THE CITY OF NEWPORT, RHODE ISLAND FIRE PENSION SYSTEM

ACTUARIAL VALUATION REPORT

JULY 1, 2022

hooker & holcombe

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Executive Summary

	July 1, 2022	July 1, 2021
Number of members		
Active employees	86	91
Terminated vested members	0	0
Retired, disabled and beneficiaries	131	125
Total	217	216
Covered employee payroll	6,490,886	6,655,769
Average plan salary	75,475	73,140
Actuarial present value of future benefits	144,057,393	138,240,470
Actuarial accrued liability	127,835,177	121,812,539
Plan assets		
Market value of assets	77,350,071	85,920,504
Actuarial value of assets	81,822,158	75,823,020
Unfunded accrued liability	46,013,019	45,989,519
Funded ratio	64.0%	62.2%
Actuarially determined employer contribution (ADEC)		
Fiscal year ending	2024	2023
ADEC	7,461,283	7,082,155

Valuation Results and Highlights

Purpose of the Valuation

The purpose of the valuation is to develop the Actuarially Determined Employer Contribution (ADEC).

The ultimate cost of a pension plan is based primarily on the level of benefits promised by the plan. The pension fund's investment earnings serve to reduce the cost of plan benefits and expenses. Thus,

Ultimate cost = Benefits Paid + Expenses Incurred – Investment Return – Employee Contributions

The actuarial cost method distributes this ultimate cost over the working lifetime of current plan participants. By means of this budgeting process, costs are allocated to both past and future years, and a cost is assigned to the current year. The current year's allocated cost, or normal cost, is the building block upon which the actuarially determined employer contribution is developed. The July 1, 2022 valuation produces the contribution for the fiscal year ending 2024.

Information Available in the Valuation Report

The Executive Summary is intended to emphasize the notable results of the valuation from the perspective of the Plan Sponsor. Supporting technical detail is documented in Results of the Valuation, Supporting Exhibits and Description of Actuarial Methods and Assumptions. A concise summary of the principal provisions of the Plan is outlined in Summary of Plan Provisions.

Changes Reflected in the Valuation

The report reflects the following update in assumptions:

- Mortality

The change is shown in more detail in the Description of Actuarial Assumptions section of this report. The impact of the change was an increase in actuarial accrued liability and ADEC of approximately $233,000 and $27,000 respectively.

Cash Contribution for Fiscal Year Ending 2024

The City cost is:	2024 Fiscal Year
	$7,461,283

Liability Experience During Period Under Review

The plan experienced a net actuarial loss on liabilities of approximately $2,945,000 since the prior valuation. The liability loss of $2,945,000 was largely driven by the reflection of a retroactive COLA for retirees, as well as mortality and salary losses.

Asset Experience During Period Under Review

The plan's assets provided the following rates of return during the past fiscal year:

	2022 Fiscal Year
Market Value Basis	-10.3%
Actuarial Value Basis	6.9%

The Actuarial Value of assets, rather than the Market Value, is used to determine plan contributions. The Actuarial Value spreads the asset volatility over 5 years, thereby smoothing out fluctuations that are inherent in the Market Value.

Assessment and Measurement of Risks

Financial Significance of Plan

It is important to understand the size of the pension plan compared to the size of the sponsor of that plan. Additional pension contributions may be required at inopportune times for the plan sponsor. In general, a plan sponsor with assets or revenue that are much larger than the liabilities in its pension plans will be better able to withstand increases in required pension contributions.

Plan Maturity Measurements

	July 1, 2022	July 1, 2021
Actuarial accrued liability for members currently in pay status as a percentage of the total actuarial accrued liability	76.9%	73.5%

• A lower percentage results in greater volatility as the investment return assumption changes.

• A higher percentage results in greater demand on cash due to a proportionately higher percentage of benefits being in pay status.

	July 1, 2022
Duration of benefit payments using an investment rate of return of 6.75%	14.5 years

• A higher duration will occur if the plan's percentage of members in pay status decreases. A plan with a higher duration will have a liability that is more sensitive to changes in the investment return assumption.

	July 1, 2022	July 1, 2021
Ratio of market value of assets to covered payroll	11.9	12.9

• A higher ratio is more typical of relatively mature plans with a larger percentage of inactive members and may cause more potential contribution volatility as pension fund assets fluctuate.

Risks to Assess

Overriding Minimum Contribution

	Fiscal Year Ending 2024
Actuarially determined employer contribution (ADEC)	7,461,283
Overriding minimum contribution (OMC)*	6,003,830
Surplus (deficit) - ADEC vs. OMC	1,457,453

• A deficit suggests that a plan's current funding policy contribution approach may result in little to no progress being made towards: (1) reducing the plan's unfunded liability; and (2) increasing the plan's funded ratio in the near-term.

** As defined in "Public Pension Plan Funding Policy" (Society of Actuaries, 2010).*

Estimated Impact of a 5% Reduction in Market Value of Assets

	Fiscal Year Ending 2024
Increase in actuarially determined employer contribution (ADEC)	85,596

• Plans would generally be subject to a larger amortization payment if the market value of assets were 5% smaller. As a result, the ADEC would generally be higher for up to 15 years.

Due to the asset smoothing method, the ADEC will additionally increase by the same amount in each of the next few years. Each of these additional contributions will continue for up to 15 years.

Estimated Impact of a 1-Year Increase in Life Expectancies

	Fiscal Year Ending 2024
Increase in actuarially determined employer contribution (ADEC)	319,604

• If members live longer than expected, it generally results in larger benefits and/or additional benefit payments made. As a result, the ADEC would generally be higher for up to 15 years.

Historical Results

Valuation Year Beginning	Investment Return Assumption	Annual Effective Rate of Return on Market Value of Assets	Market Value of Assets as a % of Actuarial Accrued Liability	Benefit Payments as a % of Market Value of Assets
2022	6.75%	N/A	60.5%	N/A
2021	6.75%	-10.3%	70.5%	8.1%
2020	7.00%	28.0%	56.6%	10.4%
2019	7.25%	4.7%	55.2%	10.4%
2018	7.25%	4.2%	54.3%	10.7%
2017	7.25%	9.1%	50.3%	11.5%

Certification

This report presents the results of the July 1, 2022 Actuarial Valuation for The City of Newport, Rhode Island Fire Pension System (the Plan) for the purpose of estimating the funded status of the Plan and determining the Actuarially Determined Employer Contribution (ADEC) for the fiscal year ending June 30, 2024. This report may not be appropriate for any other purpose.

The valuation has been performed in accordance with generally accepted actuarial principles and practices. It is intended to comply with all applicable Actuarial Standards of Practice.

I certify that the actuarial assumptions and methods that were selected by me and represent my best estimate of anticipated actuarial experience under the Plan.

In preparing this valuation, I have relied on employee data provided by the Plan Sponsor, and on asset and contribution information provided by the Trustee. I have audited neither the employee data nor the financial information, although I have reviewed them for reasonableness.

The results in this valuation report are based on the Plan as summarized in the *Summary of Plan Provisions* section of this report and the actuarial assumptions and methods detailed in the *Description of Actuarial Methods and Assumptions* section of this report.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; 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 Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of this report, an analysis of the potential range of such future measurements has not been performed.

I have no relationship with the employer or the Plan that would impair, or appear to impair, my objectivity in performing the work presented in this report. I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.

Steve A. Lemanski, FSA, FCA, MAAA
Enrolled Actuary 20-05506

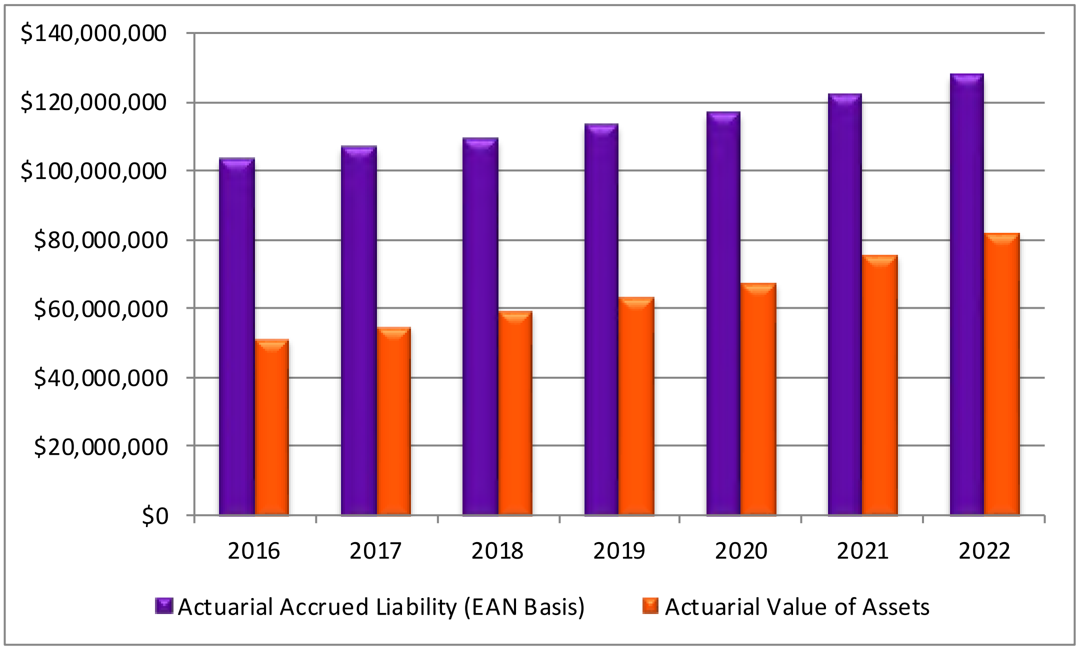
Robert P. Lessard
Robert P. Lessard, ASA, FCA, MAAA
Enrolled Actuary 20-08801

October 3, 2022

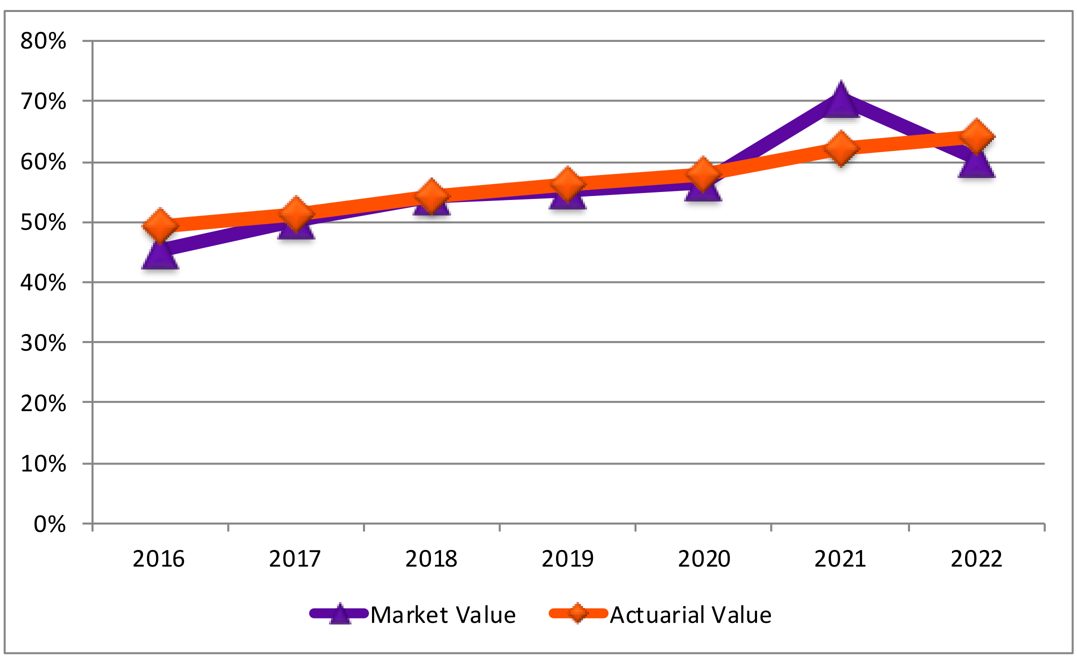
Development of Unfunded Accrued Liability and Funded Ratio

	July 1, 2022	July 1, 2021
Actuarial accrued liability for inactive members		
Retired, disabled and beneficiaries	$98,293,298	$89,513,486
Terminated vested members	0	0
Total	98,293,298	89,513,486
Actuarial accrued liability for active employees	29,541,879	32,299,053
Total actuarial accrued liability	127,835,177	121,812,539
Actuarial value of assets	81,822,158	75,823,020
Unfunded accrued liability	46,013,019	45,989,519
Funded ratio	64.0%	62.2%

Actuarial Accrued Liability vs. Actuarial Value of Assets



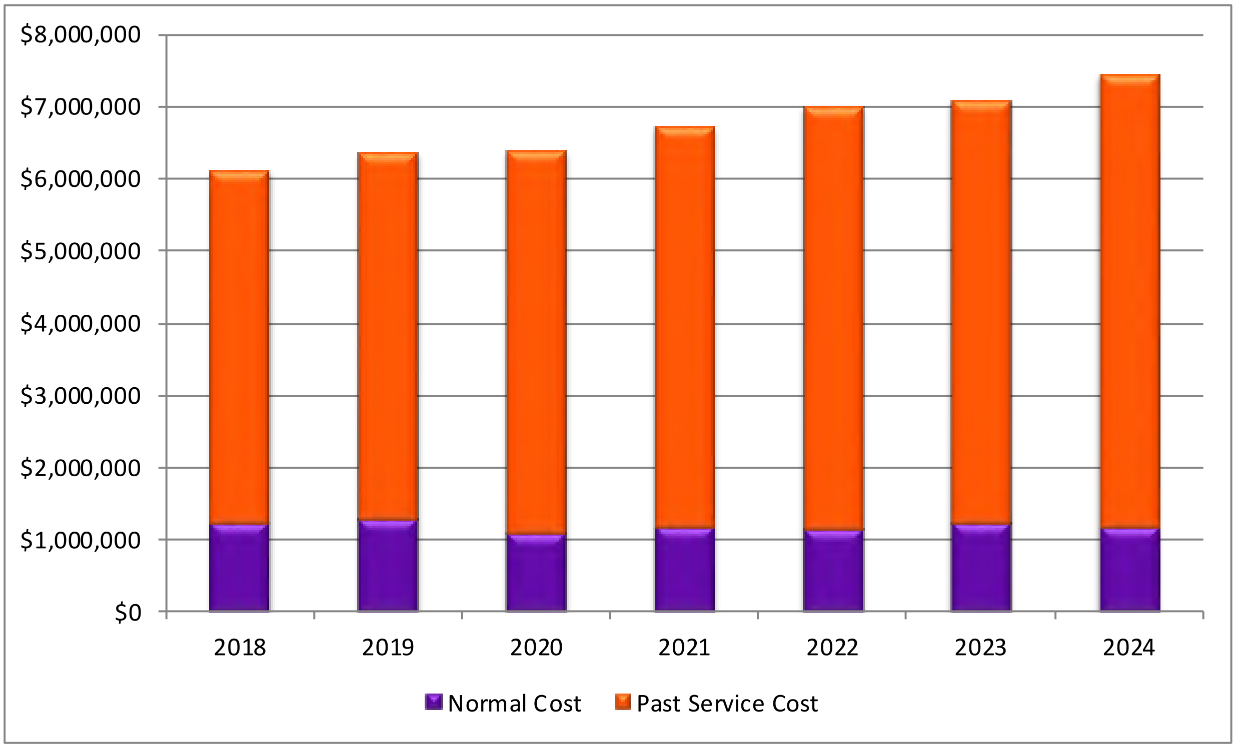
Funded Ratio



Determination of Normal Cost and Actuarially Determined Employer Contribution

	July 1, 2022		July 1, 2021	
	Cost	Percent of payroll	Cost	Percent of payroll
Gross normal cost	$1,635,879	26.0%	$1,727,608	26.3%
Estimated employee contributions	(565,409)	-9.0%	(591,785)	-9.0%
Estimated administrative expenses	54,568	0.9%	51,985	0.8%
City's normal cost	1,125,038	17.9%	1,187,808	18.1%
Amortization of unfunded accrued liability	6,161,371	98.1%	5,728,359	87.1%
Contribution before adjustment as of the valuation date	7,286,409	116.0%	6,916,167	105.2%
Estimated valuation year payroll for actives not yet at 100% assumed retirement age	6,282,320		6,575,388	
Fiscal year ending	2024		2023	
Adjustment for interest and inflation	174,874		165,988	
Actuarially determined employer contribution	7,461,283		7,082,155	

Actuarially Determined Employer Contribution



Determination of Actuarial Gain/Loss

The Actuarial Gain/Loss is the difference between the expected unfunded accrued liability and the actual unfunded accrued liability, without regard to any changes in actuarial methods, actuarial assumptions or plan provisions. This can also be referred to an Experience Gain/Loss, since it reflects the difference between what was expected and what was actually experienced.

Actuarial Gain / Loss		
Expected unfunded accrued liability July 1, 2022		
Expected unfunded accrued liability July 1, 2022		
Unfunded accrued liability July 1, 2021	$45,989,519	
Gross normal cost July 1, 2021	1,779,593	
City and employee contributions for 2021-2022	(7,641,479)	
Interest at 6.75% to July 1, 2022	2,748,512	
Expected unfunded accrued liability July 1, 2022	42,876,145	
Actuarial (gain) / loss July 1, 2022	2,904,374	
Actual unfunded accrued liability July 1, 2022, prior to plan provision, assumption and method changes		45,780,519
Sources of (gain) / loss		
Assets	(41,000)	
Liabilities	2,945,000	
Total (gain) / loss (rounded to nearest $1,000)	2,904,000	
Assumption and method changes since prior valuation		232,500
Actual unfunded accrued liability July 1, 2022, after plan provision, assumption and method changes		46,013,019

Development of Asset Values

Summary of Fund Activity		
	Market Value	**Actuarial Value**
1. Beginning value of assets July 1, 2021		
Trust assets	$85,965,131	$75,867,647
Accrued contribution	0	0
Benefits payable	0	0
Administrative expenses payable	(44,627)	(44,627)
Net total	85,920,504	75,823,020
2. Contributions		
City contributions during year	7,014,265	7,014,265
Employee contributions during year	627,214	627,214
Change in accrued contribution	0	0
Total for plan year	7,641,479	7,641,479
3. Disbursements		
Benefit payments during year	6,974,806	6,974,806
Administrative expenses during year	54,568	54,568
Change in benefits payable	0	0
Change in administrative expenses payable	3,821	3,821
Total for plan year	7,033,195	7,033,195
4. Net investment return		
Interest and dividends	(9,028,562)	N/A
Change in accrued income	0	N/A
Realized and unrealized gain / (loss)	0	N/A
Expected return	N/A	6,025,401
Recognized gain / (loss)	N/A	(634,547)
Required adjustment due to corridor	N/A	0
Reversal of prior year required adjustment	N/A	0
Investment-related expenses	(150,155)	N/A
Total for plan year	(9,178,717)	5,390,854
5. Ending value of assets July 1, 2022		
Trust assets	77,398,519	81,870,606
Accrued contribution	0	0
Benefits payable	0	0
Administrative expenses payable	(48,448)	(48,448)
Net total: (1) + (2) - (3) + (4)	77,350,071	81,822,158
6. Approximate rate of return	-10.3%	6.9%

Relationship of Actuarial Value to Market Value	
1. Market value 7/1/2022	$77,350,071
2. Gain / (loss) not recognized in actuarial value 7/1/2022	(4,472,087)
3. Preliminary actuarial value 7/1/2022: (1) - (2)	81,822,158
4. Preliminary actuarial value as a percentage of market value: (3) ÷ (1)	105.8%
5. Gain / (loss) recognized for corridor minimum / maximum	N/A
6. Actuarial value 7/1/2022 after corridor minimum / maximum: (3) + (5)	81,822,158
7. Actuarial value as a percentage of market value: (6) ÷ (1)	105.8%

Development of Market Value Gain / Loss for 2021-2022 Plan Year	
1. Market value 7/1/2021	$85,920,504
2. City contributions	7,014,265
3. Employee contributions	627,214
4. Benefit payments	6,974,806
5. Administrative expenses	58,389
6. Expected return at 6.75%	6,025,401
7. Expected value 7/1/2022: (1) + (2) + (3) - (4) - (5) + (6)	92,554,189
8. Market value 7/1/2022	77,350,071
9. Market value gain / (loss) for 2021-2022 plan year: (8) - (7)	(15,204,118)

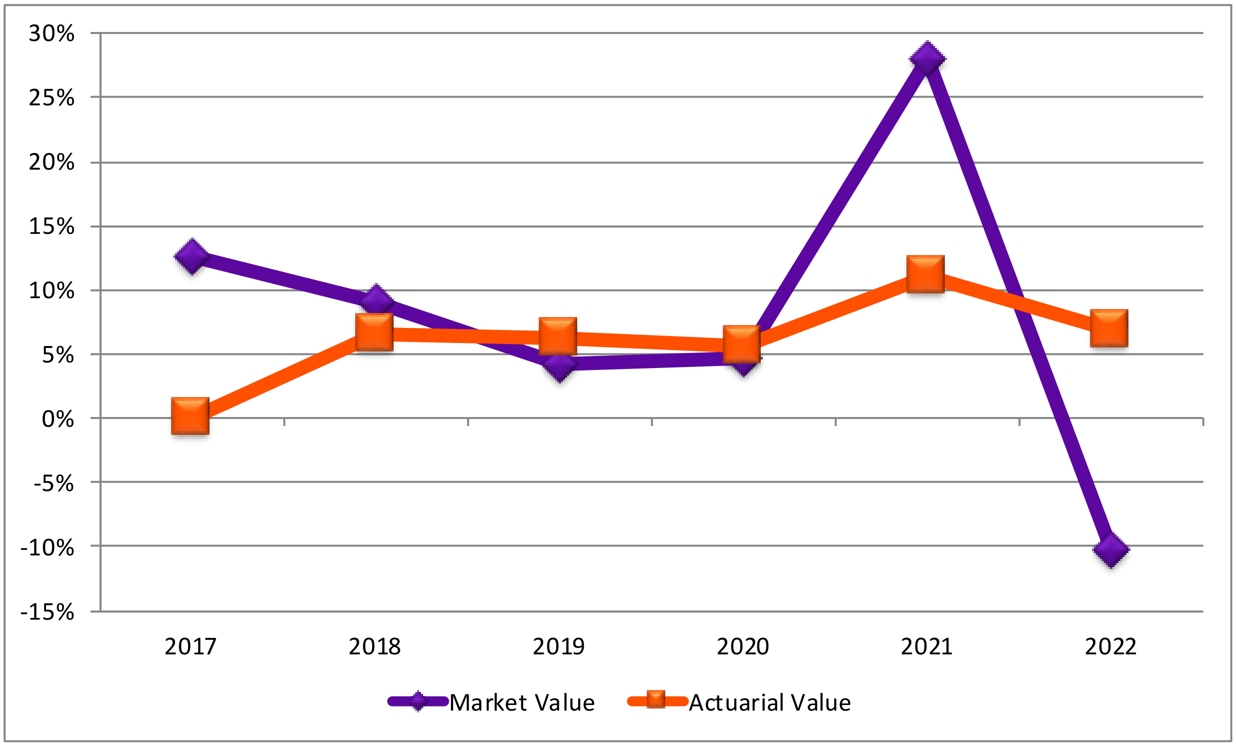
Recognition of Gain / Loss in Actuarial Value

Year	(a) Gain / (loss)	(b) Total recognized as of 7/1/2021	(c) Recognized in current year: 20% of (a)	(d) Total recognized as of 7/1/2022: (b) + (c)	(e) Not recognized as of 7/1/2022: (a) - (d)
2017-2018	$1,055,654	$844,524	$211,130	$1,055,654	$0
2018-2019	(1,919,626)	(1,151,775)	(383,925)	(1,535,700)	(383,926)
2019-2020	(1,689,575)	(675,830)	(337,915)	(1,013,745)	(675,830)
2020-2021	14,584,937	2,916,987	2,916,987	5,833,974	8,750,963
2021-2022	(15,204,118)	0	(3,040,824)	(3,040,824)	(12,163,294)
Total			(634,547)		(4,472,087)

Rate of Return on Market Value of Assets				
Period Ending June 30	Average Annual Effective Rate of Return			
	1 Year	3 Years	5 Years	10 Years
2013	12.2%	N/A	N/A	N/A
2014	16.7%	N/A	N/A	N/A
2015	4.7%	11.1%	N/A	N/A
2016	-3.0%	5.8%	N/A	N/A
2017	12.6%	4.6%	8.4%	N/A
2018	9.1%	6.0%	7.8%	N/A
2019	4.2%	8.6%	5.4%	N/A
2020	4.7%	6.0%	5.4%	N/A
2021	28.0%	11.8%	11.4%	N/A
2022	-10.3%	6.3%	6.4%	7.4%

Rate of Return on Actuarial Value of Assets				
Period Ending June 30	Average Annual Effective Rate of Return			
	1 Year	3 Years	5 Years	10 Years
2013	N/A	N/A	N/A	N/A
2014	N/A	N/A	N/A	N/A
2015	N/A	N/A	N/A	N/A
2016	N/A	N/A	N/A	N/A
2017	0.0%	N/A	N/A	N/A
2018	6.6%	N/A	N/A	N/A
2019	6.2%	4.2%	N/A	N/A
2020	5.6%	6.1%	N/A	N/A
2021	11.0%	7.6%	5.8%	N/A
2022	6.9%	7.8%	7.2%	N/A

Actual Rate of Return on Assets



Target Allocation and Expected Rate of Return
July 1, 2022

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*	Weighting
Large Cap Equity	20.00%	4.60%	0.92%
Mid Cap Equity	15.00%	5.20%	0.78%
Small Cap Equity	15.00%	5.20%	0.78%
International Equity	15.00%	5.80%	0.87%
Fixed Income	20.00%	1.08%	0.22%
Real Estate and Timber	15.00%	5.00%	0.75%
	100.00%		4.32%
Long-Term Inflation Expectation			2.40%
Long-Term Expected Nominal Return			6.72%

**Long-Term Real Returns are provided by Hooker & Holcombe Investment Advisors. The returns are geometric means.*

The long-term expected rate of return on pension plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return are developed. Best estimates of the real rates of return for each major asset class are included in the pension plan's target asset allocation.

The information above is based on geometric means and does not reflect additional returns through investment selection, asset allocation and rebalancing. An expected rate of return of 6.75% was used.

Amortization of Unfunded Liability

Schedule of Amortization Bases					
	Date established	**Original amount**	**Amortization installment**	**Years remaining**	**Present value of remaining installments as of July 1, 2022**
Initial base	July 1, 2018	$50,227,537	$5,656,305	9	$41,585,157
2019 base	July 1, 2019	1,215,103	131,632	12	1,059,583
2020 base	July 1, 2020	1,381,747	149,442	13	1,266,876
2021 base	July 1, 2021	(707,431)	(76,450)	14	(678,733)
2022 base	July 1, 2022	2,780,136	300,442	15	2,780,136
Total			6,161,371		46,013,019

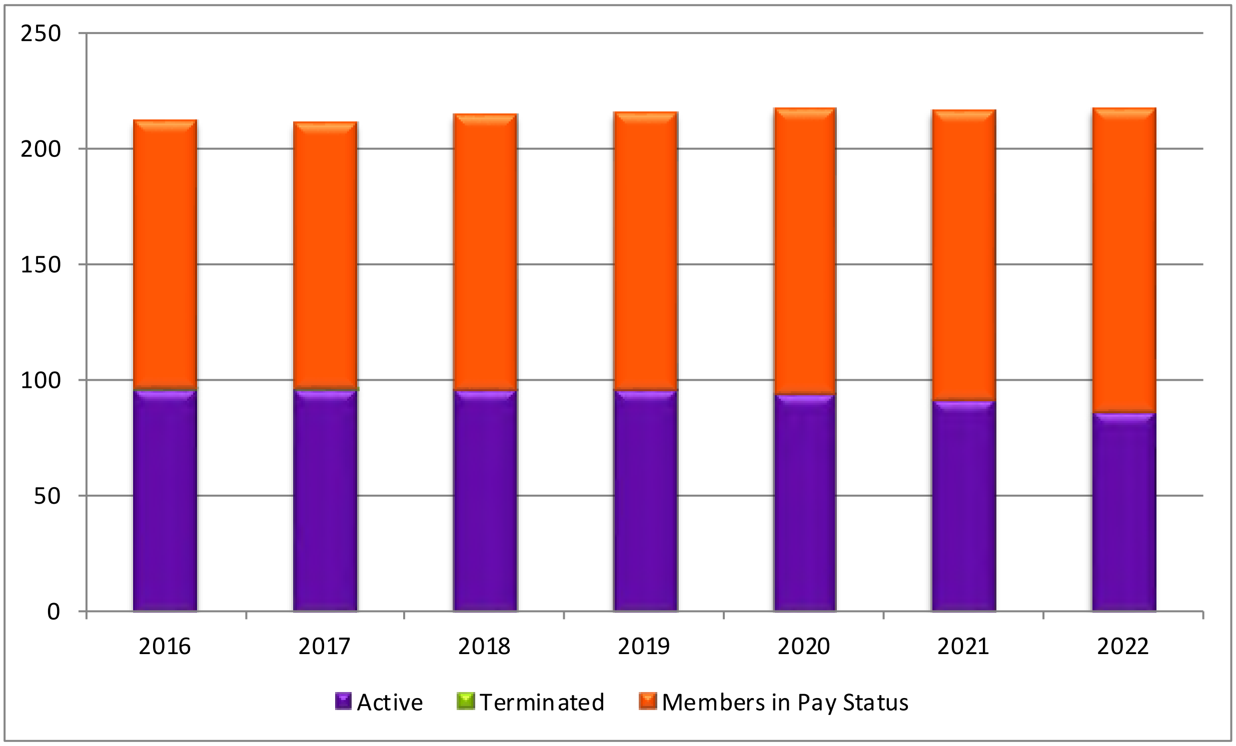
Member Data

The data reported by the Plan Sponsor for this valuation includes 86 active employees who met the Plan's minimum age and service requirements as of July 1, 2022.

Member Data				
	Active	**Terminated vested**	**Members in pay status**	**Total**
Total members July 1, 2021	91	0	125	216
Adjustments	0	0	0	0
Retirements	-8	0	+8	0
Disabilities	0	N/A	0	0
Terminations				
Vested	0	0	N/A	0
Lump sum payments	0	0	N/A	0
Due contributions only	0	N/A	N/A	0
Deaths				
With death benefit	0	0	-1	-1
Without death benefit	0	0	-2	-2
Transfers	0	0	N/A	0
Rehires	0	0	N/A	0
New beneficiaries	N/A	N/A	+1	+1
New entrants	+3	N/A	N/A	+3
Total members July 1, 2022	86	0	131*	217

** Includes 6 alternate payees receiving benefits*

Member Counts by Status



Member Data			
	Active	**Terminated vested**	**Members in pay status**
Average age			
July 1, 2021	42.6	N/A	69.4
July 1, 2022	41.9	N/A	69.1
Average service			
July 1, 2021	13.2	N/A	N/A
July 1, 2022	12.7	N/A	N/A
Covered employee payroll			
July 1, 2021	$6,655,769	N/A	N/A
July 1, 2022	6,490,886	N/A	N/A
Total annual benefits			
July 1, 2021	N/A	N/A	$6,871,431
July 1, 2022	N/A	N/A	7,446,903

Active Member Count by Age and Years of Service

	Completed Years of Credited Service										
Attained age	**Under 1**	**1 to 4**	**5 to 9**	**10 to 14**	**15 to 19**	**20 to 24**	**25 to 29**	**30 to 34**	**35 to 39**	**40 and over**	**All years**
Under 25		2									2
25 to 29		5	3								8
30 to 34		3	10								13
35 to 39		2	4	10	1						17
40 to 44		4	1		7						12
45 to 49		1			5	8					14
50 to 54			1	2	2	7					12
55 to 59					2	1	2				5
60 to 64				1		2					3
65 to 69											
70 & over											
All ages		**17**	**19**	**13**	**17**	**18**	**2**				**86**

Description of Actuarial Methods

Asset Valuation Method

The Actuarial Value of assets used in the development of plan contributions phases in the recognition of differences between the actual return on Market Value and expected return on Market Value over a 5-year period at 20% per year.

Actuarial Cost Method

Changes in Actuarial Cost Method: None.

Description of Current Actuarial Cost Method: Entry Age Normal (level percentage of salary)

Normal Cost: Under this method, the total normal cost is the sum of amounts necessary to fund each active member's normal retirement benefit if paid annually from entry age to assumed retirement age. Entry age is the age at which the employee would have been first eligible for the plan, if it had always been in effect. The normal cost for each participant is expected to remain a level percentage of the employee's salary. The normal cost for the plan is the difference between the total normal cost for the year and the anticipated member contributions for that year.

Past Service Liability: The present value of future benefits that relates to service before the valuation date is the total past service liability. The unfunded past service liability is the difference between the total past service liability and any assets (including accumulated member contributions). Unfunded accrued liabilities as of July 1, 2018 were amortized over a closed 13-year period assuming a 2.40% amortization increase rate. Effective with the July 1, 2019 valuation, future changes in the unfunded accrued liability are amortized separately, assuming a new 15-year amortization each valuation with level dollar payments.

Experience Gains and Losses: All experience gains and losses (the financial effect of the difference between the actual experience during the prior period and the result expected by the actuarial assumptions for that prior period) appear directly in the past service liability and are amortized at the same rate the plan is amortizing the remaining unfunded past service liability.

Description of Actuarial Assumptions

Changes in Actuarial Assumptions

The valuation reflects changes in the actuarial assumptions listed below. (The assumptions used before and after these changes are more fully described in the next section.)

- Mortality

The assumptions indicated were changed to represent the Enrolled Actuary's current best estimate of anticipated experience of the plan.

Investment rate of return (net of investment-related and administrative expenses)

6.75%.

Rate of compensation increase (including inflation)

2.40% per year plus longevity increases of 3.00% after seventh year of employment and 0.50% for each year of employment thereafter through the thirty-first year of employment. No longevity increases are assumed after the thirty first year of employment.

The assumption is based on input from the plan sponsor regarding future expectations, as well as our review of long-term inflation expectations.

Inflation

2.40%.

This assumption is consistent with the Social Security Administration's current best estimate of the ultimate long-term (75-year horizon) annual percentage increase in CPI, as published in the 2022 OASDI Trustees Report.

Mortality

Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for Public Safety employees, for non-annuitants and annuitants, projected to the valuation date with Scale MP-2021.

(Prior: Pub-2010 Public Retirement Plans Amount-Weighted Mortality Tables for Public Safety employees, for non-annuitants and annuitants, projected to the valuation date with Scale MP-2020.)

Mortality improvement

Projected to date of decrement using Scale MP-2021 (generational).

Prior: Projected to date of decrement using Scale MP-2020 (generational).)

We have selected this mortality assumption because it is based on the latest published public retirement mortality study released by the Society of Actuaries.

The mortality assumption was updated to better reflect anticipated experience.

Retirement rates

Years of Credited Service	Rate
20	10%
21-24	2%
25	50%
26-29	10%
30	50%
31-34	20%
35+	100%

Termination prior to retirement

Years of Credited Service	Rate
0	3.00%
1	2.25%
2	2.00%
3	1.75%
4	1.50%
5	1.25%
6	1.00%
7	0.75%
8	0.50%
9	0.25%
10+	0.00%

Disability

Sample Rates	
Age	Rate
25	0.17%
35	0.29
45	0.72
55	1.21

90% of disabilities are assumed to be service related.

The actuarial assumptions in regards to rates of decrement shown above are based on standard tables modified for certain plan features such as eligibility for full and early retirement where applicable and input from the plan sponsor.

Administrative expenses

The estimate is based on actual administrative expenses paid from the trust in the prior year.

Cost of living increases

2.40% per year.

Amortization increase rate

2.40% per year.

Payroll growth

2.40% per year.

Percent of active employees married

90%.

Spouse's age

Husbands are assumed to be 3 years older than wives.

The assumption changes increased liabilities by approximately 0.2%.

Summary of Plan Provisions

This exhibit summarizes the major provisions of the Plan. It is not intended to be, nor should it be interpreted as a complete statement of all plan provisions. To the extent that this summary does not accurately reflect the plan provisions, then the results of this valuation may not be accurate.

Plan identification

Single-employer pension plan.

Effective data

Most recent amendment: August 31, 2011.

Eligibility

All firefighters who contribute to the pension fund.

Retirement

Eligibility:

Members hired prior to July 1, 2011: 20 years of service.
Members hired on or after July 1, 2011: earlier of attainment of age 58 or completion of 30 years of service.

Benefit formula: The annual benefit at retirement is equal to the percentage of final annual salary specified in the table below, plus $100 per year for each year of service over 25 (maximum $1,000). For pension purposes, annual salary includes regular and longevity pay.

Years of Service	Benefit as a Percentage of Final Annual Salary
20	50%
21	52%
22	54%
23	56%
24	58%
25	65%
26	66%
27	67%
28	68%
29	69%
30+	70%

Commencement date: Retirement benefits commence as of the first payroll period after retirement.

Form of payment: The annual benefit calculated in accordance with the formula above is payable monthly for the remainder of the retired member's life, with 67.5% of the member's benefit payable for the lifetime of the member’s surviving spouse.

Vested termination

Eligibility: Upon termination of employment after 10 years of service, a member is eligible for a benefit deferred to retirement age.

Benefit formula: 2.5% of final annual salary multiplied by full years of service at termination.

Commencement date: 25th anniversary of employment.

Form of payment: The annual benefit calculated in accordance with the formula above is payable monthly for the remainder of the retired member's life, with 67.5% of the member's benefit payable for the lifetime of the member's surviving spouse.

Disability retirement

Eligibility: A member who is retired because of mental or physical incapacity is eligible to receive disability retirement benefits.

Benefit formula:

Non-service related: If a member has fewer than 10 years of service, benefit is 25% of final annual salary. If a member has more than 10 years of service, benefit is 25% of final annual salary plus an additional 2.5% of final annual salary for each year over 10, up to a maximum of 62.5% of final annual salary.

Service related: 66-2/3% of final annual salary.

Regular retirement: If an employee has 25 or more years of service at disability, his pension will be the greater of the disability or retirement pension.

Commencement date: Benefits commence as of first payroll period after disability.

Form of payment: The annual benefit calculated in accordance with the formula above is payable monthly for the remainder of the retired member's life, with 67.5% of the member's benefit payable for the lifetime of the member's surviving spouse.

Non-vested termination of employment

A member who leaves employment prior to completing 10 years of service will receive a lump sum payment of accumulated contributions.

Death before retirement – survivor annuity benefits

Eligibility: Death while actively employed.

Benefit formula: Surviving spouse (or, if none, dependent children) receives benefit of 67.5% of final annual salary, reduced pro rata if the deceased member had less than 20 years of service.

Commencement date: Benefits commence as of the first payroll period after death.

Form of payment: Monthly life annuity.

Retiree cost of living increase

Members retired prior to August 26, 2011: Pensions for retirees and disabled retirees (but not beneficiaries) are indexed to the negotiated pay increases for active firefighters. Terminated vested members receive 3% annual increases after benefit commencement.

Members retired on or after August 26, 2011: For those entitled to annual increases, they will equal the Bureau of Labor Statistics CPI for Northeast Urban Wage Earners, but will not exceed 3% nor be lower than 0.5%.

Firefighters who retire due to a line of duty injury or sickness shall receive the annual cost of living adjustments provided to active members who retire after July 1, 2011 commencing at the time they would have had 20 years of service if they had remained on active duty.

Employee contributions

9% of salary.