SCHAUMBURG POLICE PENSION FUND

Actuarial Valuation

As of May 1, 2024
Statutory Minimum Required Contribution

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

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November 22, 2024

Schaumburg Police Pension Fund
Re: Actuarial Valuation Report for Statutory Minimum Required Contribution

Dear Board:

We are pleased to present to the Board this report of the annual actuarial valuation of the Schaumburg Police Pension Fund. The funding valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits and to develop the appropriate funding requirements for the applicable plan year. Use of the results for other purposes may not be applicable and could produce significantly different results.

The valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board, and reflects laws and regulations issued to date pursuant to the provisions of Article 3, Illinois Pension Code, as well as applicable federal laws and regulations. In our opinion, the assumptions used in this valuation, as adopted by the Police Officers' Pension Investment Fund Board of Trustees, represent reasonable expectations of anticipated plan experience. Future actuarial measurements may differ significantly from the current measurements presented in this report for a variety of reasons including: changes in applicable laws, changes in plan provisions, changes in assumptions, or plan experience differing from expectations. Due to the limited scope of the valuation, we did not perform an analysis of the potential range of such future measurements.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of its liabilities.

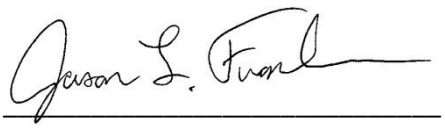
In conducting the valuation, we have relied on personnel information supplied by the local Board, asset information and financial reports prepared by the auditors for the Police Officers' Pension Investment Fund, plan design information as defined in Article 3 of the Illinois Pension Code, and the actuarial assumptions and methods described in the Actuarial Assumptions section of this report. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

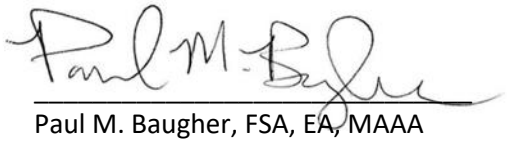
In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

The undersigned are familiar with the immediate and long-term aspects of pension valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on valuations of the program has any direct financial interest or indirect material interest in the plan sponsor, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the Schaumburg Police Pension Fund. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,
Foster & Foster, Inc.

By: 
Jason L. Franken, FSA, EA, MAAA

By: 
Paul M. Baugher, FSA, EA, MAAA

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SUMMARY OF REPORT

The regular annual actuarial valuation of the Schaumburg Police Pension Fund, performed as of May 1, 2024, has been completed and the results are presented in this report. The contribution requirements are as follows:

Valuation Date	May 1, 2024
Total Statutory Contribution	$ 10,542,052
Member Contributions (Est.)	(1,367,607)
Statutory Minimum Contribution [1]	$ 9,174,445

[1] This calculation is determined in accordance with Section 3-125 of the Illinois Pension Code. This report should not be relied upon for purposes other than determining the current tax levy required under the Illinois Pension Code. The assumptions have been set based on expectations for all Article 3 funds in the State of Illinois. The actuarial methods are prescribed by the Illinois Pension Code and do not necessarily represent the approach recommended by either the actuary or the Police Officers' Pension Investment Fund.

CHANGES SINCE PRIOR VALUATION

PLAN CHANGES

There were no plan changes since the prior valuation.

ACTUARIAL ASSUMPTION/METHOD CHANGES SINCE PRIOR VALUATION

There were no assumption changes since the prior valuation.

There were no method changes since the prior valuation.

PRINCIPAL VALUATION RESULTS

A. PARTICIPANT DATA

Actives	113
Service Retirees	122
Beneficiaries	18
Disability Retirees	13
Terminated Vested Due Future Annuity	4
Terminated with Accumulated Contributions in Fund	22
Total	292
Total Annual Payroll	12,921,602
Annual Rate of Payments to:	
Service Retirees	11,602,228
Beneficiaries	1,209,244
Disability Retirees	720,706
Terminated Vested Due Future Annuity	181,693

B. ASSETS

Actuarial Value (AVA)	129,538,908
Market Value (MVA)	129,124,890

C. LIABILITIES

Present Value of Benefits (PVB)	
Actives	
Retirement Benefits	64,202,206
Death Benefits	829,814
Disability Benefits	6,033,636
Terminated Vested Benefits	3,577,610
Service Retirees	172,310,447
Beneficiaries	11,691,854
Disability Retirees	9,666,988
Terminated Vested Due Future Annuity	1,824,938
Terminated with Accumulated Contributions in Fund	128,194
Total	270,265,687

C. LIABILITIES (CONTINUED)

Accrued Liability (AL)	
Actives	
Retirement Benefits	38,264,065
Death Benefits	415,945
Disability Benefits	3,043,313
Terminated Vested Benefits	1,842,942
Service Retirees	172,310,447
Beneficiaries	11,691,854
Disability Retirees	9,666,988
Terminated Vested Due Future Annuity	1,824,938
Terminated with Accumulated Contributions in Fund	128,194
Total	239,188,686
Normal Cost	
Normal Cost (Retirement)	2,198,925
Normal Cost (Death)	57,961
Normal Cost (Disability)	357,762
Normal Cost (Terminated Vested)	264,615
Total	2,879,263
Unfunded Actuarial Accrued Liability (UAAL = AL - AVA) [1]	109,649,778
Funded Ratio (AVA / AL)	54.2%

D. AMORTIZATION PAYMENT

Total Accrued Liability	239,188,686
90% Funded Ratio Target	215,269,817
Actuarial Value of Assets	129,538,908
Liabilities Subject to Amortization over 16 Years	85,730,909
Amortization Payment, Beginning of Year	6,933,987

[1] The unfunded actuarial accrued liability reflects a liability loss of $2,077,320 and an asset loss of $426,983 as of the measurement date.

CONTRIBUTION REQUIREMENTS

E. STATUTORY MINIMUM REQUIRED CONTRIBUTION [1]

Normal Cost, Including Expense Load [2]	$ 3,136,554
Payment Required to Amortize UAAL Over 16 Years [2]	7,405,498
Total Statutory Contribution	$ 10,542,052
Expected Member Contributions [2]	(1,367,607)
Statutory Minimum Required Contribution	$ 9,174,445

[1] This calculation is determined in accordance with Section 3-125 of the Illinois Pension Code. This report should not be relied upon for purposes other than determining the current tax levy required under the Illinois Pension Code. The assumptions have been set based on expectations for all Article 3 funds in the State of Illinois. The actuarial methods are prescribed by the Illinois Pension Code and do not necessarily represent the approach recommended by either the actuary or the Police Officers' Pension Investment Fund.

[2] Includes one year of interest.

PROJECTION OF BENEFIT PAYMENTS [1]

Year	Payments for Current Actives	Payments for Current Non-Actives	Total Payments
2025	305,027	13,555,828	13,860,855
2026	615,032	13,726,237	14,341,269
2027	898,775	14,004,024	14,902,799
2028	1,179,260	14,277,674	15,456,934
2029	1,442,709	14,520,524	15,963,233
2030	1,716,679	14,817,694	16,534,373
2031	1,984,562	15,030,599	17,015,161
2032	2,227,344	15,198,941	17,426,285
2033	2,500,538	15,338,561	17,839,099
2034	2,795,996	15,449,743	18,245,739
2035	3,136,468	15,530,180	18,666,648
2036	3,533,518	15,566,964	19,100,482
2037	3,927,298	15,607,876	19,535,174
2038	4,327,018	15,561,772	19,888,790
2039	4,748,917	15,470,238	20,219,155
2040	5,240,686	15,357,376	20,598,062
2041	5,745,296	15,170,648	20,915,944
2042	6,310,839	14,934,562	21,245,401
2043	6,835,212	14,649,088	21,484,300
2044	7,340,810	14,314,928	21,655,738
2045	7,860,139	13,968,055	21,828,194
2046	8,432,725	13,543,208	21,975,933
2047	8,990,960	13,077,720	22,068,680
2048	9,518,428	12,576,271	22,094,699
2049	10,114,493	12,044,301	22,158,794
2050	10,747,539	11,487,466	22,235,005
2051	11,444,406	10,911,349	22,355,755
2052	12,162,274	10,321,130	22,483,404
2053	12,768,717	9,721,490	22,490,207
2054	13,350,872	9,116,295	22,467,167
2055	13,869,534	8,509,114	22,378,648
2056	14,248,895	7,903,072	22,151,967
2057	14,556,378	7,301,110	21,857,488
2058	14,795,834	6,706,340	21,502,174
2059	14,973,140	6,122,109	21,095,249
2060	15,101,226	5,551,991	20,653,217
2061	15,178,204	4,999,595	20,177,799
2062	15,203,103	4,468,479	19,671,582
2063	15,177,246	3,961,909	19,139,155
2064	15,100,869	3,483,141	18,584,010

[1] This illustrates the projection of future benefit payments for the population as it exists on the valuation date without consideration for future hires.

ACTUARIAL ASSUMPTIONS AND METHODS

The assumptions shown below were adopted by the Board September 9, 2022 following a 2022 review of plan experience.

Interest Rate	6.80% per year compounded annually, net of investment related expenses.
Mortality Rate	***Active Lives:*** PubS-2010 Employee mortality, unadjusted, with generational improvements with most recent projection scale (currently Scale MP-2021). 10% of active deaths are assumed to be in the line of duty. ***Inactive Lives:*** PubS-2010 Healthy Retiree mortality, adjusted by a factor of 1.150 for male retirees and unadjusted for female retirees, with generational improvements with most recent projection scale (currently Scale MP-2021). ***Beneficiaries:*** PubS-2010 Survivor mortality, unadjusted for male beneficiaries and adjusted by a factor of 1.150 for female beneficiaries, with generational improvements with most recent projection scale (currently Scale MP-2021). ***Disabled Lives:*** PubS-2010 Disabled mortality, adjusted by a factor of 1.080 for male disabled members and unadjusted for female disabled members, with generational improvements with most recent projection scale (currently Scale MP-2021). The mortality assumptions sufficiently accommodate anticipated future mortality improvements.

Retirement Age

% Retiring During Year (Tier 1)		% Retiring During Year (Tier 2)	
Age	**Rate**	**Age**	**Rate**
50-54	20%	50-54	5%
55-62	25%	55	40%
63	33%	56-62	25%
64	40%	63	33%
65-69	55%	64	40%
70+	100%	65-69	55%
		70+	100%

Disability Rate

Sample rates included in table below. 60% of the disabilities are assumed to be in the line of duty.

% Becoming Disabled During Year	
Age	**Rate**
20	0.000%
25	0.029%
30	0.133%
35	0.247%
40	0.399%
45	0.561%
50	0.675%
55	0.855%
60	1.093%

Termination Rate

See table below.

% Terminating During Year			
Service	**Rate**	**Service**	**Rate**
0	13.00%	8	3.00%
1	8.00%	9	2.50%
2	7.00%	10	2.25%
3	6.00%	11	2.00%
4	5.00%	12	1.75%
5	4.50%	13	1.50%
6	4.00%	14+	1.25%
7	3.50%		

Salary Increases

See table below.

Salary Scale	
Service	**Rate**
0	11.00%
1	9.50%
2	8.00%
3	7.50%
4	7.00%
5	6.00%
6	5.00%
7-11	4.00%
12-29	3.75%
30+	3.50%

Inflation	2.50%.
Cost-of-Living Adjustment	Tier 1: 3.00% per year after age 55. Those that retire prior to age 55 receive an increase of 1/12 of 3.00% for each full month since benefit commencement upon reaching age 55. Tier 2: 1.25% per year after the later of attainment of age 60 or first anniversary of retirement.
Marital Status	80% of Members are assumed to be married.
Spouse's Age	Males are assumed to be three years older than females.
Funding Method	Projected Unit Credit Cost Method.
Actuarial Asset Method	Investment gains and losses are smoothed over a 5-year period. In the first year, 20% of the gain or loss is recognized. In the second year 40%, in the third year 60%, in the fourth year 80%, and in the fifth year 100% of the gain or loss is recognized. The actuarial investment gain or loss is defined as the actual return on investments minus the actuarial assumed investment return.
Funding Policy Amortization Method	The UAAL is amortized according to a Level Percentage of Payroll method over a period ending in 2040. The initial amortization amount is 90% of the Accrued Liability less the Actuarial Value of Assets.
Payroll Growth	3.00% per year.
Administrative Expenses	Administrative expenses will be estimated as 2% of the fund's total normal cost.

GLOSSARY

Total Annual Payroll	The projected annual rate of pay for the fiscal year following the valuation date of all covered members.
Present Value of Benefits	The single sum value on the valuation date of all future benefits to be paid to current Members, Retirees, Beneficiaries, Disability Retirees and Vested Terminations.
Accrued Actuarial Liability	Determined according to the plan's actuarial cost method. This amount represents the portion of the anticipated future benefits allocated to years prior to the valuation date.
Normal (Current Year's) Cost	The current year's cost for benefits yet to be funded.
Market Value of Assets	The fair market value of plan assets as of the valuation date. This amount may be adjusted to produce an Actuarial Value of Assets for plan funding purposes.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets, with adjustments according to the Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Unfunded Accrued Liability	The excess of the Accrued Actuarial Liability over the Actuarial Value of Assets.
Statutory Minimum Required Contribution	The amount equal to the Normal Cost plus an amount sufficient to amortize the Unfunded Accrued Liability to achieve a 90% funding target by 2040. The required amount is adjusted for interest to year-end.
Projected Unit Credit Actuarial Cost Method (Level Percent of Compensation)	The method used to determine statutory minimum required contributions under the Plan. The use of this method involves the systematic funding of the Normal Cost (described above) and the Unfunded Accrued (Past Service) Liability. The actuarial accrued liability is the present value of accrued benefits, using projected salary for active Plan Participants.

DISCUSSION OF RISK

Actuarial Standard of Practice No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined under various assumption scenarios. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. It is possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- Investment Return: When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.

- Salary Increases: When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.

- Payroll Growth: The plan's payroll growth assumption causes a predictable annual increase in the plan's amortization payment in order to produce an amortization payment that remains constant as a percentage of payroll if all assumptions are realized. If payroll does not increase according to the plan's payroll growth assumption, the plan's amortization payment can increase significantly as a percentage of payroll even if all assumptions other than the payroll growth assumption are realized.

- Demographic Assumptions: Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g. the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on

whether the outcome was more or less favorable than other outcomes that could have occurred.

- Contribution Risk: This risk results from the potential that actual employer contributions may deviate from actuarially determined contributions. Contribution deficits, particularly large deficits and those that occur repeatedly, increase future contribution requirements and put the plan at risk for not being able to pay plan benefits when due.

IMPACT OF PLAN MATURITY ON RISK

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. Similarly, mature plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

METRICS TO HELP ASSESS RISK

Below are descriptions of some metrics that can be used to help assess risk. The table at the end of this section provides these metrics for the fund.

- Support Ratio: The support ratio is determined as the ratio of active to inactive members. This metric speaks to the maturity of the plan, with a low ratio indicating a more mature plan.

- Asset Volatility Ratio: The asset volatility ratio is determined as the ratio of the Market Value of Assets to Total Payroll. It is a measure of the impact of investment volatility on employer contributions which are paid as a percentage of payroll. Although Market Value of Asset growth that exceeds payroll growth may contribute to the financial stability of the plan, the amortization of changes in these higher asset values have a greater impact on contribution volatility as this ratio increases.

- Accrued Liability (AL) Ratio: The accrued liability ratio is the proportion of Total Accrued Liability attributable to inactive members. A higher ratio indicates a more mature plan. Mature plans will see increased risk since losses due to lower than expected investment returns or demographic factors will need to be made up for over a shorter time horizon than would be needed for a less mature plan.

- Funded Ratio: The funded ratio is determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability. This ratio generally reflects the financial health of the plan but should not be considered in isolation since it is very sensitive to changes in actuarial methods and assumptions.

- Net Cash Flow Ratio: The net cash flow ratio is determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets. Mature plans paying substantial retirement benefits resulting in small positive or negative cash flows may be more sensitive to near term investment volatility.

LOW DEFAULT-RISK OBLIGATION MEASURE

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a "low-default-risk obligation measure" (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown on page 8 in terms of member data, plan provisions, and assumptions/methods except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.42%, resulting in an LDROM of $328,666,968. The LDROM should not be considered the "correct" liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. Given that plan benefits are paid over time through the combination of contributions and investment returns, prudent investments selected by the Board help to balance asset accumulation through these two sources.

It is important to note that the actuary has identified the risks above as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks may be helpful in some situations.

RISK METRICS

SUPPORT RATIO

Total Actives	113
Total Inactives	179
Actives / Inactives	63.1%

ASSET VOLATILITY RATIO

Market Value of Assets (MVA)	129,124,890
Total Annual Payroll	12,921,602
MVA / Total Annual Payroll	999.3%

ACCRUED LIABILITY (AL) RATIO

Inactive Accrued Liability	195,622,421
Total Accrued Liability	239,188,686
Inactive AL / Total AL	81.8%

FUNDED RATIO

Actuarial Value of Assets (AVA)	129,538,908
Total Accrued Liability	239,188,686
AVA / Total Accrued Liability	54.2%

NET CASH FLOW RATIO

Net Cash Flow [1]	(3,917,707)
Market Value of Assets (MVA)	129,124,890
Ratio	-3.0%

[1] Determined as total contributions minus benefit payments and administrative expenses.

ASSETS

CHANGE IN MARKET VALUE OF ASSETS

Market Value of Assets as of April 30, 2023	122,079,417
Benefit payments during fiscal year 2024	(13,063,685)
Administrative expense during fiscal year 2024	(98,785)
Total contributions during fiscal year 2024	9,244,763
Contributions Less Benefit Payments & Administrative Expenses	(3,917,707)
Actual Net Investment Earnings	10,963,180
Market Value of Assets as of April 30, 2024	129,124,890

DEVELOPMENT OF INVESTMENT GAIN/LOSS

Expected Investment Earnings[1]	8,168,198
Actual Net Investment Earnings	10,963,180
Actuarial Investment Gain/(Loss)	2,794,982

[1] Expected Investment Earnings = 6.80% x (122,079,417 + 0.5 x -3,917,707)

GAINS/(LOSSES) NOT YET RECOGNIZED

Fiscal Year Ending	Gain/(Loss)	Amounts Not Yet Recognized by Valuation Year			
		2024	2025	2026	2027
2021	30,406,992	6,081,398	0	0	0
2022	(14,145,317)	(5,658,127)	(2,829,063)	0	0
2023	(5,122,125)	(3,073,275)	(2,048,850)	(1,024,425)	0
2024	2,794,982	2,235,986	1,676,989	1,117,993	558,996
Total		(414,018)	(3,200,924)	93,568	558,996

DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

Market Value of Assets as of April 30, 2024	129,124,890
(Gains)/Losses Not Yet Recognized	414,018
Actuarial Value of Assets as of April 30, 2024	129,538,908

SUMMARY OF CURRENT PLAN

Article 3 Pension Fund	The Plan is established and administered as prescribed by "Article 3. Police Pension Fund – Municipalities 500,000 and Under" of the Illinois Pension Code.
Plan Administration	The Plan is a single employer defined benefit pension plan administered by a Board of Trustees comprised of: a.) Two members appointed by the Municipality, b.) Two active Members of the Police Department elected by the Membership, and c.) One retired Member of the Police Department elected by the Membership.
Credited Service	Complete years of service as a sworn police officer employed by the Municipality.
Normal Retirement	
Date	**Tier 1**: Age 50 and 20 years of Credited Service. **Tier 2:** Age 55 and 10 years of Credited Service.
Benefit	**Tier 1**: 50% of annual salary attached to rank on last day of service plus 2.50% of annual salary for each year of service over 20 years, up to a maximum of 75% of salary. The minimum monthly benefit is $1,000 per month. **Tier 2**: 2.50% per year of service times the average salary for the 48 consecutive months of service within the last 60 months of service in which the total salary was the highest prior to retirement times the number of years of service, up to a maximum of 75% of average salary. The minimum monthly benefit is $1,000 per month. For Tier 2 participants, the salary is capped at a rate of $106,800 as of 2011, indexed annually at a rate of CPI-U, but not to exceed 3.00%.
Form of Benefit	**Tier 1:** For married retirees, an annuity payable for the life of the Member; upon the death of the member, 100% of the Member's benefit payable to the spouse until death. For unmarried retirees, the normal form is a Single Life Annuity.

	Tier 2: Same as above, but with 66 2/3% of benefit continued to spouse.
Early Retirement	
Date	**Tier 1**: Age 60 and 8 years of Credited Service. **Tier 2:** Age 50 and 10 years of Credited Service.
Benefit	**Tier 1**: Normal Retirement benefit with no minimum. **Tier 2**: Normal Retirement benefit, reduced 6.00% for each year before age 55, with no minimum benefit.
Form of Benefit	Same as Normal Retirement.
Disability Benefit	
Eligibility	Total and permanent as determined by the Board of Trustees.
Benefit Amount	A maximum of: a.) 65% of salary attached to the rank held by Member on last day of service, and; b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately. For non-service connected disabilities, a benefit of 50% of salary attached to rank held by Member on last day of service.
Cost-of-Living Adjustment	**Tier 1:** *Retirees:* An annual increase equal to 3.00% per year after age 55. Those that retire prior to age 55 receive an increase of 1/12 of 3.00% for each full month since benefit commencement upon reaching age 55. *Disabled Retirees*: An annual increase equal to 3.00% per year of the original benefit amount beginning at age 60. Those that become disabled prior to age 60 receive an increase of 3.00% of the original benefit amount for each year since benefit commencement upon reaching age 60. **Tier 2**: An annual increase each January 1 equal to 3.00% per year or one-half of the annual unadjusted percentage increase in the consumer price index-u for the 12 months ending with the September preceding each November 1, whichever is less, of the

	original pension after the attainment of age 60 or first anniversary of pension start date whichever is later.

Pre-Retirement Death Benefit

Service Incurred	100% of salary attached to rank held by Member on last day of service.
Non-Service Incurred	A maximum of: a.) 54% of salary attached to the rank held by Member on last day of service, and; b.) The monthly retirement pension earned by the deceased Member at the time of death, regardless of whether death occurs before or after age 50. For non-service deaths with less than 10 years of service, a refund of member contributions is provided.

Vesting (Termination)

Vesting Service Requirement	**Tier 1:** 8 years. **Tier 2**: 10 years.
Non-Vested Benefit	Refund of Member Contributions.
Vested Benefit	Either the termination benefit, payable upon reaching age 60 (55 for Tier 2), provided contributions are not withdrawn, or a refund of member contributions. The termination benefit is 2.50% of annual salary held in the year prior to termination (4-year final average salary for Tier 2) times creditable service.

Contributions

Employee	9.91% of Salary.
Municipality	Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability.