

March 28, 2019

The Board of Trustees
City of Livonia Retiree Health and Disability Benefits Plan
Livonia, Michigan 48154

Dear Board Members:

This report contains the results of an actuarial valuation of the City of Livonia Retiree Health and Disability Benefits Plan.

The date of the valuation was November 30, 2018.

The purpose of the actuarial valuation is to:

- Compute the liabilities associated with post-retirement health and disability benefits likely to be paid on behalf of current retired and active participants covered by the Plan, and
- Compute a pre-funding contribution rate for the City to finance Plan benefits as they accrue.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices. Data concerning active members, retirees, beneficiaries and assets was provided by the City of Livonia. This data has been reviewed for reasonableness, but no attempt has been made to audit such information. The valuation was based on the provisions of the Plan as submitted by the City. This valuation has been prepared under the supervision of a Member of the American Academy of Actuaries who meets the qualification standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Denise M. Jones
Senior Consultant



Sandra W. Rodwan
Member, American Academy of Actuaries

***City of Livonia
Retiree Health and Disability
Benefits Plan***

Actuarial Valuation as of November 30, 2018

Table of Contents

Section One: Valuation Summary

Valuation Summary.....	1
------------------------	---

Section Two: Actuarial Calculations – Funding

Computed Contribution Rates.....	3
Actuarial Accrued Liability.....	4
Comments.....	6

Section Three: Benefit Provisions

Benefit Provision Summary	8
---------------------------------	---

Section Four: Actuarial Assumptions and Methods

Actuarial Assumptions	13
Actuarial Methods	17

Section Five: Valuation Data

Asset Summary.....	18
Participant Summary	20





Section One:
Valuation Summary



Purpose of Valuation

The purpose of the annual actuarial valuation of the City of Livonia Retiree Health and Disability Benefits Plan as of November 30, 2018 is to:

- ❖ Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active participants,
- ❖ Compute a pre-funding contribution rate to finance the benefits promised by the Plan as they accrue.

Assumptions Used in the Valuation

The liabilities and pre-funding contribution rate are very sensitive to the long-term assumptions used in making the valuation. The assumptions used in making this valuation, summarized in Section Four, are only one reasonable set out of a large number of possibilities. To the extent that actual experience differs from the long-term assumptions, the liabilities and contribution rates will be greater or less than those indicated in this report. The assumptions having the greatest impact are the rate of medical care inflation and the discount rate. A 6% annual rate for medical care inflation was assumed for the year following the valuation, decreasing 0.1% for the next 10 years to 5.0% thereafter.

Actuarial Accrued Liabilities

The total actuarial accrued liabilities of the Plan as of November 30, 2018 were computed to be \$180,965,182.

Funding Value of Assets

The funding value of assets as of November 30, 2018 was \$111,004,486.

Computed City Contribution Rate

The City’s total contribution rate for Defined Benefit Plan and Defined Contribution Plan who do not participate in the Retiree Healthcare Plan (RHSP) participants, was computed to be 12.16% for General, 20.17% for Police, and 17.70% for Fire.

The City’s total contribution rate for Defined Contribution Plan participants who participate in the RHSP was computed to be 0.37% for General, 2.34% for Police, and 1.66% for Fire.

Participants

	Defined Benefit Plan	Defined Contribution Plan	Total
Active Participants	71	525	596
Active Participant Payroll	\$6,446,503	\$30,443,932	\$36,890,435
Retired Participants	502	171	673
Inactive Vested Participants	13	20	33

Payroll	
Defined Benefit	
General	\$1,111,883
Police	3,088,936
Fire	2,245,684
Defined Contribution	
General	\$18,496,628
Police	7,352,908
Fire	4,594,396
Total	
General	\$19,608,511
Police	10,441,844
Fire	6,840,080
Total	\$36,890,435



Section Two:

***Actuarial Calculations –
Funding***



Recommended City Contribution Rates for the Fiscal Year Beginning December 1, 2019

The City’s computed contribution rates for the year beginning December 1, 2019 are indicated below.

Unfunded actuarial accrued liability was amortized as a level percent of payroll over 30 years as adopted by the Board of Trustees. The amortization payment is added to the normal cost to determine the total recommended contribution.

The combined contribution rate for health insurance and disability should be applied to the combined Defined Benefit Plan and Defined Contribution Plan payroll for participants not in RHSP. The contribution rate for disability benefits only (not health) should be applied to the Defined Contribution Plan payroll for RHSP participants.

Contributions for	City Contributions Expressed as Percents of Payroll					
	General		Police		Fire	
	Disability	Health Insurance	Disability	Health Insurance	Disability	Health Insurance
Normal Cost						
Age & service benefits	0.00%	4.78%	0.00%	4.67%	0.00%	6.64%
Disability benefits	0.83	0.16	2.84	0.55	3.18	0.75
Pre-retirement survivor benefits	0.00	0.08	0.00	0.06	0.00	0.09
Termination benefits						
Deferred age & service benefits	0.00	0.71	0.00	0.31	0.00	0.31
Total Normal Cost	0.83	5.73	2.84	5.59	3.18	7.79
Total Amortization Payment	(0.46)	8.08	(0.50)	14.93	(1.52)	10.79
Total Contribution Requirement	0.37	13.81	2.34	20.52	1.66	18.58
Member portion	<u>0.00</u>	<u>2.00</u>	<u>0.00</u>	<u>2.00</u>	<u>0.00</u>	<u>2.00</u>
City portion	0.37%#	11.81%	2.34%#	18.52%	1.66%#	16.58%
City portion-Combined Disability Allowance and Health Insurance						
Defined Benefit Plan Participants		11.81%		18.52%		16.58%
Defined Contribution Plan Participants		12.18%		20.86%		18.24%
Weighted Average – All Participants		12.16%		20.17%		17.70%

Applies only to Defined Contribution Plan participants who participate in the Retiree Health Savings Plan (RHSP).

City portion-Disability Allowance For DC Participants in RHSP						
DC RHSP Participants		0.37%		2.34%		1.66%

Actuarial Accrued Liabilities

The actuarial accrued liabilities as of November 30, 2018 was computed to be the following:

	General	Police	Fire	Total
Active and vested inactive participants	\$32,185,973	\$18,016,591	\$12,503,079	\$62,705,643
Retirees and beneficiaries	52,143,944	45,041,156	21,074,439	118,259,539
Total	84,329,917	63,057,747	33,577,518	180,965,182
Less: Valuation Assets	55,883,353	34,153,092	20,968,041	111,004,486
Unfunded Actuarial Accrued Liabilities	\$28,446,564	\$28,904,655	\$12,609,477	\$69,960,696

(\$ amounts +000)

Valuation Date November 30	Valuation Value of Assets	Actuarial Accrued Liability	Percent Funded	Unfunded AAL	Annual Covered Payroll	UAAL As a % Of Covered Payroll
2003	\$30,475	\$104,386	29.2%	\$73,911	\$34,084	216.8%
2004	37,690	110,156	34.2	72,465	33,355	217.3
2005	41,987	122,019	34.4	80,032	33,312	240.3
2006	47,673	122,267	39.0	74,594	34,373	217.0
2007	52,802	115,685	45.6	62,883	35,354	177.9
2008	55,361	122,117	45.3	66,756	37,403	178.5
2009	57,845	137,822	42.0	79,978	36,981	216.3
2010	60,361	153,223	39.4	92,862	34,062	272.6
2011	62,491	156,260	40.0	93,769	32,871	285.3
2012	65,667	169,363	38.8	103,697	30,964	334.9
2013	74,550	160,552	46.4	86,002	30,560	281.4
2014	83,134	159,855	52.0	76,721	31,408	244.3
2015	91,646	162,780	56.3	71,134	32,327	220.0
2016	98,722	161,226	61.2	62,503	33,384	187.2
2017	107,284	184,466	58.2	77,182	34,729	222.2
2018	111,004	180,965	61.3	69,961	36,890	189.6

**City Contributions Expressed as Percents of Payroll
Weighted Average of All Non-RHSP Participants
Comparative Schedule**

Valuation Date November 30,	General	Police	Fire
2010	22.25%	21.99%	21.70%
2011	21.08	21.02	19.59
2012	21.41	26.06	21.26
2013	19.75	21.69	18.00
2014	16.88	20.79	16.89
2015	14.87	20.28	16.17
2016	15.13	19.28	15.62
2017	15.11	22.78	19.34
2018	12.16	20.17	17.70

Comments

Comment 1: The annual rates of medical care inflation were assumed to be 6% next year, decreasing 0.1% a year down to 5.0%. These rates include the expected savings from cost savings programs for participants who retire in the future. Higher actual and assumed increases in the medical care inflation rates would result in higher funding requirements.

Comment 2: The funding value of assets spreads the difference between the actual and assumed rate of return over 5 years. As of November 30, 2018, the funding value was \$111,004,486 and the market value was \$105,989,115. The recognized rate of return on the funding value was 6.2% versus the 7.5% assumed.

Comment 3: The amortization periods adopted by the Board of Trustees for the funding purposes of this Plan is 30 years.



Section Three:
Benefit Provisions



Benefit Provision Summary

Participation Requirements

Participants include all persons in the classified and unclassified service of the City who perform services on a permanent part-time or full-time basis. New hires effective 9/8/2011 for AFSCME, 11/2/2011 for LPOA and 12/1/2012 for LLSA, Command, LFFU and District Court participate in a Retiree Health Savings Plan and will not be eligible for retiree health benefits from the VEBA.

Retiree Health Benefits – Defined Benefit Plan Members (Including Members who transferred from the DB Plan to the DC Plan)

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 Officers,
Sergeants &
Lieutenants 25 years of service regardless of age, or age 52 with 10 years of service. (Age 50 with 10 years but less than 25 years of service early retirement).
- Police Chief,
Deputy Chief
and Captains 27 years of service regardless of age, or age 50 with 10 years of service. (Age 48 with 10 years but less than 27 years of service early retirement).
- Fire Members: 25 years of service regardless of age, or age 52 with 10 years of service (age 50 with 10 years of service early retirement).
- All Members: Receipt of disability retirement benefit or death in service survivor benefit.

Benefits

100% City-paid health insurance coverage is provided to all retirees. Spouse coverage is provided while the retiree is alive. Spouse coverage continues after the retiree's death, until attainment of age 65 (or until death if the spouse is receiving a joint and survivor pension). Pursuant to the National Healthcare Reform, effective January 1, 2011, dependent children under age 26 may be covered under the City's Group Health Plan.

Member Contributions

General, Police, and Fire members contribute 2% of pay.

Retiree Health Benefits – Defined Contribution Plan Members

Eligibility:

General Members:	Age 55 with 10 years of service.
Police Officers, Sergeants & Lieutenants	25 years of service regardless of age, or age 52 with 10 years of service.
Police Chief, Deputy Chief & Captains	27 years of service regardless of age, or age 50 with 10 years of service.
Fire Members:	27 years of service regardless of age, or age 52 with 10 years of service.
All members:	Receipt of disability retirement benefit.

Benefits: A percentage of the premium is paid by the Plan to all retirees who satisfy the above eligibility requirements. Spouse coverage is provided while the retiree is alive, and for life after the retiree’s death. The amount of the Plan benefit is described below:

	<u>Age Service Requirement</u>	<u>Percentage of Premium Paid By Plan</u>
General Members:	55 & 10	50%
	55 & 15	60
	55 & 20	75
	55 & 25	100

	<u>Age Service Requirement</u>	<u>Percentage of Premium Paid By Plan</u>
Police Officers, Sergeants & Lieutenants	52 & 10	50%
	52 & 15	60
	52 & 20	75
	25 years of service	100

	<u>Age Service Requirement</u>	<u>Percentage of Premium Paid By Plan</u>
Police Chief, Deputy Chief & Captains	50 & 10	50%
	50 & 15	60
	50 & 20	75
	50 & 25 or 27 years of service	100

	<u>Age Service Requirement</u>	<u>Percentage of Premium Paid By Plan</u>
Fire Members:	52 & 10	50%
	52 & 15	60
	52 & 20	75
	52 & 25 or 27 years of service	100

Member Contributions

General members, Police and Fire members contribute 2% of pay.

Disability Retirement – Defined Contribution Plan Members Only

Eligibility:

Termination of City employment by reason of total and permanent disability after completing at least 10 full years of credited service. The 10 year service requirement is waived for duty disability.

Amount:

- (1) Disability incurred after age 55: A monthly pension computed in the same manner as Normal Pension (see below) under the City of Livonia Employees Retirement System (Defined Benefit Plan) but based on credited service and Average Final Compensation (AFC) at the time of termination.
- (2) Disability incurred before age 55: A monthly pension computed in the same manner as a Normal Pension under the Defined Benefit Plan but based on AFC at time of termination and the credited service the member would have completed had the member continued in service until age 55. The minimum duty disability pension payable to age 55 is 75% of AFC. Worker’s compensation benefits are offset. For non-duty disability cases, the following limitations apply:

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

The Normal Pension under the Defined Benefit Plan is summarized as follows:

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

Average final compensation (AFC) is 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.

An additional cost-of-living allowance is paid to disability retirees. The monthly amount is determined as follows:

- (1) For disability retirees (except as noted on the following page):
 - (a) \$20 per month for a one-year period commencing one year after retirement.
 - (b) \$40 per month for a one-year period commencing two years after retirement.
 - (c) \$60 per month for a one-year period commencing three years after retirement.
 - (d) \$80 per month for a one-year period commencing four years after retirement.
 - (e) \$100 per month for a one-year period commencing five years after retirement.
 - (f) \$120 per month commencing six years after retirement.

(2) For General disability retirees who retire on or after December 1, 2007:

- (a) \$25 per month for one year period commencing one year after retirement.
- (b) \$50 per month for one year period commencing two years after retirement.
- (c) \$75 per month for one year period commencing three years after retirement.
- (d) \$100 per month for one year period commencing four years after retirement.
- (e) \$125 per month for one year period commencing five years after retirement.
- (f) \$150 per month for one year period commencing six years after retirement.
- (g) \$175 per month for one year period commencing seven years after retirement.
- (h) \$200 per month for one year period commencing eight years after retirement.
- (i) \$225 per month for one year period commencing nine years after retirement.
- (j) \$250 per month commencing ten years after retirement.

(3) For Fire disability retirees who retire on or after March 20, 2008 and before December 1, 2008:

- (a) \$20 per month for one year period commencing one year after retirement.
- (b) \$40 per month for one year period commencing two years after retirement.
- (c) \$60 per month for one year period commencing three years after retirement.
- (d) \$80 per month for one year period commencing four years after retirement.
- (e) \$100 per month for one year period commencing five years after retirement.
- (f) \$120 per month for one year period commencing six years after retirement.
- (g) \$140 per month for one year period commencing seven years after retirement.
- (h) \$160 per month for one year period commencing eight years after retirement.
- (i) \$180 per month for one year period commencing nine years after retirement.
- (j) \$200 per month commencing ten years after retirement

(4) For Police and Fire disability retirees who retire on or after December 1, 2008:

- a) \$25 per month for one year period commencing one year after retirement.
- b) \$50 per month for one year period commencing two years after retirement.
- c) \$75 per month for one year period commencing three years after retirement.
- d) \$100 per month for one year period commencing four years after retirement.
- e) \$125 per month for one year period commencing five years after retirement.
- f) \$150 per month for one year period commencing six years after retirement.
- g) \$175 per month for one year period commencing seven years after retirement.
- h) \$200 per month for one year period commencing eight years after retirement.
- i) \$225 per month for one year period commencing nine years after retirement.
- j) \$250 per month commencing ten years after retirement

- (5) Fire members retiring on or after 10/17/16, and LPOA, LLSA and Police Command on or after 12/1/2017, in addition to (4) above:
- k) \$275 per month for one year period commencing eleven years after retirement.
 - l) \$300 per month for one year period commencing twelve years after retirement.
 - m) \$325 per month for one year period commencing thirteen years after retirement.
 - n) \$325 per month for one year period commencing fourteen years after retirement.
 - o) \$375 per month commencing fifteen years after retirement.

Employee Contributions:

2%



Section Four:

***Actuarial Assumptions
And Methods***



Demographic Assumptions

(i) Mortality

RP 2000 Combined Healthy
Annuitant Mortality Table,
projected to 2014

Sample Ages	Future Life Expectancy (Years)	
	Men	Women
55	27.5	29.6
60	23.0	25.1
65	18.8	20.8
70	14.9	16.9
75	11.3	13.3
80	8.3	10.1

(ii) Rates of Disability

Sample Ages	Percent Becoming Disabled Within Next Year	
	General	Police-Fire
20	0.02%	0.07%
25	0.04	0.12
30	0.07	0.24
35	0.11	0.40
40	0.16	0.55
45	0.20	0.71
50	0.25	0.87
55	0.30	1.03

(iii) Termination of Employment

Defined Benefit Participants

		% of Active Members Separating Within Next Year		
Sample Ages	Years of Service	General	Police	Fire
25	5 & Over	4.00%	1.62%	1.62%
30		3.50	1.40	1.40
35		3.25	0.83	0.83
40		2.00	0.32	0.32
45		1.25	0.18	0.18
50		1.25	0.18	0.18
55		0.75	0.18	0.18
60		0.50	0.18	0.18

Defined Contribution Participants

		% of Active Members Separating Within Next Year		
Sample Ages	Years of Service	General	Police	Fire
All	0	9.00%	5.00%	9.00%
	1	8.00	4.50	7.00
	2	7.50	4.00	6.00
	3	7.50	3.50	4.00
	4	4.00	3.50	3.00
25	5 & Over	4.00	3.00	3.00
30		3.00	2.50	2.00
35		2.50	2.00	1.00
40		1.50	1.40	0.50
45		1.00	0.80	0.20
50		0.50	0.50	0.20
55		0.50	0.50	0.20
60		0.50	0.50	0.20

(iv) Retirement Rates

Percent of Active Defined Benefit Plan Members Retiring within Year Following Attainment of Indicated Retirement Age or Service

Retirement Ages	Age Based			Service Based		
	General	Police	Fire	Service	Police	Fire
				25	75%	40%
				26	25	40
				27	25	40%
				28	25	40
45-50	70%		-	29	25	40
51	70		-	30 & up	100	100
52	70	10%	35%			
53	70	10	20			
54	45	10	20			
55	30	10	10			
56	25	10	10			
57	25	10	10			
58	30	10	10			
59	25	10	10			
60	25	100	100			
61	20	100	100			
62	20	100	100			
63	20	100	100			
64	20	100	100			
65	15	100	100			
66	20	100	100			
67	20	100	100			
68	40	100	100			
69 & Up	100	100	100			

Actuarial Method Used for the Valuation

Normal Cost. Normal cost and the allocation of actuarial present values between service rendered before and after the valuation date were determined using an individual entry age actuarial cost method having the following characteristics:

- ❖ The annual normal costs for each individual active participant, payable from date of hire to date of retirement, are sufficient to accumulate the value of the participant's benefit at the time of retirement;
- ❖ Each annual normal cost is a constant percentage of the participant's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liability. Unfunded actuarial accrued liability was amortized as a level percent of payroll over 30 years.



Section Five:
Valuation Data



Summary of Asset Information Submitted for the Valuation**Statement of Assets**

As of November 30 2018, the net market value of Plan assets was reported to be \$105,989,115.

Revenues and Expenses for the Year Ended November 30, 2018:

a. Revenues	
(i) Member Contributions	\$473,346
(ii) Employer Contributions	4,499,324
(iii) Investment Income (Net of Expenses)	(1,556,473)
(iv) Other income	<u>0</u>
(v) Total Income	3,416,197
b. Expenses	
(i) Retirement benefits	164,573
(ii) Post Retirement Health Benefits	7,544,390
(iii) Administrative Expenses	<u>58,231</u>
(iv) Total Expenses	7,767,194

Investment Allocation

The reported asset allocation at market value was as follows:

a. Cash and Short Term	
(i) Cash (incl. Checking/Savings Accounts)	\$ 0
(ii) Accrued Interest/Dividends	196,557
(iii) Money Market Funds/Certificates of Deposit	2,080,607
(iv) Receivables	650,677
b. Fixed Income	37,112,772
c. Equities	66,236,029
d. Other	678,273
e. Less accounts payable	<u>965,800</u>
f. Net Market Value of Assets -- November 30, 2018	\$105,989,115

Funding Value of Assets

	<u>2017</u>	<u>2018</u>
A. Funding Value Beginning of Year	\$98,722,868	\$107,283,551
B. Market Value End of Year	110,340,111	105,989,115
C. Market Value Beginning of Year	96,645,667	110,340,111
D. Non-Investment Income Net Cash Flow	(1,500,888)	(2,794,523)
E. Investment Income		
E1. Market Total B-C-D	15,195,332	(1,556,473)
E2. Amount for Immediate Recognition	7,837,794	7,941,472
E3. Amount for Phased-In Recognition E1 – E2	7,357,538	(9,497,945)
F. Phased-In Recognition of Investment Income		
F1. From the Current Year 0.20 x E3	1,471,508	(1,899,589)
F2. First Prior Year	(239,430)	1,471,508
F3. Second Prior Year	(1,102,183)	(239,430)
F4. Third Prior Year	343,680	(1,102,183)
F5. Fourth Prior Year	1,750,202	343,680
F6. Total Recognized Investment Gain	2,223,777	(1,426,014)
G. Funding Value End of Year A + D + E2 + F6	\$107,283,551	\$111,004,486
H. Market Rate of Return	15.8%	(1.4)%
I. Recognized Rate of Return	10.3%	6.2%

Participant Summary**Retirees and Beneficiaries**

As of November 30, 2018, there were 673 retirees included in the valuation.

	Defined Benefit Plan	Defined Contribution Plan	Total
Number	502	171	673

All Retirees & Beneficiaries**11/30/18**

Attained Age	General	Police	Fire	Totals
45-49	1	5		6
50-54	3	36	6	45
55-59	33	41	12	86
60-64	50	18	17	85
65-69	59	18	17	94
70-74	86	25	21	132
75-79	52	25	17	94
80-84	35	15	11	61
85-89	32	4	9	45
90-94	13	1	3	17
95-99	6		2	8
Totals	370	188	115	673

As of November 30, 2018, there were 33 inactive vested participants.

	Defined Benefit Plan	Defined Contribution Plan	Total
Number	13	20	33

**All Inactive Vested Participants -
11/30/18**

Attained Age	General	Police	Fire	Totals
40-44	2			2
45-49	3	4	2	9
50-54	9	3	1	13
55-59	5			5
60-64	1	1		2
75-79		1		1
				0
100-104	1			1
Totals	21	9	3	33

Active Participants

As of November 30, 2018, there were 596 active participants.

	Defined Benefit Plan	Defined Contribution Plan		Total
		Non-RHSP	RHSP	
Number	71	232	293	596
Payroll	\$6,446,503	16,090,623	14,353,309	\$36,890,435

**Defined Benefit Plan Active Members - November 30, 2018
Age and Service Distribution**

Attained Age	Service				No.	Totals Payroll
	15-19	20-24	25-29	30-34		
40-44		9			9	\$ 903,046
45-49		28	4		32	3,026,576
50-54		7	7	3	17	1,549,829
55-59		4	4	1	9	682,206
60-64				1	1	71,511
65-69		1	2		3	213,335
Total		49	17	5	71	\$ 6,446,503

Group Averages:

Age: 50.8 years
 Service: 24.3 years
 Annual Pay: \$90,796

**Defined Contribution Plan Active Members - November 30, 2018
Age and Service Distribution**

Attained Age	Service							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	Over 30	No.	Payroll
Under 20	2							2	\$19,324
20-24	35							35	1,268,574
25-29	50	17						67	3,623,669
30-24	27	18	11					56	3,572,549
35-39	13	6	21	8				48	3,213,544
40-44	19	7	5	11	1			43	2,466,173
45-49	29	4	7	17	9			66	4,106,385
50-54	22	7	9	10	4	2	7	61	3,536,797
55-59	20	5	9	13	8	2	6	63	3,912,198
60-64	12	11	15	10	7	2	7	64	3,571,327
65-69	1	2	2	2	3	1	1	12	809,418
70-74	1	1	1	1	1	1		6	219,574
75-79			<u>1</u>				<u>1</u>	<u>2</u>	<u>124,400</u>
Total	231	78	81	72	33	8	22	525	\$30,443,932

Group Averages:

Age: 44.8 years
 Service: 9.5 years
 Annual Pay: \$57,988