

October 13, 2020

The Retirement Commission
Village of Grosse Pointe Shores
Employees Retirement System
Grosse Pointe Shores, Michigan

Dear Commission Members:

The purpose of the annual actuarial valuation of the Village of Grosse Pointe Shores Employees Retirement System as of June 30, 2020, is to:

- Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members of the Retirement System,
- Compare accrued assets with accrued liabilities to assess the funded condition of the Retirement System, and
- Compute the City's recommended contribution rate for the Fiscal Year beginning July 1, 2020.

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. 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 Retirement System as amended through June 30, 2020. The actuarial assumptions used in this valuation are reasonably related to the past experience of the System and represent reasonable expectations of future long-term experience under the System. 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

***Village of
Grosse Pointe Shores
Employees Retirement System***

Actuarial Valuation as of June 30, 2020

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Section One:
Valuation Summary



Purpose of Valuation

The purpose of the annual actuarial valuation of the Village of Grosse Pointe Shores Employees Retirement System as of June 30, 2020 is to:

- ❖ Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members of the Retirement System,
- ❖ Compare accrued assets with accrued liabilities to assess the funded condition of the Retirement System, and
- ❖ Compute the City's recommended contribution rate for the Fiscal Year beginning July 1, 2020.

Liabilities and Funded Condition of Retirement System

Accrued liabilities of the Retirement System as of June 30, 2020, were computed to be \$25,030,278. The allocated funding value of accrued assets was \$22,589,971. The ratio of the funding value of accrued assets to accrued liabilities was 90.3%.

Funding Value of Assets

A smoothed market value of assets was used for the June 30, 2020 valuation. The method credits the assumed rate of return and smoothes the difference between the actual and assumed return over four years. This method is unchanged from last year's valuation.

City's Computed Contribution Rate

The total normal cost was computed to be 21.60% of active member payroll. Deducting the weighted average of member contributions, 6.43% of payroll, produced a net City normal cost contribution rate of 15.17% of member payroll. Unfunded actuarial accrued liability was amortized over 20 years as a percent of payroll, producing an amortization payment of 11.68%. The City's net contribution rate is 26.85%. The dollar amount of the City's contribution for the Fiscal Year beginning July 1, 2020 is \$400,900.

Retirement System Experience

The primary source of favorable experience was the investment return which exceeded the long term assumed rate (7.20% vs. 7.0% assumed). Offsetting the favorable investment experience were the salary increases and rates of retirement which were greater than assumed.

Benefit Provision Changes

None.

Assumption and Method Changes

There were no assumption or method changes used in the valuation.

Participant Data

	<u>No.</u>	<u>6/30/2020</u> <u>Pays</u>	<u>No.</u>	<u>6/30/2019</u> <u>Pays</u>
Active Members				
General and DPW	7	\$399,485	11	\$601,109
Public Safety	<u>10</u>	<u>1,092,728</u>	<u>11</u>	<u>1,142,423</u>
Total	17	\$1,492,213	22	\$1,743,532
Retirees and Beneficiaries				
General, PS Clerks and DPW	17	\$634,195	14	\$534,636
Public Safety	<u>16</u>	<u>801,296</u>	<u>15</u>	<u>716,292</u>
Total	33	\$1,435,491	29	\$1,250,928
Inactive Vesteds				
General and DPW	6	\$90,726	5	\$74,573
Public Safety	<u>1</u>	<u>18,129</u>	<u>1</u>	<u>18,129</u>
Total	7	\$108,855	6	\$92,702

Financial Data

	<u>06/30/2020*</u>	<u>06/30/2019*</u>
Market Value of Assets	\$22,129,768	\$22,790,493
Smoothed Valuation Assets	22,589,971	22,047,325
Reserve for Health Care	0	0
Net Smoothed Valuation Assets	22,589,971	22,047,325

*Net of Health Care Benefits Trust assets reported to be \$1,846,061 for June 30, 2020 and \$1,890,612 for June 30, 2019.

Conclusion

Retirement System benefits are being financed as they accrue in accordance with a sound level percent of payroll funding objective. The accrued funding condition of the Retirement System is very good. Maintenance of this condition is dependent upon actual future experience and continued receipt of future contributions as recommended.



Section Two:

***Actuarial Calculations –
Funding***



Computed Contribution Rates for Fiscal Year 2020/2021

The contribution rates shown below are expressed as percents of active member payroll.

The normal cost can be viewed as the long-term ongoing cost of the Retirement System.

The City’s computed contribution rate for the fiscal year beginning July 1, 2020 has been computed to be 26.85% of payroll. The amortization period was 20 years, the same period as used in last year’s annual actuarial valuation.

Contribution Recommendation:

Normal Cost	
Regular Retirement	14.10%
Pre-Retirement Death	1.45
Disability	3.54
Withdrawal	<u>2.51</u>
Total Normal Cost	21.60
Less: Employee Contribution	<u>6.43</u>
Net Employer Normal Cost	15.17
Unfunded Actuarial Accrued Liability	11.68
Total Computed Contribution	26.85%
Employer Dollar Contribution	\$400,900

Unfunded Actuarial Accrued Liability

	<u>June 30, 2020</u>	<u>June 30, 2019</u>
Actuarial accrued liability	\$25,030,278	\$23,576,828
Assets allocated to funding	<u>22,589,971</u>	<u>22,047,324</u>
Unfunded actuarial accrued liability	\$2,440,307	\$1,529,504

Recommended and Actual Contributions

Valuation Date	Fiscal Year	City Dollar Contributions		% of Payroll Contribution Rates	
		Computed	Actual	General	Public Safety
03/31/1990	90/91	\$171,537	\$171,537	8.94%	17.20%
03/31/1995	95/96	62,443	62,443	8.68	0.00
03/31/1996	96/97	92,514	0	12.94	0.00
03/31/1997	97/98	0	0	0.00	0.00
03/31/1998	98/99	0	0	0.00	0.00
03/31/1999	99/00	0	0	0.00	0.00
03/31/2000	00/01	0	0	0.00	0.00
03/31/2001	01/02	0	0	0.00	0.00
03/31/2002	02/03	0	0	0.00	0.00
03/31/2003	03/04	101,976	100,000	4.38	4.38
03/31/2004	04/05	198,111	198,111	8.72	8.72
03/31/2005	05/06	305,767	305,767	12.96	12.96
03/31/2006	06/07	384,402	384,402	15.49	15.49
03/31/2007	07/08	397,613	397,613	16.01	16.01
03/31/2008	08/09	447,258	447,258	17.77	17.77
03/31/2009	09/10	579,300	579,300	20.11	23.43
06/30/2010	10/11	545,753	545,753	16.55	25.73
06/30/2011	11/12	505,463	505,463	16.01	26.03
06/30/2012	12/13	513,066	513,066	22.26	31.30
06/30/2013	13/14	358,599	358,599	26.99	17.95
06/30/2014	14/15	223,369	223,369	13.37	13.37
06/30/2015*	15/16	292,262	292,262	18.69	18.69
06/30/2016	16/17	309,565	309,565	19.27	19.27
06/30/2017	17/18	319,503	376,424	18.46	18.46
06/30/2018	18/19	267,096	267,096	15.55	15.55
06/30/2019	19/20	373,086	373,086	21.41	21.41
06/30/2020	20/21	400,900		26.85	26.85

*After changes in assumptions.

Note: Results prior to 2001 are based on reports provided by previous actuarial firm.

Contribution rates for General and Public Safety were combined for valuations from 1997- 2008, and 2014 - 2017.

History of Assets and Accrued Liabilities (\$+000)

Valuation Date	Valuation Assets	Actuarial Accrued Liabilities	Post Retirement Health Insurance	Funded Ratio	Unfunded Actuarial Accrued Liabilities
03/31/1990	6,446	6,232		103.4	-
03/31/1995(a)	10,465	8,265		126.6	(2,200)
(b)	10,979	8,265	2,857	98.7	143
03/31/1996(a)	10,879	8,790		123.8	(2,089)
(b)	11,393	8,790	3,144	95.5	541
03/31/1997(a)	11,841	9,596		123.4	(2,245)
(b)	12,393	9,596	3,274	96.3	477
03/31/1998(a)	13,427	9,776		137.3	(3,651)
(b)	13,980	9,776	3,285	107.0	(919)
03/31/1999(a)	15,060	10,582		142.3	(4,478)
(b)	15,747	10,582	3,342	113.1	(1,823)
03/31/2000(a)	16,633	11,705		142.1	(4,928)
(b)	17,319	11,705	3,530	113.7	(2,084)
03/31/2001	17,378	12,565	0*	138.3	(4,813)
03/31/2002	17,453	13,448	0*	129.8	(4,005)
03/31/2003	16,399	13,997	0*	117.2	(2,402)
03/31/2004	15,988	14,685	0*	108.9	(1,303)
03/31/2005	15,757	15,287	0*	103.1	(470)
03/31/2006	16,320	16,025	0*	101.8	(295)
03/31/2007	16,965	16,792	0*	101.0	(173)
03/31/2008	17,261	17,551	0*	98.3	290
03/31/2009	16,305	18,845	0*	86.5	2,540
06/30/2010	16,485	19,166	0*	86.0	2,682
06/30/2011	16,647	18,994	0*	87.6	2,347
06/30/2012	16,771	20,038	0*	83.7	3,267
06/30/2013	18,121	19,863	0*	91.2	1,742
06/30/2014	19,478	19,514	0*	99.8	36
06/30/2015#	19,980	21,012	0*	95.1	1,032
06/30/2016	20,454	21,743	0*	94.1	1,289
06/30/2017	21,022	22,278	0*	94.4	1,256
06/30/2018	21,392	21,783	0*	98.2	391
06/30/2019	22,047	23,577	0*	93.5	1,530
06/30/2020	22,590	25,030	0*	90.3	2,440

Results shown throughout this report, for years prior to 2001, were prepared by the previous actuarial firm.

Excluding Post-Retirement Health Insurance.

(b) Including Post-Retirement Health Insurance.

* Post-retirement health insurance is financed through a Health Care Benefits Trust established under P.A. 149 of 1999.

#After changes in assumptions.

Comment, Recommendation and Conclusion

Comment: The overall experience of the Retirement System resulted in a decrease in the funded ratio to 90.3% from 93.5% last year and an increase in the computed contribution.

Recommendation: The Society of Actuaries has issued new mortality tables specifically for Public Employees, collectively named the Pub-2010 Tables. These tables have considerably longer expected lifetimes than the table currently being used for the Grosse Pointe Shores Retirement System. We recommend that the Retirement Commission consider adoption of a new mortality table and we would be pleased to provide additional information.

Conclusion: Retirement System benefits are being financed as they accrue in accordance with a sound level percent of payroll funding objective. The accrued funding condition of the Retirement System is very good. Maintenance of this condition is dependent upon actual future experience and continued receipt of future contributions as recommended.



Section Three:

***Retirement System
Benefit Provisions***



Benefit Provision Summary

Regular Retirement

Eligibility:

General, Public Safety Clerks hired prior to July 1, 2010 and DPW: Age 50 with 25 or more years of service or age 55 with 10 or more years of service.

Public Safety: Age 50 with 25 or more years of service.

Final Average Salary (FAS):

Public Safety and DPW: Average of highest 3 wages in the last 10 fiscal years of service.

General and Command: Average of highest 3 years of wages during the last 10 years (may include any 12-month period other than fiscal year method).

Annual Benefit:

General – Final average salary times 2.5% for each year of service. Maximum is 75% of final average salary for Public Safety Clerks and 85% of final average salary for General.

DPW members hired before July 1, 2007 – 2.5% of final average salary times credited service. Maximum is 75% of average salary.

DPW hired after July 1, 2007 – 2.25% of final average salary times the first 25 years of service plus 1.5% for each year after 25 years. Maximum is 75% of average salary.

Public Safety Officers hired prior to July 1, 2007 shall receive a straight life pension equal to 2.5% of his or her final average compensation (FAC) multiplied by the number of years, and fraction of year, of credited service. Basic retirement pay is limited to 75% of an Officer's FAC.

Public Safety Officers hired after 7/1/2007 through 6/1/2012 shall receive a straight life pension equal to 2.25% for the first 25 years and 1.5% for each year after 25 years. Basic retirement pay shall remain limited to 75% of an Officers final average compensation.

Note: There are currently no officers hired during this period.

Public Safety Officers hired on or after June 1, 2012 are not members of the retirement system.

Command Officers – Command Officers hired through 6/30/2012 shall receive a straight life pension equal to 2.5% multiplied by the number of years, and fraction of a year, of credited service. Basic retirement pay is limited to 80% of a Command Officers final average compensation.

Command Officers hired after 7/1/2007 who were members of the Command Unit as of 6/30/2012 shall receive a straight life pension equal to 2.25% for the first 25 years and 1.5% for each year after 25 years. Basic retirement pay shall be limited to 75% of an Officers final average compensation.

Public Safety Clerks retiring after 1/18/2011 (There were no Public Safety Clerks in the 6/30/2020 valuation):

(1) the sum of (a) 2.5% of final average salary as of January 18, 2011 multiplied by credited service through January 18, 2011 plus (b) 2% of final average salary multiplied by credited service earned after January 18, 2011, up to a maximum of 25 years of credited service, plus

(2) 1.5% of final average salary multiplied by credited service, if any, up to a maximum 15 years in excess of the initial 25 years taken into account above.

Deferred Retirement

Eligibility:

10 or more years of service regardless of age. Benefit begins at regular retirement age. Public Safety Clerks: If dispatch operations are subcontracted all full time employees hired prior to July 1, 2010 shall be vested after 7 years.

Annual Benefit:

Computed as regular retirement but based on service and final average salary at time of termination.

Duty Disability Retirement

Eligibility:

No age or service requirements. Must also be in receipt of Workers Compensation.

Annual Benefit:

62-1/2% of base pay at the time of disability with a recomputation at age 50. At age 50 the disability pension is increased by 1.5% of the member's base pay, multiplied by the number of years he received the disability pension to a maximum of 5 years. Maximum disability pension is 70% of base pay

Non-Duty Disability

Eligibility:

10 years of credited service.

Annual Benefit:

Accrued regular retirement amount.

Duty Death

Eligibility:

No age or service requirement.

Annual Benefit:

General, Public Safety Clerks – 70% of final average salary to surviving spouse;
DPW, Public Safety – 75% of final average salary to surviving spouse and Command –
80% of final average salary to surviving spouse.

Non-Duty Death Before Retirement

Eligibility:

20 or more years of service or age 50 with 10 years of service.

Annual Benefit:

Regular retirement amount reduced actuarially in accordance with a 100% joint and survivor election.

Member Contributions

General Members – 3% of the first \$4,200 of annual salary plus 5% of annual salary in excess of \$4,200.

Public Safety – 7.0% of annual salary.

Members contribute .5% for medical.

Post-Retirement Cost-of-Living Adjustments

Pensions of Public Safety Clerks are increased 2.5% per year, compounded, for 10 years following retirement. As an alternative, a member may elect at the time of retirement to defer any cost-of living for the first 10 years of retirement and thereafter beginning in the eleventh year, receive 2.5% per year compounded for life.

Pensions of General and DPW members retiring after July 1, 2004 and Public Safety members retiring after July 1, 2003 are increased by 2½% per year compounded for life, commencing with the 37th monthly pension payment.

Section Four:

***Actuarial Assumptions
And Methods***



Actuarial Assumptions

Economic Assumptions

- (i) Interest Rate 7.0% (net of expenses)
- (ii) Salary Increases
 - Across-the-Board 3.0%
 - Merit and Longevity Age-related rates

Sample Annual Rates of Salary Increase

Age	Across-the-Board	Merit and Longevity	Total
20	3.0%	3.8%	6.8%
25	3.0	3.1	6.1
30	3.0	2.7	5.7
35	3.0	2.4	5.4
40	3.0	2.1	5.1
45	3.0	1.7	4.7
50	3.0	1.1	4.1
55	3.0	0.7	3.7
60	3.0	0.2	3.2
65	3.0	-	3.0

Demographic Assumptions

(i) Mortality

RP 2000 Combined Healthy
Mortality Table

Sample Ages	Value of \$1 Monthly for Life		Future Life Expectancy (Years)	
	Men	Women	Men	Women
50	\$142.46	\$146.09	30.84	33.64
55	134.18	138.92	26.22	28.95
60	123.71	129.70	21.78	24.42
65	111.23	118.62	17.65	20.16
70	97.16	105.91	13.92	16.27
75	81.72	91.79	10.61	12.78
80	65.79	76.64	7.79	9.72

(ii) Rates of Disability

Sample Ages	Percent Becoming Disabled Within Next Year		
	General		Public Safety
	Men	Women	
20	0.07%	0.03%	0.10%
25	0.09	0.05	0.15
30	0.10	0.07	0.20
35	0.14	0.13	0.25
40	0.21	0.19	0.50
45	0.32	0.28	0.65
50	0.52	0.45	0.80
55	0.92	0.76	0.95

(iii) Termination of Employment

Service related rates for first 5 years of employment. Age related rates for after first 5 years of employment

Sample Ages	Years of Service	Percent Terminating	
		General	Public Safety
All	0	20.00%	12.00%
	1	15.00	9.00
	2	10.00	7.00
	3	8.00	5.00
	4	7.00	4.50
20	5 & Over	6.00	4.50
25		6.00	4.50
30		5.50	3.90
35		4.40	2.30
40		1.85	0.90
45		1.25	0.50
50		1.25	0.50
55		1.25	0.50
60		1.25	0.50
65		1.25	0.50

(iv) Retirement Rates

Age-related rates

**Percent of Active Members Retiring within Year
Following Attainment of Indicated Retirement Age**

Retirement Ages	General	Retirement Ages	Public Safety
50	15%		
51	10		
52	10		
53	10		
54	10		
55	10	50	35%
56	10	51	25
57	10	52	20
58	10	53	15
59	10	54	15
60	10	55	15
61	10	56	15
62	30	57	15
63	20	58	25
64	20	59	30
65	70	60 & Over	100
66	30		
67	40		
68	50		
69	60		
70 and Over	100		

A member was assumed to be eligible for retirement upon meeting the following conditions:

- ❖ General Age 50 with 25 years of service or age 55 with 10 years of service.
- ❖ Public Safety Age 50 with 25 years of service

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

Financing of Unfunded Actuarial Accrued Liability. Unfunded actuarial accrued liabilities were amortized as a level percent of payroll over 20 years and added to the computed normal cost to determine the total contribution rate. The 20-year period is the same period used in last year's valuation.



Section Five:
Valuation Data



Summary of Asset Information Submitted for the Valuation

Statement of Assets

As of June 30, 2020, the book value of Retirement System assets was reported to be \$18,907,797.

Revenues and Expenses for the Year Ended June 30, 2020

a. Revenues	
(i) Member Contributions	\$101,049
(ii) Employer Contributions	373,086
(iii) Investment Income	405,576
(iv) Other	<u>0</u>
(v) Total income	\$879,711
b. Expenses	
(i) Pensions	1,400,614
(ii) Refunds	0
(iii) Investment expense	56,878
(iv) Non-Investment Expense	<u>82,944</u>
(v) Total Expenses	\$1,540,436

Reserve Balances – Book Value

Employee Contribution Reserve

General	611,890
PS	1,543,520
Total	2,155,410

Employer Contribution Reserve

General	1,107,027
PS	4,127,281
Total	5,234,308

Retiree Benefits Payable Reserve

General	2,851,323	*
PS	3,318,265	*
Total	6,169,588	

Undistributed Earnings Reserve

General	1,611,834	**
PS	3,170,269	**
Total	4,782,103	

Total Allocated Reserves - Book Value

General	6,182,074
PS	12,159,355
Total	18,341,409

*Allocated based on 6/30/2020 retired life liability.

**Allocated based on group totals net of Undistributed Earnings Reserve.

The funding value of assets \$22,589,971 was allocated between General and PS in the same proportion as the Book Value of Reserves.

Funding Value of Assets

As of June 30, 2020, the net market value of assets was reported to be \$22,129,768. The smoothed funding value was \$22,589,971.

	<u>June 30, 2019</u>	<u>June 30, 2020</u>
A. Funding Value Beginning of Year	\$21,392,154	\$22,047,325
B. Market Value End of Year	22,790,493	22,129,768
C. Market Value Beginning of Year	21,668,751	22,790,493
D. Non-Investment Net Cash Flow	(994,035)	(1,009,423)
E. Investment Income		
E1. Market Total B-C-D	2,115,777	348,698
E2. Amount for Immediate Recognition 7.0%	1,462,660	1,507,983
E3. Amount for Phased-In Recognition: E1 -E2	653,117	(1,159,285)
F. Phased-In Recognition of Investment Income		
F1. Current Year: 0.25 x E3	163,279	(289,821)
F2. First Prior Year	82,699	163,279
F3. Second Prior Year	87,929	82,699
F4. Third Prior Year	(147,361)	87,929
F5. Total Phased-In Amount	186,546	44,086
H. Initial Adjustment	0	0
I. Funding Value End of Year: A+D+E2+F5+H	22,047,325	22,589,971
J. Difference Between Market and Funding Value	\$743,168	(\$460,203)
K. Nominal Rate of Return on Funding Value of Assets	7.89%	7.20%

Participant Summary

Retirees and Beneficiaries Included in the Valuation

There were 33 retirees and beneficiaries included in the valuation, with annual pensions totaling \$1,435,491. Three General and one Public Safety retirees and beneficiaries was added. No General or Public Safety retirees were removed during the year ended June 30, 2020.

Pensions Being Paid

Valuation Date	No.	Annual Pensions	% of Active Payroll	Average Pension	Discounted Value of Pensions	
					Total	Average
03/31/1990	29	307,362	25.2	10,599	3,208,432	110,636
03/31/1995	26	338,996	21.6	13,038	3,313,754	127,452
03/31/2000	28	477,138	24.1	17,041	4,953,916	176,926
03/31/2001	31	593,036	27.1	19,130	6,332,921	204,288
03/31/2002	31	632,708	28.2	20,410	6,677,201	215,394
03/31/2003	30	641,252	27.5	21,375	6,546,284	218,209
03/31/2004	30	707,459	31.1	23,582	7,365,880	245,529
03/31/2005	30	728,457	30.9	24,282	7,291,235	243,041
03/31/2006	30	748,446	30.2	24,948	7,481,008	249,367
03/31/2007	30	783,399	31.5	26,113	7,669,457	255,649
03/31/2008	30	789,813	31.4	26,327	7,575,671	252,522
03/31/2009	32	936,012	35.3	29,250	9,270,299	289,697
06/30/2010	32	969,330	38.5	30,292	9,864,495	308,265
06/30/2011	30	957,651	41.1	31,922	9,598,905	319,964
06/30/2012	34	1,138,835	61.8	33,495	12,032,773	353,905
06/30/2013	33	1,189,431	70.5	36,043	12,824,789	388,630
06/30/2014	33	1,199,171	71.8	36,339	12,666,440	383,832
06/30/2015	32	1,240,743	79.4	38,773	13,316,417	416,138
06/30/2016	32	1,303,207	81.1	40,725	13,832,875	432,277
06/30/2017	31	1,312,191	75.8	42,329	13,498,757	435,443
06/30/2018	28	1,202,500	69.9	42,946	12,436,836	444,173
06/30/2019	29	1,251,429	71.8	43,153	12,847,604	443,021
06/30/2020	33	1,435,491	96.2	43,499	15,186,920	460,210

Retirees and Beneficiaries - June 30, 2020- Age Distribution

Attained Age	Service		Casualty		Total	
	No.	Annual Pensions	No.	Annual Pensions	No.	Annual Pensions
54-59	8	\$396,117	2	\$ 77,061	10	\$473,178
61-67	7	312,120			7	312,120
71-79	9	475,338			9	475,338
81-88	5	141,674			5	141,674
91-94	2	33,181			2	33,181
	31	\$1,358,430	2	\$ 77,061	33	\$1,435,491

**Active Members - General and DPW - June 30, 2020
Age and Service Distribution**

Attained Age						Totals	
	10-14	15-19	20-24	25-29	30-34	No.	Payroll
35-39		1				1	\$58,373
45-49		1				1	56,967
50-54			1		1	2	109,719
55-59		1	1			2	129,535
60-64	1					1	44,891
Totals	1	3	2	0	1	7	\$399,485

Group Averages:

Age: 52.4 years
 Service: 19.3 years
 Annual Pay: \$57,069

	2020	2019	2018
Active Members	7	11	12
Average Age (yrs.)	52.4	53.7	53.4
Average Service (yrs.)	19.3	19.7	19.6

**Active Members - Public Safety - June 30, 2020
Age and Service Distribution**

Attained Age	10-14	15-19	20-24	25-29	No.	Totals Payroll
45-49	1	2			3	\$308,841
50-54		1	3	2	6	674,542
55-59			1		1	109,345
Totals	1	3	4	2	10	\$1,092,728

Group Averages:

Age: 51.3 years
 Service: 22.7 years
 Annual Pay: \$109,273

	2020	2019	2018
Active Members	10	11	11
Average Age (yrs.)	51.3	50.7	50.1
Average Service (yrs.)	22.7	22.3	21.3