



# City of Livonia Employees Retirement System

November 30, 2024  
GASB Nos. 67 & 68 Report

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This report is prepared in accordance with our understanding of GASB Nos. 67 & 68 for the purpose of disclosing pension plans in financial statements. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report.

The information presented in this report is based on:

- the actuarial assumptions included in this report;
- the plan provisions;
- participant information furnished to us by the Plan Administrator;
- asset information furnished to us by the Plan Trustee.

We have reviewed the provided data for reasonableness when compared to prior information provided, but have not audited the data. Where relevant data may be missing, we may have made assumptions we believe are reasonable for the purpose of the measurement. We are not aware of any significant issues with and have relied on the data provided. Any errors in the data provided may result in a different result than those provided in this report.

The interest rate, other economic assumptions, and demographic assumptions have been selected by the plan sponsor with our recommendations. The assumptions used, in our opinion, are reasonable and represent a reasonable expectation of future experience under the plan. All calculations have been made in accordance with generally accepted actuarial principles and practice.

A summary of any assumptions not included in this report, the plan provisions and the participant information is included in the Actuarial Valuation Report for funding purposes.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following:

- plan experience differing from that anticipated by the economic or demographic assumptions;
- changes in economic or demographic assumptions;
- increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and
- changes in plan provisions or applicable law.

We did not perform an analysis of the potential range of future measurements due to the limited scope of our engagement.

In preparing the results, Nyhart used Proval valuation software developed by Winklevoss Technologies, LLC. This software is widely used for the purpose of performing pension valuations. We coded the plan provisions, assumptions, methods, and participant data summarized in this report, and reviewed the liability and cost outputs for reasonableness. We are not aware of any material weaknesses or limitations in the software, and have determined it is appropriate for performing this valuation.

The undersigned are compliant with the continuing education requirements of the Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States.

To our knowledge there have been no significant events prior to the current year's measurement date or as of the date of this report which could materially affect the results contained herein.

Neither Nyhart nor any of its employees have any relationships with the plan or plan sponsor which could impair or appear to impair the objectivity of this report.

Nyhart



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Danielle Winegardner, FSA, EA, MAAA



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Greg Faltenovich, EA, FCA, MAAA

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04/11/2025

**Net Pension Liability**

The components of the net pension liability at November 30

	<b>11/30/2024</b>	<b>11/30/2023</b>
Total pension liability	\$ 228,455,535	\$ 233,181,713
Plan fiduciary net position	(218,306,752)	(199,699,919)
Net pension liability	\$ 10,148,783	\$ 33,481,794
Plan fiduciary net position as a percent of the total pension liability	95.56%	85.64%
Pension Expense for the Fiscal Year Ended November 30	\$ (396,761)	\$ 6,100,209

**Actuarial Assumptions**

The total pension liability was determined using the following actuarial assumptions

Inflation	2.50%	2.50%
Salary increases, including inflation	4.00%	4.00%
Investment rate of return, including inflation, and net of investment expense	7.00%	7.00%

**Plan Membership**

The total pension liability was determined based on the plan membership as of November 30

	<b>2024</b>	<b>2023</b>
Inactive plan members and beneficiaries currently receiving benefits	540	555
Inactive plan members entitled to but not yet receiving benefits	2	3
Active plan members	7	13
Total members	549	571

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Statement of Fiduciary Net Position**

<b>Assets</b>	<b>11/30/2024</b>	<b>11/30/2023</b>
Cash and deposits	\$ 277,996	\$ 289,562
Securities lending cash collateral	0	0
Total cash	\$ 277,996	\$ 289,562
Receivables:		
Contributions	\$ 225,374	\$ 156,669
Due from broker for investments sold	0	0
Investment income	382,521	338,341
Other	97,164	97,172
Total receivables	\$ 705,059	\$ 592,182
Investments:		
Short Term Investments	\$ 2,350,313	\$ 3,116,744
Fixed Income	60,751,836	54,272,961
Equities	142,729,417	129,105,315
Real Estate	1,004,092	1,909,050
Other	10,600,586	10,631,404
Total investments	\$ 217,436,244	\$ 199,035,474
Total assets	\$ 218,419,299	\$ 199,917,218
 <b>Liabilities</b>		
Payables:		
Investment management fees	\$ 0	\$ 0
Due to broker for investments purchased	0	0
Collateral payable for securities lending	0	0
Other	112,547	217,299
Total liabilities	\$ 112,547	\$ 217,299
 <b>Net position restricted for pensions</b>	<b>\$ 218,306,752</b>	<b>\$ 199,699,919</b>

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Statement of Changes in Fiduciary Net Position**

	11/30/2024	11/30/2023
<b>Additions</b>		
Contributions:		
Employer	\$ 2,641,688	\$ 1,786,885
Member	53,577	98,073
Nonemployer contributing entity	0	0
Total contributions	\$ 2,695,265	\$ 1,884,958
Investment income:		
Net increase in fair value of investments	\$ 33,346,372	\$ 10,894,361
Interest and dividends	3,971,411	4,535,561
Less investment expense, other than from securities lending	(512,083)	(577,430)
Net income other than from securities lending	\$ 36,805,700	\$ 14,852,492
Securities lending income	0	0
Less securities lending expense	0	0
Net income from securities lending	\$ 0	\$ 0
Net investment income	\$ 36,805,700	\$ 14,852,492
Other	0	0
Total additions	\$ 39,500,965	\$ 16,737,450
<b>Deductions</b>		
Benefit payments, including refunds of member contributions	\$ 20,666,476	\$ 20,700,472
Administrative expense	227,656	245,479
Other	0	0
Total deductions	\$ 20,894,132	\$ 20,945,951
<b>Net increase in net position</b>	\$ 18,606,833	\$ (4,208,501)
<b>Net position restricted for pensions</b>		
Beginning of year	199,699,919	203,908,420
End of year	\$ 218,306,752	\$ 199,699,919

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Schedule of Changes in Net Pension Liability and Related Ratios**

	<u>11/30/2024</u>	<u>11/30/2023</u>	<u>11/30/2022</u>	<u>11/30/2021</u>	<u>11/30/2020</u>
<b>Total pension liability</b>					
Service cost	\$ 191,077	\$ 399,577	\$ 588,570	\$ 997,853	\$ 908,315
Interest	15,612,769	15,873,611	16,119,192	16,347,439	16,419,283
Changes of benefit terms	0	0	0	0	0
Differences between expected and actual experience	136,452	2,026,080	1,511,595	1,562,337	2,210,334
Changes of assumptions	0	2,060,266	2,070,007	1,371,992	2,035,532
Benefit payments, including refunds of member contributions	(20,666,476)	(20,700,472)	(20,111,628)	(19,748,739)	(19,466,578)
Net change in total pension liability	(4,726,178)	(340,938)	177,736	530,882	2,106,886
Total pension liability - beginning	233,181,713	233,522,651	233,344,915	232,814,033	230,707,147
<b>Total pension liability - ending (a)</b>	<b>\$ 228,455,535</b>	<b>\$ 233,181,713</b>	<b>\$ 233,522,651</b>	<b>\$ 233,344,915</b>	<b>\$ 232,814,033</b>
<b>Plan fiduciary net position</b>					
Contributions - employer	\$ 2,641,688	\$ 1,786,885	\$ 2,393,141	\$ 1,948,485	\$ 1,019,900
Contributions - member	53,577	98,073	142,482	175,358	212,251
Contributions - nonemployer contributing member	0	0	0	0	0
Net investment income	36,805,700	14,852,492	(20,072,737)	37,112,850	22,172,808
Benefit payments, including refunds of member contributions	(20,666,476)	(20,700,472)	(20,111,628)	(19,748,739)	(19,466,578)
Administrative expenses	(227,656)	(245,479)	(282,819)	(255,672)	(232,019)
Other	0	0	0	0	0
Net change in plan fiduciary net position	\$ 18,606,833	\$ (4,208,501)	\$ (37,931,561)	\$ 19,232,282	\$ 3,706,362
Plan fiduciary net position - beginning	199,699,919	203,908,420	241,839,981	222,607,699	218,901,337
<b>Plan fiduciary net position - ending (b)</b>	<b>\$ 218,306,752</b>	<b>\$ 199,699,919</b>	<b>\$ 203,908,420</b>	<b>\$ 241,839,981</b>	<b>\$ 222,607,699</b>
<b>Net pension liability - ending (a) - (b)</b>	<b>\$ 10,148,783</b>	<b>\$ 33,481,794</b>	<b>\$ 29,614,231</b>	<b>\$ (8,495,066)</b>	<b>\$ 10,206,334</b>
Plan fiduciary net position as a percentage of the total pension liability	95.56%	85.64%	87.32%	103.64%	95.62%
Covered-employee payroll	\$ 797,017	\$ 1,222,710	\$ 2,522,850	\$ 3,303,324	\$ 3,997,860
Net pension liability as percentage of covered-employee payroll	1,273.35%	2,738.33%	1,173.84%	-257.17%	255.29%

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Schedule of Changes in Net Pension Liability and Related Ratios**

	<u>11/30/2019</u>	<u>11/30/2018</u>	<u>11/30/2017</u>	<u>11/30/2016</u>	<u>11/30/2015</u>
<b>Total pension liability</b>					
Service cost	\$ 1,645,242	\$ 1,655,509	\$ 1,721,106	\$ 1,644,915	\$ 1,530,027
Interest	16,950,423	15,849,006	16,209,241	15,949,081	15,607,024
Changes of benefit terms	0	110,794	0	526,875	0
Differences between expected and actual experience	(11,621,805)	990,792	(235,377)	3,014,188	(673,125)
Changes of assumptions	8,335,763	14,813,206	9,009,758	0	4,763,196
Benefit payments, including refunds of member contributions	(19,570,956)	(17,886,317)	(18,048,385)	(17,793,928)	(16,223,788)
Net change in total pension liability	(4,261,333)	15,532,990	8,656,343	3,341,131	5,003,334
Total pension liability - beginning	234,968,480	219,435,490	210,779,147	207,438,016	202,434,682
<b>Total pension liability - ending (a)</b>	<b>\$ 230,707,147</b>	<b>\$ 234,968,480</b>	<b>\$ 219,435,490</b>	<b>\$ 210,779,147</b>	<b>\$ 207,438,016</b>
<b>Plan fiduciary net position</b>					
Contributions - employer	\$ 432,885	\$ 558,568	\$ 336,320	\$ 815,291	2,158,913
Contributions - member	273,901	308,076	345,164	380,988	386,983
Contributions - nonemployer contributing member	0	0	0	0	0
Net investment income	25,843,649	(1,636,195)	34,908,239	14,021,405	4,353,881
Benefit payments, including refunds of member contributions	(19,570,956)	(17,886,317)	(18,048,385)	(17,793,928)	(16,223,788)
Administrative expenses	(247,666)	(230,600)	(210,695)	(216,924)	(212,335)
Other	0	0	0	0	0
Net change in plan fiduciary net position	\$ 6,731,813	\$ (18,886,468)	\$ 17,330,643	\$ (2,793,168)	\$ (9,536,346)
Plan fiduciary net position - beginning	212,169,524	231,055,992	213,725,349	216,518,517	226,054,863
<b>Plan fiduciary net position - ending (b)</b>	<b>\$ 218,901,337</b>	<b>\$ 212,169,524</b>	<b>\$ 231,055,992</b>	<b>\$ 213,725,349</b>	<b>\$ 216,518,517</b>
<b>Net pension liability - ending (a) - (b)</b>	<b>\$ 11,805,810</b>	<b>\$ 22,798,956</b>	<b>\$ (11,620,502)</b>	<b>\$ (2,946,202)</b>	<b>\$ (9,080,501)</b>
Plan fiduciary net position as a percentage of the total pension liability	94.88%	90.30%	105.30%	101.40%	104.38%
Covered-employee payroll	\$ 4,579,558	\$ 6,446,503	\$ 6,682,629	\$ 7,625,911	\$ 9,070,569
Net pension liability as percentage of covered-employee payroll	257.79%	353.66%	-173.89%	-38.63%	-100.11%

Fiscal year ending	11/30/2024	11/30/2023
Service cost	\$ 191,077	\$ 399,577
Interest on total pension liability	15,612,769	15,873,611
Projected earnings on pension plan investments	(13,342,034)	(13,800,833)
Changes of benefit terms	0	0
Employee contributions	(53,577)	(98,073)
Pension plan administrative expense	227,656	245,479
Other changes	0	0
Current period recognition of deferred outflows/(inflows) of resources		
Differences between Expected & Actual Experience in measurement of the Total Pension Liability	\$ 136,452	\$ 2,026,080
Changes of assumptions	0	2,060,266
Differences between Projected & Actual Earnings on Pension Plan Investments	(3,169,104)	(605,898)
<b>Total</b>	<b>\$ (396,761)</b>	<b>\$ 6,100,209</b>

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

Differences between expected and actual experience in measurement of the total pension liability for fiscal year ending:	Initial Balance	Initial Amortization Period	Annual Recognition	11/30/2024 Balance
November 30, 2024	\$ 136,452	1.0	\$ 136,452	\$ 0
			<u>\$ 136,452</u>	<u>\$ 0</u>
Changes in assumptions for fiscal year ending:	Initial Balance	Initial Amortization Period	Annual Recognition	11/30/2024 Balance
November 30, 2024	\$ 0	1.0	\$ 0	\$ 0
			<u>\$ 0</u>	<u>\$ 0</u>
Differences between projected and actual earnings on pension plan investments for fiscal year ending:	Initial Balance	Initial Amortization Period	Annual Recognition	11/30/2024 Balance
November 30, 2024	\$ (23,463,666)	5.0	\$ (4,692,733)	\$ (18,770,933)
November 30, 2023	\$ (1,051,659)	5.0	\$ (210,332)	\$ (630,995)
November 30, 2022	\$ 36,842,298	5.0	\$ 7,368,460	\$ 14,736,918
November 30, 2021	\$ (21,515,129)	5.0	\$ (4,303,026)	\$ (4,303,025)
November 30, 2020	\$ (6,657,365)	5.0	\$ (1,331,473)	\$ 0
			<u>\$ (3,169,104)</u>	<u>\$ (8,968,035)</u>

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 0	\$ 0
Changes of Assumptions	\$ 0	\$ 0
Net difference between projected and actual earnings on pension plan investments	\$ 14,736,918	\$ (23,704,953)
	\$ 14,736,918	\$ (23,704,953)

The balances as of November 30, 2024 of the deferred outflows/(inflows) of resources will be recognized in pension expense for the fiscal year ending November 30.

11/30/2025	\$(1,837,630)
11/30/2026	\$ 2,465,393
11/30/2027	\$(4,903,064)
11/30/2028	\$(4,692,734)
11/30/2029	\$ 0
Thereafter	\$ 0

**Discount rate**

The discount rate used to measure the total pension liability was 7.00%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Professional judgment on future contributions has been applied in those cases where contribution patterns deviate from the actuarially determined rates. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

**Sensitivity of the net pension liability to changes in the discount rate**

The following presents the net pension liability, calculated using the discount rate of 7.00 %, as well as what the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Net pension liability	\$ 32,071,152	\$ 10,148,783	\$ (8,450,932)

**City of Livonia Employees Retirement System**  
**GASB Nos. 67 & 68 Report as of Fiscal Year Ending November 30, 2024**  
**Schedule of Contributions**

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
Actuarially determined contribution	\$ 2,641,686	\$ 1,786,885	\$ 2,393,141	\$ 1,948,485	\$ 1,019,901
Contributions in relation to the actuarially determined contribution	2,641,688	1,786,885	2,393,141	1,948,485	1,019,901
<b>Contribution deficiency (excess)</b>	<b>\$ (2)</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>
Covered-employee payroll	\$ 797,017	\$ 1,222,710	\$ 2,522,850	\$ 3,303,324	\$ 3,997,860
Contributions as a percentage of covered-employee payroll	331.45%	146.14%	94.86%	58.99%	25.51%
	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Actuarially determined contribution	\$ 432,885	\$ 0	\$ 336,320	\$ 815,291	\$ 2,158,914
Contributions in relation to the actuarially determined contribution	432,885	558,568	336,320	815,291	2,158,914
<b>Contribution deficiency (excess)</b>	<b>\$ 0</b>	<b>\$ (558,568)</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>
Covered-employee payroll	\$ 4,579,558	\$ 6,446,503	\$ 6,682,629	\$ 7,625,911	\$ 9,070,569
Contributions as a percentage of covered-employee payroll	9.45%	8.66%	5.03%	10.69%	23.80%

The total pension liability as of November 30, 2024 was determined using the following actuarial assumptions:

<b>Measurement Date</b>	November 30, 2024
<b>Actuarial Cost Method</b>	Closed level dollar of the Unfunded Present Value of Benefits amortized over a 10-year period
<b>Asset Method</b>	Market Value of Assets
<b>Interest Rates</b>	
Discount Rate	7.00%
Expected Long Term Rate of Return	7.00%
Municipal Bond Rate	N/A
<b>Inflation</b>	2.50%
<b>Annual Pay Increases</b>	4.00%
<b>Mortality Rates</b>	
<b>Active Lives - Police and Fire</b>	PubS-2010 Employee mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Active Lives - General</b>	PubG-2010 Employee mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Inactive Lives - Police and Fire</b>	PubS-2010 Healthy Retiree mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Inactive Lives - General</b>	PubG-2010 Healthy Retiree mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>All other assumptions</b>	As described in the assumptions section of the actuarial determined contribution

<b>Valuation Date</b>	November 30, 2024
<b>Participant and Asset Information Collected as of</b>	November 30, 2024
<b>Actuarial Cost Method</b>	Closed level dollar of the Unfunded Present Value of Benefits amortized over the period ending on November 30, 2034 (10-year amortization in 2024 )
<b>Asset Method</b>	5 year smoothing of asset gains and losses
<b>Interest Rates</b>	7.00%, net of investment expenses
<b>Inflation</b>	2.50%
<b>Annual Pay Increases</b>	4.00%
<b>Annuity Withdrawal Assumptions</b>	100% of members are assumed to elect a lump sum of member contributions in exchange for a reduced annuity benefit at retirement. The annuity offset is equal to the annuitized value of the member contributions using a 1.00% assumed interest rate.
<b>Mortality Rates</b>	
<b>Active Lives - Police and Fire</b>	PubS-2010 Employee mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Active Lives - General</b>	PubG-2010 Employee mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Inactive Lives - Police and Fire</b>	PubS-2010 Healthy Retiree mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale
<b>Inactive Lives - General</b>	PubG-2010 Healthy Retiree mortality projected using fully generational improvements based on the Society of Actuaries' MP-2021 Projection Scale

**Retirement Rates (General)**

Recommended rates from 2021 experience study:

Age	Rate
45-54	50%
55	45%
56	30%
57-58	25%
59	30%
60-61	25%
62-68	20%
69	100%

**Retirement Rates (Police)**

Service	<u>Age</u>		
	<52	52-59	60+
<25	0%	10%	100%
25	75%	75%	100%
26-29	25%	25%	100%
30	100%	100%	100%

**Retirement Rates (Fire)**

Service	<u>Age</u>				
	<52	52	53	54-59	60+
<25	0%	35%	20%	10%	100%
25-29	40%	40%	40%	40%	100%
30	100%	100%	100%	100%	100%

**Termination Rates**

Recommended rates from 2021 experience study:

Age	General	Police & Fire
20	4.00%	1.62%
25	4.00%	1.62%
30	3.50%	1.40%
35	3.25%	0.83%
40	2.00%	0.32%
45	1.25%	0.18%
50	1.25%	0.18%
55	0.75%	0.18%
60	0.50%	0.18%
66+	0.00%	0.00%

**Disability Rates**

Age	General	Police & Fire
20	0.010%	0.035%
25	0.020%	0.060%
30	0.035%	0.120%
35	0.055%	0.200%
40	0.080%	0.275%
45	0.100%	0.355%
50	0.125%	0.435%
55	0.150%	0.515%
60	0.150%	0.515%

**Marital Status and Ages**

90% of Participants assumed to be married with wives assumed to be 3 years younger than husbands.

**Plan Administration:**

The Plan is a single employer defined benefit pension plan administered by a Board of Trustees comprised of:

- a.) The mayor or mayor's designated administrative representative,
- b.) A member of the City Council, selected by the Council,
- c.) A member of the Civil Service Commission,
- d.) A police or fire member, elected by police and fire members,
- e.) A member of any retirement plan established by city ordinance who is not a police or fire member.

**Membership Requirements:**

Membership includes all persons in the classified and unclassified service of the city who perform services on a permanent part-time or full-time basis. New employees do not become members in this Retirement System.

**Average Final Compensation:**

The average of the highest annual compensations received during any 3 years of service contained within the 10 years of service immediately preceding retirement, including base salary, longevity, shift differential, paid time off, holiday pay, and payment of accumulated vacation time up to the limits established by the respective bargaining agreements. In addition, merit pay is included for Police members and Paramedic/EMT or ALS bonuses are included for firefighters.

**Voluntary Retirement Eligibility:**

- General Members: 30 years of service regardless of age, or age 55 with 10 years of service. Permanent part-time General members need only 10 calendar years of membership instead of 10 years of credited service.
- Police Members: 25 years of service regardless of age, or age 52 with 10 years of service.  
Early Retirement: Age 50 with 10 years but less than 25 years of service, benefit reduced ½% per month below age 52.
- Fire Members: 25 years of service regardless of age (effective 10/17/16), or age 52 with 10 years of service.  
Early Retirement: Age 50 with 10 years of service, benefit reduced ½% per month below age 52.

**Normal Pension Amount:**

- General Members: 2.5% of the member's average final compensation (AFC) times years of credited service; maximum is 75% of AFC.
- Police Members: 2.8% of the member's average final compensation (AFC) times the first 24 years of credited service, plus 7.8% of AFC for the 25th year of credited service; maximum 75% AFC.
- Fire Members: 2.8% of the member's average final compensation (AFC) times years of credited service; maximum 75% AFC.

**Deferred Pension (Vesting):**

- Eligibility: Termination of City employment, other than by death or disability, prior to attaining voluntary retirement age but after completing at least 10 full years of credited service.
- Amount: A monthly pension, payable beginning at voluntary retirement age (or early retirement age with a reduced benefit), computed in the same manner as a normal pension but based on credited service and AFC at time of termination of City employment

**Disability Retirement:**

- Eligibility: Termination of City employment by reason of total and permanent disability after completing at least 10 full years of credited service, except that in the event of a duty disability the 10-year service requirement is waived.
- Amount: 1) Disability incurred after age 55: A monthly pension computed in the same manner as a normal pension but based on credited service and AFC at the time of termination. (2) Disability incurred before age 55: A monthly pension computed in the same manner as a normal pension but based on AFC at time of termination and the credited service the member would have completed had employment continued until age 55, provided that in the event of a duty disability the pension payable to age 55 shall not be less than 75% of AFC. Worker's compensation benefits are deducted. For non-duty disability cases, the following limitations apply:

<u>Maximum Total Actual Years Of Service</u>	<u>Maximum Benefit Years Used to Compute Benefit</u>	<u>As a Percent of AFC</u>
10-15	20	50.0%
16-20	25	62.5
Over 20	30- or actual service if greater	75.0

**Non-Duty Death:**

**Eligibility:** Death after completing 10 years of credited service, but before termination of City employment. If member had not attained age 55 at the time of death, the death benefit shall commence at the time they would have attained voluntary retirement age. Member must either: (1) have elected Option A and named a beneficiary, or (2) leave a surviving spouse in the event Option A was not elected.

**Amount:** Monthly pension the beneficiary would have received had the member retired the day before death (notwithstanding that he might not have attained his voluntary retirement age) and elected the 100% joint and survivor Option A.

**Duty Death:**

**Eligibility:** Death from causes arising solely and exclusively out of and in the course of a member's City employment.

**Amount:** Surviving spouse, or unmarried children under age 18 (if no surviving spouse), or dependent parents (if no surviving spouse or children) shall receive a monthly pension equal to the pension payable if the member had become duty disabled, elected the 100% survivor option and subsequently died. The option factor for children or parents is assumed to equal 80%. The benefit shall continue until: (a) death in the case of the widow, (b) death, marriage, adoption or attainment of age 18 in the case of the children. Worker's compensation benefits are deducted.



**Cost-of-Living Allowance**

An additional cost-of-living allowance will be paid to all retirees. The monthly amount is determined as follows .

Years after retirement	General members (excluding District Court), and Police Dispatchers retiring on or after December 1, 2007	Fire & Police members (excluding dispatchers) retiring on or after December 1, 2006 (March 20, 2006 for Fire) & before December 1, 2008	Police and Fire members retiring on or after December 1, 2008	Fire members retiring on or after 10/17/16, and LPOA, LLSA & Police Command on or after 12/1/2017
1	\$25/month	\$20/month	\$25/month	\$25/month
2	\$50/month	\$40/month	\$50/month	\$50/month
3	\$75/month	\$60/month	\$75/month	\$75/month
4	\$100/month	\$80/month	\$100/month	\$100/month
5	\$125/month	\$100/month	\$125/month	\$125/month
6	\$150/month	\$120/month	\$150/month	\$150/month
7	\$175/month	\$140/month	\$175/month	\$175/month
8	\$200/month	\$160/month	\$200/month	\$200/month
9	\$225/month	\$180/month	\$225/month	\$225/month
10	\$250/month	\$200/month	\$250/month	\$250/month
11				\$275/month
12				\$300/month
13				\$325/month
14				\$350/month
15				\$375/month