

# Police and Fire Pension Fund

## Mission Statement

It is the mission of the Police and Fire Pension Funds to provide retirement benefits for retired police officers and firefighters and their beneficiaries through employer and employee contributions and investment earnings.

**Primary Functions** → The primary function of this non-operating budgetary unit is to finance pensions for employees by both employer and employee contributions combined with interest earnings on those contributions. These three revenue streams, if based on sound actuarial assumptions, should generate sufficient funds for employee retirement without placing either an undue burden on the employer or a risk to the pension due the employee.

## Budget Summary

<b>POLICE PENSION FUND BUDGET SUMMARY</b>					
<b>APPROPRIATION</b>	2010 ACTUAL	2011 BUDGET	2011 ACTUAL	2012 BUDGET	INCREASE (DECREASE)
PERSONNEL	\$11,640,324	\$4,968,953	\$12,387,023	\$4,463,520	(\$505,433)
CONTRACTUAL	350,142	375,100	358,869	383,950	8,850
SUPPLIES	31	200	0	200	0
OTHER	101,700	99,900	99,900	109,200	9,300
TOTAL	12,092,197	5,444,153	12,845,792	4,956,870	(487,283)
NON-APPROPRIATION	0	7,650,000	0	8,725,000	1,075,000
TOTAL EXPENSE	\$12,092,197	\$13,094,153	\$12,845,792	\$13,681,870	\$587,717
<b>FUNDING SOURCE</b>	2011 AMOUNT	2011 PERCENTAGE	2012 AMOUNT	2012 PERCENTAGE	
POLICE DEPARTMENT TRANSFER					
POLICE PENSION PROPERTY TAX	\$4,942,653	34.7	\$3,673,220	26.7	
POLICE PENSION PROPERTY TAX	(750,000)	0.0	0	0.0	
POLICE PENSION REPLACE TAX	776,300	5.4	790,300	5.7	
TOTAL CITY CONTRIBUTION	4,968,953	40.1	4,463,520	32.4	
INTEREST INCOME	3,800,000	26.7	5,800,000	42.2	
FV APPRECIATION(DEPRECIATION)	3,500,000	24.6	1,500,000	10.9	
INVESTMENT INCOME	7,300,000	51.2	7,300,000	53.1	
EMPLOYEE CONTRIBUTIONS	1,986,500	8.7	1,981,300	14.5	
TOTAL	14,255,453	100.0	13,744,820	100.0	
ACTUARY'S CONTRIBUTION REQUIREMENT	5,718,953	40.1	4,463,520	32.5	
AMORTIZATION AMOUNT	\$5,738,000		\$62,950		
(SEE TEXT FOR PENSION FINANCING EXPLANATION TO EXPLAIN REVENUE AND EXPENSE DISCREPANCY)					

# Police and Fire Pension Fund

## Budget Summary

<b>FIRE PENSION FUND BUDGET SUMMARY</b>					
<b>APPROPRIATION</b>	2010 <u>ACTUAL</u>	2011 <u>BUDGET</u>	2011 <u>ACTUAL</u>	2012 <u>BUDGET</u>	INCREASE (DECREASE)
PERSONNEL	\$12,929,522	\$6,295,842	\$13,471,483	\$5,082,279	(\$1,213,563)
CONTRACTUAL	480,220	509,700	437,045	499,400	(10,300)
SUPPLIES	0	200	300	300	100
OTHER	101,700	99,900	99,900	109,200	9,300
TOTAL	<u>13,511,442</u>	<u>6,905,642</u>	<u>14,008,728</u>	5,691,179	(1,214,463)
NON-APPROPRIATION	<u>0</u>	<u>7,350,000</u>	<u>0</u>	<u>9,275,000</u>	<u>1,925,000</u>
TOTAL EXPENSE	<u>\$13,511,442</u>	<u>\$14,255,642</u>	<u>\$14,008,728</u>	<u>\$14,966,179</u>	<u>\$710,537</u>

<b>FUNDING SOURCE</b>	2011 <u>AMOUNT</u>	2011 <u>PERCENTAGE</u>	2012 <u>AMOUNT</u>	2012 <u>PERCENTAGE</u>
FIRE DEPARTMENT TRANSFER				
FIRE PENSION PROPERTY TAX	\$6,114,242	38.4	\$4,133,879	24.8
FIRE PENSION PROPERTY TAX	(750,000)	-15.0	0	0.0
FIRE PENSION REPLACE TAX	931,600	5.8	948,400	5.7
TOTAL CITY CONTRIBUTION	<u>6,295,842</u>	<u>29.2</u>	<u>5,082,279</u>	<u>30.5</u>
INTEREST INCOME	2,800,000	17.6	4,700,000	28.2
FV APPRECIATION(DEPRECIATION)	<u>5,000,000</u>	<u>31.4</u>	<u>5,000,000</u>	<u>30.0</u>
INVESTMENT INCOME	7,800,000	48.9	9,700,000	58.1
EMPLOYEE CONTRIBUTIONS	<u>1,845,600</u>	<u>21.9</u>	<u>1,912,200</u>	<u>11.4</u>
TOTAL	<u>15,941,442</u>	<u>100.0</u>	<u>16,694,479</u>	<u>100.0</u>
ACTUARY'S CONTRIBUTION				
REQUIREMENT	7,045,842	44.2	5,082,279	30.4
AMORTIZATION AMOUNT	\$1,685,800		\$1,728,300	
(SEE TEXT FOR PENSION FINANCING EXPLANATION TO EXPLAIN REVENUE AND EXPENSE DISCREPANCY)				

## Budget Analysis

The City utilizes an independent actuary to annually determine the necessary funding for these two plans. Once this is determined, the City funds the plans based on the recommendations of the independent actuary. There were no changes with respect to plan provisions, actuarial methods, or actuarial assumptions from the prior year.

For 2011, the Police plan earned \$1.8 million in interest income while the Fire plan earned \$2.6 million in interest income. The Police and Fire plans also realized \$10.1 and \$6.5 million respectively on the sale of investments. In addition, reflecting fair market value adjustments of investments, the Police Pension Fund recorded a loss of \$7.8 million while the Fire Pension Fund recorded a loss of \$6.0 million. Investment expenses were \$240,800 for Police and \$420,100 for

## **Police and Fire Pension Fund**

Fire. Approximate annual rates of return were relatively small, but positive for both, 1.3% for Police and 2.2% for Fire. The rate of return assumption is 7.5%.

In 1993, the State of Illinois increased the pension benefits for these two plans. This increase not only increased costs for the future but it also significantly increased the unfunded liability for service already earned. With the member contribution rate increased only marginally, the bulk of the cost of paying for these improved benefits fell to local governments. To mitigate this, the State replaced the existing forty year level dollar amortization schedule begun in 1980 with a new 1993 forty year level percentage schedule. The City has elected, as long as was possible, to fund the annual contribution based on the 1980 schedule. For 2002, the last year that making this additional contribution was possible, this election added \$406,805 to the Police contribution and \$1,002,874 to the Fire contribution. Due to continuing and increasingly severe property tax cap restrictions, the City in 2003 changed and began to recognize the 1993 amortization method. The impact of this change for 2003 was estimated to be \$980,000 for the Police contribution and \$1,750,000 for the Fire contribution.

Effective July 1, 2004, the State changed the surviving spouse formula for the Fire Pension from 54% of ending salary to 100% of ending pension. To help fund this increased benefit, the firefighter contribution from salary was increased from 8.455% to 9.455%, an addition of \$166,400 and the municipal contribution was calculated at \$365,000, 2.1 cents on the tax rate. 30 of the 48 surviving spouses accounted for a first year cost increase of \$215,000. For the future, this will add an additional \$20,000 annually for each new surviving spouse. The State exempted the property tax necessary for this new benefit from the tax cap law.

The State of Illinois enacted a reform package for Illinois police and fire pension plans in 2010. Benefit changes, for new hires beginning January 1, 2011, included the following: (1) normal retirement age of 55 (currently 50); (2) early retirement at age 50 with 6% reduction for each year prior to 55; (2) pensionable salary cap of \$106,800 indexed to ½% of CPI-U; (3) final average salary calculated using the last 8 of 10 years (currently final day's salary); (4) survivor benefit of 66 2/3% of pension earned at date of death (currently 100% of pension); and (5) cost of living adjustments beginning the year after a retiree or survivor turns age 60 with annual increases equaling the lesser of 3% simple or ½ of CPI-U (currently 3% compounded each year after pension becomes payable).

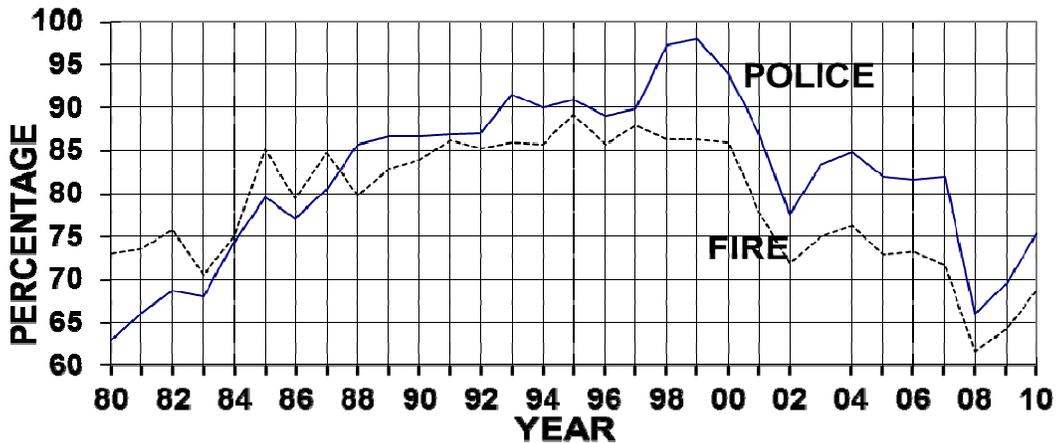
In addition, the following changes were made to public safety pension funding: (1) 30 year closed amortization period with a funding target of 90% by the end of 2040 (currently expires in 2033 with a funding target of 100%); (2) state shared revenue diversions to pension funds beginning in 2016 equaling the difference between the employer contribution and the required actuarial contribution. Three year phase in with up to 1/3 of state shared revenue diverted in 2016, up to 2/3 in 2017, and up to the full contribution difference beginning in 2018; (3) expanded investment authority including corporate bonds for all funds and greater equity investments for funds with assets of at least \$10 million; and (4) 5 year smoothing of actuarial gains and losses.

The first actuarial study to be performed using these changes was completed in the spring of 2011 for the year ended 2010 for the 2012 budget levy and the 2013 budget expense.

# Police and Fire Pension Fund

For the 2012 Police contribution requirement, the amount has decreased from \$5,718,953 to \$4,463,520, a decrease of \$1,255,433 (21.95%). The decrease in the contribution requirement is due to the decrease in the annual payroll and the investment return was greater than assumed. The percent funded has increased from 69.5% to 75.3%.

**CITY OF ROCKFORD, ILLINOIS  
PERCENTAGE RATE OF FULL FUNDING  
FOR POLICE & FIRE PENSIONS YEARS  
FROM 1980**

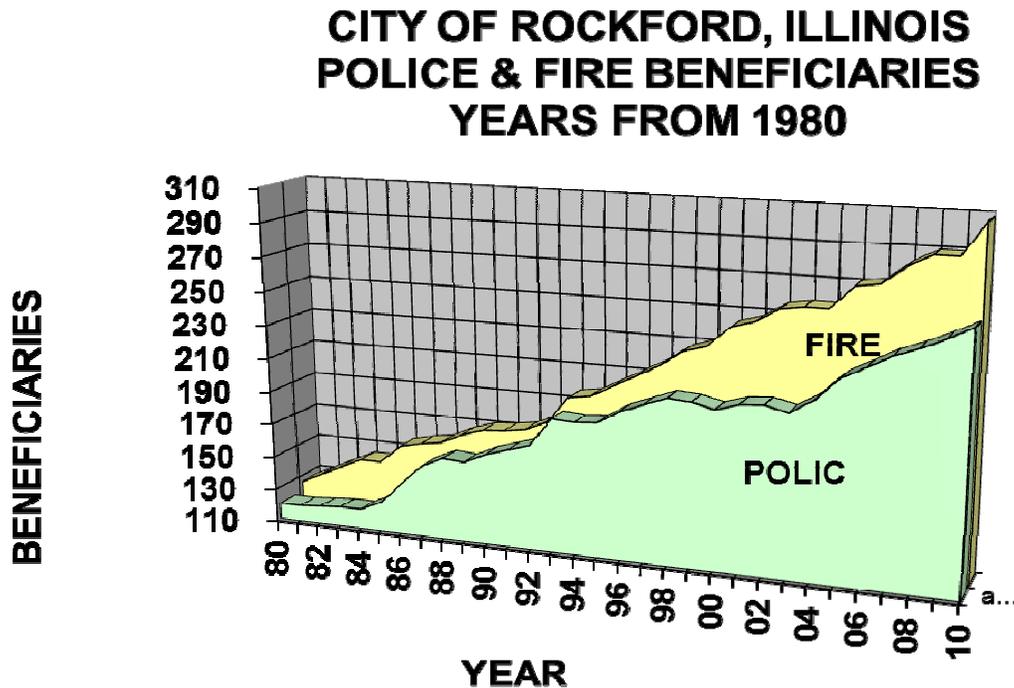


For the 2012 Fire contribution requirement, the amount has decreased from \$6,295,842 to \$5,082,279, a decrease of \$1,213,563 (19.28%). The decrease in the contribution requirement is due to the decrease in the annual payroll and the investment return was greater than assumed. The percent funded has increased from 64.2% to 68.7%.

ROCKFORD PENSION PLANS			
	<u>Police</u>	<u>Fire</u>	<u>IMRF/SS</u>
Employees	Sworn	Sworn	All Other
2012 Employer Rate	22.33%	25.13%	19.38%
2012 Employee Rate	9.910%	9.455%	10.70%
Social Security Included	No	No	Yes (6.2%)
Plan Administration	Local	Local	State
Retirement Age	50	50	55/60
Vesting (Years)	10	10	8
Pension (20 Years Service)	50%	50%	35%
Pension Limit	75%	75%	75%
Years To Achieve Limit	30	30	40
Pension Based On	Last Pay	Last Pay	Average of (4) Highest Consecutive Years In Last (10)

## Police and Fire Pension Fund

Trends for the two funds include active member percentage decreasing as the number of retirees increase as well as dollar costs rising.



Approximately one-half of the annual revenues for these two plans are generated from investment earnings. While member contributions have increased to 9.91% for Police in 2000 and 9.455% for Fire in 2005, employee contributions are still the smallest element of the financing equation.

The City contributions are funded from property taxes and state replacement taxes. Pension property taxes are unlimited; however, property tax extension limitations (tax caps) do apply on a total city basis except for the new benefit provision for Fire Pension surviving spouses. For 2012, estimated rates are 20.9 cents for the Police plan and 23.5 cents for the Fire plan. 2011 rates are estimated at 25.7 and 31.8 cents respectively. The property tax rate decrease is due to the plan cost decrease. For the Fire plan, 3.4 cents for 2011 and 2.5 cents for 2012 are exempt from tax caps.

Both plans utilize the Finance Department's staff. The Police pension fund will also utilize a consultant, \$40,000, and a custodian, \$2,200, as well as five money managers at an estimated cost of \$237,000 (2011-\$192,258). The Fire pension uses a consultant, \$60,000, a custodian, \$8,800, and nine money managers at an estimated cost of \$401,000 (2011-\$384,923). Each fund pays the State Department of Insurance \$8,000 annually for oversight services.

### **Five Year Financial Forecast**

The 2013-2017 five-year forecast on a traditional basis, assumes five percent City and employee contribution increases as well as a 7.5% return on investments. The combined impact for the two plans of this increase on the property tax rate would be approximately four cents annually. Costs are assumed to rise annually due to three percent pension increases and an annual new retiree group

## Police and Fire Pension Fund

of five. This forecast does not address a number of issues such as mortality, disability, and withdrawal that an actuary would. In addition, it makes no assumptions as to the likelihood of additional benefits gained through the legislative process in Springfield.

During 2009, the two portfolios recovered a portion of their 2008 losses. If this continues, then future contribution increases can return to more normal levels.

### POLICE PENSION FUND 2013-2017 FINANCIAL FORECAST (IN 000'S)

	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Revenues	\$20,967	\$22,000	\$23,066	\$24,225	\$25,448
Expenditures	<u>14,105</u>	<u>14,633</u>	<u>15,177</u>	<u>15,738</u>	<u>16,315</u>
Excess (Deficit)	6,862	<u>7,367</u>	<u>7,889</u>	<u>8,487</u>	<u>9,133</u>
Beginning Balance	168,425	<u>175,287</u>	<u>182,654</u>	<u>190,543</u>	<u>199,030</u>
Ending Balance	<u>\$175,287</u>	<u>\$182,654</u>	<u>\$190,543</u>	<u>\$199,030</u>	<u>\$208,163</u>
Property Tax Rates (in cents)	23.9	25.8	27.8	30.0	32.4

### FIRE PENSION FUND 2013-2017 FINANCIAL FORECAST (IN 000'S)

	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Revenues	\$20,134	\$21,006	\$21,932	\$22,903	\$23,939
Expenditures	<u>15,338</u>	<u>15,903</u>	<u>16,485</u>	<u>17,085</u>	<u>17,702</u>
Excess (Deficit)	4,796	<u>5,103</u>	<u>5,447</u>	<u>5,818</u>	<u>6,237</u>
Beginning Balance	<u>151,504</u>	<u>156,300</u>	<u>161,404</u>	<u>166,851</u>	<u>172,669</u>
Ending Balance	<u>\$156,300</u>	<u>\$161,404</u>	<u>\$166,851</u>	<u>\$172,669</u>	<u>\$178,906</u>
Property Tax Rates (in cents)	26.8	28.9	31.1	33.5	36.1