Gabriel Roeder Smith & Company
Consultants & Actuaries

CITY OF WARWICK, RHODE ISLAND POLICE II PENSION FUND

ACTUARIAL VALUATION AS OF

JULY 1, 2016

TABLE OF CONTENTS

DISCUSSION

I. Purpose and Summary

This report presents the results of our July 1, 2016 actuarial valuation of the City of Warwick, Rhode Island Police II Pension Fund. The valuation was performed at the request of the City of Warwick for purposes of determining the employer and member contribution rates for the City's fiscal year beginning July 1, 2017.

The total contribution level for the 2017-2018 fiscal year is 45.36% of covered earnings as compared to 42.63% of covered earnings determined by the previous valuation. In accordance with the City's ordinances, two-thirds of the cost (or 30.24% of earnings) will be met by the City, with the remaining one-third (or 15.12%) contributed by covered active members.

The member contribution rate of 15.12% is a blended rate between Tier I and Tier II members were the difference between the two is a constant 3.77%. Based on this difference and the size of the current population of active members, that produces a member contribution rate of 15.85% for Tier I members and 12.08% for Tier II members.

The development of the valuation results is shown in Tables 1 through 9 and is described in more detail on the following pages.

II. Membership Data

The City furnished data for active and retired members as of December 31, 2015. The data was projected to July 1, 2016 for valuation purposes reflecting anticipated age, salary and benefit increases, with adjustment due to data questions response. Although we did not audit this data, we did review it for reasonableness and consistency with the data collected for the previous valuation (prepared as of July 1, 2015). Table 4 provides a distribution by age and service for active members. There were four inactive, non-retired member entitled to a future retirement benefit or a future refund.

III. Plan Provisions

A summary of the principal plan provisions recognized for purposes of the valuation is provided in Table 9. There were no changes to this plan adopted since the last actuarial valuation.

IV. Assets

The City of Warwick furnished audited financial statements for the fiscal years ending June 30, 2016. Tables 3a, 3b, and 3c provide information about the composition of plan assets and the development of valuation assets.

The asset value used in the determination of the annual contribution level is set equal to the market value of assets, adjusted to phase in the difference between actual and expected investment return over five years, at 20% per year. As shown in Table 3c, the market value of assets on June 30, 2016 was $173,436,969 while the valuation assets were $183,553,638, or 105.8% of the market value.

As shown in Table 3b, the dollar-weighted rate of return on the market value of assets for FY 2016 was -1.42%. This return is net of all investment and administrative expenses.

V. Actuarial Methods and Assumptions

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods.

There were changes to the assumptions and methods since the last actuarial valuation. We believe the assumptions are internally consistent and are reasonable, based on the actual experience of the City of Warwick, Rhode Island Police II Pension Fund.

Summary of Assumption Changes

- Reduced the price inflation from 2.75% to 2.25%
- Consistent with the decrease in price inflation, decreased the wage inflation assumption by the same 0.50%.
- Decreased the nominal investment return assumption from 7.50% to 6.90%.

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VI. Funding Policy

The plan is funded on an actuarially determined basis in accordance with the City's pension ordinances. The contribution amount determined by the July 1, 2016 valuation is projected with assumed base pay increases (3.00%) to determine the statutory contribution level for the 2017-2018 fiscal year. The increase in accrued liability as of July1, 2016, due to the change in assumptions is ratably recognized over a five year period according to the schedule found in Table 2.

VIII. Analysis of Changes

The plan experienced an actuarial loss of $17.98 million over last year. This is mainly comprised of an increase accrued liabilities of $15.90 million due to the change in assumptions. Furthermore, there was unfavorable experience on the actuarial value of assets which also contributed to the loss.

The funded ratio decreased from 89.09% to 82.25%. The funded status measure alone is not appropriate for assessing the need for future contributions. Also, the funded status is not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations

The following shows a reconciliation of the contribution rate from the prior valuation to the new rate set by this valuation.

Contribution rate set by prior valuation	42.63%
Demographic and payroll changes	(0.44)
Assumptions changes	2.18
Asset loss/(gain)	0.99
Contribution rate set by current valuation	45.36%

VIII. Future Expectations

With the Tier II benefit provisions for new hires, the normal cost (and ultimately the total contribution requirement) should begin to trend slowly lower over the next decade as members in Tier I or in the Police I Pension Fund who terminate or retire are replaced by members in Tier II. We commend the City for continuing to meet its actuarial contribution requirements as dictated by the approved funding policy. If the City continues to meet those obligations, we anticipate the funded ratio will increase consistently over the next 24 years.

IX. Certification

We certify that the information included herein and contained in this Actuarial Valuation Report is accurate and fairly presents the actuarial position of the City of Warwick, Rhode Island Police II Pension Fund as of the valuation date.

All of our work conforms with generally accepted actuarial principles and practices, and to the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries and consultants. Joseph P. Newton and Paul T. Wood are Members of the American Academy of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries. Finally, both of the undersigned are experienced in performing valuations for large public retirement systems.

We are available to answer any questions in connection with this valuation of the plan or the information presented in this report.

Joseph P. Newton, FSA, EA, MAAA
Senior Consultant

Paul T. Wood, ASA, FCA, MAAA
Consultant

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TABLES

Valuation Results

			July 1, 2016	July 1, 2015
A.	**Membership Data**			
	1.	Active members		
		a. Number	161	161
		b. Annualized Salaries	$ 13,201,530	$ 12,764,469
		c. Average pay	$ 81,997	$ 79,282
		d. Average attained age	41.4	41.2
		e. Average past service	14.4	14.3
	2.	Retired members and beneficiaries		
		a. Number	174	166
		b. Average benefit	$ 49,386	$ 48,696
		c. Average attained age	58.8	58.3
	3.	Inactive members (Vesting)		
		a. Number	4	2
		b. Average benefit	$ 24,966	$ 25,281
		c. Average attained age	41.7	44.0
B.	**Liabilities**			
		Actuarial accrued liability		
	1.	a. Active members	$ 78,500,561	$ 68,919,490
		b. Retired members and beneficiaries	143,107,662	126,972,487
		c. Inactive members	1,558,552	817,742
		d. Total	$ 223,166,775	$ 196,709,719
	2.	Valuation assets	$ 183,553,638	$ 175,253,154
	3.	Unfunded actuarial accrued liability [(1)(d)-(2)]	$ 39,613,137	$ 21,456,565
	4.	Funded Ratio [(2)/(1)(d)]	82.25%	89.09%
C.	**Determination of City Contribution for FY+1**			
	1.	Normal cost	$ 4,705,244	$ 4,056,963
	2.	Amortization charges	$ 1,649,249	$ 1,385,106
	3.	Total annual contribution	$ 6,354,493	$ 5,442,069
	4.	Projected Covered Payroll	$ 14,008,885	$ 12,764,469
	5.	Annual contribution as a percentage of covered payroll [(3) / (4)]	45.36%	42.63%
	6.	Annual City contribution as a percentage of payroll [2/3 x (5)]	30.24%	28.42%
	7.	Member contribution rate [(5) - (6)]	15.12%	14.21%
		a. Tier I Rate	15.85%	14.75%
		b. Tier II Rate	12.08%	10.98%

Summary of Amortization Bases

	Date Established	Purpose	Initial Amount	Remaining Balance as of July 1, 2016	2017 - 2018 Amortization Payment *	Years Remaining as of July 1, 2017
	7/14	Fresh Start, Offsetting of Prior Bases	$ 23,498,366	$ 23,498,366	$ 1,620,981	22
	7/15	2015 Experience (Gain)/Loss	(1,854,046)	(1,868,979)	(128,927)	22
	7/16	2016 Experience (Gain)/Loss	2,085,352	2,085,352	157,195	19
**	7/16	2016 Assumption Change - FY19 Stagger	3,179,680	3,179,680	0	21
**	7/16	2016 Assumption Change - FY20 Stagger	3,179,680	3,179,680	0	22
**	7/16	2016 Assumption Change - FY21 Stagger	3,179,680	3,179,680	0	23
**	7/16	2016 Assumption Change - FY22 Stagger	3,179,680	3,179,680	0	24
**	7/16	2016 Assumption Change - FY23 Stagger	3,179,680	3,179,680	0	25
		Total		$ 39,613,137	$ 1,649,249	

* Assuming payment made at the middle of the year.

** Assumption change staggers will begin in the fiscal year indicated and be 20 scheduled payments

Asset Information
Composition of Fund as of June 30, 2016

		Market Value	Percentage of Total
1.	Cash and equivalents	$ 214,540	0.1%
2.	Equities, including index funds	80,306,414	46.3%
3.	Fixed income investments	93,052,295	53.7%
4.	Receivables less payables	(136,280)	-0.1%
5.	Total	$173,436,969	100.0%

Asset Information
Asset Reconciliation and Expected Returns

	FY 2013	FY 2014	FY 2015	FY 2016
1. Beginning of year market value	140,550,250	154,786,889	176,405,576	178,415,137
2. Contributions				
a. City	3,165,799	3,322,236	3,828,534	3,853,855
b. Member	1,582,900	1,661,118	1,914,267	1,931,974
c. Total	4,748,699	4,983,354	5,742,801	5,785,829
3. Benefits paid	(7,220,137)	(7,488,066)	(7,768,947)	(8,245,091)
4. Net return	16,708,077	24,123,399	4,035,707	(2,518,906)
5. End of year market value	154,786,889	176,405,576	178,415,137	173,436,969
6. Net market return	11.99%	15.71%	2.30%	-1.42%
7. Expected market value				
a. Beginning of year	140,550,250	154,786,889	176,405,576	178,415,137
b. Net cash flow	(2,471,438)	(2,504,712)	(2,026,146)	(2,459,262)
c. Earnings assumption	7.50%	7.50%	7.50%	7.50%
d. Expected earnings	10,448,590	11,515,090	13,154,438	13,288,913
e. Excess/(shortfall)	6,259,487	12,608,309	(9,118,731)	(15,807,819)

Development of Valuation Value of Assets (Police II)

	Year Ending June 30, 2015
1. Market value of assets at beginning of year	$ 178,415,137
2. Net new investments	
a. Contributions	$ 5,785,829
b. Benefits paid	(8,245,091)
c. Subtotal	(2,459,262)
3. Market value of assets at end of year	$ 173,436,969
4. Net earnings (3-1-2)	$ (2,518,906)
5. Assumed investment return rate	7.50%
6. Expected return	$ 13,288,913
7. Excess return (4-6)	$ (15,807,819)

8. Development of amounts to be recognized as of June 30, 2016:

Fiscal Year End	Remaining Deferrals of Excess (Shortfall) of Investment Income	Offsetting of Gains/(Losses)	Net Deferrals Remaining	Years Remaining	Recognized for this valuation	Remaining after this valuation
	(1)	(2)	(3) = (1) + (2)	(4)	(5) = (3) / (4)	(6) = (3) - (5)
2012	$ 0	0	$ 0	1	$ 0	$ 0
2013	0	0	0	2	0	0
2014	3,161,983	(3,161,983)	0	3	0	0
2015	0	0	0	4	0	0
2016	(15,807,819)	3,161,983	(12,645,836)	5	(2,529,167)	(10,116,669)
	$ (12,645,836)	$ 0	$ (12,645,836)		$ (2,529,167)	$ (10,116,669)

9. Actuarial value of assets as of June 30, 2016 (Item 3 - Item 8)	$ 183,553,638
10. Ratio of actuarial value to market value	105.8%

*Values of $0 result from the beginning balance being offset by future gains or losses in the opposite direction.

Distribution of Active Members by Age and by Years of Service (Police II)
As of July 1, 2016

	Years of Credited Service												
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	Total
Attained Age	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.	Count & Avg. Comp.
Under 25	0	0	0	0	0	0	0	0	0	0	0	0	0
	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
25-29	2	4	2	0	3	6	0	0	0	0	0	0	17
	$40,204	$44,501	$57,992	$0	$75,773	$77,318	$0	$0	$0	$0	$0	$0	$62,684
30-34	0	3	1	5	5	7	2	0	0	0	0	0	23
	$0	$46,208	$57,327	$65,139	$71,985	$79,975	$83,621	$0	$0	$0	$0	$0	$69,941
35-39	0	0	1	1	2	3	16	2	0	0	0	0	25
	$0	$0	$64,273	$65,053	$72,387	$79,570	$83,001	$91,503	$0	$0	$0	$0	$80,954
40-44	0	0	0	0	0	2	13	21	2	0	0	0	38
	$0	$0	$0	$0	$0	$76,550	$79,014	$88,833	$96,005	$0	$0	$0	$85,205
45-49	0	0	0	0	0	0	5	11	13	1	1	0	31
	$0	$0	$0	$0	$0	$0	$82,032	$84,864	$94,271	$94,052	$115,610	$0	$89,640
50-54	0	0	0	0	0	1	0	5	5	7	2	0	20
	$0	$0	$0	$0	$0	$78,563	$0	$89,137	$85,542	$88,584	$91,392	$0	$87,741
55-59	0	0	0	0	0	0	0	0	0	5	0	0	5
	$0	$0	$0	$0	$0	$0	$0	$0	$0	$92,759	$0	$0	$92,759
60-64	0	0	0	0	0	0	0	0	0	0	1	0	1
	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$129,615	$0	$129,615
65 & Over	0	0	0	0	0	0	0	1	0	0	0	0	1
	$0	$0	$0	$0	$0	$0	$0	$138,560	$0	$0	$0	$0	$138,560
Total	2	7	4	6	10	19	36	40	20	13	4	0	161
	$40,204	$45,232	$59,396	$65,124	$73,202	$78,637	$81,461	$89,156	$92,262	$90,610	$107,002	$0	$81,997

History of Investment Return Rates

Year Ending June 30 of	Market
(1)	(2)
2000	17.19%
2001	-13.52%
2002	-3.93%
2003	5.22%
2004	15.04%
2005	9.49%
2006	8.73%
2007	15.65%
2008	-4.92%
2009	-16.26%
2010	14.16%
2011	22.24%
2012	0.68%
2013	11.99%
2014	15.71%
2015	2.30%
2016	-1.42%
Average Returns:	
Last 5 Years	5.64%
Last 10 Years	5.30%

Near Term Outlook

Valuation as of July 1,	Unfunded Actuarial Accrued Liability (UAAL)	Funded Ratio	Market Value of Fund	For Fiscal Year Ending June 30,	Employer Contribution Rate	Covered Compensation	Employer Contributions	Employee Contributions	Benefit Payments and Refunds	Net External Cash Flow
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2016	$ 39,613,138	82.2%	$ 173,436,969	2017	28.4%	$ 13,633,951	$ 3,874,769	$ 1,937,384	$ 9,337,350	$ (3,525,196)
2017	44,085,842	81.1%	181,718,605	2018	30.2%	14,008,885	4,236,287	2,118,143	10,095,399	(3,740,968)
2018	48,086,476	80.3%	190,347,393	2019	31.9%	14,394,129	4,596,045	2,297,303	10,848,028	(3,954,680)
2019	51,602,079	79.6%	199,349,389	2020	33.4%	14,789,968	4,932,454	2,466,967	11,600,299	(4,200,878)
2020	54,650,065	79.2%	208,716,708	2021	34.8%	15,196,692	5,294,527	2,647,264	12,370,986	(4,429,195)
2021	54,619,039	80.0%	218,493,024	2022	36.4%	15,614,601	5,683,715	2,841,857	13,167,471	(4,641,899)

These projections are based on the current funding policy and assumes that all current assumptions are met each year in the future.

Schedule of Funding Progress

Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annual Payroll	UAAL as % of Payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
July 1, 2009	$137,152,325	$ 139,554,358	$ 2,402,033	98.3%	$13,099,942	18.3%
July 1, 2011	140,644,601	162,563,786	21,919,185	86.5%	11,082,010	197.8%
July 1, 2013	147,587,524	182,130,783	34,543,259	81.0%	11,822,199	292.2%
July 1, 2014	163,070,867	186,157,733	23,086,866	87.6%	12,212,862	189.0%
July 1, 2015	175,253,154	196,709,719	21,456,565	89.1%	12,764,469	168.1%
July 1, 2016	183,553,638	223,166,775	39,613,137	82.2%	13,201,530	300.1%

Actuarial Methods and Assumptions

Actuarial Cost Method: *Entry Age Normal actuarial cost method:* Under this method, the normal cost is the amount calculated as the level percentage of pay necessary to fully fund each active member's prospective benefit from entry age to retirement age. The total actuarial accrued liability, which is re-determined for each individual member as of each valuation date, represents the theoretical accumulation of all prior years' normal costs for the active members as if the present plan had always been in effect, plus the liability for any retirees or beneficiaries. The unfunded actuarial accrued liability represents the excess of the total actuarial accrued liability over the valuation assets.

Amortization Policy: The amortization of the UAAL is determined as a level percentage of payroll over a closed period using the process of "laddering". Bases that existed prior to this valuation continue to be amortized on their original schedule. New experience losses are amortized over individual periods of 30 years. New gains are offset against and amortized over the same period as the current largest outstanding loss which in turn decreases contribution rate volatility.

Asset Valuation Method: The actuarial value of assets is based on the market value of assets with a five-year phase-in of actual investment return in excess of (less than) expected investment income. Offsetting unrecognized gains and losses are immediately recognized, with the shortest remaining bases recognized first and the net remaining bases continue to be recognized on their original timeframe. Expected investment income is determined using the assumed investment return rate and the market value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of administrative and investment expenses.

Actuarial Assumptions:

1. Interest 6.90% per year, net of investment expenses.

2 . Salary Increases The sum of (i) a 3.50% wage inflation assumption (composed of a 2.75% price inflation assumption and a 0.75% additional general increase), and (ii) a service-related component as shown below:

Police/Fire Employees		
Years of Service	Service-Related Component	Total Increase
1	10.00%	13.50%
2	9.00	12.50
3	7.00	10.50
4	4.00	7.50
5	2.50	6.00
6	3.00	6.50
7	0.50	4.00
8	0.50	4.00
9 or more	0.00	3.50

Salary increases are assumed to occur once a year, on July 1. Therefore the pay used for the period year following the valuation date is equal to the reported pay for the prior year, increased by the salary increase assumption. For employees with less than one year of service, the reported rate of pay is used rather than the fiscal year salary paid.

3. Mortality

A. Pre-retirement mortality (combined ordinary and duty):

a. Male employees: 115% of the RP-2000 Combined Healthy for Males with White Collar adjustments, projected with Scale AA.

b. Female employees: 95% of the RP-2000 Combined Healthy for Females with White Collar adjustments, projected with Scale AA.

c. Disabled males – 60% of the PBGC Table Va for disabled males eligible for Social Security disability benefits.

d. Disabled females – 60% of the PBGC Table VIa for disabled females eligible for Social Security disability benefits.

B. Pre-retirement mortality (combined ordinary and duty):

a. Male employees: 75% of RP-2000 Combined Healthy for Males with White Collar adjustments.

b. Female employees: 75% of RP-2000 Combined Healthy for Females with White Collar adjustments.

Sample rates are shown below:

Number of Deaths per 100		
Age	Males	Females
25	0.03	0.02
30	0.03	0.02
35	0.04	0.03
40	0.07	0.05
45	0.10	0.08
50	0.15	0.12
55	0.25	0.19
60	0.42	0.35
65	0.83	0.65
70	1.45	1.14

4. Disability

Sample rates per 1,000 active members are shown below. Ordinary disability rates are not applied to members eligible for retirement.

Age	Number of Disabilities per 1,000	
	Ordinary, Males and Females	Accidental, Males and Females
25	0.26	2.55
30	0.33	3.30
35	0.44	4.35
40	0.66	6.60
45	1.08	10.80
50	1.82	18.15
55	1.82	18.15
60	1.82	18.15
65	1.82	18.15

5 . Termination:

Termination rates (for causes other than death, disability, or retirement) are a function of the member's service. Termination rates are not applied to members eligible for retirement. Rates are shown below:

Service	Termination Rate	Service	Termination Rate
1	0.100000	11	0.012761
2	0.047300	12	0.011332
3	0.036903	13	0.010026
4	0.030821	14	0.008826
5	0.026506	15	0.007714
6	0.023158	16	0.006679
7	0.020424	17	0.005711
8	0.018111	18	0.004802
9	0.016108	19	0.003944
10	0.014342	20+	0.000000

6. *Retirement*

Rates of retirement are based on an employee's length of service, as follows:

Retirement Election for Police II Members		
Service	Tier I	Tier II
20	12%	
21	10%	
22	10%	
23	10%	
24	12%	
25	14%	15%
26	16%	5%
27	18%	5%
28	20%	5%
29	20%	5%
30	35%	33%
31	35%	5%
32	35%	5%
33	35%	5%
34	35%	5%
35+	35%	100%

7. *Benefit and Compensation Limits*

Benefit limits under Section 415 and compensation limits under Section 401(a)(17) of the Internal Revenue Code are assumed to have no impact on benefits earned under this plan.

8. *Marriage / Dependents*

80% of active employees are assumed to be married at retirement or death, with two children ages 11 and 13. Wives are assumed to be three years younger than their husbands. No remarriage is assumed.

9. *Service Purchase*

None assumed.

10. *Administrative and Investment Expenses*

None. The 6.90% investment return assumption represents the assumed return net of all investment expenses. Administrative expenses are assumed to be equal to the actual administrative expenses from the previous fiscal year.

Outline of Principal Plan Provisions

1.	***Effective Dates:***	
	a. Original Plan	February 1, 1971.
	b. Most Recent Amendment	July 1, 1991.
2.	***Eligibility:***	All permanent members of the police department appointed on or after February 1, 1971.
3.	***Tier:***	Members who hire by June 30, 2012 are in Tier I, while members who join later are in Tier II.
4.	***Final Average Salary(FAC):***	Tier I: Salary received in the highest year of creditable service. Tier II: Average of the salaries received in the last three years of creditable service. For pension purposes, annual salary includes regular, holiday, and longevity pay.
5.	***Retirement:***	
	a. Eligibility	Tier I: Members who have completed 20 years of service may retire. Tier II: Members attain age 50 or older and with at least 25 years of service may retire.
	b. Benefit Formula	Tier I: The annual benefit at retirement is equal to 50% of annual salary at retirement, plus 2% of annual salary for each year of service between 20 and 25, plus 3% of annual salary for each year of service between 25 and 30. Tier II: 2% of FAC times years of service.
	c. Maximum Benefit	Tier I: 75% of FAC. Tier II: 70% of FAC.
	d. Commencement Date	Retirement benefits commence as of the first payroll period after retirement.
	e. Form of Payment	The annual benefit calculated in accordance with the formula in (b) above is payable semi-monthly for the remainder of the retired member's life, with 67.5% of the member's benefit payable for the lifetime of his surviving spouse.

6. Vested Termination:

a. Eligibility	Upon termination of employment after 10 years of service a member is eligible for a benefit deferred to retirement age.
b. Benefit Formula	2.5% of annual salary multiplied by full years of service at termination.
c. Commencement Date	Benefits commence as of normal retirement age.
d. Form of Payment	Same as retirement.

7. Disability Retirement:

a. Eligibility	A member who is unable to perform active duty as a result of disability which the Board of Public Safety finds to be permanently incapacitating is eligible to receive disability retirement benefits.
b. Benefit Formula	<u>Service Related</u> For <u>Tier I</u> members, the benefit would be equal to 66-2/3% of highest annual salary, reduced for each dollar of earned income in excess of the salary the member would earn as an active employee, to a minimum of 50% of salary. For <u>Tier II</u> members, the benefit would initially be the same, but once the member reached 25 years of service, including service while disabled, the benefit would be converted to a regular retirement benefit. (The age 50 minimum for retirement would not apply to this benefit.) <u>Non-Service Related</u> 50% of highest annual salary.
c. Commencement Date	Benefits commence as of the first payroll period after disability.
d. Form of Payment	Same as retirement.

8. Non-vested Termination of Employment:

A member who leaves employment prior to completing 10 years of service will receive a lump sum payment of his accumulated contributions without interest.

9. Death Before Retirement -- Survivor Annuity Benefits

a. Eligibility — Death while actively employed.

b. Benefit Formula

(1) Surviving spouse — Service Related. The annual benefit is 50% of the deceased member's highest annual salary, payable to the surviving spouse until death or earlier remarriage.

Non-Service Related. 30% of the deceased member's highest annual salary, payable to the surviving spouse until death or earlier remarriage.

(2) Surviving children — 10% of the deceased member's highest annual salary, payable to each surviving child until his 18th birthday (or for life if such child becomes permanently disabled prior to the member's death).

(3) Maximum family death benefit — Service Related. 75% of deceased's highest annual salary.

Non-Service Related. 50% of deceased's highest annual salary.

c. Commencement Date — Benefits commence as of the first payroll period after death.

d. Form of Payment — Surviving spouse's and children's benefits are payable semi-monthly.

10. Death Before Retirement -- Lump Sum Refund of Contributions

A lump sum payment equal to the member's accumulated contributions without interest shall be paid to the estate of any active member who dies with no surviving spouse or children.

11. Retiree Cost-of-Living Increases

Tier I: All benefits in pay status are increased by 3% annually.
Tier II: All benefits in pay status are increased by 75% of CPI, annual cap of 3%.

12. Service Purchase

For Tier I member, an active employee eligible to retire who has served in the U.S. armed forces may "purchase" additional years of service up to his number of years of military service, but no more than four years. A member may also purchase up to four years of prior civilian employment time with the City of Warwick. Either purchase would require the employee to contribute to the fund, at retirement, an additional year's contribution (at the then current contribution percentage) for each year of service purchased. However, the right to buy municipal service would be eliminated for Tier II members.

13. Employee Contributions

Members contribute a percentage of their covered earnings (regular, holiday, and longevity) equal to one third of the actuarially determined contribution rate.