

***CITY OF WARWICK, RHODE ISLAND FIREFIGHTERS / POLICE I
PENSION FUND***
ACTUARIAL VALUATION AS OF JULY 1, 2015

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DISCUSSION

I. Purpose and Summary

This report presents the results of our July 1, 2015 actuarial valuation of the City of Warwick, Rhode Island Firefighters/Police I Pension Fund. The valuation was performed at the request of the City of Warwick to determine the City's annual contribution for the fiscal year beginning July 1, 2016 under the City's funding ordinance.

The City's contribution level is \$17,454,402 for 2016-2017, as shown on Table 4.

The development of the valuation results is shown in Tables 1 through 10 and is described in more detail on the following pages.

II. Membership Data

The City furnished data for active and retired members as of December 31, 2014. The data was projected to July 1, 2015 for valuation purposes reflecting age, salary and benefit increases, with adjustments of data due to data questions response. Although we did not audit this data, we did review it for reasonableness and consistency with the data collected in the previous valuation (prepared as of July 1, 2014). Tables 5A, 5B and 5C provide distributions by age and service for active members. Tables 1A, 1B, and 1C provide information about the retirees and inactive members.

III. Plan Provisions

A summary of the principal plan provisions recognized for purposes of the valuation is provided in Table 10. There were no changes to this plan adopted since the last actuarial valuation.

IV. Assets

The City of Warwick furnished audited financial statements for the fiscal years ending June 30, 2015. Tables 3a, 3b, and 3c provide information about the composition of plan assets and the development of valuation assets.

The asset value used in the determination of the annual contribution level is set equal to the market value of assets, adjusted to phase in the difference between actual and expected investment return over five years, at 20% per year. As shown in Table 3c, the market value of assets on July 1, 2015 was \$69,544,038 while the valuation assets were \$69,244,289, or 99.6% of the market value.

As shown in Table 3b, the dollar-weighted rates of return on the market value of assets for FY 2015 was 1.93%. These returns are net of all investment and administrative expenses.

V. Actuarial Methods and Assumptions

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

There were no changes to the assumptions and methods since the last actuarial valuation. We believe the assumptions are internally consistent and are reasonable, based on the actual experience of the City of Warwick, Rhode Island Firefighters/Police I Pension Fund.

VI. Funding Policy

The plan is funded on an actuarially determined basis in accordance with the City's pension ordinances. The unfunded actuarial accrued liability as of July 1, 2015, is amortized over a 20 year period as a level percentage of payroll and is anticipated to grow 2.75% annually.

The contribution amount determined by the July 1, 2015 valuation is projected with assumed base pay increases (2.75%) to determine the statutory contribution level for the 2016-2017 fiscal year. In addition, per the funding plan, the contribution for the 2016-2017 fiscal year will be equal to the greater of the actuarially determined amount from the formula above and the 2015-2016 contribution increased by the same 2.75% until the plan exceeds the 60% funded level..

VII. Analysis of Changes

The UAAL decreased from \$211 million to \$208 million since last year, close to expectations. The funded ratio increased from 23.9% to 25.0%. The funded status measure alone is not appropriate for assessing the need for future contributions. Also, the funded status is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations

VIII. Future Expectations

We commend the City for continuing to meet its actuarial contribution requirements as dictated by the approved funding policy. If the City continues to meet those obligations, we anticipate the funded ratio will increase consistently over the next 20 years.

IX. Certification

We certify that the information included herein and contained in this Actuarial Valuation Report is accurate and fairly presents the actuarial position of the City of Warwick, Rhode Island Firefighters/Police I Pension Fund as of the valuation date.

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

The undersigned are independent actuaries and consultants. Joseph P. Newton and Paul T. Wood are Members of the American Academy of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries. Finally, both of the undersigned are experienced in performing valuations for large public retirement systems.

We are available to answer any questions in connection with this valuation of the plan or the information presented in this report.



Joseph P. Newton, FSA, EA, MAAA
Senior Consultant



Paul T. Wood, ASA, FCA, MAAA
Consultant

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TABLES

Valuation Results

Combined FireFighters and Police I

	July 1, 2015	July 1, 2014
A. Membership Data		
1. Active members		
a. Number	41	45
b. Expected covered payroll	\$ 4,005,246	\$ 4,154,657
c. Average pay	\$ 97,689	\$ 92,326
d. Average attained age	52.9	52.1
e. Average past service	27.7	26.9
2. Retired members and beneficiaries		
a. Number	395	402
b. Average benefit	\$ 50,482	\$ 49,113
c. Average attained age	69.8	69.2
3. Inactive members		
a. Number	-	-
b. Refund	\$ -	\$ -
B. Liabilities		
1. Normal cost with interest		
a. Dollar amount	\$ 936,610	\$ 1,005,457
b. % of covered payroll	23.38%	24.20%
2. Actuarial accrued liability		
a. Active members	\$ 36,768,411	\$ 37,092,252
b. Retired members and beneficiaries	240,552,242	240,087,143
c. Inactive	-	-
d. Total	\$ 277,320,653	\$ 277,179,395
3. Valuation assets	\$ 69,244,289	\$ 66,348,673
4. Unfunded actuarial accrued liability [2(d) - (3)]	\$ 208,076,364	\$ 210,830,722
5. Funded Ratio	24.97%	23.94%

Valuation Results

Police I Only

	July 1, 2015	July 1, 2014
A. Membership Data		
1. Active members		
a. Number	1	1
b. Expected covered payroll	\$ 90,746	\$ 86,569
c. Average pay	\$ 90,746	\$ 86,569
d. Average attained age	72.1	71.1
e. Average past service	49.0	48.0
2. Retired members and beneficiaries		
a. Number	100	108
b. Average benefit	\$ 43,051	\$ 42,176
c. Average attained age	75.9	74.4
3. Inactive members		
a. Number	-	-
b. Refund	\$ -	\$ -
B. Liabilities		
1. Normal cost with interest		
a. Dollar amount	\$ -	\$ -
b. % of covered payroll	0.00%	0.00%
2. Actuarial accrued liability		
a. Active members	\$ 654,369	\$ 642,670
b. Retired members and beneficiaries	42,030,622	46,722,231
c. Total	\$ 42,684,991	\$ 47,364,901

Valuation Results

FireFighters Only

	July 1, 2015	July 1, 2014
A. Membership Data		
1. Active members		
a. Number	40	44
b. Expected covered payroll	\$ 3,914,500	\$ 4,068,088
c. Average pay	\$ 97,863	\$ 92,457
d. Average attained age	52.5	51.6
e. Average past service	27.2	26.4
2. Retired members and beneficiaries		
a. Number	295	294
b. Average benefit	\$ 53,001	\$ 51,661
c. Average attained age	67.7	67.3
3. Inactive members (Non-Vesting)		
a. Number	-	-
b. Refund	\$ -	\$ -
B. Liabilities		
1. Normal cost with interest		
a. Dollar amount	\$ 936,610	\$ 1,005,457
b. % of covered payroll	23.93%	24.72%
2. Actuarial accrued liability		
a. Active members	\$ 36,114,042	\$ 36,449,582
b. Retired members and beneficiaries	198,521,620	193,364,912
c. Inactive	-	-
d. Total	\$ 234,635,662	\$ 229,814,494

Summary of Amortization Bases

Date Established	Purpose	Initial Amount	Remaining Balance as of July 1, 2015	2015 - 2016 Amortization Payment	Years Remaining as of July 1, 2015
7/14	Fresh Start, Offsetting of Prior Bases at 2.75% Growth Rate	\$ 210,830,722	\$ 210,303,143	\$ 16,189,443	20
7/15	Experience (Gain)/Loss	(2,226,779)	<u>(2,226,779)</u>	<u>(171,421)</u>	20
	Total		\$ 208,076,364	\$ 16,018,022	

Asset Information
Composition of Fund as of June 30, 2015

	Market Value	Percentage of Total
1. Cash and equivalents	\$ 528,974	0.8%
2. Equities, including index funds	33,307,498	47.9%
3. Fixed income investments	35,380,372	50.8%
4. Receivables less payables	<u>327,194</u>	<u>0.5%</u>
5. Total	\$ 69,544,038	100.0%

Asset Information
Asset Reconciliation and Expected Returns

	FY 2012	FY 2013	FY 2014	FY 2015
1. Beginning of year market value	69,242,530	63,762,219	65,991,960	71,622,345
2. Contributions				
a. City	13,503,973	14,276,546	15,206,485	16,039,998
b. Member	393,072	350,536	321,061	284,810
c. Total	<u>13,897,045</u>	<u>14,627,082</u>	<u>15,527,546</u>	<u>16,324,808</u>
3. Benefits paid	(19,330,851)	(19,691,440)	(19,675,904)	(19,753,740)
4. Net return	(46,505)	7,294,099	9,778,743	1,350,625
5. End of year market value	63,762,219	65,991,960	71,622,345	69,544,038
6. Net market return	-0.07%	11.91%	15.30%	1.93%
7. Expected market value				
a. Beginning of year	69,242,530	63,762,219	65,991,960	71,622,345
b. Net cash flow	(5,433,806)	(5,064,358)	(4,148,358)	(3,428,932)
c. Earnings assumption	7.50%	7.50%	7.50%	7.50%
d. Expected earnings	4,989,422	4,592,253	4,793,834	5,243,091
e. Excess/(shortfall)	(5,035,927)	2,701,846	4,984,909	(3,892,466)

Development of Actuarial Value of Assets

	Year Ending June 30, 2015
1. Market value of assets at beginning of year	\$ 71,622,345
2. Net new investments	
a. Contributions	\$ 16,324,808
b. Benefits paid	(19,753,740)
c. Subtotal	(3,428,932)
3. Market value of assets at end of year	\$ 69,544,038
4. Net earnings (3-1-2) (includes misc revenues)	\$ 1,350,625
5. Assumed investment return rate for fiscal year	7.50%
6. Expected return	\$ 5,243,091
7. Excess return (4-6)	\$ (3,892,466)

8. Development of amounts to be recognized as of June 30, 2015:

Fiscal Year End	Remaining Excess (Shortfall) of Investment Income*	Offsetting of Gains/(Losses)	Net Deferrals Remaining*	Years Remaining	Recognized for this valuation	Remaining after this valuation
	(1)	(2)	(3) = (1) + (2)	(4)	(5) = (3) / (4)	(6) = (3) - (5)
2011	\$ 697,468	(697,468)	\$ 0	1	\$ 0	\$ 0
2012	(2,014,371)	2,014,371	0	2	0	0
2013	1,621,108	(1,621,108)	0	3	0	0
2014	3,987,927	(3,588,261)	399,666	4	99,917	299,749
2015	(3,892,466)	3,892,466	0	5	0	0
Total	\$ 399,666	\$ 0	\$ 399,666		\$ 99,917	\$ 299,749

9. Actuarial value of assets as of June 29, 2015 (Item 3 - Item 8)	\$ 69,244,289
10. Ratio of actuarial value to market value	99.6%

*Values of \$0 result from the beginning balance being offset by future gains or losses in the opposite direction.

Development of Contribution Levels

	Valuation Results 2015 - 2016	Statutory Contribution for 2016 - 2017
1. Gross normal cost	\$ 936,610	
2. Anticipated employee contributions	<u>(212,980)</u>	
3. Net normal cost [(1) - (2)]	\$ 723,630	\$ 743,530
4. Sum of amortization amounts	<u>16,018,022</u>	<u>16,458,518</u>
5. Total [(3) + (4)]	\$ 16,741,652	\$ 17,202,048
6. Determination of Minimum Contribution Per Funding Plan		
a. Contribution for 2015-2016 from Prior Year's Report	\$ 16,987,253	
b. Prior Year Contribution with 2.75% growth		\$ 17,454,402
7. Maximum of (5) and (6)		\$ 17,454,402

**Distribution of Active Members by Age and by Years of Service (Police I)
 As of July 1, 2015**

Attained Age	Years of Credited Service												Total Count & Avg. Comp.
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	
Under 25	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
25-29	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
30-34	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
35-39	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
65 & Over	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$90,746	1 \$90,746
Total	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$90,746	1 \$90,746

**Distribution of Active Members by Age and by Years of Service (Fire I)
 As of July 1, 2015**

Attained Age	Years of Credited Service												Total Count & Avg. Comp.
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	
Under 25	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
25-29	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
30-34	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
35-39	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	2 \$87,000	6 \$100,544	0 \$0	0 \$0	8 \$97,158
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	3 \$85,984	15 \$94,110	2 \$97,676	0 \$0	20 \$93,248
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	8 \$98,843	2 \$120,012	0 \$0	10 \$103,077
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$107,891	0 \$0	1 \$133,614	2 \$120,752
65 & Over	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
Total	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	5 \$86,390	30 \$97,119	4 \$108,844	1 \$133,614	40 \$97,863

**Distribution of Active Members by Age and by Years of Service (Police I and Fire I)
 As of July 1, 2015**

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	
Under 25	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
25-29	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
30-34	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
35-39	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	2 \$87,000	6 \$100,544	0 \$0	0 \$0	8 \$97,158
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	3 \$85,984	15 \$94,110	2 \$97,676	0 \$0	20 \$93,248
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	8 \$98,843	2 \$120,012	0 \$0	10 \$103,077
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$107,891	0 \$0	1 \$133,614	2 \$120,752
65 & Over	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$90,746	1 \$90,746
Total	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	5 \$86,390	30 \$97,119	4 \$108,844	2 \$112,180	41 \$97,689

History of Investment Return Rates

Year Ending June 30 of (1)	Market (2)
2000	20.61%
2001	-18.81%
2002	-6.79%
2003	3.40%
2004	16.63%
2005	9.25%
2006	8.24%
2007	14.79%
2008	-4.12%
2009	-16.88%
2010	14.27%
2011	22.30%
2012	-0.07%
2013	11.91%
2014	15.30%
2015	1.93%
Average Returns:	
Last 5 Years	9.96%
Last 10 Years	6.16%

Near Term Outlook

Valuation as of July 1,	Unfunded Actuarial Accrued Liability (UAAL)	Funded Ratio	Market Value of Fund (in 000s)	For Fiscal Year Ending June 30,	Covered Compensation	Employer Contributions	Employee Contributions	Benefit Payments and Refunds	Net External Cash Flow
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2015	\$ 208,076,363	25.0%	\$ 69,544,038	2016	\$ 4,005,246	\$ 16,987,253	\$ 212,980	\$ 20,498,109	\$(3,297,876)
2016	206,623,856	25.6%	71,338,294	2017	3,102,225	17,454,402	167,593	21,172,663	(3,550,667)
2017	204,425,318	26.3%	73,004,849	2018	2,441,136	17,934,399	129,657	21,758,111	(3,694,055)
2018	201,437,548	27.0%	74,647,631	2019	1,888,564	18,427,594	92,486	22,312,646	(3,792,565)
2019	197,690,315	27.9%	76,311,417	2020	1,347,140	18,934,353	64,727	22,751,032	(3,751,951)
2020	193,038,368	28.8%	78,142,123	2021	942,801	19,455,048	43,141	23,099,392	(3,601,203)

These projections are based on the current funding policy and assumes that all current assumptions are met each year in the future.

Schedule of Funding Progress

Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial	Funded Ratio	Annual Benefits*	UAAL as % of Benefits (4)/(6)
			Accrued Liability (UAAL) (3) - (2)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)
July 1, 2009	\$ 76,142,283	\$ 286,514,010	\$ 210,371,727	26.6%	\$17,787,184	1182.7%
July 1, 2011	69,580,218	311,707,868	242,127,650	22.3%	18,532,731	1306.5%
July 1, 2013	62,796,555	309,774,579	246,978,024	20.3%	19,691,440	1254.2%
July 1, 2014	66,348,673	277,179,395	210,830,722	23.9%	19,675,904	1071.5%
July 1, 2015	69,244,289	277,320,653	208,076,364	25.0%	19,753,740	1053.4%

* Due to closed plan, exhibit was modified to compare the UAAL to the Annual Benefits

Actuarial Methods and Assumptions

Actuarial Cost Method:

Entry Age Normal actuarial cost method: Under this method, the normal cost is the amount calculated as the level percentage of pay necessary to fully fund each active member's prospective benefit from entry age to retirement age. The total actuarial accrued liability, which is redetermined for each individual member as of each valuation date, represents the theoretical accumulation of all prior years' normal costs for the active members as if the present plan had always been in effect, plus the liability for any retirees, beneficiaries, or inactive members. The unfunded actuarial accrued liability represents the excess of the total actuarial accrued liability over the valuation assets.

Amortization Policy:

The amortization of the UAAL is determined as a level percentage of payroll over a closed period using the process of “laddering”. Bases that existed prior to this valuation continue to be amortized on their original schedule. New experience losses are amortized over individual periods of either 20 years or the remaining average remaining life expectancy of the group, whichever is lesser. New gains are offset against and amortized over the same period as the current largest outstanding loss which in turn decreases contribution rate volatility.

Asset Valuation Method:

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

Actuarial Assumptions:

1. *Interest* 7.50% per year, net of investment and administrative expenses.
2. *Salary Increases* The sum of (i) a 4.00% wage inflation assumption (composed of a 2.75% price inflation assumption and a 1.25% additional general increase), and (ii) a service-related component as shown below:

Police/Fire Employees		
Years of Service	Service-Related Component	Total Increase
1	10.00%	14.00%
2	9.00	13.00
3	7.00	11.00
4	4.00	8.00
5	2.50	6.50
6	3.00	7.00
7	0.50	4.50
8	0.50	4.50
9 or more	0.00	4.00

Salary increases are assumed to occur once a year, on January 1. Therefore the pay used for the period year following the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption. For employees with less than one year of service, the reported rate of pay is used rather than the fiscal year salary paid.

3. Mortality

A. Pre-retirement mortality (combined ordinary and duty):

- a. Male employees: 115% of the RP-2000 Combined Healthy for Males with White Collar adjustments, projected with Scale AA.
- b. Female employees: 95% of the RP-2000 Combined Healthy for Females with White Collar adjustments, projected with Scale AA.
- c. Disabled males – 60% of the PBGC Table Va for disabled males eligible for Social Security disability benefits.
- d. Disabled females – 60% of the PBGC Table VIa for disabled females eligible for Social Security disability benefits.

B. Pre-retirement mortality (combined ordinary and duty):

- a. Male employees: 75% of RP-2000 Combined Healthy for Males with White Collar adjustments.
- b. Female employees: 75% of RP-2000 Combined Healthy for Females with White Collar adjustments.

Sample rates are shown below:

Number of Deaths per 100		
Age	Males	Females
25	0.03	0.02
30	0.03	0.02
35	0.04	0.03
40	0.07	0.05
45	0.10	0.08
50	0.15	0.12
55	0.25	0.19
60	0.42	0.35
65	0.83	0.65
70	1.45	1.14

4. Disability

Sample rates per 1,000 active members are shown below. Ordinary disability rates are not applied to members eligible for retirement.

Age	Number of Disabilities per 1,000	
	Ordinary, Males and Females	Accidental, Males and Females
25	0.26	2.55
30	0.33	3.30
35	0.44	4.35
40	0.66	6.60
45	1.08	10.80
50	1.82	18.15
55	1.82	18.15
60	1.82	18.15
65	1.82	18.15

5 . Termination:

Termination rates (for causes other than death, disability, or retirement) are a function of the member’s service. Termination rates are not applied to members eligible for retirement. Rates are shown below:

Service	Termination Rate	Service	Termination Rate
1	0.100000	11	0.012761
2	0.047300	12	0.011332
3	0.036903	13	0.010026
4	0.030821	14	0.008826
5	0.026506	15	0.007714
6	0.023158	16	0.006679
7	0.020424	17	0.005711
8	0.018111	18	0.004802
9	0.016108	19	0.003944
10	0.014342	20+	0.000000

6. **Retirement Age** Rates of retirement are based on an employee’s length of service, as follows:

Fire II Members	
Service	Retirement Election
25	50.0%
26	16.0%
27	18.0%
28	20.0%
29	20.0%
30+	35.0%

7. **Benefit and Compensation Limits** Benefit limits under Section 415 and compensation limits under Section 401(a)(17) of the Internal Revenue Code are assumed to have no impact on benefits earned under this plan.
8. **Marriage / Dependents** 80% of active employees are assumed to be married at retirement or death, with two children ages 11 and 13. Wives are assumed to be three years younger than their husbands. No remarriage is assumed.
9. **Service Purchase** None assumed.
10. **Election of Fire II Program by Retiring Firefighters** We assume members who retire with 28 or more years of service will elect the Fire II plan.
11. **Administrative and Investment Expenses** None. The 7.50% investment return assumption represents the assumed return net of all investment and administrative expenses.

Outline of Principal Plan Provisions

A. FIREFIGHTERS

1. *Effective Dates*

- a. Original Plan May 7, 1953.
- b. Most Recent Amendment July 23, 1996.

2. *Eligibility*

All permanent members of the fire department hired prior to May 29, 1992.

3. *Retirement*

- a. Eligibility Members who have completed 20 years of service may retire.
- b. Benefit Formula The annual benefit at retirement is equal to 50% of highest annual salary, plus 1% of salary for each year of service in excess of 20 (maximum 10). For pension purposes, annual salary includes regular, holiday, and longevity pay. Members may also select the benefit formula for the Firefighters II Pension Fund. The Firefighter II benefit formula is 50% of the final year's compensation, plus 2% for each year of service from 20 to 25 years, plus 3% for each year of service from 25 to 30 years with a fixed 3% compound cost of living adjustment.
- c. Commencement Date Retirement benefits commence as of the first payroll period after retirement.
- d. Form of Payment The annual benefit calculated in accordance with the formula in (b) above is payable semi-monthly for the remainder of the retired member's life, with 67.5% of the member's benefit payable for the lifetime of his surviving spouse.

4. Vested Termination

- | | |
|----------------------|--|
| a. Eligibility | Upon termination of employment after 10 years of service, a member is eligible for a benefit deferred to retirement age. |
| b. Benefit Formula | 2.5% of highest annual salary multiplied by full years of service at termination. |
| c. Commencement Date | 20th anniversary of employment. |
| d. Form of Payment | Same as retirement. |

5. Disability Retirement

- | | |
|----------------------|---|
| a. Eligibility | A member who is unable to perform active duty as a result of disability which the Board of Public Safety finds to be permanently incapacitating is eligible to receive disability retirement benefits. |
| b. Benefit Formula | <u>Service-Related (and involving heart, lung, cancer or other Social Security disabilities)</u> . $66\frac{2}{3}\%$ of highest annual salary, reduced for each dollar of earned income in excess of the salary the member would earn as an active employee, to a minimum of 50% of salary.

<u>Other Service Related and Non-Service Related</u> . 50% of highest annual salary. |
| c. Commencement Date | Benefits commence as of the first payroll period after disability. |
| d. Form of Payment | Same as retirement. |

6. Non-vested Termination of Employment

A member who leaves employment prior to completing 10 years of service will receive a lump sum payment of his accumulated contributions without interest.

**7. Death Before Retirement
-- Survivor Annuity
Benefits**

- | | |
|----------------------------------|---|
| a. Eligibility | Death while actively employed. |
| b. Benefit Formula | |
| (1) Surviving Spouse | <p><u>Service Related.</u> The annual benefit is 50% of the deceased member's highest annual salary, payable to the surviving spouse until death or earlier remarriage.</p> <p><u>Non-Service Related.</u> 30% of the deceased member's highest annual salary, payable to the surviving spouse until death or earlier remarriage.</p> |
| (2) Surviving Children | 10% of the deceased member's highest annual salary, payable to each surviving child until his 18th birthday (or for life if such child is permanently disabled prior to the member's death). |
| (3) Maximum Family Death Benefit | <p><u>Service-Related.</u> 75% of deceased's highest annual salary.</p> <p><u>Non-Service Related.</u> 50% of deceased's highest annual salary.</p> |
| c. Commencement Date | Benefits commence as of the first payroll period after death. |
| d. Form of Payment | Surviving spouse's and children's benefits are payable semi-monthly. |

**8. Death Before Retirement
-- Lump Sum Refund of
Contributions**

A lump sum payment equal to the member's accumulated contributions without interest shall be paid to the estate of any active member who dies with no surviving spouse or children.

9. Retiree Cost-of-Living Increases	All benefits in pay status are indexed in accordance with the base salary increases provided to active employees. We have assumed 4.0% per annum in this valuation.
10. Service Purchase	An active employee eligible to retire who has served in the U.S. armed forces may "purchase" additional years of service up to his number of years of military service, but no more than four years. A member may also purchase up to four years of prior civilian employment time with the City of Warwick. Either purchase would require the employee to contribute to the fund, at retirement, an amount which represents the actuarial equivalent value of the benefit increase purchased.
11. Employee Contributions	Active members contribute 7% of their covered earnings (regular, holiday, and longevity).
12. Optional Retirement Under Fire II Program	Any firefighter retiring after July 23, 1996 may irrevocably elect to have his or her pension calculated under the City's Fire II program, including final year's compensation, a benefit multiplier increasing from 50% of pay after 20 years of service to 75% of pay after 30 years of service, and a fixed 3.0% annual cost-of-living increase.
B. POLICE I	
1. Eligibility	Active and retired Police hired before February 1, 1971 are covered under this program.
2. Benefits	Benefits provided to remaining active police are in accordance with the proposed City's Code of Ordinances. Retirement, death, and disability benefits payable to retired members and beneficiaries are indexed in accordance with the base salary increases provided to active members of the police force.
3. Employee Contributions	Active members contribute 7% of their covered earnings (regular, holiday, and longevity).