

City of Ypsilanti
Fire and Police Retirement System
69th Annual Actuarial Valuation Report
June 30, 2024



Table of Contents

	<u>Section</u>	<u>Page</u>
Introduction		--
Basic Financial Objective and Operation of the Retirement System	A	
Financial Objective		1-2
Financing Diagram		3
Valuation Results	B	
Computed Contributions		1
Reported Fund Balance		2
Derivation of Experience Gain (Loss)		3
Summary Statement of System Resources and Obligations		4
Comments and Conclusion		5-6
Other Observations		7
Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution		8
Comparative Statement		9
Risk Measures		10
Low-Default-Risk Obligation Measure		11
Summary of Benefit Provisions and Valuation Data	C	
Summary of Benefit Provisions		1-2
Retired Life Data		3-5
DROP Member Data		6
Inactive Vested Member Data		7
Active Member Data		8-9
Asset Information		10-11
Summary of Actuarial Cost Method and Assumptions	D	
Actuarial Cost Method		1
Valuation Assumptions		2-6
Glossary		7-8
Appendix		
Summary Annual Report Information		1



January 10, 2024

Retirement Board
City of Ypsilanti
Fire and Police Retirement System
Ypsilanti, Michigan

Dear Board Members:

This revised report reflects an updated actuarial funding policy as a result of the December 19, 2024 Board meeting and replaces the actuarial valuation report dated September 30, 2024 which was previously provided to the Board.

Submitted in this report are the results of the 69th Annual Actuarial Valuation of the City of Ypsilanti Fire and Police Retirement System, which is based on Act No. 345 of the Public Acts of 1937, as amended. The purpose of the valuation is to measure funding progress in relation to the actuarial cost method, and to determine employer contribution rates. Calculations required for compliance with the Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68 are issued in a separate report. The results of the valuation may not be applicable for other purposes.

The valuation was based upon data, furnished by the City, concerning financial operations and individual retirees, beneficiaries, and members as of the valuation date. Data was checked for year-to-year consistency, but was not audited by the actuary. We are not responsible for the accuracy or completeness of the information provided by the City.

The date of the valuation was June 30, 2024. The findings in this report are based on data and other information through June 30, 2024.

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

This report includes risk metrics shown on page B-10, but does not include a more robust assessment of the risks of future experience not meeting the actuarial assumptions. Additional assessment of risks was outside the scope of this assignment.

This report was prepared using assumptions adopted by the Board. All actuarial assumptions used in this report are reasonable for the purposes of this valuation. The combined effect of the assumptions is expected to have no significant bias (i.e., not significantly optimistic or pessimistic). All actuarial assumptions and methods used in the valuation follow the guidance in the applicable Actuarial Standards of Practice. Additional information about the actuarial assumptions is included in Section D of this report.

This valuation assumes the continuing ability of the participating employer to make the contributions necessary to fund the System. A determination regarding whether or not the participating employer is actually able to do so is outside our scope of expertise. Consequently, we did not perform such an analysis.

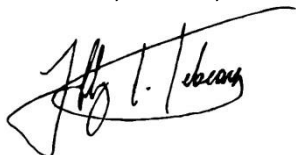
This report was prepared using our proprietary valuation model and related software which, in our professional judgment, has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

The signing actuaries are independent of the plan sponsor.

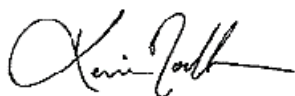
This report has been prepared by individuals who have substantial experience valuing public employee retirement systems. To the best of our knowledge, this report is complete and accurate and was made in accordance with generally recognized actuarial methods in accordance with standards of practice prescribed by the Actuarial Standards Board and in compliance with the constitution of the State of Michigan.

Jeffrey T. Tebeau, Kevin T. Noelke and Casey T. Ahlbrandt-Rains are Members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Jeffrey T. Tebeau, FSA, EA, MAAA, FCA



Kevin T. Noelke, ASA, MAAA, FCA



Casey T. Ahlbrandt-Rains, ASA, MAAA, FCA

JTT/KTN/CTA:dj

C0265



SECTION A

BASIC FINANCIAL OBJECTIVE AND OPERATION OF THE RETIREMENT SYSTEM

Basic Financial Objective and Operation of the Retirement System

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

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

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

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

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

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

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

Section 20(m) of Act 728 of 2002 requires that an annual required contribution shall consist of a current service cost (the normal cost) and a payment for unfunded actuarial liability (both interest and principal). This requirement is consistent with the financial objective stated above.

Basic Financial Objective and Operation of the Retirement System

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

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

$$B = C + I - E$$

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

The aggregate amount of Contributions received on behalf of the group

. . . plus . . .

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

. . . minus . . .

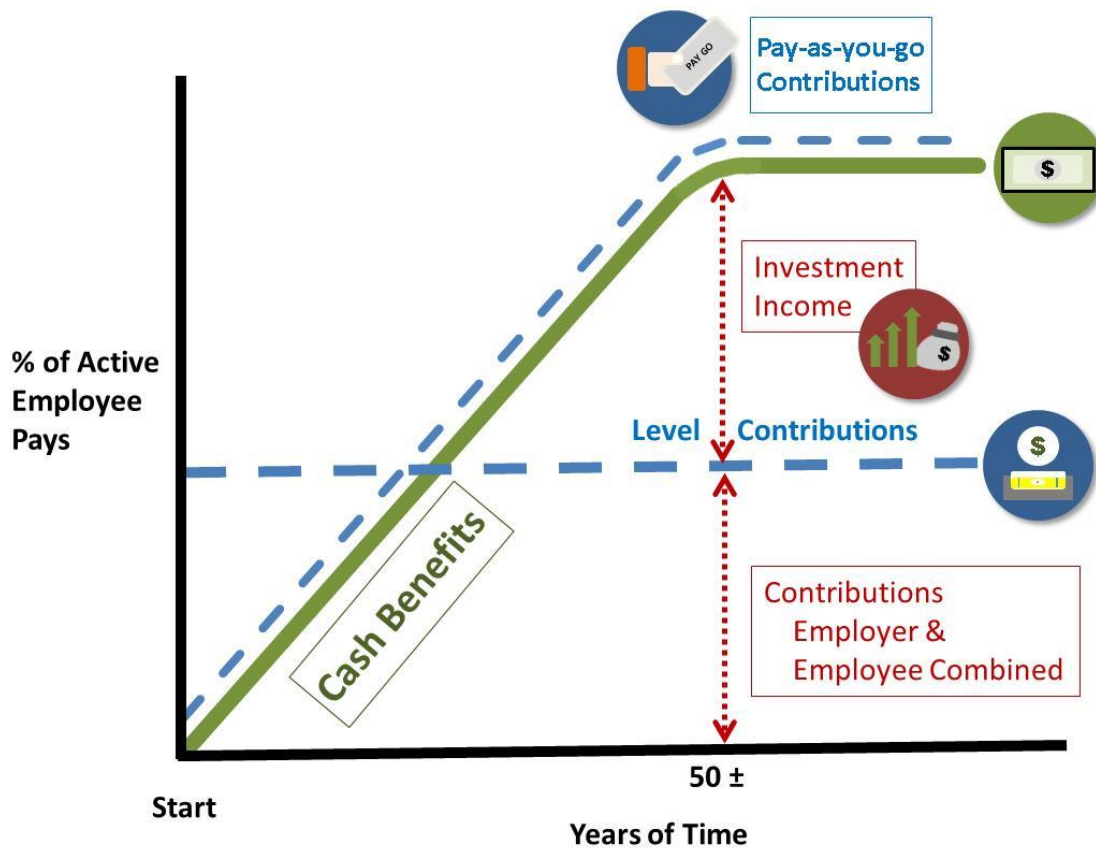
The Expenses of operating the program.

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

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

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

Basic Financial Objective and Operation of the Retirement System



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

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

- **Economic Risk Areas**
 - Rates of investment return
 - Rates of pay increase
 - Changes in active member group size
- **Non-Economic Risk Areas**
 - Ages at actual retirement
 - Rates of mortality
 - Rates of withdrawal of active members (turnover)
 - Rates of disability

SECTION B

VALUATION RESULTS

City's Computed Contributions for the Fiscal Year Beginning July 1, 2025

Actuarially Determined Contribution (ADC) for	Contributions Expressed as Percents of Annual Pay
Normal Cost	
Age and service pensions	16.00 %
Death-in-Service survivor pensions	0.57
Disability pensions	1.91
Total	18.48 %
Members' Contributions	
Gross contributions@	7.73
Less prospective refunds	0.72
Available for pensions	7.01
City's Normal Cost	11.47
Unfunded Actuarial Accrued Liabilities	
Retirants and beneficiaries*	23.56
Active members*	23.71
Total	47.27
ADC as a Percent of Payroll	58.74 %
ADC Amount [#]	\$2,201,151
Prior Year ADC Amount	\$2,717,607

City's Computed Contribution Amount for the Fiscal Year Beginning July 1, 2025	\$2,717,607
(The greater of the current year's ADC and the prior year's ADC amount)	
City's Computed Percent-of-Pay Contribution for the Fiscal Year Beginning July 1, 2025	72.52%[#]

@ Weighted average of two rates.

* Financed as a level percent-of-payroll over a closed period of 14 years. Includes the effects of the lag between the valuation date and the contribution period.

Based on projected payroll from the valuation date to the beginning of fiscal year.

The Retirement Board updated the actuarial funding policy and therefore beginning with the June 30, 2024 actuarial valuation, the annual employer contribution amount shall be the greater of the prior year's actuarially determined contribution amount or the actuarially determined amount, developed as a percentage of pay, until the retiree liability is fully funded on the basis of the actuarial value of assets. Retiree liability is 77% funded as of the June 30, 2024 actuarial valuation.



Reported Fund Balance

Reserves	Reported Fund Balance June 30,	
	2024	2023
Reserve for Employees' Contributions	\$ -	\$ -
Reserve for Employer Contributions	-	-
Reserve for Retired Benefit Payments	33,668,671	25,508,877
Reserve for Undistributed Investment Income	-	-
Total Fund Balance	\$ 33,668,671	\$ 25,508,877

Valuation assets are equal to reported market value of assets, except that only 20% of the difference between the market-to-market rate of return and the projected rate of return (the 6.85% actuarial assumption from the prior valuation) is recognized each year. Such spreading reduces the fluctuation in the City's computed contribution rate which might otherwise be caused by market value fluctuations. The details of the spreading technique are shown on page C-10. The present method was adopted for the 1993 year. The valuation assets as of June 30, 2024 total \$33,139,734.

In financing actuarial accrued liabilities, valuation assets allocated to pensions of \$33,139,734 were distributed as follows:

Reserves for	Valuation Assets Applied to Actuarial Accrued Liabilities for			
	Active Members	Retirants & Beneficiaries	Contingency Reserve	Totals
Employees' Contributions	\$ -	\$ -	\$ -	\$ -
Employer Contributions	-	-	-	-
Retired Benefit Payments	(9,456,893)	43,125,564	-	33,668,671
Reserve for Undistributed Investment Income	-	-	-	-
Valuation Asset Adjustment	(528,937)	-	-	(528,937)
Total	\$ (9,985,830)	\$ 43,125,564	\$ -	\$ 33,139,734

Derivation of Experience Gain (Loss) Year Ended June 30, 2024

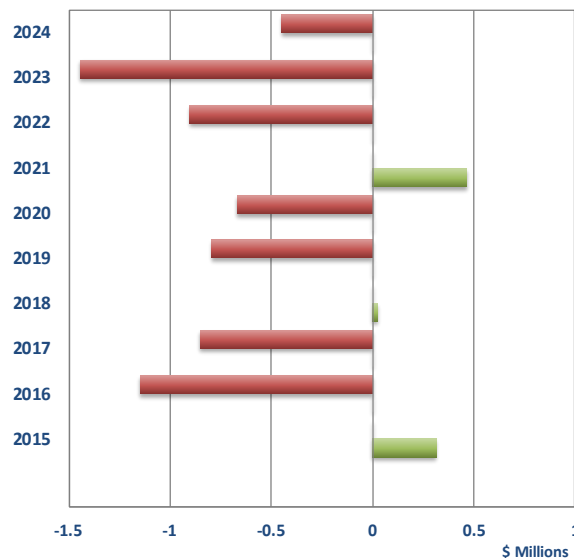
Actual experience will never (except by coincidence) coincide exactly with assumed experience. It is hoped that gains and losses will cancel each other over a period of years, but sizable year-to-year fluctuations are common. Detail on the derivation of the experience gain (loss) is shown below, along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

(1) UAAL* at start of year	\$ 25,857,572
(2) Employer Normal cost from last valuation	397,599
(3) Actual employer contributions and State grant	8,174,671
(4) Interest accrual: $[(1) + 1/2 [(2) - (3)]] \times .0685$	1,504,879
(5) Expected UAAL before changes: (1) + (2) - (3) + (4)	19,585,379
(6) Change from benefit changes	0
(7) Change from revised actuarial assumptions/methods	0
(8) Expected UAAL after changes: (5) + (6) + (7)	19,585,379
(9) Actual UAAL at end of year	20,033,052
(10) Gain (loss): (8) - (9)	(447,673)
(11) Gain (loss) as percent of actuarial accrued liabilities at start of year: \$52,497,777	(0.9)%

* *Unfunded Actuarial Accrued Liabilities.*

Gain/(Loss) Breakdown		
Investment Experience	\$	203,073
Demographic Experience		(650,746)
Total	\$	(447,673)

Gains and Losses - Past 10 Years



Summary Statement of System Resources and Obligations

Present Resources and Expected Future Resources

A. Present valuation assets:	
1. Net assets from System financial statements	\$33,668,671
2. Funding value adjustment	<u>(528,937)</u>
3. Valuation assets	33,139,734
B. Actuarial present value of expected future employer contributions:	
1. For normal costs	3,768,405
2. For unfunded actuarial accrued liability	<u>20,033,052</u>
3. Total	23,801,457
C. Actuarial present value of expected future member contributions	<u>2,749,968</u>
D. Total present and expected future resources	\$59,691,159

Actuarial Present Value of Expected Future Benefit Payments

A. To retirants and beneficiaries	\$43,125,564
B. To vested terminated members	3,218,978
C. To leave of absence members	1,407,311
D. To present active members:	
1. Allocated to service rendered prior to valuation date - actuarial accrued liability	5,420,933
2. Allocated to service likely to be rendered after valuation date	<u>6,518,373</u>
3. Total	11,939,306
E. Total actuarial present value of expected future benefit payments	\$59,691,159

Comments and Conclusion

Comment A: The overall 2023/2024 actuarial experience was less favorable than expected as reflected by the experience loss shown on page B-3. This experience loss was primarily attributable to retiree experience, both mortality and new retiree liability that was greater than expected, offset somewhat by investment gains and a greater number of terminating active members than expected. The estimated rate of return on an actuarial basis was 7.6% and 13.9% on a market value basis for fiscal year 2024.

Comment B: The Retirement Board updated the actuarial funding policy and therefore beginning with the June 30, 2024 actuarial valuation, the annual employer contribution amount shall be the greater of the prior year's actuarially determined contribution amount or the actuarially determined amount, developed as a percentage of pay, until the retiree liability is fully funded. As a result, the City's contribution for the fiscal year beginning July 1, 2025 increased by 13.78% of projected payroll or approximately \$516 thousand. There were no changes in actuarial assumptions, methods or plan provisions for the June 30, 2024 valuation.

Comment C: The System's maturity, funding policy, certain benefit provisions, and a decreasing active population has resulted in a large negative non-investment net cash flow over the last several years. The ratio of non-investment cash flow to assets is an important measure of sustainability. Negative ratios are common and expected for a maturing system, and in the longer term, this ratio may be on the order of approximately -4%. However, this ratio for the System has averaged approximately -6% over the last five years (excluding fiscal year 2024). At the October 15, 2018 meeting, the Board adopted the use of a 20-year amortization period beginning with the June 30, 2018 valuation in order to return the non-investment cash flow to a more sustainable level. The ratio of non-investment cash flow to assets, ignoring the State grant of \$5.9 million, would have been -4.7% in fiscal year 2024, a marked improvement from -5.7% in 2023.

Comment D: As of June 30, 2024, the funded ratio is 62.3%. The valuation assets were \$33.1 million and the market value of assets was \$33.7 million. The market value of assets exceeds the actuarial value of assets by about \$0.5 million, representing net accumulated investment gains scheduled for phased-in recognition in the next four actuarial valuations. As of June 30, 2024, the funded ratio based on the market value of assets is 63.3%.

Comment E: The June 30, 1996 and later actuarial valuations reflect benefit increases for existing retirees who were receiving benefits below the January 1, 1996 estimated Federal and State poverty levels. The contribution rates in the June 30, 2024 report reflect future expected increases in the poverty level. The 2023 poverty level for two-person households 65 years of age and older (with no dependents) published by the Census Bureau was \$18,418.

Comment F: GRS annually surveys various investment firms regarding their forward-looking capital market assumptions for use in determining the reasonableness of the assumed rate of investment return. One of the factors in selecting an appropriate investment return assumption is the expected pattern of pension benefits over time. The System has significant liability commitments coming due in the next 10 to 15 years. The total present value of all future pension benefits (PVFB) for the plan population as of June 30, 2024 is approximately \$60 million. About 50% of that PVFB is associated with benefit payments in the next 10 years, and therefore, actual investment returns over the next 10 years are key to maintaining adequate funding of the System. The updated capital market expectations for calendar year 2024 continue to suggest that the current investment return assumption of 6.85% is in line with the average 50th percentile returns on both a short- (10-year) and long-term horizon (20-30 years). We believe the current investment return assumption is reasonable given these expectations and the System's cash flow needs.

Comments and Conclusion

Comment F: We have noted that the current UAAL amortization is developed as a level percent of active member payroll, and assumes that total pay will increase by 3.0% annually. The use of this funding method is predicated on a stable active population. Given recent turnover experience and the resulting lack of year-over-year payroll growth, we advised the Board to consider implementing a level-dollar amortization method. The Board recently updated the actuarial funding policy to implement a minimum contribution (as described in Comment B). This action should increase the amount of contributions made toward the UAAL and at least partially address both the negative cash flow issues as well as the recent lack of growth in the active member payroll. It is expected that the City's contribution will remain at the same level as the fiscal year 2025 amount until the retiree liability is fully funded (due to the minimum contribution provision), which is expected to happen in approximately 7 years, depending on the experience of the System.

Conclusion: The City's ADC (members' contributions are additional) to the City of Ypsilanti Fire and Police Retirement System, for the fiscal year beginning July 1, 2025, have been computed to be 58.74% of active member payroll before applying the minimum contribution rate specified in the funding policy. The City's final contribution rate for fiscal year beginning July 1, 2025 is 72.52% of payroll. This computed contribution meets the requirements of PA 728 of 2002.

Other Observations

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

Given the System's contribution allocation procedure, if all actuarial assumptions are met (including the assumption of the System earning 6.85% on the funding value of assets), it is expected that:

- (1) The employer normal cost as a percentage of pay will decrease to the level of the current new entrants' (i.e., members hired after July 1, 2012) normal cost as time passes and the entirety of the active population is comprised of members hired after this date;
- (2) The unfunded actuarial accrued liabilities will be fully amortized after 14 years (June 30, 2039); and
- (3) The funded status of the plan will increase gradually towards a 100% funded ratio.

The computed contribution shown on page B-1 may be considered as a minimum contribution rate that complies with the Board's funding policy. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

Limitations of Funded Status Measurements

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

- (1) The measurement is inappropriate for assessing the sufficiency of System assets to cover the estimated cost of settling the System's benefit obligations; for example, transferring the liability to an unrelated third party in a market value type transaction.
- (2) The measurement is dependent upon the actuarial cost method which, in combination with the System's amortization policy, affects the timing and amounts of future contributions. The amounts of future contributions will most certainly differ from those assumed in this report due to future actual experience differing from assumed experience based upon the actuarial assumptions. The current funded status is 62.3%. Even if the funded status measurement in this report was 100%, it would not be synonymous with no required future contributions. If the funded status were 100%, the System would still require future normal cost contributions (i.e., contributions to cover the cost of the active membership accruing an additional year of service credit).
- (3) The measurement would produce a different result if the market value of assets were used instead of the actuarial value of assets.

Risks Associated with Measuring the Accrued Liability and Actuarially Determined Contribution

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the System's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. **Investment Risk** – actual investment returns may differ from the expected returns;
2. **Asset/Liability Mismatch** – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. **Contribution Risk** – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. **Salary and Payroll Risk** – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. **Longevity Risk** – members may live longer or shorter than expected and receive pensions for a period of time other than assumed; and
6. **Other Demographic Risks** – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

Comparative Statement

Valuation Date June 30,	Fiscal Year	Actuarial Accrued Liabilities & Reserves	Valuation Assets	% Funded	Unfunded Actuarial Accrued Liabilities & Reserves			City's Contribution Rate		
					Dollars	Amortiz. Period	% of Payroll	Percent	Dollars	
									Computed	Actual
2005	06-07	\$ 32,774,898	\$ 31,180,708	95.1 %	1,594,190	30	-	16.54 %	\$ 730,106	\$ 730,106
2006	07-08	34,980,132	30,843,790	88.2	4,136,342	30	-	21.57 #	941,417	941,417
2007	08-09	36,211,916	32,056,915	88.5	4,155,001	30	-	21.91 #	946,937	946,937
2008	09-10	37,869,913	32,934,094	87.0	4,935,819	30	128 %	23.07 #	968,212	968,212
2009	10-11	39,453,312	32,472,100	82.3	6,981,212	30	179	25.64 #	1,089,013	1,018,284
2010	11-12	42,135,741	31,649,135	75.1	10,486,606	30	264	27.91 #*	1,199,984	1,120,305
2011	12-13	42,667,144	31,577,876	74.0	11,089,268	30	285	29.03	1,222,085	1,222,085
2012	13-14	43,258,880	28,530,067	66.0	14,728,813	30	432	36.51	1,347,529	1,358,167
2013 [#]	14-15	44,583,788	27,649,572	62.0	16,934,216	30	531	40.47	1,395,423	1,395,423
2014	15-16	44,603,145	29,180,299	65.4	15,422,846	30	448	37.39	1,302,223	1,240,657
2015*	16-17	46,444,833	29,723,626	64.0	16,721,207	29	507	40.66	1,350,449	1,355,989
2016	17-18	46,501,105	28,410,750	61.1	18,090,355	28	570	44.24	1,466,260	1,466,261
2017	18-19	46,764,617	27,584,751	59.0	19,179,866	27	674	49.31	1,517,319	1,517,865
2018*	19-20	49,735,186	27,472,343	55.2	22,262,843	20	797	68.34	2,026,129	2,026,131
2019*	20-21	50,153,683	26,391,555	52.6	23,762,128	19	749	65.09	2,190,001	2,493,820
2020	21-22	50,033,674	25,680,326	51.3	24,353,348	18	760	67.42	2,292,341	2,302,615
2021	22-23	50,343,760	26,987,218	53.6	23,356,542	17	706	64.91	2,277,213	2,277,213
2022	23-24	50,581,163	26,710,698	52.8	23,870,465	16	685	65.23	2,412,906	2,280,000
2023*	24-25	52,497,777	26,640,205	50.7	25,857,572	15	685	67.84	2,717,607	
2024	25-26	53,172,786	33,139,734	62.3	20,033,052	14	567	72.52 ^a	2,717,607	

* Revised actuarial assumptions.

Retirement System was amended.

^a Based on the updated funding policy established by the Board beginning with the June 30, 2024 valuation, the City's contribution dollar amount is equal to the greater of the current year Actuarially Determined Contribution or the prior year contribution dollar amount, until retiree liabilities are fully funded.

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

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



Risk Measures

(\$ in Thousands)

Actuarial Valuation Date (6/30)	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability (AAL)	(3) Unfunded AAL (UAAL) (2) - (1)	(4) Payroll	(5) Funded Ratio (1) / (2)	(6) Retiree Liabilities (RetLiab)	(7) RetLiab / AAL (6)/(2)	(8) AAL / Payroll (2) / (4)	(9) Assets / Payroll (1) / (4)	(10) UAAL / Payroll (3) / (4)	(11) Non- Invest. Cash Flow (NICF)	(12) NICF / Assets (11)/(1)	(13) Market Rate of Return	(14) 5-year Trailing Average
2015*	\$29,724	\$46,445	\$16,721	\$3,299	64.0%	\$30,858	66.4%	1,407.9%	901.0%	506.9%	\$ (2,136)	(7.2)%	3.1%	9.9%
2016	28,411	46,501	18,090	3,174	61.1%	30,230	65.0%	1,464.9%	895.0%	569.9%	(2,950)	(10.4)%	(1.1)%	5.8%
2017	27,585	46,765	19,180	2,845	59.0%	34,056	72.8%	1,643.8%	969.6%	674.2%	(3,021)	(11.0)%	9.9%	8.2%
2018*	27,472	49,735	22,263	2,795	55.2%	36,744	73.9%	1,779.7%	983.1%	796.6%	(2,074)	(7.5)%	7.9%	7.4%
2019*	26,392	50,154	23,762	3,171	52.6%	37,438	74.6%	1,581.4%	832.2%	749.3%	(2,121)	(8.0)%	3.4%	4.6%
2020	25,680	50,034	24,353	3,205	51.3%	39,371	78.7%	1,561.2%	801.3%	759.9%	(1,722)	(6.7)%	3.2%	4.4%
2021	26,987	50,344	23,357	3,307	53.6%	39,169	77.8%	1,522.4%	816.1%	706.3%	(1,357)	(5.0)%	32.7%	10.9%
2022	26,711	50,581	23,870	3,487	52.8%	39,855	78.8%	1,450.7%	766.1%	684.6%	(1,701)	(6.4)%	(16.3)%	5.0%
2023*	26,640	52,498	25,858	3,776	50.7%	41,876	79.8%	1,390.3%	705.5%	684.8%	(1,519)	(5.7)%	11.5%	5.7%
2024	33,140	53,173	20,033	3,532	62.3%	43,126	81.1%	1,505.4%	938.2%	567.2%	4,324	13.0%	13.9%	7.0%

* Revised actuarial assumptions.

(5). The funded ratio is the most widely known measure of a plan's financial strength, but the trend in the funded ratio is much more important than the absolute ratio. The funded ratio should trend to 100%. As it approaches 100%, it is important to re-evaluate the level of investment risk in the portfolio and potentially to re-evaluate the assumed rate of return.

(6) and (7). The ratio of retiree liabilities to total accrued liabilities gives an indication of the maturity of the system. As the ratio increases, cash flow needs increase, and the liquidity needs of the portfolio change. A ratio on the order of 50% indicates a maturing system.

(8) and (9). The ratio of liabilities and assets to payroll gives an indication of both maturity and volatility. Many systems have ratios between 500% and 700%. Ratios significantly above that range may indicate difficulty in supporting the benefit level as a level % of payroll.

(10). The ratio of unfunded liability to payroll gives an indication of the plan sponsor's ability to actually pay off the unfunded liability. A ratio above approximately 300% or 400% may indicate difficulty in discharging the unfunded liability within a reasonable time frame.

(11) and (12). Positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means benefits and expenses exceed contributions, and existing funds may be used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

(13) and (14). Investment return is probably the largest single risk that most systems face. The year-by-year return and the five-year geometric average both give an indication of the reasonableness of the system's assumed return. Of course, past performance is not a guarantee of future results. Market rate shown is based on actuarial estimation method and will differ modestly from figures reported by the investment consultant.

Low-Default-Risk Obligation Measure

Introduction

In December 2021, the Actuarial Standards Board (ASB) adopted a revision to Actuarial Standard of Practice (ASOP) No. 4, *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. The revised ASOP No. 4 requires the calculation and disclosure of a liability referred to by the ASOP as the “Low-Default-Risk Obligation Measure” (LDROM). The rationale that the ASB cited for the calculation and disclosure of the LDROM was included in the Transmittal Memorandum of ASOP No. 4 and is presented below (emphasis added):

“The ASB believes that the calculation and disclosure of this measure provides **appropriate, useful information for the intended user regarding the funded status of a pension plan**. The calculation and disclosure of this additional measure is **not intended to suggest that this is the “right” liability measure** for a pension plan. However, the ASB does believe that **this additional disclosure provides a more complete assessment of a plan’s funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date.**”

Comparing the Accrued Liabilities and the LDROM

One of the fundamental financial objectives of the City of Ypsilanti Fire and Police Retirement System is to finance each member’s retirement benefits over the period from the member’s date of hire until the member’s projected date of retirement (entry age actuarial cost method) as a level percentage of payroll. To fulfill this objective, the discount rate that is used to value the accrued liabilities is set equal to the **expected return** on the System’s diversified portfolio of assets (referred to sometimes as the investment return assumption). The current investment return assumption is 6.85%.

The LDROM is meant to approximately represent the lump sum cost to a plan to purchase low-default-risk fixed income securities whose resulting cash flows essentially replicate in timing and amount the benefits earned (or the costs accrued) as of the measurement date. The LDROM is very dependent upon market interest rates at the time of the LDROM measurement. The lower the market interest rates, the higher the LDROM, and vice versa. The LDROM results presented in this report are based on the entry age actuarial cost method and discount rates based upon the June 2024 Treasury Yield Curve Spot Rates (end of month). The 1-, 5-, 10- and 30-year rates follow: 5.12%, 4.34%, 4.22% and 4.45%. This measure may not be appropriate for assessing the need for or amount of future contributions. This measure may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan’s benefit obligation.

The difference between the two measures (Valuation and LDROM) is one illustration of the savings the sponsor anticipates by taking on risk in a diversified portfolio.

Accrued Liabilities and LDROM

Valuation Accrued Liabilities	LDROM
\$53,172,786	\$70,026,422

SECTION C

SUMMARY OF BENEFIT PROVISIONS AND VALUATION DATA

Brief Summary of Act 345 Benefit Provisions (June 30, 2024)

Eligibility	Amount
Service Retirement	
20 or more years of service, 25 years for Fire Chief, regardless of age or age 60 regardless of service.	Straight life pension equals 3.0% of 3-year Average Final Compensation (AFC) times first 25 years of service plus 1% of AFC times years of service in excess of 25 years for both IAFF and police. For COAM members hired before July 1, 2012, future accrual will be 3.0% of AFC times first 25 years of service accrued prior to July 1, 2012 or after July 1, 2014 plus 2.25% of AFC times first 25 years of service accrued between July 1, 2012 and July 1, 2014 plus 1.0% of AFC times years of service in excess of 25 years.
25 or more years of service regardless of age for Fire members hired after July 1, 2009.	Straight life pension equals 2.5% of AFC times years of service, with a 75% maximum.
25 or more years of service regardless of age for POAM/COAM members hired after July 1, 2009.	Straight life pension equals 2.0% of AFC times years of service.
Members hired after July 1, 2012.	Same as members hired after July 1, 2009, except there is no annuity withdrawal option.
Deferred Retirement	
10 or more years of service.	Computed as service retirement but based upon service, AFC and benefit in effect at termination. Benefit begins at date retirement would have occurred had member remained in employment.
Death after Retirement Survivor's Pension	
Payable to a surviving spouse, if any, upon the death of a retired member who was receiving a straight life pension which was effective July 1, 1975 or later.	Spouse's pension equals 60% of the straight life pension the deceased retirant was receiving.
Non-Duty Death-in-Service Survivor's Pension	
Payable to a surviving spouse, if any, upon the death of a member with 10 or more years of service.	Accrued straight life pension actuarially reduced in accordance with an Option I election.
Duty Death-in-Service Survivor's Pension	
Payable upon the expiration of worker's compensation to the survivors of a member who died in the line of duty.	



Brief Summary of Act 345 Benefit Provisions (June 30, 2024)

Eligibility

Amount

Non-Duty Disability

Payable upon the total and permanent disability of a member with 5 or more years of service.

To age 55: 1.5% of AFC times years of service.
At age 55: Same as Service Retirement Pension.

Duty Disability

Payable upon the total and permanent disability of a member in the line of duty.

To age 55: 50% of AFC.
At age 55: Same as Service Retirement Pension with service credit from date of disability to age 55.

Post-Retirement Benefit Increases

Retirees who are receiving benefits below the estimated poverty levels for a two-person household 65 years of age and older (with no dependents) as measured by the Census Bureau have their benefits increased annually up to the poverty level. The increase does not apply to retirees that retired based on a vested deferred retirement.

Member Contributions

10% of pay (Fire Chief: 5%).
5% of pay for COAM/POAM hired after
July 1, 2009.

DROP (Deferred Retirement Option Plan)

Participation is open to any member who has reached the age and service conditions for unreduced retirement.

A regular retirement benefit is computed for the member as of his DROP election date based upon Final Average Compensation (FAC) and service credit as of this date. Monthly payments equal to 100% of the computed monthly benefit are deposited into the DROP Reserve Account (DRA) on behalf of the member. Interest is credited monthly to this balance in the DRA at the rate of 4%, compounded annually. Employer contributions will continue while the member participates in the DROP. Employer contributions are not deposited in the DRA. Member contributions shall cease as of the member's DROP election date. The member may remain in the DROP for up to five years and then must terminate employment. The member's monthly benefit at retirement will be the original monthly payment determined at the DROP election date. The member has the option at that time to receive the DRA balance as a lump-sum, as a roll-over or leave the accumulated balance in the Plan.



Retirees and Beneficiaries Added to and Removed from Rolls Comparative Statement

Year Ended June 30,	Added to Rolls			Removed from Rolls		Rolls End of Year				% Incr. in Annual Pensions	Average Pension	Present Value of Pensions
	No.	Annual Pensions	Post-Ret. Increases	No.	Annual Pensions	No.	Active Per Retired	Annual Pensions				
								Dollars	% of Pay			
1985	2	\$ 50,137			\$ 368	42	1.6	\$ 409,718	19.9 %	13.8 %	\$ 9,755	\$ 4,542,985
1990	3	42,779	\$ 40,405	2	16,742	67	1.0	933,398	39.4	7.7	13,931	10,159,853
1995	7	138,032		1	25,434	85	0.8	1,284,091	41.6	9.6	15,107	14,427,739
2000	6	180,781	2,591	4	55,996	93	0.7	1,625,761	43.6	8.5	17,481	16,749,097
2005	2	70,098	5,147	4	43,496	87	0.7	1,653,137	40.9	2.0	19,002	16,648,815
2006	1	75,314	12,483			88	0.7	1,740,934	43.6	5.3	19,783	17,361,798
2007	6	195,338	1,390	1	21,610	93	0.6	1,916,052	48.4	10.1	20,603	19,207,107
2008	9	213,336	(6,350)	1	15,816	101	0.5	2,107,222	54.8	10.0	20,864	21,167,561
2009	2	91,683	4,166	4	56,198	99	0.5	2,146,873	55.2	1.9	21,686	21,685,046
2010	1	29,237	5,248	1	48,732	99	0.5	2,132,626	58.8	1.2	21,542	21,714,152
2011	3	79,359	(366)			102	0.5	2,211,619	63.6	5.0	21,683	22,522,725
2012	6	299,010	2,997			108	0.3	2,513,626	99.1	13.7	23,274	25,926,503
2013	5	238,831	6,432			113	0.3	2,758,889	103.7	9.8	24,415	28,423,655
2014	4	147,302	3,384	4	57,876	113	0.4	2,851,699	91.7	3.4	25,236	29,574,818
2015	1	35,122	6,063	2	27,678	112	0.4	2,865,206	104.6	0.5	25,582	30,858,067
2016			2,572	3	51,690	109	0.3	2,816,089	127.2	(1.7)	25,836	30,230,322
2017	9	351,263	185	1	24,954	117	0.3	3,142,583	164.8	11.6	26,860	34,055,842
2018	4	119,802	3,375	2	34,418	119	0.3	3,231,343	159.7	2.8	27,154	36,744,061
2019	5	147,065	3,194	6	91,836	118	0.3	3,289,766	130.9	1.8	27,879	37,437,534
2020	5	243,668	23,956	5	75,234	118	0.4	3,482,157	122.7	5.8	29,510	39,370,676
2021	3	77,178	11,480	3	70,097	118	0.4	3,500,718	122.6	0.5	29,667	39,168,624
2022	3	118,304	2,675	4	60,384	117	0.4	3,561,313	117.0	1.7	30,439	39,855,190
2023	5	184,866	12,654	4	73,012	118	0.4	3,685,819	103.1	3.5	31,236	41,876,334
2024	4	160,473	9,383	1	17,429	121	0.3	3,838,244	112.2	4.1	31,721	43,125,564

Note: DROP participants are not included in these totals. There was one (1) member participating in the DROP as of June 30, 2024 with an annual benefit of \$43,790.



Retirees and Beneficiaries June 30, 2024 Tabulated by Type of Pensions Being Paid

Type of Pensions Being Paid	Number	Annual Pensions
Age and Service Pension		
Regular pension - benefit terminating upon death of retirant	19	\$ 549,660
Regular pension - automatic 60% joint and survivor benefit	74	2,619,001
Option 1 pension - joint and survivor benefit	5	179,250
Option 2 pension - modified joint and survivor benefit	1	58,084
Pension being paid survivor beneficiary of deceased age and service retirant	<u>14</u>	<u>259,770</u>
Total age and service pensions	113	3,665,765
Casualty Pensions		
Duty disability pension	6	137,101
Survivor of former disabled retirant	1	17,689
Duty death	<u>1</u>	<u>17,689</u>
Total casualty pensions	<u>8</u>	<u>172,479</u>
Total Pensions Being Paid	121	\$3,838,244

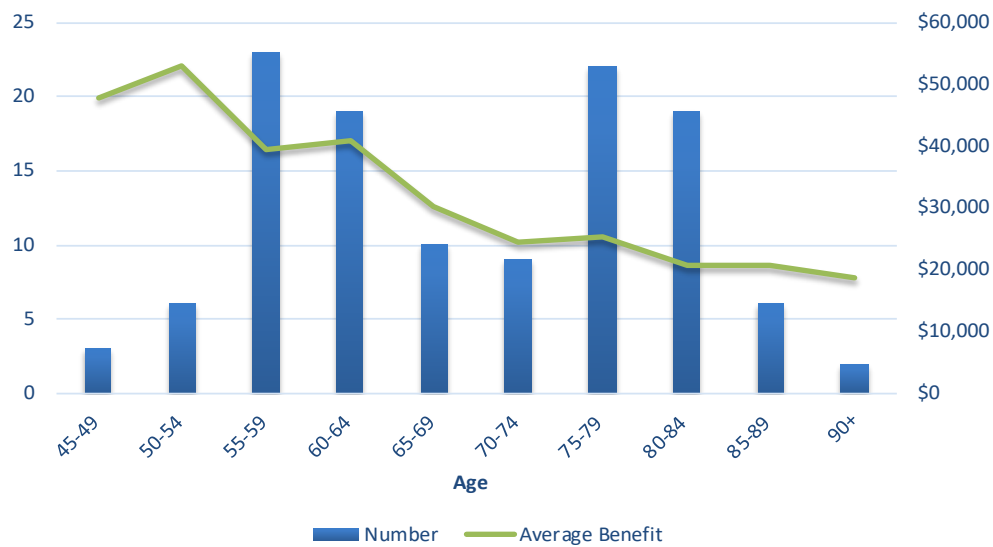
Note: DROP participants are not included in these totals. There was one (1) member participating in the DROP as of June 30, 2024 with an annual benefit of \$43,790.

Retirees and Beneficiaries — By Attained Ages June 30, 2024

Attained Ages	Number	Annual Pensions
35-39	1	\$ 43,405
45-49	3	143,608
50-54	6	317,697
55-59	23	909,720
60-64	19	775,014
65-69	10	301,531
70-74	9	219,007
75-79	22	556,556
80-84	19	391,882
85-89	6	124,833
95-99	2	37,302
100 & Over	1	17,689
Totals	121	\$ 3,838,244

Note: DROP participants are not included in these totals. There was one (1) member participating in the DROP as of June 30, 2024 with an annual benefit of \$43,790.

Payee Counts and Average Annual Benefit by Age Band



DROP Members — By Attained Ages June 30, 2024

Attained Ages	No.	Annual Pensions
60 - 64	1	\$ 43,790
Totals	1	\$ 43,790

Inactive Vested Members — By Attained Ages June 30, 2024

Attained Ages	No.	Estimated Annual Pensions
39	1	\$ 52,074
41	1	77,413
42	2	60,214
43	2	63,764
Totals	6	\$ 253,465

In addition, there are 9 members who are currently on leave of absence.

Active Members in Valuation — Comparative Schedule

Year Ended June 30,	Number Added During Year		Terminations during Year										End of Year No.	Valuation Payroll				
			Normal Retirement		Disability Retirement		Died-in- Service		Withdrawals									
	Vested	Other							Total									
	A	E	A	E	A	E	A	A	A	E								
2005	3	5	2	1.2	0	0.2	0	0.0	0	3	3	1.6	59	\$4,042,199	\$68,512	7.4 %	39.5 yrs.	12.5 yrs.
2006	5	5	1	2.9	0	0.2	1	0.0	0	3	3	1.3	59	3,996,679	67,740	(1.1)	39.3	12.6
2007	8	7	3	4.3	0	0.2	1	0.0	0	3	3	2.3	60	3,957,733	65,962	(2.6)	37.3	10.9
2008	3	8	4	2.8	0	0.2	0	0.0	0	4	4	1.9	55	3,843,177	69,876	5.9	37.7	11.6
2009	2	3	1	2.8	0	0.2	0	0.0	0	2	2	1.9	54	3,889,397	72,026	3.1	38.8	12.3
2010	0	1	0	5.1	0	0.2	0	0.0	0	1	1	0.4	53	3,975,109	75,002	7.3	42.7	13.6
2011	2	1	1	5.1	0	0.2	0	0.0	0	3	3	0.4	51	3,892,132	76,316	1.8	41.3	14.9
2012	2	9	6	4.3	0	0.1	0	0.0	0	3	3	0.8	44	3,412,398	77,555	1.6	41.6	14.8
2013	1	6	5	1.4	0	0.1	0	0.0	1	0	1	1.1	39	3,187,910	81,741	5.4	41.1	14.4
2014	13	5	3	2.0	0	0.1	0	0.0	0	2	2	0.9	47	3,440,058	73,193	(10.5)	38.8	11.5
2015	6	5	1	1.3	0	0.1	0	0.0	1	3	4	2.8	48	3,298,809	68,725	(6.1)	38.8	11.3
2016	6	7	0	1.3	0	0.1	0	0.0	2	5	7	2.3	47	3,174,402	67,540	(1.7)	40.1	11.8
2017	2	8	5	0.6	0	0.1	0	0.0	0	3	3	2.3	41	2,844,954	69,389	2.7	39.5	11.0
2018	2	4	2	0.0	0	0.1	0	0.0	0	2	2	1.7	39	2,794,588	71,656	3.3	39.4	10.8
2019	18	9	2	0.0	0	0.1	0	0.0	1	6	7	1.9	48	3,171,434	66,072	(7.8)	36.3	8.0
2020	8	7	4	0.5	0	0.1	0	0.0	0	3	3	3.9	49	3,204,912	65,406	(1.0)	34.9	6.9
2021	3	5	2	0.9	0	0.1	0	0.0	0	3	3	4.3	47	3,306,874	70,359	7.6	36.0	7.6
2022	7	8	2	0.4	0	0.1	0	0.0	0	6	6	3.4	46	3,486,732	75,799	7.7	35.6	7.5
2023	7	6	3	0.2	0	0.1	0	0.0	0	3	3	3.0	47	3,775,951	80,339	6.0	34.7	6.6
2024	18	23	1	0.0	1	0.1	0	0.0	3	18	21	3.4	42	3,532,168	84,099	4.7	35.4	4.8

A = Actual number of persons.

E = Expected number of persons.

Note: Actual counts, valuation payroll and group averages include DROP participants.



Active Members June 30, 2024 by Attained Age and Years of Service

Attained Age	Years of Service to Valuation Date							Totals	
	0-4	5-9	10-14	15-19	20-24	25-29	30 Plus	No.	Valuation Payroll
20-24	5							5	\$ 354,577
25-29	6	1						7	555,491
30-34	5	4						9	751,104
35-39	4	2	1	1				8	632,471
40-44	2	3	2	1				8	811,230
45-49	2			1				3	235,343
50-54	1							1	80,952
Totals	25	10	3	3				41	\$ 3,421,168
DROP								1	111,000
Totals								42	\$ 3,532,168

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

Group Averages:

Age: 35.4 years
Service: 4.8 years
Annual Pay: \$84,099

Active Members Counts and Average Salary by Age Band



Derivation of Valuation Assets

Market Value with 20% Recognition of the Difference between the Market Rate of Return and the Projected Rate of Return

	2021	2022	2023	2024	2025	2026	2027	2028
Beginning of Year:								
(1) Market Value of Assets								
(1a) Market Value of Assets from Last Valuation	\$24,396,791	\$30,798,725	\$24,328,857	\$25,508,877				
(1b) Asset Adjustment		133,632						
(1c) Adjusted Market Value of Assets	24,396,791	30,932,357	24,328,857	25,508,877				
(2) Valuation Assets	25,680,326	26,987,218	26,710,698	26,640,205				
End of Year:								
(3) Market Value	30,798,725	24,328,857	25,508,877	33,668,671				
(4) Net Additions to Assets, Excluding Investment Income and Expenses	(1,356,519)	(1,700,512)	(1,519,281)	4,323,521				
(5) Total Investment Income: =(3)-(1)-(4)	7,758,453	(4,902,988)	2,699,301	3,836,273				
(6) Projected Rate of Return	7.00%	7.00%	7.00%	6.85%				
(7) Projected Investment Income: =(6)x[(2)+.5x(4)]	\$ 1,750,145	1,829,587	1,816,574	1,972,935				
(8) Investment Income In Excess of Projected Income	6,008,308	(6,732,575)	882,727	1,863,338				
(9) Excess Investment Income Recognized This Year (5-year recognition)								
(9a) From This Year	1,201,662	(1,346,515)	176,545	372,668				
(9b) From One Year Ago	(201,288)	1,201,662	(1,346,515)	176,545	\$ 372,668			
(9c) From Two Years Ago	(198,191)	(201,288)	1,201,662	(1,346,515)	176,545	\$ 372,668		
(9d) From Three Years Ago	5,106	(198,191)	(201,288)	1,201,662	(1,346,515)	176,545	\$ 372,668	
(9e) From Four Years Ago	105,977	5,105	(198,190)	(201,287)	1,201,660	(1,346,515)	176,547	\$ 372,666
Total 5-Year Smoothed Recognition	913,266	(539,227)	(367,786)	203,073				
(10) Change in Valuation Assets = (1b)+(4)+(7)+9[a..e]	1,306,892	(276,520)	(70,493)	6,499,529				
End of Year:								
(3) Market Value	30,798,725	24,328,857	25,508,877	33,668,671				
(11) Valuation Assets: = (2) + (10)	26,987,218	26,710,698	26,640,205	33,139,734				
Rate of Return:								
Market Value	32.7%	(16.3)%	11.5%	13.9%				
Valuation Assets	10.7%	4.9%	5.6%	7.6%				

Summary of Current Asset Information Furnished for Valuation

Balance Sheet as of June 30, 2024

Current Assets (Market Value)		Reserve for	
Cash & Equivalent	\$ 1,680,184	Employees' Contributions	\$ -
Accruals & Receivables	-	Employer Contributions	-
Common Stock & Stock Mutual Funds	23,826,734	Retired Benefit Payments	33,668,671
Fixed Income	9,693,589	Undistributed Income	-
Real Estate & Other	0		
Total Current Assets	35,200,507		
Less Accounts Payable	1,531,836		
Total Net Assets	\$ 33,668,671	Total Reserves	\$ 33,668,671

Receipts and Disbursements

	2023-2024	2022-2023
Balance - July 1,	\$ 25,508,877	\$ 24,328,857
Audit Adjustment	0	0
Adjusted Balance - July 1,	\$ 25,508,877	\$ 24,328,857
Receipts:		
Employees' Contributions	285,561	283,287
Employer Contributions and State Grant	8,174,671	2,277,213
Investment Income	4,086,463	2,816,638
Disbursements:		
Benefit Payments *	4,008,477	3,871,358
Refund of Member Contributions	128,234	208,423
Expenses	250,190	117,337
Other	0	0
Balance June 30,	\$ 33,668,671	\$ 25,508,877
Ratio of investment income (net of expenses and health insurance premiums) to mean assets balance	13.9%	11.5%

* Includes State Grant of \$5,894,671 in the fiscal year ended June 30, 2024..

** Including payments made to DROP accounts for members currently in the DROP.



SECTION D

SUMMARY OF ACTUARIAL COST METHOD AND ASSUMPTIONS

Actuarial Cost Method

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

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

Financing of Unfunded Actuarial Accrued Liabilities. Unfunded actuarial accrued liabilities (the portion of total liabilities not covered by present assets or expected future normal cost contributions) were amortized by level (principal and interest combined) percent-of-payroll contributions over a closed period of 14 years. This UAAL payment reflects payments expected to be made between the valuation date and the date contributions determined by this report are scheduled to begin. The UAAL is rolled-forward to the contribution period by reflecting accrued interest, normal cost, and contributions during the period in between the valuation date and the contribution period. The expected UAAL as of July 1, 2025 is \$19,111,473.

Beginning with the June 30, 2024 actuarial valuation, the annual employer contribution amount shall be the greater of the prior year's actuarially determined contribution amount or the actuarially determined amount, developed as a percentage of pay, until the retiree liability is fully funded.

Valuation Assumptions

The actuary calculates the contribution requirements and benefit values of the System by applying actuarial assumptions to the benefit provisions and people information furnished, using the actuarial cost method described on the previous page.

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

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

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

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

From time-to-time it becomes appropriate to modify one or more of the assumptions, to reflect experience trends (but not random year to year fluctuations). The assumptions are established by the Board after consulting with the actuary. Most demographic assumptions were updated for the June 30, 2018 valuation based on experience during the period from June 30, 2010 to June 30, 2017. The mortality tables were updated for the June 30, 2019 valuation. The investment return assumption was updated for the June 30, 2023 valuation. The reasonableness of the economic assumptions is based upon capital market expectations provided by various investment consultants and other sources such as the Social Security Trustees report. All actuarial assumptions are based on future expectations, not market measures.

Valuation Assumptions

The rate of investment return (regular interest), net of expenses, used in making the valuation was 6.85% per annum, compounded annually. This rate consists of a real rate of return (over wages) of 3.85% per year plus a long-term rate of wage inflation of 3.00% per year. Experience over the last five years has been as illustrated below:

	Year Ended June 30,					5-Year Average
	2024	2023	2022	2021	2020	
1) Gross investment return	8.4 %	6.0 %	5.8 %	11.6 %	4.7 %	7.3 %
Less: expenses	0.8	0.4	0.9	0.9	0.7	0.7
2) Net nominal rate of return#	7.6	5.6	4.9	10.7	4.0	6.6
3) Increase in CPI	3.0	3.0	9.1	5.4	0.6	4.2
4) Average salary increase	4.7	6.0	7.7	7.6	(1.0)	5.0
5) Real return:						
- funding purposes	2.9	(0.4)	(2.8)	3.1	5.0	1.6
- assumption	4.0	4.0	4.0	4.0	4.0	4.0

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

Price inflation, 2.50% per year.

The mortality table used to measure post-retirement mortality was the Public Sector 2010 Public Safety ("PubS-2010") Healthy Retiree mortality table for males and females with fully generation projection using MP-2018. The provision for future mortality improvement is the MP-2018 projection scale. This table was first used for the June 30, 2019 valuation. This assumption is used to measure the probabilities of members dying before retirement and the probabilities of each benefit payment being made after retirement.

For pre-retirement mortality, the PubS-2010 Employee mortality table for males and females with fully generational projection using MP-2018. Fifty percent of pre-retirement deaths were assumed to be duty related. The PubS-2010 Disabled Retiree mortality table with fully generational projection using MP-2018 is used for current disability retirees and for projecting disability costs.

These assumptions were updated for the June 30, 2019 valuation.

PubS-2010 Generational Mortality Tables				
Sample Ages in 2024*	Value of \$1 Monthly for Life		Future Life Expectancy (Years)	
	Men	Women	Men	Women
55	\$150.44	\$153.42	31.00	32.97
60	140.43	144.48	26.08	28.04
65	128.22	133.49	21.43	23.35
70	113.68	120.09	17.09	18.91
75	96.92	104.30	13.14	14.81
80	78.73	86.82	9.69	11.16

* Based on ages in 2024. Future years will reflect improvements in life expectancy.

Valuation Assumptions

Sample Rates of Separation (Excluding Deaths and Disability) from Active Employment before Retirement are as follows:

Sample Ages	Years of Service	% of Active Members Separating within Next Year	
		Police	Fire
ALL	0	25.00 %	8.00 %
	1	25.00	6.00
	2	15.00	5.00
	3	12.50	4.00
	4	8.75	3.00
25	5 & Over	6.50	2.50
30		5.46	2.50
35		3.25	1.40
40		1.30	0.60
45		0.65	0.50
50		0.65	0.50
55		0.65	0.50
60		0.65	0.50

These rates were updated for the June 30, 2018 valuation.

Sample Rates of Salary Increases are as follows:

Sample Ages	Percent Increase in Salary during Next Year		Service at Beginning of Year	Additional Service Based Merit & Seniority Portion of Annual Increases
	Base	Merit and Seniority		
20	3.00 %	1.00 %	1	4.50 %
25	3.00	1.00	2	4.00
30	3.00	0.70	3	3.50
35	3.00	0.50	4	3.00
40	3.00	0.30		
45	3.00	0.10		
50	3.00	0.10		
55	3.00	0.10		
60	3.00	0.00		

If the number of active members remains constant, then the total active member payroll will increase 3.00% annually, the base portion of the individual salary increase assumptions. This increasing payroll was recognized in amortizing unfunded actuarial accrued liabilities.

These assumptions were updated for the June 30, 2018 valuation.

Valuation Assumptions

Sample rates of becoming disabled are as follows:

Sample Ages	Percent Becoming Disabled within Next Year	
	Men	Women
20	0.08 %	0.03 %
25	0.10	0.05
30	0.10	0.08
35	0.16	0.14
40	0.22	0.20
45	0.34	0.30
50	0.56	0.48

It is assumed that 90% of disabilities are duty related. These rates were first used for the June 30, 2018 valuation.

Probabilities of retirement for members eligible to retire were:

Active Members Retiring within Next Year						
Years of Service	20 and Out Eligibility		25 and Out Eligibility		Retirement	
	Police	Fire	Police	Fire	Ages	Fire Chief
20	30 %	10 %			45	20 %
21	20	15			46	20
22	30	15			47	20
23	30	15			48	20
24	40	50			49	20
25	60	50	70 %	70 %	50	20
26	60	50	50	20	51	15
27	60	50	50	20	52	10
28	60	50	50	20	53	10
29	60	50	50	20	54	10
30	100	100	100	100	55	10
					56	10
					57	10
					58	10
					59	20
					60	100

A member was assumed to be eligible for retirement after attaining age 40 with 20 or more years of service (age 45 with 25 or more years of service for Fire Chief, 25 or more years of service for new hires as of July 1, 2009 for Fire and Police) or after attaining age 60 with 10 or more years of service.

These rates were updated for the June 30, 2018 valuation.

Miscellaneous and Technical Assumptions

June 30, 2024

Marriage Assumption:	90% of members are assumed to be married for purposes of death-in-service benefits. 85% of members are assumed to be married at retirement.
Pay Increase Timing:	Beginning of (Fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.
Decrement Timing:	Decrements of all types are assumed to occur mid-year.
Eligibility Testing:	Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.
Benefit Service:	Exact fractional service is used to determine the amount of benefit payable.
Decrement Relativity:	Decrement rates are used directly from the experience study, without adjustment for multiple decrement table effects.
Decrement Operation:	Disability and mortality decrements do not operate during the first 5 years of service. Disability and turnover decrements do not operate during retirement eligibility.
Normal Form of Benefit:	The assumed normal form of benefit is 60% Joint and Survivor.
Loads:	Retirement Present Values were loaded by 10% for Police members hired prior to July 1, 2012 and Fire members hired prior to July 1, 2009 to account for the subsidized annuity withdrawal provision. Active liabilities were loaded 0.5% to account for future increases in the poverty level, which is assumed to increase 2.5% per year.
Incidence of Contributions:	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits.
Data:	Census data was provided by the City. Deferred members benefits are estimated based on payroll in prior valuations. Active members indicated to be on Leave of Absence were assumed to be in ongoing active status unless a record of contribution refunds was reported.

Glossary

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

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

Actuarial Assumptions. Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turn-over and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.

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

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

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

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

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

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

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

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

Glossary

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

Valuation Assets. The value of current plan assets recognized for valuation purposes. Generally based on market value, adjusted to eliminate some of the market value fluctuation.

APPENDIX

SUMMARY ANNUAL REPORT INFORMATION

Summary Annual Report Information

June 30, 2024

Membership

Active members (includes DROP members)	42
Retirees/beneficiaries	121
Deferred vested members	6
System membership status	Open

Benefits

Average annual retirement allowance	\$ 31,721
Total annual retirement allowance	\$ 3,838,244

Contributions

Valuation payroll (includes DROP members)	\$ 3,532,168
Employer's normal cost (% of payroll)	11.47%
Employer's total contributions (% of payroll)	72.52%
Member contributions (weighted average)	7.01%

Assumptions

Assumed rate of investment return	6.85%
Assumed rate of long-term wage inflation	3.00%
Smoothing method for funding value of assets	5-year smoothed market
Amortization method	Level percent, closed
Amortization period	14 years
Actuarial cost method	Individual Entry Age

Funded Ratio	62.3%
---------------------	-------

Investment Performance*

Market value rate of return - prior 1-year period	13.9%
Market value rate of return - prior 5-year period	7.8%
Market value rate of return - prior 10-year period	6.2%

The Retirement Board has confirmed that the City of Ypsilanti Fire and Police Retirement System provides for the payment of the required employer contribution and the employer contributions made during the year ending June 30, 2024 represent the required employer contribution.

**The above returns are net of expenses and assume middle of year cash flows.*