new, closed 20-year period. Subsequent plan amendments or changes in actuarial assumptions or methods that create a change in the UAAL will be amortized over a demographically appropriate time period selected by the Plan Administrator at the time that the change is reflected in the annual actuarial valuation.

If the valuation shows a surplus, i.e., funded ratio above 100%, the prior amortization bases will be eliminated and one base equal to the amount of surplus shall be established. The amortization period of a surplus shall be a 20-year open period.



APPENDIX E – FUNDING POLICY

The amortization payment on each UAAL base will be calculated as a level percent of valuation payroll using the actuarial assumption for future payroll growth. Such calculation is consistent with the development of the normal cost rate and is intended to serve as a method to provide stability to the actuarial contribution rate.

Risk Control: The Plan Administrator will carefully monitor the key risk measures of funding the system and shall consider steps to mitigate risk, particularly as the funded ratio increases. Risk mitigation may involve such things as a reduction in the assumed rate of investment return, review of asset allocation with a goal of reducing the standard deviation of the portfolio return, establishment of a contribution rate stabilization reserve, and other strategies identified by the Plan Administrator.

V. Funding Policy Review

The Plan Administrator may periodically conduct special studies to provide insight into whether the goals and objectives established in this Policy are being met. These special studies may include asset liability studies, projection modeling studies, and sensitivity analysis of key risk factors. These special studies may be performed at the Plan Administrator's discretion.

It is recognized that this funding policy may need to be amended in the future as the funding of the Plan is a dynamic process which is dependent on a number of variables. Therefore, the funding policy will be reviewed by the Plan Administrator not less frequently than every five years following the actuarial experience study. Proposed amendments to the funding policy shall be forwarded to the City Council for their consideration and approval. (Ord. 20495; May 15, 2017).