

CITY OF WARWICK, RHODE ISLAND FIRE II PENSION FUND
ACTUARIAL VALUATION AS OF
JULY 1, 2016

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DISCUSSION

I. Purpose and Summary

This report presents the results of our July 1, 2016 actuarial valuation of the City of Warwick, Rhode Island Fire 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 35.00% of covered earnings as compared to 32.15% of covered earnings determined by the previous valuation. In accordance with the City's ordinances, two-thirds of the cost (or 23.33% of earnings) will be met by the City, with the remaining one-third (or 11.67%) contributed by covered active members.

The member contribution rate of 11.67% is a blended rate between Tier I and Tier II members where the difference between the two is a constant 2.35%. Based on this difference and the size of the current population of active members, that produces a member contribution rate of 12.22% for Tier I members and 9.87% 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 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 some data adjustment after data questions responded. 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 ten retirees as of June 30, 2016. There was no inactive, non-retired members 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 \$52,607,801 while the valuation assets were \$56,561,310, or 107.5% 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 -1.82%. This return is net of all investment 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 Fire II Pension Fund.

Summary of Assumption Changes

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

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 (2.75%) to determine the statutory contribution level for the 2017-2018 fiscal year. The increase in accrued liability as of July 1, 2016, due to the change in assumptions is ratably recognized over a five year period according to the schedule found in Table 2.

VII. Analysis of Changes

The plan experienced an actuarial loss of \$5.41 million over last year. This is mainly comprised of an increase accrued liabilities of \$5.20 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 93.3% to 86.4%. 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	32.15%
Demographic and payroll changes	(0.77)
Assumptions changes	3.09
Asset loss/(gain)	<u>0.53</u>
Contribution rate set by current valuation	35.00%

VIII. Future Expectations

With the Tier II benefit provisions for new hires, the normal cost (and ultimately the total contribution requirement) should be trending slowly lower over the next decade as members in Tier I or in the Firefighters 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 15 to 20 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 Firefighters 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

	<u>July 1, 2016</u>	<u>July 1, 2015</u>
A. Membership Data		
1. Active members		
a. Number	178	180
b. Annualized Salaries	\$ 13,917,985	\$ 13,302,964
c. Average pay	\$ 78,191	\$ 73,905
d. Average attained age	38.8	37.9
e. Average past service	11.1	10.1
2. Retired members and beneficiaries		
a. Number	10	8
b. Average benefit	\$ 51,173	\$ 50,091
c. Average attained age	48.0	46.8
B. Liabilities		
1. Actuarial accrued liability		
a. Active members	\$ 56,120,906	\$ 46,597,960
b. Retired members and beneficiaries	9,377,722	6,654,962
c. Inactive members	-	-
d. Total	<u>\$ 65,498,628</u>	<u>\$ 53,252,922</u>
2. Valuation assets	\$ 56,561,310	\$ 49,682,745
3. Unfunded actuarial accrued liability [(1)(d) - (2)]	\$ 8,937,318	\$ 3,570,177
4. Funded Ratio [(2)/(1)(d)]	86.4%	93.3%
C. Determination of City Contribution for FY+1		
1. Normal cost with interest	\$ 4,607,914	\$ 3,974,761
2. Amortization of unfunded liability (Table 2)	<u>\$ 340,434</u>	<u>\$ 302,744</u>
3. Total annual contribution [(1) + (2)]	\$ 4,948,348	\$ 4,277,505
4. Projected Covered Payroll	\$ 14,139,896	\$ 13,302,964
5. Contribution as a percentage of covered payroll [(3) / (4)]	35.00%	32.15%
6. City contribution as a percentage of payroll [2/3 x (5)]	23.33%	21.43%
7. Average member contribution rate [(5) - (6)]	11.67%	10.72%

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	\$ 3,779,979	\$ 3,779,979	\$ 348,035	14
7/15	2015 Experience (Gain)/Loss	(255,999)	(255,999)	(23,571)	14
7/16	2016 Experience (Gain)/Loss	211,851	211,851	15,969	19
** 7/16	2016 Assumption Change - FY19 Stagger	1,040,297	1,040,297	-	21
** 7/16	2016 Assumption Change - FY20 Stagger	1,040,297	1,040,297	-	22
** 7/16	2016 Assumption Change - FY21 Stagger	1,040,297	1,040,297	-	23
** 7/16	2016 Assumption Change - FY22 Stagger	1,040,297	1,040,297	-	24
** 7/16	2016 Assumption Change - FY23 Stagger	1,040,297	1,040,297	-	25
	Total		\$ 8,937,318	\$ 340,434	

* 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	\$ 1,725,130	3.3%
2. Equities, including index funds	23,221,445	44.1%
3. Fixed income investments	27,701,639	52.7%
4. Receivables less payables	<u>(40,413)</u>	<u>(0.1%)</u>
5. Total	\$ 52,607,801	100.0%

Asset Information
Asset Reconciliation and Expected Returns

	FY 2013	FY 2014	FY 2015	FY 2016
1. Beginning of year market value	28,250,598	35,305,964	44,745,257	49,536,539
2. Contributions				
a. City	2,647,136	2,903,462	2,943,087	2,973,277
b. Member	1,323,567	1,451,731	1,471,544	1,486,639
c. Total	<u>3,970,703</u>	<u>4,355,193</u>	<u>4,414,631</u>	<u>4,459,916</u>
3. Benefits paid	(278,232)	(394,626)	(397,442)	(449,467)
4. Net return	3,362,895	5,478,726	774,093	(939,187)
5. End of year market value	35,305,964	44,745,257	49,536,539	52,607,801
6. Net market return	11.17%	14.69%	1.66%	-1.82%
7. Expected market value				
a. Beginning of year	28,250,598	35,305,964	44,745,257	49,536,539
b. Net cash flow	3,692,471	3,960,567	4,017,189	4,010,449
c. Earnings assumption	7.50%	7.50%	7.50%	7.50%
d. Expected earnings	2,257,263	2,796,469	3,506,539	3,865,632
e. Excess/(shortfall)	1,105,632	2,682,257	(2,732,446)	(4,804,819)

Development of Actuarial Value of Assets (Fire II)

	Year Ending July 1, 2016
1. Market value of assets at beginning of year	\$ 49,536,539
2. Net new investments	
a. Contributions	\$ 4,459,916
b. Benefits paid	(449,467)
c. Subtotal	4,010,449
3. Market value of assets at end of year	\$ 52,607,801
4. Net earnings (3-1-2)	\$ (939,187)
5. Assumed investment return rate	7.50%
6. Expected return	\$ 3,865,632
7. Excess return (4-6)	\$ (4,804,819)

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	0	0	0	3	0	0
2015	(146,205)	0	(146,205)	4	(36,551)	(109,654)
2016	(4,804,819)	0	(4,804,819)	5	(960,964)	(3,843,855)
	\$ (4,951,024)	\$ 0	\$ (4,951,024)		\$ (997,515)	\$ (3,953,509)

9. Actuarial value of assets as of June 30, 2016 (Item 3 - Item 8) \$ 56,561,310

10. Ratio of actuarial value to market value 107.5%

*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
 As of July 1, 2016**

Attained Age	Years of Credited Service												Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35 & Over	
	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	1 \$76,606	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$76,606
25-29	0 \$0	0 \$0	9 \$58,822	16 \$75,995	0 \$0	9 \$78,682	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	34 \$72,160
30-34	0 \$0	0 \$0	4 \$60,016	15 \$74,646	0 \$0	13 \$78,251	1 \$77,858	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	33 \$74,390
35-39	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	6 \$70,336	18 \$78,968	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	24 \$76,810
40-44	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	20 \$82,053	10 \$87,419	2 \$89,315	0 \$0	0 \$0	0 \$0	32 \$84,184
45-49	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	11 \$74,064	18 \$82,246	5 \$87,566	0 \$0	0 \$0	0 \$0	34 \$80,381
50-54	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	8 \$78,101	2 \$83,938	6 \$91,308	0 \$0	0 \$0	0 \$0	16 \$83,783
55-59	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$86,708	2 \$78,576	0 \$0	0 \$0	0 \$0	0 \$0	3 \$81,286
60-64	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$78,389	0 \$0	0 \$0	0 \$0	0 \$0	0 \$0	1 \$78,389
65 & Over	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
Total	0 \$0	0 \$0	13 \$59,189	32 \$75,382	0 \$0	28 \$76,694	60 \$79,082	32 \$83,739	13 \$89,562	0 \$0	0 \$0	0 \$0	178 \$78,191

History of Investment Return Rates

Year Ending June 30 of (1)	Market (2)
2000	28.23%
2001	-30.40%
2002	-13.11%
2003	3.75%
2004	13.73%
2005	8.23%
2006	7.71%
2007	14.05%
2008	-3.48%
2009	-16.90%
2010	13.14%
2011	20.89%
2012	0.28%
2013	11.17%
2014	14.69%
2015	1.66%
2016	-1.82%
Average Returns:	
Last 5 Years	5.00%
Last 10 Years	4.79%

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	\$ 8,937,318	86.4%	\$ 52,607,801	2017	21.4%	\$ 13,761,455	\$ 2,949,080	\$ 1,475,228	\$ 791,095	\$ 3,633,212
2017	10,875,060	85.3%	59,987,063	2018	23.3%	14,139,895	3,298,838	1,650,126	1,014,887	3,934,076
2018	12,431,055	84.9%	68,186,485	2019	24.4%	14,528,742	3,537,749	1,768,148	1,294,400	4,011,497
2019	13,734,148	85.0%	77,031,497	2020	25.0%	14,928,282	3,733,563	1,866,035	1,577,674	4,021,925
2020	14,812,065	85.4%	86,497,336	2021	25.6%	15,338,810	3,926,735	1,963,368	1,930,845	3,959,259
2021	14,696,810	86.8%	96,551,212	2022	26.1%	15,760,627	4,118,252	2,059,914	2,342,704	3,835,462

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

Actuarial Methods and Assumptions

Actuarial Cost Method:	<i>Entry Age Normal actuarial cost method.</i> 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 20 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 January 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 Fire II Members		
Service	Tier I	Tier II
20	12%	
21	10%	
22	10%	
23	10%	
24	12%	
25	14%	10%
26	16%	2%
27	18%	2%
28	20%	2%
29	20%	2%
30+	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 equal the actual administrative expenses from the prior fiscal year.

Outline of Principal Plan Provisions

1. **Effective Dates:**
 - a. Original Plan May 29, 1992.
2. **Eligibility:** All permanent members of the fire department hired on or after May 29, 1992.
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.

4. 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 average salary multiplied by full years of service at termination. |
| c. Commencement Date | 20th anniversary of employment. |
| d. Form of Payment | Same as retirement. |

5. 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>Other Service Related and Non-Service Related</u> 50% of average salary. |
| c. Commencement Date | Benefits commence as of the first payroll period after disability. |
| d. Form of Payment | Same as retirement. |

6. 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. 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%.

10. 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 amount which represents the actuarial equivalent value of the benefit increase purchased. However, the right to buy municipal service would be eliminated for Tier II members.

11. Employee Contributions

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