

Actuarial Funding Report



SPRINGFIELD
FIREFIGHTERS'
PENSION FUND

Actuarial Valuation
as of March 1, 2019

For the Contribution Year March 1, 2019 to February 29, 2020

LAUTERBACH & AMEN, LLP

Actuarial Valuation – Funding Recommendation



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS

SPRINGFIELD FIREFIGHTERS' PENSION FUND

Contribution Year Ending: February 29, 2020

Actuarial Valuation Date: March 1, 2019

Utilizing Data as of February 28, 2019

Submitted by:

Lauterbach & Amen, LLP
668 N. River Road
Naperville, IL 60563
Phone: 630.393.1483
www.lauterbachamen.com

Contact:

Todd A. Schroeder
Director
September 27, 2019

LAUTERBACH & AMEN, LLP



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ACTUARIAL CERTIFICATION

This report documents the results of the Actuarial Valuation for the Springfield Firefighters' Pension Fund. The information was prepared for use by the Springfield Firefighters' Pension Fund and the City of Springfield, Illinois for determining the Recommended Contributions, under the selected Funding Policy and Statutory Minimum guidelines, for the Contribution Year March 1, 2019 to February 29, 2020. It is not intended or suitable for other purposes. Determinations for purposes other than the Employer's Actuarial Recommended Contribution may be significantly different from the results herein.

The results in this report are based on the census data and financial information submitted by the City of Springfield, Illinois, and may include results from the prior Actuary. We did not prepare the Actuarial Valuations for the years prior to March 1, 2016. Those valuations were prepared by the prior Actuary whose reports have been furnished to us, and our disclosures are based on those reports. An audit of the prior Actuary's results was not performed, but high-level reviews were completed for general reasonableness, as appropriate, based on the purpose of this valuation. The accuracy of the results is dependent on the precision and completeness of the underlying information.

In addition, the results of the Actuarial Valuation involve certain risks and uncertainty as they are based on future assumptions, market conditions, and events that may never materialize as assumed. For this reason, certain assumptions and future results may be materially different than those presented in this report. See the *Management Summary* section of this report for a more detailed discussion of the Defined Benefit Plan Risks, as well as the limitations of this Actuarial Valuation on assessing those risks. We are not aware of any known events subsequent to the Actuarial Valuation Date, which are not reflected in this report but should be valued, that may materially impact the results.

The valuation results summarized in this report involve actuarial calculations that require assumptions about future events. The City of Springfield, Illinois selected certain assumptions, while others were the result of guidance and/or judgment from the Plan's Actuary or Advisors. We believe that the assumptions used in this valuation are reasonable and appropriate for the purposes for which they have been used. The selected assumptions represent our best estimate of the anticipated long-term experience of the Plan, and meet the guidelines set forth in the Actuarial Standards of Practice.





To the best of our knowledge, all calculations are in accordance with the applicable funding requirements, and the procedures followed and presentation of results conform to generally accepted actuarial principles and practices as prescribed by the Actuarial Standards Board. The undersigned of Lauterbach & Amen, LLP is an Associate of the Society of Actuaries and an Enrolled Actuary, and meets the Qualification Standards of the American Academy of Actuaries to render this Actuarial Certification. There is no relationship between the City of Springfield, Illinois and Lauterbach & Amen, LLP that impairs our objectivity.

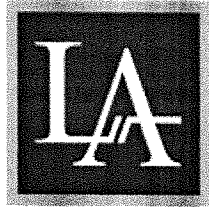
Respectfully Submitted,

LAUTERBACH & AMEN, LLP

Todd A. Schroeder

Todd A. Schroeder, ASA, EA, FCA, MAAA





MANAGEMENT SUMMARY

Recommended Contribution
Funded Status
Management Summary – Comments and Analysis
Actuarial Recommended Contribution – Reconciliation

MANAGEMENT SUMMARY

RECOMMENDED CONTRIBUTION

	Prior Valuation	Current Valuation	Minimum Contribution
Recommended Contribution	\$14,843,507	\$15,693,234	\$13,232,121
Expected Payroll	\$18,986,712	\$18,762,684	\$18,762,684
Recommended Contribution as a Percent of Expected Payroll	78.18%	83.64%	70.52%

*The Recommended
Contribution has
Increased by
\$849,727 from the
Prior Valuation.*

FUNDED STATUS

	Prior Valuation	Current Valuation	Minimum Contribution
Normal Cost	\$4,724,896	\$4,654,530	\$5,215,507
Market Value of Assets	\$133,901,281	\$133,933,379	\$133,933,379
Actuarial Value of Assets	\$133,503,358	\$138,091,745	\$138,091,745
Actuarial Accrued Liability	\$303,300,528	\$315,403,387	\$302,622,525
Unfunded Actuarial Accrued Liability	\$169,797,170	\$177,311,642	\$164,530,780
Percent Funded			
Actuarial Value of Assets	44.02%	43.78%	45.63%
Market Value of Assets	44.15%	42.46%	44.26%

*The Percent
Funded has
Decreased by
0.24% on an
Actuarial Value
of Assets Basis.*



MANAGEMENT SUMMARY

MANAGEMENT SUMMARY – COMMENTS AND ANALYSIS

Contribution Results

The Recommended Contribution is based on the selected Funding Policy and methods that are outlined in the *Actuarial Funding Policies* section of this report.

The Illinois State Statutes for Pension Funds contain parameters that are used to determine the Statutory Minimum Contribution to a public Pension Fund. Those parameters and the resulting Statutory Minimum Contribution are found in the *Illinois Statutory Minimum Contribution* section of this report.

“Contribution Risk” is defined by the Actuarial Standards of Practice as the potential for actual future contributions to deviate from expected future contributions. For example, when actual contributions are not made in accordance to the Plan’s Funding Policy, or when future experience deviates materially from assumed. While it is essential for the Actuary and Plan Sponsor to collaborate on implementing a sound and financially feasible Funding Policy, it is important to note that the Actuary is not required, and is not in the position to, evaluate the ability or willingness of the Plan Sponsor to make the Recommended Contribution under the selected Funding Policy.

As a result, while Contribution Risk may be a significant source of risk for the Plan, this Actuarial Valuation makes no attempt to assess the impact of future contributions falling short of those recommended under the selected Funding Policy. Notwithstanding the above, see the *Actuarial Recommended Contribution – Reconciliation* section of this report for the impact on the current Recommended Contribution of any contribution shortfalls or excesses from the prior year.

Defined Benefit Plan Risks

Asset Growth:

Pension funding involves preparing Fund assets to pay for benefits when Members retire. During their working careers, assets grow with contributions and investment earnings; and then, the Pension Fund distributes assets in retirement. Based on the Plan’s current mix of employees and Funded Status, the Plan should experience positive asset growth, on average, if the Recommended Contributions are made and expected investment earnings come in. In the current year, the Fund asset growth was positive by approximately \$32,000.

Asset growth is important in the long-term. Long-term cash flow out of the Pension Fund is primarily benefit payments, and expenses are a smaller portion. The Plan should monitor the impact of expected benefit payments on future asset growth. In the next 5 years, benefit payments are anticipated to increase 20-25%, or approximately \$3.6 million. In the next 10 years, the expected increase in benefit payments is 50-55%, or approximately \$8.4 million.

Furthermore, Plans’ with a large number of retirees have an increased “Longevity Risk”. Longevity Risk is the possibility that retirees may live longer than projected by the Plan’s mortality assumption. As shown above, benefit payments are expected to increase over the next 5-year and 10-year horizons. The projected



MANAGEMENT SUMMARY

increases assume that current retirees pass away according to the Plan's mortality assumption. To the extent that current retirees live longer than expected, the future 5-year and 10-year benefit projections may be larger than the amounts disclosed above. Higher levels of benefit payments, payable for a longer period of time, may cause a significant strain to the Plan's cash flow, future Recommended Contributions, and may lead to Plan insolvency.

Unfunded Liability:

Unfunded Liability represents the financial shortfall of the Actuarial Value of Assets compared to the Actuarial Accrued Liability. To the extent that Unfunded Liability exists, the Plan is losing potential investment earnings due to the financial shortfall. Contributions towards Unfunded Liability pay for the lost investment earnings, as well as the outstanding unfunded amount. If payments towards Unfunded Liability are not made, the Unfunded Liability will grow.

In the early 1990s, many Pension Funds in Illinois adopted an increasing payment towards Unfunded Liability due to a change in legislation. The initial payment decreased, and future payments are anticipated to increase annually after that. In many situations, payments early on were less than the interest on Unfunded Liability, which means that Unfunded Liability increased even though contributions were made at the recommended level.

The current Recommended Contribution includes a payment towards Unfunded Liability that is approximately \$200,000 greater than the interest on Unfunded Liability. All else being equal and contributions being made, Unfunded Liability is expected to decrease. The Employer and Fund should anticipate that improvement in the current Percent Funded will be mitigated in the short-term. The Employer and Fund should understand this impact as we progress forward to manage expectations.

Actuarial Value of Assets:

The Pension Fund smooths asset returns that vary from expectations over a five-year period. The intention is that asset returns for purposes of funding recommendations are a combination of several years. The impact is intended to smooth out the volatility of Recommended Contributions over time, but not necessarily increase or decrease the level of contributions over the long-term.

When asset returns are smoothed, there are always gains or losses on the Market Value of Assets that are going to be deferred for current funding purposes, and recognized in future years. Currently, the Pension Fund is deferring approximately \$4.2 million in losses on the Market Value of Assets. These are asset losses that will be recognized in upcoming periods, independent of the future performance of the Market Value of Assets.

Cash Flow Risk:

Assets, liabilities, and Funded Status are good metrics to monitor over time to assess the progress of the Funding Policy. However, these metrics may provide limited forward-looking insights. Specifically, the maturity of a Pension Fund can pose certain risks that often cannot be assessed with a point-in-time metric such as Percent Funded.



MANAGEMENT SUMMARY

For example, two different Pension Funds could have the same Percent Funded, but have completely different risk profiles. One Fund might mostly cover active employees with little to no benefits in pay status, whereas a second Fund might mostly cover retirees with a significant level of annual benefit payments. The latter Fund has a greater "Cash Flow Risk", i.e. a more significant chance that negative cash flows could lead to a deteriorating, rather than improving, Percent Funded over time.

It is also important to note that, in general, positive net cash flows are good, but also need to be sufficient to cover the growth in the liabilities (i.e. the Normal Cost as well as interest on the Actuarial Accrued Liability). Typically, when cash flows are assumed to be insufficient to cover the growth in liabilities, the Percent Funded will decline, while future Recommended Contributions will increase.

For this Plan, the Market Value of Assets is less than the Actuarial Accrued Liability for inactive participants. The Fund assets and anticipated earnings are not sufficient to cover the benefits payable to the current inactive participants. In addition, there is currently no money set aside for active Member liability. There are two consequences. First, we are limiting the impact of investment earnings on accruing money for the active Members due to utilizing those dollars to pay for the current inactive participants. Second, there is Cash Flow Risk that exists in that a higher portion of the assets is needed to keep up with cash flow out for benefit payments, and a higher relative investment return is required to keep cash flow positive in any given year.

Benefit Payment Risk:

Ideally, a plan in good financial standing will have the ratio of annual benefits payments to the Market Value of Assets to be less than the Expected Return on Investments assumption (i.e. 7.00%). Theoretically, in this case it can be considered that investment returns will fully cover the annual benefit payments, and therefore, all Employer and Employee Contributions made to the Fund will be used to pay for future benefit accruals and pay down the existing Unfunded Liability. To the extent the ratio of the annual benefit payments to the Market Value of Assets increases to above the Expected Rate of Return assumption, the Plan may experience some additional risks, such as the need to keep assets in more liquid investments, inability to pay down Unfunded Liability, and may lead to Plan insolvency.

As of the Valuation Date, the Springfield Firefighters' Pension Fund has a ratio of benefit payments to the Market Value of Assets of 11.70%. In this case, a portion of the Employer Contributions are being used to pay the annual benefit payments creating Benefit Payment Risk and Cash Flow Risk. The Percent Funded of the Plan may not grow as quickly as expected under the current Funding Policy, since the amortization payment towards the Unfunded Liability is not being fully realized. As shown in the *Asset Growth* section in this report, the 5-year and 10-year horizons of future benefit payments are expected to increase. The Plan Sponsor should monitor the percentage of annual benefit payments to the Market Value of Assets and consider to change the Funding Policy if this ratio continues to increase.



MANAGEMENT SUMMARY

Fund Assets

The results in this report are based on the assets held in the Pension Fund. Assets consist of funds held for investment and for benefit payments as of the Actuarial Valuation Date. In addition, assets may be adjusted for other events representing dollars that are reasonably expected to be paid out from the Pension Fund or deposited into the Pension Fund after the Actuarial Valuation Date as well.

The current Fund assets are audited.

The Actuarial Value of Assets under the Funding Policy is equal to the fair Market Value of Assets, with unexpected gains and losses smoothed over 5 years. More detail on the Actuarial Value of Assets can be found in the *Actuarial Funding Policies* section of this report.

*The Fund
Assets Used in
this Report
are Audited.*



MANAGEMENT SUMMARY

Demographic Data

Demographic factors can change from year to year within the Pension Fund. Changes in this category include hiring new employees, employees retiring or becoming disabled, retirees passing away, and other changes. Demographic changes can cause an actuarial gain (contribution that is less than expected compared to the prior year) or an actuarial loss (contribution that is greater than expected compared to the prior year).

Demographic gains and losses occur when the assumptions over the one-year period for employee changes do not meet our long-term expectation. For example, if no employees become disabled during the year, we would expect a liability gain. If more employees become disabled than anticipated last year, we would expect a liability loss. Generally, we expect short-term fluctuations in demographic experience to create gains or losses of 1%-3% of the Actuarial Accrued Liability in any given year, but to balance out in the long-term.

“Demographic Risk” occurs when Plan census experience differs significantly from expected. Similar to Longevity Risk discussed previously, additional risk is created when demographic experience differs from the assumed rates of disability, retirement, or termination. Under the chosen assumptions, actuarial gains and/or losses will always occur, as the assumptions will never be exactly realized. However, the magnitude of the gain and/or loss and its influence on the Recommended Contribution largely depends on the size of the Plan.

Based on the number of active participants in the Plan, the Recommended Contribution has a low risk of having a significant increase due to demographic experience. For example, 1 new disabled Member would typically generate an increase to the Actuarial Accrued Liability. However, due to the size of the Plan, there is an appropriate means to absorb demographic losses without causing a significant increase to the Recommended Contribution.

In the current report, the key demographic changes were as follows:

Retirement: There were 8 Members of the Fund who retired during the year. When a Fund Member retires, the Normal Cost will decrease. Any change in the Actuarial Accrued Liability will be considered when determining the amount to pay towards Unfunded Liability each year. The decrease in the Recommended Contribution in the current year due to the retirement experience is approximately \$160,000.

Termination: There were 2 non-vested Members of the Fund who terminated employment during the year. Both of the Members took a refund. The Fund is no longer obligated to pay a benefit to the Members in the future. The decrease in the Recommended Contribution in the current year due to the termination experience is approximately \$26,000.

Mortality: There were 4 retirees who passed away during the year, 2 of whom had an eligible surviving spouse. Also, there were 2 surviving spouses who passed away during the year. When a retiree passes



MANAGEMENT SUMMARY

away, the Fund liability will decrease as the Pension Fund no longer will make future payments to the retiree. If there is an eligible surviving spouse, the Fund liability will increase to represent the value of the expected payments that will be made to the spouse.

As the inactive population ages and continues to collect benefits, the Fund liability will also increase. In the current year, there were 243 inactive participants who maintained their benefit collection status throughout the year. The net increase in the Recommended Contribution in the current year due to the mortality experience is approximately \$28,000.

Salary Increases: As the current contract is in negotiations, a 7.50% COLA increase was applied to all active Member salaries in anticipation of retroactive pay increases upon contract settlement. Salary increases were greater than anticipated in the current year. This caused an increase in the Recommended Contribution in the current year of approximately \$19,000.

Assumption Changes

In the current valuation, we have updated the marital assumption for retiree and disabled Members to the actual spousal data.

In the current valuation, we have reviewed the individual pay increases assumption to reflect the settled bargaining agreement between the City of Springfield, Illinois and the Springfield Fire Fighters Local 37, affiliated with the International Association of Firefighters, for the period March 1, 2016 through February 28, 2021.

The above stated assumption changes were made to better reflect the future anticipated experience of the Fund. See the table on the following page for the impact of these changes on the current valuation.

Funding Policy Changes

The Funding Policy was not changed from the prior year.



MANAGEMENT SUMMARY

ACTUARIAL RECOMMENDED CONTRIBUTION – RECONCILIATION

Actuarial Accrued Liability is expected to increase each year for both interest for the year and as active employees earn additional service years towards retirement. Similarly, Actuarial Accrued Liability is expected to decrease when the Fund pays benefits to inactive participants.

Contributions are expected to increase as expected pay increases under the Funding Policy for the Fund.

	Actuarial Liability	Recommended Contribution
Prior Valuation	\$ 303,300,528	\$ 14,843,507
Expected Changes	10,379,587	482,414
Initial Expected Current Valuation	\$ 313,680,115	\$ 15,325,921

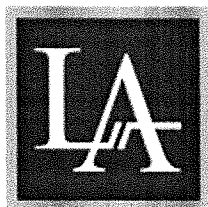
Other increases or decreases in Actuarial Accrued Liability (key changes noted below) will increase or decrease the amount of Unfunded Liability in the plan. To the extent Unfunded Liability increases or decreases unexpectedly, the contribution towards Unfunded Liability will also change unexpectedly.

	Actuarial Liability	Recommended Contribution
Salary Increases Greater than Expected	156,974	18,604
Demographic Changes	662,977	(108,774)
Assumption Changes	903,321	83,409
Asset Return Less than Expected *	-	159,170
Contributions Less than Expected	-	214,903
Total Actuarial Experience	\$ 1,723,272	\$ 367,313
Current Valuation	\$ 315,403,387	\$ 15,693,234

*The impact on contribution due to asset performance is based on the Actuarial Value of Assets.

Key demographic changes were discussed in the *Demographic Data* section of this report.





VALUATION OF FUND ASSETS

Market Value of Assets
Market Value of Assets (Gain)/Loss
Development of the Actuarial Value of Assets
Actuarial Value of Assets (Gain)/Loss
Historical Asset Performance

VALUATION OF FUND ASSETS

MARKET VALUE OF ASSETS

Statement of Assets

	Prior Valuation	Current Valuation
Cash and Cash Equivalents	\$ 3,980,565	\$ 1,610,892
Fixed Income	42,209,077	46,488,149
Insurance Contracts	12,922,972	13,328,911
Stock Equities	17,285,728	9,042,432
Mutual Funds	57,214,746	63,152,152
Receivables (Net of Payables)	288,193	310,843
Total Market Value of Assets	\$ 133,901,281	\$ 133,933,379

The Total Market Value of Assets has Increased by Approximately \$32,100 from the Prior Valuation.

Statement of Changes in Assets

Total Market Value of Assets - Prior Valuation	\$ 133,901,281
Plus - Employer Contributions	11,916,494
Plus - Employee Contributions	1,700,670
Plus - Return on Investments	2,271,252
Less - Benefit and Related Payments	(15,723,823)
Less - Other Expenses	(132,495)
Total Market Value of Assets - Current Valuation	\$ 133,933,379

The Rate of Return on Investments on the Market Value of Assets for the Fund was Approximately 1.6% Net of Administrative Expenses.

The Rate of Return on Investments shown above has been determined as the Return on Investments from the Statement of Changes in Assets, as a percent of the average of the beginning and ending Market Value of Assets. The Rate of Return on Investments is net of Other Expenses, and has been excluded from the Total Market Value of Assets at the end of the Fiscal Year for this calculation.



VALUATION OF FUND ASSETS

MARKET VALUE OF ASSETS (GAIN)/LOSS

Current Year (Gain)/Loss on Market Value of Assets

Total Market Value of Assets - Prior Valuation	\$ 133,901,281
Contributions	13,617,164
Benefit Payments	(15,723,823)
Expected Return on Investments	<u>9,299,357</u>
Expected Total Market Value of Assets - Current Valuation	141,093,979
Actual Total Market Value of Assets - Current Valuation	<u>133,933,379</u>
Current Market Value of Assets (Gain)/Loss	<u>\$ 7,160,600</u>
Expected Return on Investments	\$ 9,299,357
Actual Return on Investments (Net of Expenses)	<u>2,138,757</u>
Current Market Value of Assets (Gain)/Loss	<u>\$ 7,160,600</u>

*The Return on
the Market Value
of Assets was
Lower Than
Expected Over
the Current
Year.*

The (Gain)/Loss on the Market Value of Assets has been determined based on the Expected Return on Investments as shown in the *Actuarial Assumptions* section of this report.



VALUATION OF FUND ASSETS

DEVELOPMENT OF THE ACTUARIAL VALUE OF ASSETS

Total Market Value of Assets - Current Valuation		\$ 133,933,379
Adjustment for Prior (Gains)/Losses		
	<u>Full Amount</u>	
FYE 2019	\$ 7,160,600	5,728,480
FYE 2018	(2,756,940)	(1,654,164)
FYE 2017	(6,996,781)	(2,798,712)
FYE 2016	14,413,809	<u>2,882,762</u>
Total Deferred (Gain)/Loss		<u>4,158,366</u>
Initial Actuarial Value of Assets - Current Valuation		\$ 138,091,745
Less Contributions for the Current Year and Interest		-
Less Adjustment for the Corridor		<u>-</u>
Total Actuarial Value of Assets - Current Valuation		<u>\$ 138,091,745</u>

The Actuarial Value of Assets is Equal to the Market Value of Assets with Unanticipated (Gains)/Losses Recognized Over 5 Years. The Actuarial Value of Assets is 103.1% of the Market Value of Assets.

ACTUARIAL VALUE OF ASSETS (GAIN)/LOSS

Total Actuarial Value of Assets - Prior Valuation		\$ 133,503,358
Plus - Employer Contributions		11,916,494
Plus - Employee Contributions		1,700,670
Plus - Return on Investments		6,827,541
Less - Benefit and Related Payments		(15,723,823)
Less - Other Expenses		<u>(132,495)</u>
Total Actuarial Value of Assets - Current Valuation		<u>\$ 138,091,745</u>

The Rate of Return on Investments on the Actuarial Value of Assets for the Fund was Approximately 5.1% Net of Administrative Expenses.

The Actuarial Value of Assets incorporates portions of gains and losses over multiple years.



VALUATION OF FUND ASSETS

HISTORICAL ASSET PERFORMANCE

The chart below shows the historical Rates of Return on Investments for both Market Value of Assets and Actuarial Value of Assets.

	<u>Market Value of Assets</u>	<u>Actuarial Value of Assets</u>
FYE 2019	1.6%	5.1%
FYE 2018	9.2%	6.6%
FYE 2017	13.3%	5.8%
FYE 2016	(5.1%)	4.6%

The historical Rates of Return on Investments shown above were calculated based on the annual Return on Investment for the year, as a percentage of the average value of the assets for the year.

For purposes of determining the average value of assets during the year, the ending Market Value of Assets has been adjusted to net out to the portion related to the investment returns themselves. All other cash flows are included.

For purposes of determining the annual Return on Investment we have adjusted the figures shown on the preceding pages. The figures shown on the preceding pages are net of Investment Expenses. We have made an additional adjustment to net out Administrative Expenses. Netting out Administrative Expenses allows us to capture returns for the year that can be used to make benefit payments as part of the ongoing actuarial process.

The adjustment we make is for actuarial reporting purposes only. By netting out Administrative Expenses and capturing investment returns that are available to pay benefits, it provides us a comparison to the Expected Return on Investments, but does not provide a figure that would be consistent with the return rates that are determined by other parties. Therefore, this calculated rate of return should not be used to analyze investment performance of the Fund or the performance of the investment professionals.



VALUATION OF FUND ASSETS

Expected Return on Investments Assumption

The Expected Return on Investments for this valuation is 7.00%. Lauterbach & Amen, LLP does not provide investment advice. We look at a variety of factors when reviewing the Expected Return on Investments assumption selected by the Board. These factors include: historical Rates of Return on Investments, capital market projections performed by the Fund's investment advisors, the Fund's investment policy, capital market forward-looking benchmark expected returns by independent investment companies, rates used by comparable pension systems, and other factors identified in the Actuarial Standards of Practice.

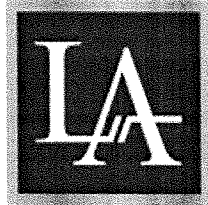
Generally speaking, the ideal assumption for Expected Return on Investments is one that has a 50% chance of being met over the long-term. If actual returns going forward come in less than expected, the pension system risks deferring contributions to the future that should be made today, and creating additional contribution volatility. Reducing the Expected Return on Investments by 25 basis points produces a Recommended Contribution that is 4.90% higher than currently shown.

We recommend the Pension Board and the Employer review the Expected Return on Investments, and consider whether or not the assumption is a reasonable representation of future expected asset returns, and review their options prior to the completion of the next actuarial report.

"Investment Risk" is the potential that actual Return on Investments will be different from what is expected. The selected Expected Return on Investments assumption is chosen to be a long-term assumption, producing a return that, on average, would produce a stable rate of return over a long-term horizon. Actual asset returns in the short-term may deviate from this long-term assumption due to current market conditions. Furthermore, establishing the Expected Return on Investments assumption may be dependent on the Illinois State Statutes pertaining to the limitations on types of investments Plan Sponsors may use. If the actual annual rates of return are less than the Expected Return on Investments, actuarial losses will be produced, thus increasing the Plan's Unfunded Liability and, subsequently, future Recommended Contributions.

"Asset/Liability Mismatch" risk is a similar concept as Investment Risk, as it relates to setting the Expected Return on Investments assumption compared to the actual Return on Investments achieved. The Interest Rate used to discount future Plan liabilities is set equal to the Expected Return on Investments. It is expected that the selected Interest Rate be a rate that is reasonably expected to be achieved over the long-term. To the extent the selected Interest Rate to value Plan liabilities is unreasonable, or significantly different than the actual Return on Investments earned over an extended period of time, additional Interest Rate risk is created. For example, determining Plan liabilities at an Interest Rate higher than what is expected to be achieved through investment returns results in Unfunded Liability that is not a true representation of the Plan's condition and Percent Funded. As a result, the Actuarial Accrued Liability determined is an amount smaller than the liability that would be produced with an Interest Rate more indicative of future Expected Return on Investments. Therefore, the Recommended Contributions under the established Funding Policy may not be sufficient to appropriately meet the true pension obligations.





RECOMMENDED CONTRIBUTION DETAIL

Actuarial Accrued Liability
Funded Status
Development of the Employer Normal Cost
Normal Cost as a Percentage of Expected Payroll
Recommended Contribution
Schedule of Amortization – Unfunded Actuarial Accrued Liability
Actuarial Methods – Recommended Contribution

RECOMMENDED CONTRIBUTION DETAIL

ACTUARIAL ACCRUED LIABILITY

	Prior Valuation	Current Valuation
Active Employees	\$ 91,314,018	\$ 93,415,847
Inactive Employees		
Terminated Employees - Vested	216,184	231,567
Retired Employees	179,816,869	189,449,989
Disabled Employees	14,811,632	14,832,616
Other Beneficiaries	17,141,825	17,473,368
Total Inactive Employees	<u>211,986,510</u>	<u>221,987,540</u>
Total Actuarial Accrued Liability	<u>\$ 303,300,528</u>	<u>\$ 315,403,387</u>

The Total Actuarial Accrued Liability has Increased by Approximately \$12,100,000 from the Prior Valuation.

FUNDED STATUS

	Prior Valuation	Current Valuation
Total Actuarial Accrued Liability	\$ 303,300,528	\$ 315,403,387
Total Actuarial Value of Assets	<u>133,503,358</u>	<u>138,091,745</u>
Unfunded Actuarial Accrued Liability	<u>\$ 169,797,170</u>	<u>\$ 177,311,642</u>
Total Market Value of Assets	<u>\$ 133,901,281</u>	<u>\$ 133,933,379</u>
Percent Funded		
Actuarial Value of Assets	<u>44.02%</u>	<u>43.78%</u>
Market Value of Assets	<u>44.15%</u>	<u>42.46%</u>

The Percent Funded as of the Actuarial Valuation Date is Subject to Volatility on Assets and Liability in the Short-Term.



RECOMMENDED CONTRIBUTION DETAIL

DEVELOPMENT OF THE EMPLOYER NORMAL COST

	Prior Valuation	Current Valuation
Total Normal Cost	\$ 4,724,896	\$ 4,654,530
Estimated Employee Contributions	(1,795,194)	(1,774,012)
Employer Normal Cost	<u>\$ 2,929,702</u>	<u>\$ 2,880,518</u>

*At a 100%
Funding Level,
the Normal Cost
Contribution is
Still Required.*

NORMAL COST AS A PERCENTAGE OF EXPECTED PAYROLL

	Prior Valuation	Current Valuation
Expected Payroll	<u>\$ 18,986,712</u>	<u>\$ 18,762,684</u>
Employee Normal Cost Rate	<u>9.455%</u>	<u>9.455%</u>
Employer Normal Cost Rate	<u>15.43%</u>	<u>15.35%</u>
Total Normal Cost Rate	<u>24.89%</u>	<u>24.81%</u>

*Ideally, the
Employer
Normal Cost
Rate will Remain
Stable.*

RECOMMENDED CONTRIBUTION

	Prior Valuation	Current Valuation
Employer Normal Cost*	\$ 3,134,781	\$ 3,082,154
Amortization of Unfunded Accrued Liability/(Surplus)	<u>11,708,726</u>	<u>12,611,080</u>
Recommended Contribution	<u>\$ 14,843,507</u>	<u>\$ 15,693,234</u>

*The
Recommended
Contribution has
Increased by
5.7% from the
Prior Valuation.*

*Employer Normal Cost Contribution includes interest through the end of the year.



RECOMMENDED CONTRIBUTION DETAIL

SCHEDULE OF AMORTIZATION – UNFUNDED ACTUARIAL ACCRUED LIABILITY

Below is the schedule of remaining amortization balances for the Unfunded Liability.

Unfunded Liability Base	Initial Balance	Date Established	Current Balance	Years Remaining	Payment
Investment (Gain)/Loss	\$ 2,237,932	2/28/2019	\$ 2,237,932	21	\$ 159,170
Actuarial (Gain)/Loss	1,911,427	2/28/2019	1,911,427	21	135,948
Contribution Experience	2,284,716	2/28/2019	2,284,716	21	162,498
Assumption Changes	903,321	2/28/2019	903,321	21	64,248
Investment (Gain)/Loss	31,900	2/28/2018	31,933	21	2,271
Actuarial (Gain)/Loss	(1,200,111)	2/28/2018	(1,201,362)	21	(85,445)
Contribution Experience	2,684,479	2/28/2018	2,687,279	21	191,129
Initial Unfunded Liability	<u>\$ 168,280,902</u>	2/28/2018	<u>\$ 168,456,396</u>	21	<u>\$ 11,981,261</u>
Total	<u>\$ 177,134,566</u>		<u>\$ 177,311,642</u>		<u>\$ 12,611,080</u>

The Actuarial (Gain)/Loss can be attributable to several factors including demographic changes, Employer Contribution timing, Employee Contribution experience, benefit payment experience and salary increase experience compared to expectation.



RECOMMENDED CONTRIBUTION DETAIL

ACTUARIAL METHODS – RECOMMENDED CONTRIBUTION

Actuarial Valuation Date	March 1, 2019
Data Collection Date	February 28, 2019
Actuarial Cost Method	Entry Age Normal (Level % Pay)
Amortization Method	Level % Pay (Closed)
Amortization Target	100% Funded Over 21 Years
Asset Valuation Method	5-Year Smoothed Market Value

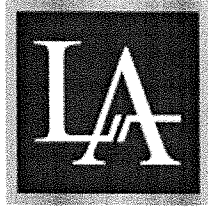
The contributions and benefit values of the Pension Fund are calculated by applying actuarial assumptions to the benefit provisions and census information furnished, using the Actuarial Cost Methods described. The Actuarial Cost and Amortization Methods allocate the projected obligations of the plan over the working lifetimes of the plan participants.

The Recommended Contribution amount shown in this report is based on the methods summarized above. The *Actuarial Funding Policies* section of this report includes a more detailed description of the Actuarial Funding Methods being used.

The Actuarial Funding Methods are meant to provide a systematic process for determining contributions on an annual basis. The methods do not impact the expectation of future benefit payments. The methods only impact the way contributions are made towards future benefit payments.

Different Actuarial Funding Methods may achieve funding goals with differing levels of success. Certain methods are more efficient and more stable on an annual basis.





ILLINOIS STATUTORY MINIMUM CONTRIBUTION

Statutory Minimum Contribution
Funded Status – Statutory Minimum
Actuarial Methods – Illinois Statutory Minimum Contribution

ILLINOIS STATUTORY MINIMUM CONTRIBUTION

ACTUARIAL METHODS – ILLINOIS STATUTORY MINIMUM CONTRIBUTION

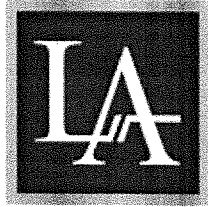
Actuarial Valuation Date	March 1, 2019
Data Collection Date	February 28, 2019
Actuarial Cost Method	Projected Unit Credit (Level % of Pay)
Amortization Method	Level % Pay (Closed)
Remaining Amortization Period	90% Funded Over 21 Years
Asset Valuation Method	5-Year Smoothed Market Value

The contribution and benefit values of the Pension Fund are calculated by applying actuarial assumptions to the benefit provisions and census information furnished, using the Actuarial Cost Methods described. The Actuarial Cost and Amortization methods allocate the projected obligations of the plan over the working lifetimes of the plan participants.

The Actuarial Funding Methods are meant to provide a systematic process for determining contributions on an annual basis. The methods do not impact the expectation of future benefit payments. The methods only impact the way contributions are made towards future benefit payments.

Different Actuarial Funding Methods may achieve funding goals with differing levels of success. Certain methods are more efficient and more stable on an annual basis.





ACTUARIAL VALUATION DATA

Active Employees
Inactive Employees
Summary of Benefit Payments

ACTUARIAL VALUATION DATA

ACTIVE EMPLOYEES

	Prior Valuation	Current Valuation
Vested	141	134
Nonvested	80	77
Total Active Employees	221	211
Total Payroll*	\$ 18,683,111	\$ 18,462,666

*Total Payroll for the current year and prior year includes assumed 7.50% COLA increases for all active Members, in anticipation of retroactive pay increases upon contract settlement.

INACTIVE EMPLOYEES

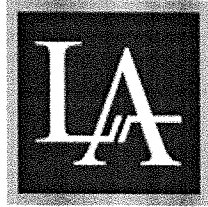
	Prior Valuation	Current Valuation
Terminated Employees - Vested	1	1
Retired Employees	173	177
Disabled Employees	24	24
Other Beneficiaries	53	52
Total Inactive Employees	251	254

SUMMARY OF BENEFIT PAYMENTS

	Prior Valuation	Current Valuation
Terminated Employees - Vested	\$ 2,040	\$ 2,040
Retired Employees	1,023,415	1,078,852
Disabled Employees	84,769	88,717
Other Beneficiaries	156,648	137,637
Total Inactive Employees	\$ 1,266,873	\$ 1,307,246

Benefits shown for Terminated Employees under deferred retirement are not currently in pay status.





ACTUARIAL FUNDING POLICIES

Actuarial Cost Method
Financing Unfunded Actuarial Accrued Liability
Actuarial Value of Assets

ACTUARIAL FUNDING POLICIES

ACTUARIAL COST METHOD

The Actuarial Cost Method allocates the projected obligations of the plan over the working lifetimes of the plan participants.

In accordance with the Pension Fund's Funding Policy the Actuarial Cost Method for the Recommended Contribution basis is Entry Age Normal (Level Percent of Pay). The Entry Age Normal Cost Method is a method under which the Actuarial Present Value of the projected benefits of each individual included in an Actuarial Valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age. The portion of this Actuarial Present Value allocated to a valuation year is called Normal Cost. The portion of the Actuarial Present Value not provided at an Actuarial Valuation Date by the Actuarial Present Value of future Normal Costs is called the Actuarial Accrued Liability.

The Entry Age Normal method attempts to create a level cost pattern. In contrast to other Actuarial Cost Methods which inherently lead to uneven or less predictable cost patterns, the Entry Age Normal method is generally understood to be less risky in terms of contribution stability from year to year.

The Conference of Consulting Actuaries Public Plans Community produced a "white paper" detailing Funding Policy model practices for public sector pension plans. Under the Level Cost Actuarial Methodology ("LCAM"), one of the principal elements to a Funding Policy is the Actuarial Cost Method. When deciding which Actuarial Cost Method to use, several objectives may be considered, such as the following:

- Each participant's benefit should be funded under a reasonable allocation method by the expected retirement date
- Pay-related benefit costs should reflect anticipated pay at retirement
- The expected cost of each year of service (i.e. Normal Cost) for each active Member should be reasonably related to the expected cost of that Member's benefit
- The Member's Normal Cost should emerge as a level percent of Member compensation
- No gains or losses should occur if all assumptions are met.

Following these criteria, the use of the Entry Age Normal cost method (Level Percent of Pay) is a model practice.

FINANCING UNFUNDED ACTUARIAL ACCRUED LIABILITY

The Unfunded Actuarial Accrued Liability may be amortized over a period either in level dollar amounts or as a level percentage of projected payroll.

When amortizing the Unfunded Actuarial Accrued Liability as a level percentage of payroll, additional risk is incurred since the amortization payments in the early years of the payment period may not be large enough to cover the interest accrued on the existing Unfunded Liability. As a result, the Unfunded



ACTUARIAL FUNDING POLICIES

Liability may increase initially, before the amortization payments grow large enough to cover all interest accruals. Generally speaking, the Plan Sponsor will be required to contribute a larger total contribution amount over the course of the funding period under a level percentage of payroll basis as compared to a level dollar payroll schedule.

The Government Finance Office Association notes that best practices in public pension finance include utilizing amortization periods that do not exceed 20 years. Longer amortization periods elevate the risk of failing to reduce any Unfunded Liability. For example, when the amortization payment in full only covers interest on the Unfunded Liability, but does not reduce the existing Unfunded Liability, the required contribution will increase in future years.

A second principal element under the Level Cost Actuarial Methodology described above is to establish an Amortization Policy that determines the length of time and the structure of the increase or decrease in contributions required to systematically fund the Unfunded Actuarial Accrued Liability. When deciding on the Amortization Policy, several objectives may be considered, such as the following:

- Variations in the source of liability changes (i.e. gains or losses, plan changes, assumption changes) should be funded over periods consistent with an appropriate balance between the policy objectives of demographic matching and volatility management
- The cost changes in Unfunded Actuarial Accrued Liability should emerge as a level percentage of Member compensation

The LCAM model practices for the Amortization Policy include the following:

- Layered fixed period amortization by source
- Level percent of pay amortization
- An amortization period ranging from 15-20 years for experience gains or losses
- An amortization period of 15-25 years for assumption changes

In accordance with the Pension Fund's Funding Policy for the Recommended Contribution, the Unfunded Actuarial Accrued Liability is amortized by level percent of payroll contributions to a 100% funding target over the remaining 21 years. See the *Actuarial Methods – Recommended Contribution* section of this report for more detail.

Best practice requires a review of core Funding Policy objectives of multiple stakeholders, including Members, Pension Boards, Employers and taxpayers. Over the past five years these objectives have been reviewed and discussed extensively by a variety of organizations, including most U.S.-based Actuarial associations, and the Government Finance Officers Association. The results provide a good foundation of common practices viewed as “model” or “best” practices.

A critical piece to the discussion of Funding Policy is the parameters in place for paying down unfunded liability. Time and style of payoff can have a significant impact on the goals of the stakeholders. The



ACTUARIAL FUNDING POLICIES

current Funding Policy includes a payoff period greater than 20 years. Generally, the preference is to have a dedicated payoff period for any new Unfunded Liability that starts in the 15-20 year range. This provides a good balance in paying off Unfunded Liability relatively efficiently, while limiting the contribution volatility of future adverse experience.

The Fund is close to the 15-20 year range for payoff of the current Unfunded Liability. We recommend allowing the Unfunded Liability payoff period to continue as is to reach the 15-20 year range. In addition, we recommend that the Fund consider handling new Unfunded Liability in separate buckets to help manage long-term volatility while maintaining full transparency and accountability for the Unfunded Liability.

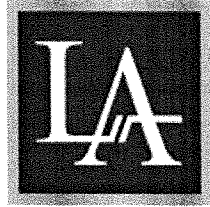
ACTUARIAL VALUE OF ASSETS

The Pension Fund is an ongoing plan. The Employer wishes to smooth the effect of volatility in the Market Value of Assets on the annual contribution. Therefore, the Actuarial Value of Assets is equal to the Market Value of Assets with unanticipated gains/losses recognized over a five-year period.

The Asset Valuation Method is intended to create an Actuarial Value of Assets that remains reasonable in relation to the Market Value of Assets over time. The method produces results that can fall either above or below the Market Value of Assets. The period of recognition is short.

It is intended that the period of recognition is short enough to keep the Actuarial Value of Assets within a decent range of the Market Value. In the event that the Actuarial Value of Assets exceeds or falls below a 10% corridor of the Market Value of Assets, the additional gain or loss will be recognized immediately.





ACTUARIAL ASSUMPTIONS

Nature of Actuarial Calculations
Actuarial Assumptions in the Valuation Process
Assessment of Risk Exposures
Limitations of Risk Analysis
Actuarial Assumptions Utilized

ACTUARIAL ASSUMPTIONS

NATURE OF ACTUARIAL CALCULATIONS

The results documented in this report are estimates based on data that may be imperfect and on assumptions about future events. Certain Plan Provisions may be approximated or deemed immaterial, and, therefore, are not valued. Assumptions may be made about participant data or other factors. Reasonable efforts were made in this valuation to ensure that significant items in the context of the Actuarial Accrued Liability or costs are treated appropriately, and not excluded or included inappropriately.

Actual future experience will differ from the assumptions used in the calculations. As these differences arise, the expense for accounting purposes will be adjusted in future valuations to reflect such actual experience.

A range of results different from those presented in this report could be considered reasonable. The numbers are not rounded, but this is for convenience only and should not imply precision which is not inherent in actuarial calculations.

ACTUARIAL ASSUMPTIONS IN THE VALUATION PROCESS

The contributions and benefit values of the Pension Fund are calculated by applying actuarial assumptions to the benefit provisions and census information furnished, using the Actuarial Cost Methods described in the *Actuarial Funding Policies* section of this report.

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

- Long-term Expected Return on Investments
- Patterns of pay increases for Members
- Rates of Mortality among Members and Beneficiaries
- Rates of Withdrawal of Active Members
- Rates of Disability among Members
- Age patterns of actual retirement

Actual experience of the Pension Fund will not coincide exactly with assumed experience. 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 to the computed Recommended Contribution.

Details behind the selection of the actuarial assumptions can be found in the Assumptions Summary document provided to the client upon request. The client has reviewed and approved the assumptions as a reasonable expectation of the future anticipated experience under the Plan.



ACTUARIAL ASSUMPTIONS

ASSESSMENT OF RISK EXPOSURES

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).

In addition, Actuarial Standards of Practice require that the Actuary minimally perform a qualitative assessment of key financial and demographic risks as part of the risk assessment process with each annual Actuarial Valuation. The risk assessments we perform include, but are not limited to, the following:

- Periodic demographic experience studies every 3 to 5 years to confirm the ongoing appropriateness of demographic assumptions
- Highlight the impact of demographic experience over the past year, as well as other sources of change and volatility in the *Actuarial Recommended Contribution – Reconciliation* section of this report
- Detail year-over-year changes in contribution levels, assets, liabilities, and Funded Status in the *Recommended Contribution* and *Funded Status* sections of the Management Summary of this report
- Review any material changes in the covered population as summarized in the *Actuarial Valuation Data* section of this report
- Provide and discuss a separate written Assumptions Summary document highlighting the rationale for each key economic and demographic assumption chosen by the Plan Sponsor
- Identify potential cash flow risks by highlighting expected benefit payments over the next 5-year and 10-year periods in the *Asset Growth* section in this report
- Describe the impact of any assumption, method, or policy change in the Management Summary
- Utilize supplemental information, such as the GASB discount rate sensitivity disclosures to understand, for example, what impact an alternative Expected Return on Investments assumption might have on the estimation of Actuarial Accrued Liability and Funded Status
- Utilize supplemental information, such as the GASB solvency test, to better understand the cash flow risk and long-term sustainability of the Plan.

LIMITATIONS OF RISK ANALYSIS

Since future experience may never be precisely as assumed, the process of selecting funding methods and actuarial assumptions may inherently create risk and volatility of results. A more detailed evaluation of the above risk exposures is beyond the scope and nature of the annual Actuarial Valuation process. For example, scenario tests, sensitivity tests, stress tests, and/or stochastic modeling for multi-year projections to assess the impact of alternative assumptions and methods, or modeling future experience different from the assumptions in these results, are not included in this Actuarial Valuation.

The Springfield Firefighters' Pension Fund and/or the City of Springfield, Illinois should contact the Actuary if they desire a more detailed assessment of any of these forward-looking risk exposures.



ACTUARIAL ASSUMPTIONS

ACTUARIAL ASSUMPTIONS UTILIZED

Expected Return on Investments	7.00% Net of Administrative Expenses
CPI-U	2.50%
Total Payroll Increases	3.25%
Individual Pay Increases	4.00% - 16.79%

Individual salary increases include a long-term average increase for inflation, average annual increases for promotions, and any additional increases for a step program. Sample rates as follows:

Service	Rate	Service	Rate
0	16.79%	8	4.00%
1	15.00%	9	5.95%
2	13.61%	10	4.00%
3	4.00%	15	4.00%
4	6.75%	20	4.00%
5	4.00%	25	4.00%
6	4.00%	30	4.00%
7	4.00%	35	4.00%

Retirement Rates

100% of the L&A Assumption Study Cap Age 65 for Firefighters 2016. Sample rates as follows:

Age	Rate	Age	Rate
50	6.79%	53	11.15%
51	8.01%	54	13.15%
52	9.45%	55	15.52%



ACTUARIAL ASSUMPTIONS

Withdrawal Rates

100% of the L&A Assumption Study for Firefighters 2016. Sample rates as follows:

Age	Rate	Age	Rate
25	4.55%	40	1.05%
30	3.44%	45	0.25%
35	2.18%	50	0.00%

Disability Rates

100% of the L&A Assumption Study for Firefighters 2016. Sample rates as follows:

Age	Rate	Age	Rate
25	0.01%	40	0.30%
30	0.03%	45	0.55%
35	0.13%	50	0.92%

Mortality Rates

Active Mortality follows the Sex Distinct Raw Rates as developed in the RP-2014 Study, with Blue Collar Adjustment. These rates are improved generationally using MP-2016 Improvement Rates.

Retiree Mortality follows the L&A Assumption Study for Firefighters 2016. These rates are experience weighted with the Raw Rates as developed in the RP-2014 Study, with Blue Collar Adjustment and Improved Generationally using MP-2016 Improvement Rates.

Disabled Mortality follows the Sex Distinct Raw Rates as developed in the RP-2014 Study for Disabled Participants. These Rates are improved generationally using MP-2016 Improvement Rates.

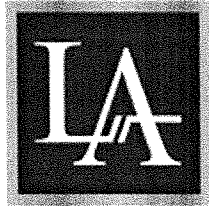
Spouse Mortality follows the Sex Distinct Raw Rates as developed in the RP-2014 Study. These rates are improved generationally using MP-2016 Improvement Rates.

Marital Assumptions

Active Members: 80% of Active Members are assumed to be married. Female Spouses are assumed to be 3 years younger than Male Spouses.

Retiree and Disabled Members: Actual spousal data was utilized for Retiree and Disabled Members.





SUMMARY OF PRINCIPAL PLAN PROVISIONS

Establishment of the Fund
Administration
Employee Contributions
Regular Retirement Pension Benefit
Early Retirement Pension Benefit
Surviving Spouse Benefit
Termination Benefit – Vested
Disability Benefit

SUMMARY OF PRINCIPAL PLAN PROVISIONS

ESTABLISHMENT OF THE FUND

The Firefighters' Pension Fund is established and administered as prescribed by "Article 4 – Firefighters' Pension Fund – Municipalities 500,000 and Under" of the Illinois Pension Code.

ADMINISTRATION

The Firefighters' Pension Fund is administered by a Board of Trustees whose duties are to manage the Pension Fund, determine applications for pensions, authorize payment of pensions, establish rules, pay expenses, invest assets, and keep records.

EMPLOYEE CONTRIBUTIONS

Employees contribute 9.455% of pensionable salary.

REGULAR RETIREMENT PENSION BENEFIT

Hired Prior to January 1, 2011

Eligibility: Age 50 with at least 20 years of creditable service.

Benefit: 50% of final salary for the first 20 years of service, plus an additional 2.5% of final salary for each year of service beyond 20 years of service, pro-rated monthly, and not to exceed 75% of final salary. "Final salary" is based on the firefighters' pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 1/12 of 3% of the original monthly benefit for each full month that has passed since the pension began. The initial increase date will be the latter of the first day of the month after the pensioner turns age 55 or the first day of the month after the benefit date anniversary. Subsequent increases of 3% of the current monthly benefit will be granted every January 1st thereafter.



SUMMARY OF PRINCIPAL PLAN PROVISIONS

REGULAR RETIREMENT PENSION BENEFIT - CONTINUED

Hired on or After January 1, 2011

Eligibility: Age 55 with at least 10 years of creditable service.

Benefit: 2.5% of final average salary for each year of service, and not to exceed 75% of final average salary. "Final average salary" is determined by dividing the total pensionable salary during 96 consecutive months of service within the last 120 months of service in which total pensionable salary was the highest, by the number of months of service in that period. Annual salary for this purpose will not exceed the salary cap, indexed by the lesser of 3% or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st. The salary cap will not decrease.

Annual Increase in Benefit: The initial increase date will be the latter of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.

EARLY RETIREMENT PENSION BENEFIT

Hired Prior to January 1, 2011

None.

Hired on or After January 1, 2011

Eligibility: Age 50 with at least 10 years of creditable service.

Benefit: The regular retirement pension benefit reduced by ½ of 1% for each month that the firefighters' age is between 50 and 55.

Annual Increase in Benefit: The initial increase date will be the latter of the January 1st after the pensioner turns age 60 or the January 1st after the retirement date anniversary. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.



SUMMARY OF PRINCIPAL PLAN PROVISIONS

SURVIVING SPOUSE BENEFIT

Hired Prior to January 1, 2011

Eligibility: Married to an active firefighter with at least 10 years of creditable service or disabled pensioner at the time of death or married to a retired pensioner at least 12 months prior to the time of death.

Active Line of Duty Death Benefit: An eligible surviving spouse is entitled to receive 100% of the firefighters' final pensionable salary attached rank held on the last day of service.

Non-Duty Death Benefit:

Disabled or Retired Pensioner: An eligible surviving spouse is entitled to receive the greater of the pensioner's benefit at the time of death or 54% of the pensioner's final pensionable salary attached to rank held on the last day of service.

Active Employee with 20+ Years of Service: An eligible surviving spouse is entitled to receive the greater of the firefighters' benefit at the time of death or 54% of the firefighters' final pensionable salary attached to rank held on the last day of service.

Active Employee with 10-20 Years of Service: An eligible surviving spouse is entitled to receive 54% of the firefighters' final pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: None.

Hired on or After January 1, 2011

Eligibility: Married to an active firefighter with at least 10 years of creditable service at the time of death or married to a disabled or retired pensioner at least 12 months prior to the time of death.

Active Line of Duty Death Benefit: An eligible surviving spouse is entitled to receive 100% of the firefighters' final pensionable salary attached to rank as of the last day of service.

Non-Duty Death Benefit:

Disabled or Retired Pensioner, Active Employee with 20+ Years of Service, and Active Employee with 10-20 Years of service: An eligible surviving spouse is entitled to receive 66 ⅔% of the firefighter's pension benefit at the time of death.

Annual Increase in Benefit: The initial increase date will be the January 1st after the surviving spouse turns age 60. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.



SUMMARY OF PRINCIPAL PLAN PROVISIONS

TERMINATION BENEFIT – VESTED

Hired Prior to January 1, 2011

Eligibility: Age 60 with at least 10 but less than 20 years of creditable service.

Benefit: An accrual factor times final salary for each year of service. “Accrual factor” is a factor of 1.5% at 10 years of service, increasing ratably up to 2.4% at 19 years of service. “Final salary” is based on the firefighters’ pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 1/12 of 3% of the original monthly benefit for each full month that has passed since the pension began on the first day of the month after the benefit date anniversary. Subsequent increases of 3% of the current monthly benefit will be granted every January 1st thereafter.

Hired on or After January 1, 2011

None.



SUMMARY OF PRINCIPAL PLAN PROVISIONS

DISABILITY BENEFIT

Hired Prior to January 1, 2011

Eligibility: Duty Disability or Non-Duty Disability with at least 7 years of creditable service.

Benefit: For a duty disability, a firefighter is entitled to receive the greater of 65% of final salary or the regular retirement pension benefit at the time of disability. For a non-duty disability with at least 7 years of creditable service, a firefighter is entitled to receive 50% of final salary. "Final salary" is based on the firefighters' pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 3% of the original monthly benefit for each full year that has passed since the pension began. The initial increase date will be the latter of the January 1st after following pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases of 3% of the original monthly benefit will be granted every January 1st thereafter.

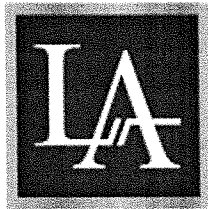
Hired on or after January 1, 2011

Eligibility: Duty Disability or Non-Duty Disability with at least 7 years of creditable service.

Benefit: For a duty disability, a firefighter is entitled to receive the greater of 65% of final salary or the regular retirement pension benefit at the time of disability. For a non-duty disability, a firefighter is entitled to receive 50% of final salary. "Final salary" is based on the firefighters' pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 3% of the original monthly benefit for each full year that has passed since the pension began. The initial increase date will be the latter of the January 1st after following pensioner turns age 60 or the first day of the month after the benefit date anniversary. Subsequent increases of 3% of the original monthly benefit will be granted every January 1st thereafter.





GLOSSARY OF TERMS

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Actuarial Accrued Liability – The Actuarial Present Value of future benefits based on employees’ service rendered to the Measurement Date using the selected Actuarial Cost Method. It is that portion of the Actuarial Present Value of plan benefits and expenses allocated to prior years of employment. It is not provided for by future Normal Costs.

Actuarial Cost Method – The method used to allocate the projected obligations of the plan over the working lifetimes of the plan participants.

Actuarial Value of Assets – The value of the assets used in the determination of the Unfunded Actuarial Accrued Liability. The Actuarial Value of Assets is related to Market Value of Assets, with adjustments made to spread unanticipated gains and losses for a given year over a period of several years. Actuarial Value of Assets is generally equally likely to fall above or below the Market Value of Assets, and generally does not experience as much volatility over time as the Market Value of Assets.

Asset Valuation Method – A valuation method designed to smooth random fluctuations in asset values. The objective underlying the use of an Asset Valuation Method is to provide for the long-term stability of Employer Contributions.

Funding Policy – A set of procedures for a Pension Fund that outlines the “best practices” for funding the pension benefits based on the goals of the Plan Sponsor. A Funding Policy discusses items such as assumptions, Actuarial Cost Method, assets, and other parameters that will best help the sponsor meet their goal of working in the best interest of the plan participant.

Market Value of Assets – The value of the cash, bonds, securities and other assets held in the pension trust as of the Measurement Date.

Normal Cost – The present value of future benefits earned by employees during the current Fiscal Year. It is that portion of the Actuarial Present Value of benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

Unfunded Actuarial Accrued Liability – The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. The Unfunded Actuarial Accrued Liability is amortized over a period either in level dollar amounts or as a level percentage of projected payroll.





Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS