

CITY OF MADISON HEIGHTS
POLICEMEN AND FIREMEN RETIREMENT SYSTEM
ACTUARIAL VALUATION REPORT
JUNE 30, 2016

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December 19, 2016

Retirement Board
City of Madison Heights Policemen
and Firemen Retirement System
Madison Heights, Michigan

Dear Board Members:

Submitted in this report are the results of the Sixtieth Annual Actuarial Valuation of the City of Madison Heights Policemen and Firemen Retirement System, based upon Act No. 345 of the Public Acts of 1937, as amended. The purpose of the June 30, 2016 valuation and gain/loss analysis is to measure funding progress in relation to the actuarial cost method and to determine employer contribution rates for the fiscal year ending June 30, 2018. The results of the valuation are not applicable for other purposes. No adjustments have been made for events after June 30, 2016.

The computed contribution rate shown on page B-1 may be considered as a minimum contribution rate that complies with the Board's funding policy. Users of this report should be aware that contributions made at that rate do not guarantee benefit security. Given the importance of benefit security to any retirement system, we suggest that contributions to the System in excess of those presented in this report be considered.

While this report includes status measures of the Retirement System, it does not include a more robust assessment of the risks of future experiences not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment. We encourage a review and assessment of investment and other significant risks that may have a material effect on the plan's financial condition.

Calculations required for compliance with the Governmental Accounting Standards Board (GASB) Statement Nos. 67 and 68 were issued in a separate report dated August 18, 2016.

This report was prepared at the request of the Board and is intended for use by the Retirement System and those designated or approved by the Board. This report may be provided to parties other than the System only in its entirety and only with the permission of the Board. This report should not be relied on for any purpose other than the purpose described. GRS is not responsible for unauthorized use of this report.

The valuation was based upon information, furnished by the Assistant City Manager, concerning the Retirement System's benefits, financial transactions, and active members, terminated members, retirees and beneficiaries. We checked for internal and year-to-year consistency, but did not audit the data. We are not responsible for the accuracy or completeness of the data provided.

The valuation results summarized in this report involve actuarial calculations that require assumptions about future events. We believe that the assumptions and methods used in this report are reasonable and appropriate for the purpose for which they have been used. However, other assumptions and methods could also be reasonable and could result in materially different results. In addition, because it is not

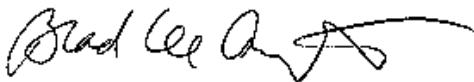
possible or practical to consider every possible contingency, we may use summary information, estimates or simplifications of calculations to facilitate the modeling of future events. We may also exclude factors or data that are deemed to be immaterial. The actuarial method and assumptions used in the actuarial valuation are summarized in Section D of this report. The assumptions are established by the Board after consulting with the actuary.

The findings in this report are based on data and other information through June 30, 2016. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as: plan experience differing from that anticipated by the economic and 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. Due to the limited scope of the actuary's assignment, the actuary did not perform an analysis of the potential range of such future measurements.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. To the best of our knowledge the information contained in this report is accurate and fairly presents the actuarial position of the Madison Heights Policemen and Firemen Retirement System as of the valuation date. All calculations have been made in conformity with generally accepted actuarial principles and practices, with the Actuarial Standards of Practice issued by the Actuarial Standards Board, and with applicable statutes.

Brad Lee Armstrong and Heidi G. Barry are independent of the plan sponsor, are Members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Brad Lee Armstrong, ASA, EA, FCA, MAAA



Heidi G. Barry, ASA, MAAA

BLA/HGB:ah

SECTION A

BASIC FINANCIAL OBJECTIVE AND OPERATION OF THE RETIREMENT SYSTEM

Basic Financial Objective and Operation of the Retirement System

Benefit Promises Made Which Must Be Paid For. A retirement system is an orderly means of handing out, keeping track of, and financing contingent pension promises to a group of employees. As each member of the retirement system acquires a unit of service credit he is, in effect, handed an "IOU" which reads: "The Employees Retirement System promises to pay you one unit of retirement benefits, payments in cash commencing when you retire."

The principal related financial question is: When shall the money required to cover the "IOU" be contributed? This year, when the benefit of the member's service is received? Or, some future year when the "IOU" becomes a cash demand?

The constitution of the State of Michigan is directed to the question:

"Financial benefits arising on account of service rendered in each fiscal year shall be funded during that year and such funding shall not be used for financing unfunded accrued liabilities."

Section 9(2) of Act 345 is also directed to the question:

"Sec. 9(2). - - - For the purpose of creating and maintaining a fund for the payment of the pensions and other benefits payable hereunder the said city, village or municipality, subject to the provisions of this act, shall appropriate, at the end of such regular intervals as may be adopted, quarterly, semi-annually, or annually, an amount sufficient to maintain actuarially determined reserves covering pensions payable or which might be payable on account of service performed and to be performed by active members and pensions being paid retired members and beneficiaries - - - ."

This retirement system meets this constitutional requirement by having as its ***financial objective to establish and receive contributions, expressed as percents of active member payroll, which will remain approximately level from year-to-year*** and will not have to be increased for future generations of taxpayers.

Translated into actuarial terminology, a level percent-of-payroll contribution objective means that the contribution rate must be at least:

Normal Cost (the current value of benefits likely to be paid on account of members' service being rendered in the current year)

... plus ...

Interest on the Unfunded Actuarial Accrued Liability (the difference between the actuarial accrued liability and current system assets).

A by-product of the level percent-of-payroll contribution objective is the accumulation of invested assets for varying periods of time. ***Invested assets are a by-product of level percent-of-payroll contributions, not the objective.*** Investment income becomes a major contributor to the retirement system and the amount is directly related to the amount of contributions and investment performance.

If contributions to the retirement system are less than the preceding amount, the difference, plus investment earnings not realized thereon, will have to be contributed at some later time, or, benefits will have to be reduced, to satisfy the fundamental fiscal equation under which all retirement programs must operate; that is:

$$\mathbf{B = C + I - E}$$

The aggregate amount of **B**enefit payments to any group of members and their beneficiaries cannot exceed the sum of:

The aggregate amount of **C**ontributions received on behalf of the group

... plus ...

Investment earnings on contributions received and not required for immediate payment of benefits

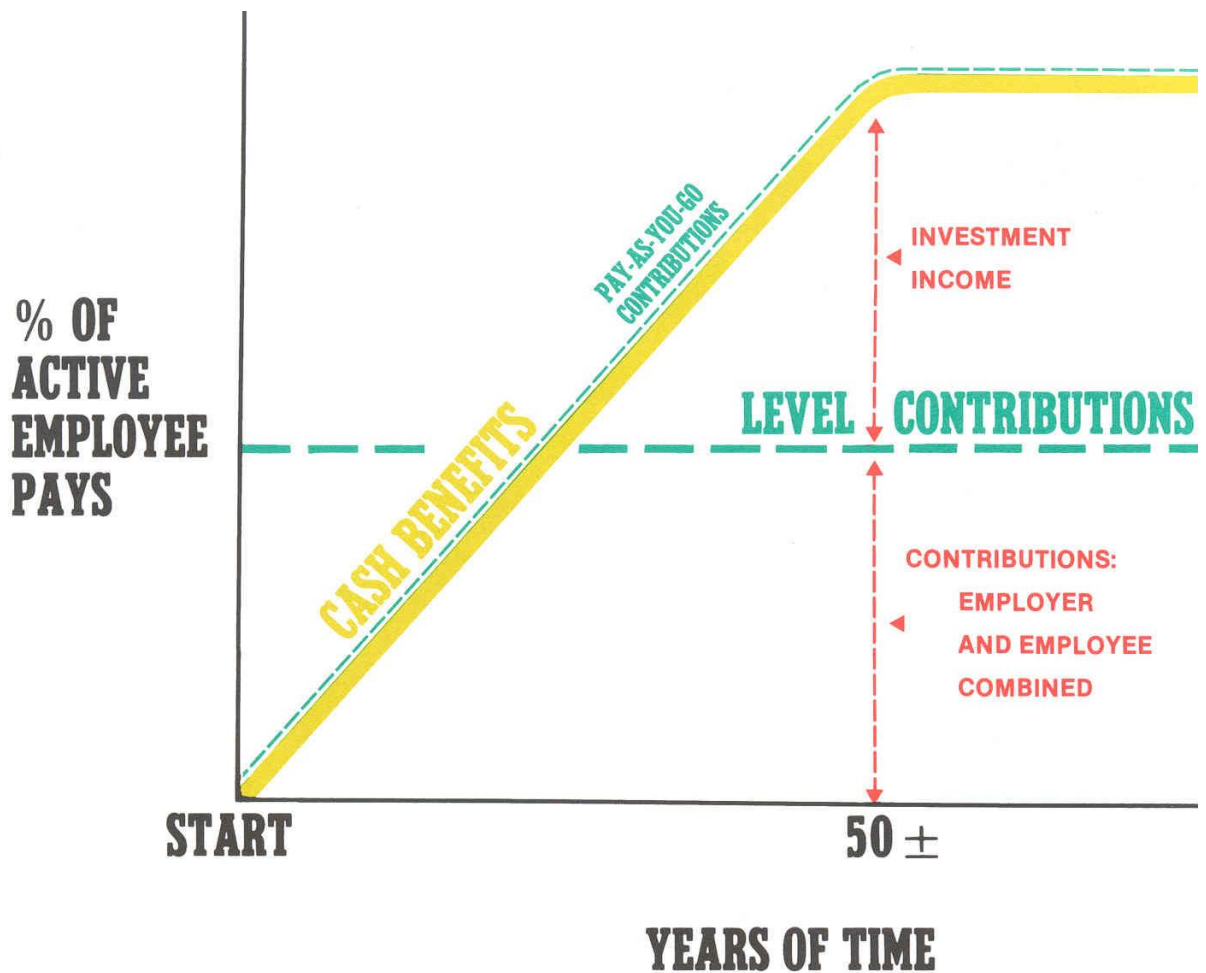
... minus ...

The **E**xpenses of operating the program.

There are retirement systems designed to defer the bulk of contributions far into the future. Lured by artificially low present contributions, the inevitable consequence of a relentlessly increasing contribution rate -- to a level greatly in excess of the level percent-of-payroll rate -- is ignored.

This method of financing is prohibited in Michigan by the state constitution.

Computed Contribution Rate Needed to Finance Benefits. From a given schedule of benefits and from the data furnished, the actuary calculates the contribution rate by means of an actuarial valuation - the technique of assigning monetary values to the risks assumed in operating a retirement system.



CASH BENEFITS LINE. This relentlessly increasing line is the fundamental reality of retirement plan financing. It happens each time a new benefit is added for future retirements (and happens regardless of the design for contributing for benefits).

LEVEL CONTRIBUTION LINE. Determining the level contribution line requires detailed assumptions concerning a variety of experiences in future decades, including:

Economic Risk Areas

- Rates of investment return
- Rates of pay increase
- Changes in active member group size

Non-Economic Risk Areas

- Ages at actual retirement
- Rates of mortality
- Rates of withdrawal of active members (turnover)
- Rates of disability

SECTION B
VALUATION RESULTS

City's Computed Contributions for the Fiscal Year Beginning July 1, 2017

Contributions for	Contributions Expressed as Percents of Annual Pay					
	Department	Police		Fire		Totals
	Heads	Command	Other	Command	Other	
NORMAL COST						
Age and service pensions	19.24 %	17.95 %	16.40 %	16.19 %	15.10 %	16.58 %
Disability pensions	0.67	0.86	1.07	1.21	1.20	1.05
Death pensions	<u>0.27</u>	<u>0.24</u>	<u>0.23</u>	<u>0.28</u>	<u>0.29</u>	<u>0.26</u>
Totals	20.18	19.05	17.70	17.68	16.59	17.89
MEMBERS' CONTRIBUTIONS						
Gross contributions	8.90	8.90	8.90	8.90	8.90	8.90
Less prospective refunds	<u>0.58</u>	<u>0.71</u>	<u>0.67</u>	<u>0.47</u>	<u>0.47</u>	<u>0.61</u>
Available for pensions	8.32	8.19	8.23	8.43	8.43	8.29
CITY'S NORMAL COST	11.86	10.86	9.47	9.25	8.16	9.60
UNFUNDED ACTUARIAL ACCRUED LIABILITIES						
Retirees and beneficiaries						8.57
Active members*						<u>22.93</u>
Totals						31.50
CITY'S TOTAL CONTRIBUTION (PENSIONS)						41.10 %
Administrative and Investment Expenses						7.16 %
CITY'S TOTAL CONTRIBUTION (PENSIONS & EXPENSES)**						48.26 %

Retiree health insurance costs are not included in this report.

* *Financed as a level percent-of-payroll over a closed period of 28 years.*

In financing the actuarial accrued liabilities, the funding value of assets, \$45,546,957 were distributed as shown at the bottom of the page. Please see page C-10 for information concerning the reporting of assets, and page C-11 for the derivation of the funding value of assets.

Market Value	Present Reserves Reported for		Totals
	Member Actuarial Accrued Liabilities	Retired Life Actuarial Liabilities	
Employees Contributions	\$ 7,366,544		\$ 7,366,544
Employer Contributions	(20,064,731)	\$ 24,733,338	4,668,607
Retired Benefit Payments		29,571,068	29,571,068
Totals *	\$ (12,698,187)	\$ 54,304,406	\$ 41,606,219

* As reported.

Assets were applied against actuarial accrued liabilities in determining unfunded actuarial accrued liabilities as follows:

	Retired Lives	Active Members	Totals
Computed Actuarial Accrued Liabilities	\$ 54,304,406	\$ 23,446,477	\$ 77,750,883
Applied Assets (4-yr. smoothed market value)	45,546,957	0	45,546,957
Unfunded Actuarial Accrued Liabilities	\$ 8,757,449	\$ 23,446,477	\$ 32,203,926

Derivation of Experience Gain (Loss) Year Ended June 30, 2016

Actual experience will never (except by coincidence) coincide exactly with assumed experience. It is hoped that aggregate gains and losses will cancel each other over a period of years, but sizeable year-to-year fluctuations are common. Detail on the derivation of the experience gain (loss) is shown below, along with a year-by-year comparative schedule.

	Total
(1) UAAL* at start of year	\$ 31,043,176
(2) Employer normal cost from the last valuation	727,364
(3) Actual employer contributions	1,698,569
(4) Interest accrual: $[(1) + 1/2 [(2) - (3)]] \times .075$	2,291,818
(5) Expected UAAL before changes: (1) + (2) - (3) + (4)	\$ 32,363,789
(6) Change from the benefit provision application	-
(7) Change from the revised actuarial assumptions and methods	(1,977,821)
(8) Expected UAAL after changes: (5) + (6) + (7)	\$ 30,385,968
(9) Actual UAAL at end of year	32,203,926
(10) Gain (loss): (8) - (9)	(1,817,958)
(11) Actuarial accrued liability at the start of the year	78,426,714
(12) Gain (loss) as a percent of actuarial accrued liabilities at start of year	(2.3)%

* *Unfunded Actuarial Accrued Liabilities.*

Valuation Date June 30,	Experience Gain (Loss) as % of Beginning Accrued Liability Total
2007	2.3 %
2008	(1.2)
2009	(5.2)
2010	(2.1)
2011	(9.0)
2012	(8.5)
2013	(1.5)
2014	(2.3)
2015	(4.6)
2016	(2.3)

Summary Statement of Retirement System Resources and Obligations

PRESENT RESOURCES AND EXPECTED FUTURE RESOURCES

A. Present valuation assets:	
1. Net assets from Retirement System financial statements	\$ 41,606,219
2. Market value adjustment	3,940,738
3. Valuation assets	<u>45,546,957</u>
B. Actuarial present value of expected future employer contributions:	
1. For normal costs	4,563,699
2. For unfunded actuarial accrued liability	32,203,926
3. Total of (1) + (2)	<u>36,767,625</u>
C. Actuarial present value of expected future member contributions	4,443,555
D. Total present and expected future resources	<u>\$ 86,758,137</u>

ACTUARIAL PRESENT VALUE OF EXPECTED FUTURE BENEFIT PAYMENTS

A. To retirees and beneficiaries	\$ 54,304,406
B. To vested terminated members	977,791
C. To present active members:	
1. Allocated to service rendered prior to valuation date - actuarial accrued liability	22,468,686
2. Allocated to service likely to be rendered after valuation date	9,007,254
3. Total	<u>31,475,940</u>
D. Total actuarial present value of expected future benefit payments	<u>\$ 86,758,137</u>

Comments, Recommendation and Conclusion

COMMENT A: The overall actuarial experience was less favorable than anticipated as shown on page B-3 primarily due to a recognized investment return rate of 4.4% compared to the assumed rate of 7.5% and more retirements than expected. Market performance from 2013 to 2016 was smoothed over 4 years by the Board’s use of an asset smoothing technique. Unrecognized losses in investment return will put upward pressure on the City’s contribution rate in each of the next 3 years. As an indication of the magnitude, the contribution rate in this valuation would increase from 41.10% to 44.95% of payroll (excluding expenses) on a market value basis. The current assumption of 7.5% is reasonable; however, the Board may wish to consider reducing the assumed rate of investment return in order to increase the likelihood of meeting the assumption and lower the risk of a steadily rising city contribution rate. Actuarial Standards of Practice now require that the assumed rate of investment return be reviewed annually.

COMMENT B: This valuation does not include funding requirements for retiree health care insurance (this is submitted in a separate report).

COMMENT C: A 28-year closed amortization period was used for this valuation. Historical funded ratios are shown on page B-8. As of June 30, 2016, the Retirement System’s funded ratio was 58.6% compared to 60.4% as of June 30, 2015. On a market value basis, the funded ratio would be 53.5% compared to 58.6% last year.

COMMENT D: The ratio of the funding value of assets to the market value of assets is 109.5%. Over time, this ratio is intended to stay near 100%. However, highly volatile markets can create distortions in this ratio. The Board may wish to establish a “corridor” around the market value of assets such as 80% to 120%, so that the funding value of assets does not deviate from the market value of assets by an unreasonably large amount.

COMMENT E: The mortality table used has been updated to the fully generational RP-2014 mortality table projected to 2016 using the MP-2016 improvement scale. This change in assumptions decreased the actuarial accrued liabilities by \$713,845 and resulted in a 0.70 percentage point decrease in the computed employer contribution for the fiscal year beginning July 1, 2017.

COMMENT F: Useful and reliable valuation results are dependent on an underlying set of appropriate actuarial assumptions. The wage inflation assumption has been reviewed and subsequently lowered to 4%. The table below shows the results in this valuation had the wage inflation been 5.5%, as previously assumed.

	Wage Inflation	
	5.5%	4% (Used in valuation)
AAL	\$79,014,859	\$77,750,883
Funded Ratio	57.60%	58.60%
Contribution Rate	40.46%	41.10%
Dollar Contribution	\$2,407,720	\$2,393,830

Additionally, we recommend reviewing the investment return assumption prior to the next actuarial valuation.

COMMENT G: The retiree liability is only 84% funded. In addition, the amortization period (currently 28 years) exceeds the average expected future lifetime of the current retired members (which is approximately 20 years). We recommend that the Board consider lowering the amortization period for at least the portion of the unfunded liability attributable to retiree liability. For comparison, the table below provides the computed contribution rates if the unfunded retiree liabilities were to be amortized over a shorter time period.

Amortization Period		
Unfunded Retiree Liability	Unfunded Remaining Liability	Contribution Rate
10 years	28 years	50.89%
15	28	45.75%
20	28	43.22%
28	28	41.10%

CONCLUSION: The City's contributions (member contributions are additional) to the City of Madison Heights Policemen and Firemen Retirement System, for the fiscal year beginning July 1, 2017, have been computed to be 41.10% of active member payroll for pensions with an additional 7.16% for administrative and investment expenses.

It is the actuary's opinion that the required contribution rates determined by the most recent actuarial valuation are sufficient to meet the Retirement System's funding objective, presuming continued timely receipt of required contributions.

Other Observations

General Implications of Contribution Allocation Procedure or Funding Policy on Future Expected Plan Contributions and Funded Status

Given the plan's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the plan earning 7.5% on the actuarial value of assets), it is expected that:

- 1) The unfunded actuarial accrued liabilities will be fully amortized after 28 years;
- 2) The funded status of the plan will increase gradually towards a 100% funded ratio; and
- 3) The unfunded accrued liability will increase for an extended period before beginning to decline. This is particularly true when the plan sponsor is contributing on a percent-of-payroll basis and there is no payroll growth.

Limitations of Funded Status Measurements

Unless otherwise indicated, a funded status measurement presented in this report is based upon the actuarial accrued liability and the actuarial value of assets. Unless otherwise indicated, with regard to any funded status measurements presented in this report:

- 1) The measurement is inappropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations, in other words, of transferring the obligations to a unrelated third party in an arm's length market value type transaction.
- 2) The measurement is dependent upon the actuarial cost method which, in combination with the plan's amortization policy, affects the timing and amounts of future contributions. A funded status measurement in this report of 100% is not synonymous with no required future contributions. If the funded status were 100%, the plan would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).
- 3) The measurement would produce a different result if the market value of assets were used instead of the actuarial value of assets, unless the market value of assets is used in the measurement.

Limitations of Project Scope

Actuarial standards do not require the actuary to evaluate the ability of the plan sponsor or other contributing entity to make required contributions to the plan when due. Such an evaluation was not within the scope of this project and is not within the actuary's domain of expertise. Consequently, the actuary performed no such evaluation.

Risks to Future Employer Contribution Requirements

There are ongoing risks to future employer contribution requirements to which the Retirement System is exposed, such as:

- Actual and Assumed Investment Rate of Return
- Actual and Assumed Mortality Rates
- Amortization Policy

Comparative Statement

Valuation Date June 30	Fiscal Year	Actuarial	Actuarial	Funded Ratio	Unfunded Actuarial Accrued Liabilities & Reserves			City's Contribution Rate		
		Accrued	Accrued		Dollars	Amortiz. Period	% of Payroll	Percents	Dollars	
		Liabilities & Reserves	Assets						Recommended	Actual
1997	98-99	\$ 38,437,709	\$ 38,540,778	100.3 %	\$(103,069)	18	-	16.77 %	\$ 883,868	\$ 988,090
1998	99-00	40,087,394	41,907,540	104.5	(1,820,146)	17	-	14.25	750,633	909,016
1999 #	00-01	44,416,775	45,285,637	102.0	(868,862)	16	-	14.44	802,364	850,457
2000	01-02	46,244,023	47,689,403	103.1	(1,445,380)	15	-	13.45	727,203	845,881
2001	02-03	48,139,671	48,997,093	101.8	(857,422)	14	-	13.76	798,609	951,923
2002 #	03-04	50,633,078	49,200,870	97.2	1,432,208	13	22.3 %	17.31	1,113,946	1,221,459
2003 #	04-05	51,665,535	48,919,496	94.7	2,746,039	12	43.5	20.49	1,292,438	1,513,225
2004 *#	05-06	56,133,839	48,976,377	87.2	7,157,462	20	102.4	23.15	1,618,638	1,656,681
2005	06-07	57,733,862	49,887,362	86.4	7,846,500	19	110.3	23.86	1,697,809	1,794,618
2006 @	07-08	59,879,584	51,533,008	86.1	8,346,576	25	118.2	22.88	1,615,365	1,745,795
2007	08-09	61,959,805	55,004,366	88.8	6,955,439	25	96.3	21.90	1,581,304	1,625,338
2008 *	09-10	61,187,814	57,130,630	93.4	4,057,184	25	53.4	17.48	1,327,971	1,589,770
2009 @	10-11	63,175,083	56,156,781	88.9	7,018,302	30	93.6	18.82	1,411,463	1,391,859
2010	11-12	63,161,498	54,888,388	86.9	8,273,110	30	120.9	19.92	1,363,478	1,240,859
2011 #	12-13	65,466,348	51,374,542	78.5	14,091,806	30	234.5	22.72	1,365,401	1,338,103
2012	13-14	67,929,700	47,691,751	70.2	20,237,949	30	356.5	27.82	1,711,368	1,566,747
2013 **	14-15	67,745,324	48,067,300	71.0	19,678,024	30	335.4	24.99	1,588,802	1,408,153
2014 @	15-16	70,493,480	49,322,706	70.0	21,170,774	30	380.7	27.94	1,683,896	1,698,569
2015 *#	16-17	78,426,714	47,383,538	60.4	31,043,176	29	587.7	39.35	2,252,379	
2016	17-18	79,728,704	45,546,957	57.1	34,181,747	28	622.4	41.16	2,449,376	
2016 *	17-18	77,750,883	45,546,957	58.6	32,203,926	28	586.4	41.10	2,393,830	

* Revised actuarial assumptions and methods.

Retirement System was amended.

** Changes in the application of the benefit provisions.

@ Amortization policy of Unfunded Actuarial Accrued Liabilities was changed.

The Ratio of Valuation Assets to Actuarial Accrued Liabilities is a traditional measure of a system's funding progress. Except in years when the system is amended or actuarial assumptions are revised, this ratio can be expected to increase gradually toward 100%.

The Ratio of Unfunded Actuarial Accrued Liabilities to Valuation Payroll is another relative index of condition. Unfunded actuarial accrued liabilities represent debt, while active member payroll represents the system's capacity to collect contributions to pay toward the debt. The lower the ratio, the greater the financial strength and vice-versa.

Base Projections with 4.0% Wage Inflation – 7.50% Investment Return in 2017

City of Madison Heights Policemen and Firemen Retirement System												
	Economic Data											
	Observed		Assumed									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Valuation Date	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Payroll Growth	-5.05%	3.96%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Liability Growth - Payroll related	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Liability Growth - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Liability Growth - Total	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Investment Return (Realized)	6.43%	-1.05%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%
	Valuation Parameters											
	Observed		Assumed									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Fiscal Year Ending: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Contribution Rate - Recommended	22.85%	27.94%	39.35%	41.10%	42.46%	44.54%	45.84%	46.20%	46.45%	46.65%	46.83%	47.00%
Contribution Rate - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Contribution Rate - Total	22.85%	27.94%	39.35%	41.10%	42.46%	44.54%	45.84%	46.20%	46.45%	46.65%	46.83%	47.00%
Amortization Years	30	28	27	26	25	24	23	22	21	20	19	18
	Valuation Results in \$ Millions											
	Observed		Projected									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Valuation Date: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Determines ARC for FY Ending		2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Payroll	\$ 5.7	\$ 5.5	\$ 5.7	\$ 5.9	\$ 6.2	\$ 6.4	\$ 6.7	\$ 6.9	\$ 7.2	\$ 7.5	\$ 7.8	\$ 8.1
Assets after Smoothing (AVA)	\$ 48.8	\$ 45.5	\$ 45.0	\$ 43.8	\$ 43.4	\$ 44.3	\$ 45.5	\$ 46.8	\$ 48.0	\$ 49.3	\$ 50.3	\$ 51.4
Assets at Market (MVA)	\$ 47.3	\$ 41.6	\$ 42.0	\$ 42.5	\$ 43.2	\$ 44.2	\$ 45.4	\$ 46.7	\$ 48.0	\$ 49.3	\$ 50.3	\$ 51.4
Accrued Liabilities (AAL)	\$ 70.0	\$ 77.8	\$ 79.2	\$ 80.7	\$ 82.3	\$ 84.0	\$ 85.9	\$ 87.8	\$ 89.6	\$ 91.2	\$ 92.6	\$ 93.8
Ratio AAL to Payroll	1228%	1415%	1389%	1368%	1327%	1313%	1282%	1272%	1244%	1216%	1187%	1158%
Ratio MVA to Payroll	830%	756%	737%	720%	697%	691%	678%	677%	667%	657%	645%	635%
Ratio AVA to MVA	103%	109%	107%	103%	100%	100%	100%	100%	100%	100%	100%	100%
Funded Percent	69.7%	58.5%	56.8%	54.3%	52.7%	52.7%	53.0%	53.3%	53.6%	54.1%	54.3%	54.8%
Unfunded Accrued Liabilities	\$ 21.2	\$ 32.3	\$ 34.2	\$ 36.9	\$ 38.9	\$ 39.7	\$ 40.4	\$ 41.0	\$ 41.6	\$ 41.9	\$ 42.3	\$ 42.4
Contribution Rate *	22.85%	41.10%	42.46%	44.54%	45.84%	46.20%	46.45%	46.65%	46.83%	47.00%	47.16%	47.32%

* NOTE: doesn't include Admin and Investment Expense.

Projection results are useful in demonstrating changing relationships among key elements affecting system financial activity. For example: how benefits and system assets will grow in future decades. Projections are not predictions of specific future events and do not provide numeric precision in absolute terms. For instance, cash flow projected to occur 10 years in the future will not be exact (except by coincidence), but understanding the changed relationships between future benefit payout and future investment return can be very useful.

Base Projections with 4.0% Wage Inflation – 10.00% Investment Return in 2017

City of Madison Heights Policemen and Firemen Retirement System												
	Economic Data											
	Observed		Assumed									
Valuation Date	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Payroll Growth	-5.05%	3.96%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Liability Growth - Payroll related	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Liability Growth - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Liability Growth - Total	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Investment Return (Realized)	6.43%	-1.05%	10.00%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%
	Valuation Parameters											
	Observed		Assumed									
Fiscal Year Ending: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Contribution Rate - Recommended	22.85%	27.94%	39.35%	41.10%	42.21%	44.03%	45.06%	45.14%	45.35%	45.52%	45.69%	45.85%
Contribution Rate - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Contribution Rate - Total	22.85%	27.94%	39.35%	41.10%	42.21%	44.03%	45.06%	45.14%	45.35%	45.52%	45.69%	45.85%
Amortization Years	30	28	27	26	25	24	23	22	21	20	19	18
	Valuation Results in \$ Millions											
	Observed		Projected									
Valuation Date: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Determines ARC for FY Ending	2018		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Payroll	\$ 5.7	\$ 5.5	\$ 5.7	\$ 5.9	\$ 6.2	\$ 6.4	\$ 6.7	\$ 6.9	\$ 7.2	\$ 7.5	\$ 7.8	\$ 8.1
Assets after Smoothing (AVA)	\$ 48.8	\$ 45.5	\$ 45.3	\$ 44.3	\$ 44.3	\$ 45.5	\$ 46.7	\$ 48.0	\$ 49.3	\$ 50.6	\$ 51.6	\$ 52.7
Assets at Market (MVA)	\$ 47.3	\$ 41.6	\$ 43.0	\$ 43.6	\$ 44.3	\$ 45.4	\$ 46.7	\$ 48.0	\$ 49.3	\$ 50.6	\$ 51.6	\$ 52.7
Accrued Liabilities (AAL)	\$ 70.0	\$ 77.8	\$ 79.2	\$ 80.7	\$ 82.3	\$ 84.0	\$ 85.9	\$ 87.8	\$ 89.6	\$ 91.2	\$ 92.6	\$ 93.8
Ratio AAL to Payroll	1228%	1415%	1389%	1368%	1327%	1313%	1282%	1272%	1244%	1216%	1187%	1158%
Ratio MVA to Payroll	830%	756%	754%	739%	715%	709%	697%	696%	685%	675%	662%	651%
Ratio AVA to MVA	103%	109%	105%	102%	100%	100%	100%	100%	100%	100%	100%	100%
Funded Percent	69.7%	58.5%	57.2%	54.9%	53.8%	54.2%	54.4%	54.7%	55.0%	55.5%	55.7%	56.2%
Unfunded Accrued Liabilities	\$ 21.2	\$ 32.3	\$ 33.9	\$ 36.4	\$ 38.0	\$ 38.5	\$ 39.2	\$ 39.8	\$ 40.3	\$ 40.6	\$ 41.0	\$ 41.1
Contribution Rate *	22.85%	41.10%	42.21%	44.03%	45.06%	45.14%	45.35%	45.52%	45.69%	45.85%	46.01%	46.17%

* NOTE: doesn't include Admin and Investment Expense.

Projection results are useful in demonstrating changing relationships among key elements affecting system financial activity. For example: how benefits and system assets will grow in future decades. Projections are not predictions of specific future events and do not provide numeric precision in absolute terms. For instance, cash flow projected to occur 10 years in the future will not be exact (except by coincidence), but understanding the changed relationships between future benefit payout and future investment return can be very useful.

Projections with 4.0% Wage Inflation – 0.00% Investment Return in 2017

City of Madison Heights Policemen and Firemen Retirement System												
	Economic Data											
	Observed		Assumed									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Valuation Date	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Payroll Growth	-5.05%	3.96%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Liability Growth - Payroll related	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Liability Growth - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Liability Growth - Total	4.42%	-0.86%	1.82%	1.89%	1.99%	2.14%	2.25%	2.18%	2.03%	1.81%	1.48%	1.36%
Investment Return (Realized)	6.43%	-1.05%	0.00%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%
	Valuation Parameters											
	Observed		Assumed									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Fiscal Year Ending: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Contribution Rate - Recommended	22.85%	27.94%	39.35%	41.10%	43.18%	46.06%	48.19%	49.38%	49.78%	50.04%	50.25%	50.43%
Contribution Rate - Adjustment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Contribution Rate - Total	22.85%	27.94%	39.35%	41.10%	43.18%	46.06%	48.19%	49.38%	49.78%	50.04%	50.25%	50.43%
Amortization Years	30	28	27	26	25	24	23	22	21	20	19	18
	Valuation Results in \$ Millions											
	Observed		Projected									
	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Valuation Date: June 30	2010 - 2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Determines ARC for FY Ending		2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Payroll	\$ 5.7	\$ 5.5	\$ 5.7	\$ 5.9	\$ 6.2	\$ 6.4	\$ 6.7	\$ 6.9	\$ 7.2	\$ 7.5	\$ 7.8	\$ 8.1
Assets after Smoothing (AVA)	\$ 48.8	\$ 45.5	\$ 44.2	\$ 42.1	\$ 40.9	\$ 40.9	\$ 41.8	\$ 43.0	\$ 44.2	\$ 45.4	\$ 46.4	\$ 47.5
Assets at Market (MVA)	\$ 47.3	\$ 41.6	\$ 38.9	\$ 39.2	\$ 39.7	\$ 40.6	\$ 41.7	\$ 43.0	\$ 44.2	\$ 45.4	\$ 46.4	\$ 47.5
Accrued Liabilities (AAL)	\$ 70.0	\$ 77.8	\$ 79.2	\$ 80.7	\$ 82.3	\$ 84.0	\$ 85.9	\$ 87.8	\$ 89.6	\$ 91.2	\$ 92.6	\$ 93.8
Ratio AAL to Payroll	1228%	1415%	1389%	1368%	1327%	1313%	1282%	1272%	1244%	1216%	1187%	1158%
Ratio MVA to Payroll	830%	756%	682%	664%	640%	634%	622%	623%	614%	605%	595%	586%
Ratio AVA to MVA	103%	109%	114%	107%	103%	101%	100%	100%	100%	100%	100%	100%
Funded Percent	69.7%	58.5%	55.8%	52.2%	49.7%	48.7%	48.7%	49.0%	49.3%	49.8%	50.1%	50.6%
Unfunded Accrued Liabilities	\$ 21.2	\$ 32.3	\$ 35.0	\$ 38.6	\$ 41.4	\$ 43.1	\$ 44.1	\$ 44.8	\$ 45.4	\$ 45.8	\$ 46.2	\$ 46.3
Contribution Rate *	22.85%	41.10%	43.18%	46.06%	48.19%	49.38%	49.78%	50.04%	50.25%	50.43%	50.61%	50.78%

* NOTE: doesn't include Admin and Investment Expense.

Projection results are useful in demonstrating changing relationships among key elements affecting system financial activity. For example: how benefits and system assets will grow in future decades. Projections are not predictions of specific future events and do not provide numeric precision in absolute terms. For instance, cash flow projected to occur 10 years in the future will not be exact (except by coincidence), but understanding the changed relationships between future benefit payout and future investment return can be very useful.

SECTION C

SUMMARY OF BENEFIT PROVISIONS AND VALUATION DATA

Brief Summary of Act 345 Benefit Provisions (June 30, 2016)

Eligibility	Amount
SERVICE RETIREMENT	
Members hired after 7/1/2009 (excluding Dept. Heads) Age 55 with 25 or more years of service or age 60 with 10 years of service.	Straight life pension equals 2.0% (2.5% if member has at least 25 years of service) of 3-year Average Final Compensation (AFC) times the first 25 years of service plus 1.0% of AFC times years of service in excess of 25 years.
Dept. Heads and Members hired before 7/1/2009 25 or more years of service regardless of age or age 60 with 10 years of service.	Straight life pension equals 2.0% (2.8% if member has at least 25 years of service) of 3-year AFC times first 25 years of service plus 1.0% of AFC times years of service in excess of 25 years.
DEFERRED RETIREMENT	
10 or more years of service.	Computed as service retirement but based upon service, AFC and benefits in effect at termination. Benefit begins at the date retirement would have occurred had the member remained in employment.
DEATH AFTER RETIREMENT SURVIVOR'S PENSION	
Payable to a surviving spouse, if any, upon the death of a retired member who was receiving a straight life pension which was effective July 1, 1975 or later.	Spouse's pension equals 60% of the straight life pension the deceased retiree was receiving.
NON-DUTY DEATH-IN-SERVICE SURVIVOR'S PENSION	
Payable to a surviving spouse, if any, upon the death of a member with 20 or more years of service.	Accrued straight life pension actuarially reduced in accordance with an Option I election.

DUTY DEATH-IN-SERVICE SURVIVOR'S PENSION

Payable upon the expiration of Workers' Compensation to the survivors of a member who died in the line of duty. Same amount that was paid by Workers' Compensation.

NON-DUTY DISABILITY

Payable upon the total and permanent disability of a member with 5 or more years of service. **To earliest projected service retirement eligibility:** 1.5% of AFC times years of service.
At earliest projected service retirement eligibility: Same as Service Retirement Pension.

DUTY DISABILITY

Payable upon the total and permanent disability of a member in the line of duty. **To earliest projected service retirement eligibility:** 50% of AFC.
At earliest projected service retirement eligibility: Same as Service Retirement Pension with service credit from the date of disability to projected age of retirement eligibility.

MEMBER CONTRIBUTIONS

8.90% of pay for Firefighters
8.90% of pay for Fire Command
8.90% for Police
8.90% for Police Command
8.90% for Department Heads

Annuity withdrawal based on Merrill Lynch Bond Index available at retirement with 25 years of service.

Interest earned on Member Contributions is 3.5% annually effective July 1, 2011.

Retirees and Beneficiaries Added to and Removed from Rolls Comparative Statement

Year Ended June 30	Added to Rolls		Removed from Rolls		Rolls End of Year				% Incr. in Annual Pensions	Average Pension	Present Value of Pensions
	No.	Annual Pensions	No.	Annual Pensions	No.	Active Per Retired	Annual Pensions Dollars	% of Pay			
1997	9	\$ 378,255	1	\$ 37,802	74	1.3	\$ 1,709,895	32.4 %	24.9 %	\$ 23,107	\$ 18,742,035
1998	9	239,598	3	50,033	80	1.2	1,899,460	36.1	11.1	23,743	20,770,987
1999	11	350,221	4	71,463	87	1.1	2,178,218	37.5	14.7	25,037	24,146,654
2000	13	515,306	3	59,400	97	1.0	2,634,124	47.1	20.9	27,156	29,462,600
2001	5	233,147	1	34,484	101	0.9	2,832,787	48.8	7.5	28,047	31,482,029
2002	2	38,323	2	63,872	101	1.0	2,807,238	43.6	(0.9)	27,794	30,706,301
2003	3	122,791	2	15,098	102	1.0	2,914,931	46.2	3.8	28,578	31,583,764
2004	4	99,475	3	76,875	103	1.0	2,937,531	42.0	0.8	28,520	31,928,907
2005	1	23,232	3	79,834	101	1.0	2,880,929	40.5	(1.9)	28,524	30,919,712
2006	3	170,036	1	3,880	103	0.9	3,047,085	43.2	5.8	29,583	32,399,560
2007	2	93,031	4	83,266	101	0.9	3,056,850	42.3	0.3	30,266	32,176,238
2008	5	78,960	4	114,827	102	0.9	3,020,983	39.8	(1.2)	29,617	30,142,812
2009	3	82,044	1	25,502	104	0.9	3,077,525	41.0	1.9	29,592	30,340,870
2010	5	142,333	4	104,122	105	0.8	3,115,736	45.5	1.2	29,674	30,412,190
2011	12	634,045	2	32,757	115	0.7	3,717,024	61.9	19.3	32,322	37,300,027
2012	7	440,833	2	27,202	120	0.6	4,130,655	72.8	11.1	34,422	41,541,931
2013	4	195,238	4	148,883	120	0.6	4,177,010	71.2	1.1	34,808	41,555,510
2014	4	223,638	0	0	124	0.5	4,400,648	79.1	5.4	35,489	43,344,843
2015	11	483,755	4	73,399	131	0.5	4,811,004	91.1	9.3	36,725	51,643,558
2016	8	401,007	4	108,444	135	0.5	5,103,567	92.9	6.1	37,804	54,304,406

Retirees and Beneficiaries as of June 30, 2016
Tabulated by Type of Pensions Being Paid

<u>Type of Pensions Being Paid</u>	<u>Number</u>	<u>Annual Pensions</u>
Age and Service Pensions		
Regular pensions - benefit terminating at death of retiree	13	\$ 420,350
Regular pensions - automatic 60% to spouse	78	3,785,088
Regular pension - survivor	27	484,337
Option 1 pension	1	55,531
Option 2 pension - modified joint and survivor benefit	<u>0</u>	<u>0</u>
Total age and service pensions	119	\$ 4,745,306
Casualty Pensions		
Duty disability pensions	7	\$ 196,134
Non-duty disability pensions	3	81,717
Duty disability pension - survivor	2	16,218
Non-duty disability pension - survivor	0	0
Duty death pension - survivor	1	14,484
Non-duty death pensions - survivor	<u>3</u>	<u>49,708</u>
Total casualty pensions	<u>16</u>	<u>\$ 358,261</u>
Total Pensions Being Paid	135	\$ 5,103,567

Retirees and Beneficiaries as of June 30, 2016 Tabulated by Attained Ages

Attained Ages	No.	Annual Pensions
35	1	\$ 14,484
42	1	35,858
46	1	42,050
48	1	37,589
50	3	188,170
51	5	287,120
52	3	85,244
53	7	337,099
54	5	281,834
55	3	185,009
56	2	138,958
57	4	171,206
58	4	244,966
59	1	34,814
60	4	208,823
61	7	310,922
62	8	334,723
63	1	46,462
64	2	80,491
65	1	44,864
66	3	130,693
67	7	242,128
68	3	160,624
69	2	60,041
70	4	172,939
71	3	79,520
73	6	143,694
74	9	240,323
75	3	103,183
76	5	93,156
77	2	57,477
78	5	155,600
79	4	129,764
80	1	23,674
81	2	42,659
82	2	20,567
83	1	10,819
84	1	18,941
85	3	49,271
86	2	37,053
87	1	8,783
92	1	9,458
93	1	2,514
Totals	135	\$ 5,103,567

Vested Terminated Members as of June 30, 2016*
Tabulated by Attained Ages

Attained Ages	No.	Estimated Annual Pensions
34	1	\$ 30,664
37	1	23,125
41	1	23,998
44	1	23,876
47	1	36,997
Totals	5	\$ 138,660

** Members currently on leave of absence from service.*

Active Members Included in Valuation by Division

Division	No.	Valuation Payroll	Average Pay
Police - Command	11	\$ 1,067,975	\$ 97,089
- Other	32	2,286,119	71,441
Fire - Command	7	660,146	94,307
- Other	19	1,153,663	60,719
Department Heads	3	323,729	107,910
Totals	72	\$5,491,632	\$ 76,273

Active Members Added to and Removed from Rolls

Year Ended June 30	Number Added During Year		Terminations										Active Members End of Year
			Normal Retirement		Disabled		Died-in Service		Withdrawal				
	A	E	A	E	A	E	A	E	A	A	A	E	
1997	8	9	8	2.1	0	0.2	0	0.3	0	1	1	2.2	98
1998	8	8	5	1.8	1	0.2	0	0.2	0	2	2	1.2	98
1999	7	8	7	2.4	0	0.2	0	0.2	0	1	1	1.2	97
2000	8	11	11	1.0	0	0.2	0	0.1	0	0	0	1.0	94
2001	4	5	4	0.7	0	0.2	0	0.1	0	1	1	0.9	93
2002	6	0	0	0.2	0	0.2	0	0.1	0	0	0	1.0	99
2003	1	2	2	0.6	0	0.2	0	0.1	0	0	0	1.1	98
2004	1	1	1	1.0	0	0.2	0	0.1	0	0	0	1.1	98
2005	0	2	0	0.5	0	0.2	0	0.1	0	2	2	1.9	96
2006	1	3	3	0.4	0	0.3	0	0.1	0	0	0	1.6	94
2007	1	3	1	0.5	0	0.3	0	0.1	0	2	2	1.4	92
2008	0	0	0	0.4	0	0.3	0	0.1	0	0	0	1.3	92
2009	0	2	1	0.6	0	0.3	1	0.1	0	0	0	1.1	90
2010	0	8	1	0.6	1	0.4	0	0.2	0	6	6	1.0	82
2011	3	10	10	2.1	0	0.3	0	0.2	0	0	0	0.8	75
2012	4	9	7	1.5	0	0.3	0	0.2	2	0	2	0.7	70
2013	5	3	2	1.0	0	0.3	0	0.2	1	0	1	0.8	72
2014	2	6	4	3.0	0	0.3	0	0.1	0	2	2	1.3	68
2015	7	9	6	3.6	2	0.2	0	0.1	1	0	1	1.0	66
2016	13	7	6	2.8	0	0.1	0	0	0	1	1	1.4	72
5-Yr. Totals	31	34	25	11.9	2	1.2	0	0.6	4	3	7	5.2	
Expected for 2017				3.0		0.2		0.1				2.1	

A = actual
E = expected

Active Members in Valuation Comparative Schedule

Valuation Date June 30	No.	Valuation Payroll	Average Pay	% Incr.	Age	Service
1997	98	\$ 5,270,531	\$ 53,781	1.5 %	39.4 yrs.	12.8 yrs.
1998	98	5,267,598	53,751	0.0	38.8	12.2
1999	97	5,801,619	59,811	11.3	38.5	11.5
2000	94	5,593,871	59,509	(0.5)	36.9	9.9
2001	93	5,799,631	62,362	4.8	37.1	9.8
2002	99	6,435,274	65,003	4.2	37.5	10.2
2003	98	6,307,652	64,364	(1.0)	38.1	10.8
2004	98	6,991,955	71,346	10.8	38.8	11.6
2005	96	7,115,713	74,122	3.9	39.9	12.6
2006	94	7,060,160	75,108	1.3	40.2	13.0
2007	92	7,220,564	78,484	4.5	41.0	13.8
2008	92	7,597,087	82,577	5.2	42.0	14.8
2009	90	7,499,803	83,331	0.9	43.1	15.8
2010	82	6,844,767	83,473	0.2	44.1	16.8
2011	75	6,009,688	80,129	(4.0)	44.0	16.6
2012	70	5,676,851	81,098	1.2	43.8	16.2
2013	72	5,867,119	81,488	0.5	43.8	15.8
2014	68	5,561,732	81,790	0.4	44.2	16.3
2015	66	5,282,238	80,034	(2.1)	43.0	14.7
2016	72	5,491,632	76,273	(4.7)	41.1	12.4

Active Members as of June 30, 2016
By Near Age and Years of Service

Near Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
20-24	2							2	\$ 92,962
25-29	8							8	403,484
30-34	9		1					10	540,945
35-39	5		2	2				9	624,794
40-44	2		1	10				13	940,537
45-49	1		1	11	2			15	1,624,590
50-54			1	5	5			11	925,468
55-59					2			2	164,768
60+					2			2	174,084
Totals	27		6	28	11			72	\$ 5,491,632

While not used in the financial computations, the following group averages are computed and shown because of their general interest.

Age: 41.1 years

Service: 12.4 years

Annual Pay: \$ 76,273

Summary of Current Asset Information Furnished for Valuation

BALANCE SHEET

Current Assets (Market Value)		Reserve for	
Accrued Interest & Dividends	\$ 100,933	Employees Contributions	\$ 7,366,544
Contributions Receivable	452,594	Employer Contributions	4,668,607
Stocks	26,704,165	Retired Benefit Payments	29,571,068
Stock Mutual Funds	0		
U.S. Government Bonds	4,716,347		
Corporate Bonds	3,473,217		
Bond Mutual Funds	3,262,054		
Mortgages	9,803		
Asset Backed Securities	1,504,475		
Other	1,382,631		
Accounts Payable	0		
Total Current Assets	\$ 41,606,219	Total Reserves *	\$ 41,606,219

* As reported.

RECEIPTS AND DISBURSEMENTS

	2015-16	2014-15
Balance - July 1,	\$ 45,922,041	\$ 49,685,203
Receipts:		
Employees contributions	490,999	501,899
- for EE service purchase	0	0
Employer contributions	1,698,569	1,408,153
- for retiree health insurance	0	0
- for admin. & inv. expenses	393,028	452,289
Investment income	(462,587)	34,916
Disbursements:		
Benefit payments	4,969,535	4,688,700
Refund of member contributions	1,073,439	978,759
Retiree health insurance	0	0
Administrative expenses	231,781	232,668
Investment expenses	161,247	219,621
Audit Adjustment	171	(40,671)
Balance June 30,	\$ 41,606,219	\$ 45,922,041

Development of Funding Value of Retirement System Assets

Year Ended June 30:	2014	2015	2016	2017	2018	2019
(A) Funding Value Beginning of Year	\$48,067,300	\$49,322,706	\$47,383,538			
(B) Market Value End of Year	49,685,203	45,922,041	41,606,219			
(C) Market Value Beginning of Year	45,451,011	49,685,203	45,922,041			
(D) Non Investment Net Cash Flow (EE+ER cont.)-(Ret. Ben.+Refunds +Health Ret. Ben.)	(2,266,073)	(3,757,407)	(3,853,406)			
(E) Investment Income:						
(E1) Market Total: B-C-D	6,500,265	(5,755)	(462,416)			
(E2) Assumed Rate	7.50%	7.50%	7.50%			
(E3) Amount for Immediate Recognition E2 * (A + D/2)	3,520,070	3,558,300	3,409,263			
(E4) Amount for Phased-In Recognition: E1-E3	2,980,195	(3,564,055)	(3,871,679)			
(F) Phased-In Recognition Investment Income:						
(F1) From Current Year = .25 x (E3)	745,049	(891,014)	(967,920)			
(F2) First Year Prior	(278,552)	745,049	(891,014)	\$ (967,920)		
(F3) Second Year Prior	(1,315,546)	(278,552)	745,049	(891,014)	\$ (967,920)	
(F4) Third Year Prior	<u>850,458</u>	<u>(1,315,544)</u>	<u>(278,553)</u>	<u>745,048</u>	<u>(891,013)</u>	<u>\$ (967,919)</u>
(F5) Total Recognized Investment Gain	1,409	(1,740,061)	(1,392,438)	(1,113,886)	(1,858,933)	(967,919)
(G) Funding Value End of Year = (A) + (D) + (E3) + (F5)	\$49,322,706	\$47,383,538	\$45,546,957			
(H) Difference between Market & Funding Value	362,497	(1,461,497)	(3,940,738)			
(I) Recognized Rate of Return	7.5%	3.8%	4.4%			
(J) Ratio of Funding Value of Assets to Market Value	99.3%	103.2%	109.5%			

The Funding Value of Assets recognizes assumed investment income (line E3) fully each year. Differences between actual and assumed investment income (line E4) are phased-in over a closed 4-year period. During periods when investment performance exceeds the assumed rate, Funding Value of Assets will tend to be less than Market Value. During periods when investment performance is less than the assumed rate, Funding Value of Assets will tend to be greater than Market Value. The Funding Value of Assets is *unbiased* with respect to Market Value. At any time, it may be either greater or less than Market Value. If actual and assumed rates of investment income are exactly equal for 3 consecutive years, the Funding Value will become equal to Market Value.

SECTION D

SUMMARY OF ACTUARIAL COST METHOD AND ASSUMPTIONS

Actuarial Cost Method

Normal cost and the allocation of benefit values between service rendered before and after the valuation date was determined using an individual *entry-age normal cost* method having the following characteristics:

- (i) The annual normal costs for each individual active member, payable from the date of employment to the date of retirement, are sufficient to accumulate the value of the member's benefit at the time of retirement; and
- (ii) Each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liabilities. Unfunded actuarial accrued liabilities (the portion of total liabilities not covered by present assets or expected future normal cost contributions) were amortized by level (principal or interest combined) percent-of-payroll contributions over a closed period of 28 years beginning July 1, 2017.

Actuarial Assumptions Used for the Valuations

The actuary calculates the contribution requirements and benefit values of the Retirement System by applying actuarial assumptions to the benefit provisions and people information furnished, using the actuarial cost method described on the previous page. All actuarial assumptions used in this report are estimates of future experience not market measures.

The principal areas of financial risk which require assumptions about future experiences are:

- (i) Long-term rates of investment return to be generated by the assets of the Retirement System.
- (ii) Patterns of pay increases to members.
- (iii) Rates of mortality among members, retirees and beneficiaries.
- (iv) Rates of withdrawal of active members (without entitlement to a retirement benefit).
- (v) Rates of disability among members.
- (vi) The age patterns of actual retirement.

In making a valuation, the actuary calculates the monetary effect of each assumption for as long as a present covered person survives - - - a period of time which can be as long as a century.

Actual experience of the Retirement System will not coincide exactly with assumed experience, regardless of the wisdom of the assumptions, or the skill of the actuary and the precision of the many calculations made. Each valuation provides a complete recalculation of assumed future experience and takes into account all past differences between assumed and actual experience. The result is a continual series of adjustments (usually small) to the computed contribution rate.

From time-to-time it becomes appropriate to modify one or more of the assumptions, to reflect experience trends (but not random year-to-year fluctuations).

Valuation Assumptions

The rate of investment return was 7.5% a year, compounded annually. This assumption is used to make money payable at one point in time equal in value to a different amount of money payable at another point in time.

This rate is not the assumed real return which, for funding purposes, is the rate of return in excess of average salary increases. Considering other assumptions used in the valuation, the 7.5% translates to a real return of approximately 3.5%. Experience over the last 5 years has been as illustrated below:

	Year Ending June 30,					5-Year Average
	2016	2015	2014	2013	2012	
1) Recognized rate*	4.4 %	3.8 %	7.5 %	5.6 %	(0.7) %	4.1 %
2) Increase in CPI	1.0	0.1	2.1	1.8	1.7	1.3
3) Average salary increase	2.7	3.6	1.1	4.4	4.7	3.3
4) Real return						
- investment purposes	3.4	3.7	5.4	3.8	(2.4)	2.8
- funding purposes	1.7	0.2	6.4	1.2	(5.4)	0.8

* The recognized rate of return was computed using the approximate formula: $i = I$ divided by $1/2 (A+B-I)$, where I is realized investment income, A is the beginning of year asset value and B is the end of year asset value.

The rates of salary increase used for individual members are in accordance with the following table. This assumption is used to project a member's current salary to the salaries upon which benefit amounts will be based.

Salary Increase Assumptions for an Individual Member			
Sample Ages	Merit & Seniority	Base (Economic)	Increase Next Year
20	3.0 %	4.0 %	7.0 %
25	3.0	4.0	7.0
30	2.6	4.0	6.6
35	1.1	4.0	5.1
40	0.2	4.0	4.2
45	0.2	4.0	4.2
50	0.2	4.0	4.2
55	0.1	4.0	4.1
60	0.0	4.0	4.0

If the number of active members remains constant, then the total active member payroll will increase 4% annually, the base portion of the individual salary increase assumptions. This increasing payroll was recognized in amortizing unfunded actuarial accrued liabilities.

The mortality table used to measure post-retirement mortality is the RP-2014 Healthy Annuitant Mortality for males and females projected to 2016, with MP-2016 Mortality Improvement Scale. The corresponding Disability and Employee tables were used to measure Disabled mortality and Pre-Retirement mortality, respectively. Mortality rates include some margin for future mortality improvements. The mortality table was last updated for the June 30, 2016 actuarial valuation.

Single Life Retirement Values				
Sample Ages	Present Value of \$1 Monthly for Life		Future Life Expectancy (Years)	
	Males	Females	Males	Females
	45	\$147.21	\$150.60	36.52
50	141.82	145.99	32.08	34.63
55	135.24	139.93	27.79	30.13
60	127.06	132.18	23.65	25.75
65	116.91	122.5	19.65	21.53
70	104.55	110.62	15.86	17.52
75	90.07	96.58	12.34	13.79
80	74.1	80.72	9.21	10.42

For purposes of the pre-retirement death benefit, it was assumed that 100% of members were married at the time of death. 25% of pre-retirement deaths were assumed to be duty related.

Probabilities of retirement for members eligible to retire were:

Hired Before July 1, 2009			Hired On or After July 1, 2009		
Retirement Ages	Percent of Active Members Retiring within Next Year		Retirement Ages	Percent of Active Members Retiring within Next Year	
	Police	Fire & Dept. Heads		Police	Fire & Dept. Heads
45	40 %	20 %	55	62.5 %	50 %
46	40	20	56	47.5	30
47	40	20	57	47.5	30
48	40	20	58	47.5	30
49	40	20	59	47.5	30
50	40	20	60	100.0	100
51	35	15			
52	20	10			
53	15	10			
54	15	10			
55	15	10			
56	15	10			
57	15	10			
58	15	10			
59	25	20			
60	100	100			

Sample Rates of Separation from Active Employment before Retirement, Other than Death or Disability

Sample Ages	Years of Service	% of Active Members Separating within Next Year	
		Police	Fire & Dept. Heads
ALL	0	12.00 %	10.00 %
	1	9.00	7.00
	2	7.00	5.00
	3	5.00	4.00
	4	4.50	3.50
25	5 & Over	4.50	3.50
30		3.90	2.90
35		2.30	1.50
40		0.90	0.60
45		0.50	0.50
50		0.50	0.50
55		0.50	0.50
60		0.50	0.50

Sample Rates of Disability

Sample Ages	Probabilities of Becoming Disabled During Next Year	
	Males	Females
20	0.07 %	0.03 %
25	0.09	0.05
30	0.10	0.07
35	0.14	0.13
40	0.21	0.19
45	0.32	0.28
50	0.52	0.45
55	0.92	0.76
60	1.53	1.10

50% of disabilities were assumed to be duty related.

**Summary of Assumptions Used
June 30, 2016**

Pensions in an Inflationary Environment

**Value of \$1,000/month Retirement Benefit
To an Individual Who Retires at Age 50
In an Environment of 4.0% Wage Inflation**

<u>Age</u>	<u>Value</u>
50	\$ 1,000
51	962
52	925
53	889
54	855
55	822
60	676
65	555
70	456
75	375
80	308
85	253

Miscellaneous and Technical Assumptions

Marriage Assumption. 100% of members are assumed to be married for purposes of death-in-service benefits. 90% of members are assumed to be married at time of retirement for purposes of death after retirement benefits.

Pay Increase Timing. Beginning of (fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.

Decrement Timing. Decrements of all types are assumed to occur at the middle of the year.

Eligibility Testing. Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.

Benefit Service. Exact fractional service is used to determine the amount of benefit payable.

Decrement Relativity. Decrement rates are used directly from tabular rates, without adjustment for multiple decrement table effects.

Decrement Operation. Disability and mortality decrements do not operate during the first 5 years of service. Disability and separation do not operate during retirement eligibility.

Normal Form of Benefit. The assumed normal form of benefit is straight life for single members and joint and 60% survivor for married members.

Loads. Normal Retirement Present Values were loaded by 5% of age and service actuarial liabilities for Police and Fire hired before July 1, 2009 and 20% of age and service actuarial liabilities for Department Heads hired before July 1, 2009 for lump sums payable at retirement.

Incidence of Contributions. Contributions are assumed to be received continuously throughout the year based upon the computed percent-of-payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits.

Annuity Withdrawal. It was assumed that 80% of all future retirees will elect to withdraw their employee contributions at retirement resulting in a corresponding reduction to the monthly annuity. A 4% interest rate assumption was used to determine the annuity equivalent of the member contribution balance at retirement.

Glossary

Actuarial Accrued Liability. The difference between (i) the actuarial present value of future plan benefits, and (ii) the actuarial present value of future normal cost. Sometimes referred to as "accrued liability" or "past service liability."

Accrued Service. The service credited under the plan which was rendered before the date of the actuarial valuation.

Actuarial Assumptions. Estimates of future plan 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.

Actuarial Cost Method. A mathematical budgeting procedure for allocating the dollar amount of the "actuarial present value of future plan benefits" between the actuarial present value of future normal cost and the actuarial accrued liability. Sometimes referred to as the "actuarial funding method."

Actuarial Equivalent. A single amount or series of amounts of equal value to another single amount or series of amounts, computed on the basis of the rate(s) of interest and mortality tables used by the plan.

Actuarial Present Value. The amount of funds presently required to provide a payment or series of payments in the future. It is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.

Amortization. Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

Experience Gain (Loss). A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.

Funding Value of Assets. Also referred to as actuarial value of assets, smoothed market value of assets, or valuation assets.

Valuation assets recognize assumed investment return fully each year. Differences between actual and assumed investment return are phased-in over a closed 4-year period. During periods when investment performance exceeds the assumed rate, valuation assets will tend to be less than market value. During periods when investment performance is less than the assumed rate, valuation assets will tend to be greater than market value. If assumed rates are exactly realized for 3 consecutive years, valuation assets will become equal to market value.

Normal Cost. The annual cost assigned, under the actuarial funding method, to current and subsequent plan years. Sometimes referred to as "current service cost." Any payment toward the unfunded actuarial accrued liability is not part of the normal cost.

Plan Termination Liability. The actuarial present value of future plan benefits based on the assumption that there will be no further accruals for the future service and salary. The termination liability will generally be less than the liabilities computed on a "going concern" basis and is not normally determined in a routine actuarial valuation.

Reserve Account. An account used to indicate that funds have been set aside for a specific purpose and are not generally available for other uses.

Unfunded Actuarial Accrued Liability. The difference between the actuarial accrued liability and the funding value of assets. Sometimes referred to as "unfunded accrued liability."

Most retirement systems have unfunded actuarial accrued liability. An amount arises each time new benefits are added and each time an experience loss occurs.

The existence of unfunded actuarial accrued liability is not in itself bad, any more than a mortgage on a house is bad. Unfunded actuarial accrued liability does not represent a debt that is payable today. What is important is the ability to control the amount of unfunded actuarial accrued liability and the trend in the amount (after due allowance for devaluation of the dollar).

December 19, 2016

Retirement Board
City of Madison Heights Policemen
and Firemen Retirement System
300 West Thirteen Mile Road
Madison Heights, Michigan 48071

Attention: Ms. Melissa R. Marsh, Assistant City Manager-Director of Administrative Services

Dear Board Members:

Enclosed are 7 copies of the report of the June 30, 2016 Actuarial Valuation of liabilities for the City of Madison Heights Policemen and Firemen Retirement System.

I would be pleased to meet with you and the Board to discuss the report.

Sincerely,



Brad Lee Armstrong, ASA, EA, FCA, MAAA

BLA:ah
Enclosures