



*Office of Retirement Services*

Federated City Employees' Retirement System  
Police and Fire Department Retirement Plan

May 20, 2019

To: Police and Fire Department Retirement Plan Fire Tier 1 Classic Members with Pension Only

Subject: Fire Classic Tier 1 with Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	32.25%	11.46%	43.71%	31.20%	11.09%	42.29%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	67.29%	0.00%	67.29%
Special UAL		0.52%	0.52%		0.60%	0.60%
<b>Total</b>	<b>32.25%</b>	<b>11.98%</b>	<b>44.23%</b>	<b>98.49%</b>	<b>11.69%</b>	<b>110.18%</b>

\* Amount determined as a flat dollar amount of \$55,031,322 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Fire Tier 1 Members with Pension Only

Subject: Fire Tier 1 with Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

Benefit	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	32.25%	11.46%	43.71%	31.20%	11.09%	42.29%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	67.29%	0.00%	67.29%
<b>Total</b>	<b>32.25%</b>	<b>11.46%</b>	<b>43.71%</b>	<b>98.49%</b>	<b>11.09%</b>	<b>109.58%</b>

\* Amount determined as a flat dollar amount of \$55,031,322 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 20, 2019

To: Police and Fire Department Retirement Plan Fire Rehired Tier 1 Members with Pension Only

Subject: Fire Rehired Tier 1 with Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	32.25%	11.46%	43.71%	31.20%	11.09%	42.29%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	67.29%	0.00%	67.29%
Special UAL		1.96%	1.96%		1.96%	1.96%
<b>Total</b>	<b>32.25%</b>	<b>13.42%</b>	<b>45.67%</b>	<b>98.49%</b>	<b>13.05%</b>	<b>111.54%</b>

\* Amount determined as a flat dollar amount of \$55,031,322 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 20, 2019

To: Police and Fire Department Retirement Plan Fire Rehired Tier 1 Members with Healthcare

Subject: Fire Tier 1 with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	32.25%	11.46%	43.71%	31.20%	11.09%	42.29%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	67.29%	0.00%	67.29%
Special UAL		1.96%	1.96%		1.96%	1.96%
<b>Subtotal</b>	<b>32.25%</b>	<b>13.42%</b>	<b>45.67%</b>	<b>98.49%</b>	<b>13.05%</b>	<b>111.54%</b>
<b>Medical and Dental</b>	**	<b>8.00%</b>	<b>8.00%</b>	***	<b>8.00%</b>	<b>8.00%</b>
<b>Total</b>	<b>32.25%</b>	<b>21.42%</b>	<b>53.67%</b>	<b>98.49%</b>	<b>21.05%</b>	<b>119.54%</b>

\* Amount determined as a flat dollar amount of \$55,031,322 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$9,407,688 for all Tier 1 and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$8,751,755 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Fire Tier 1 Members with Healthcare

Subject: Fire Tier 1 with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	32.25%	11.46%	43.71%	31.20%	11.09%	42.29%
Unfunded Liability/Prior Service Cost	*	0.00%	0.00%	67.29%	0.00%	67.29%
<b>Subtotal</b>	<b>32.25%</b>	<b>11.46%</b>	<b>43.71%</b>	<b>98.49%</b>	<b>11.09%</b>	<b>109.58%</b>
<b>Medical and Dental</b>	**	<b>8.00%</b>	<b>8.00%</b>	***	<b>8.00%</b>	<b>8.00%</b>
<b>Total</b>	<b>32.25%</b>	<b>19.46%</b>	<b>51.71%</b>	<b>98.49%</b>	<b>19.09%</b>	<b>117.58%</b>

\* Amount determined as a flat dollar amount of \$55,031,322 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$9,407,688 for all Tier 1 and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$8,751,755 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Fire Tier 2 Members

Subject: Fire Tier 2 Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	15.34%	15.34%	30.68%	14.90%	14.90%	29.80%
Unfunded Liability/Prior Service Cost	0.05%	0.05%	0.10%	0.23%	0.23%	0.46%
<b>Total</b>	<b>15.39%</b>	<b>15.39%</b>	<b>30.78%</b>	<b>15.13%</b>	<b>15.13%</b>	<b>30.26%</b>

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May 15, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Classic Pension Only

Subject: Police Classic Tier 1 Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
Special UAL		0.52%	0.52%		0.60%	0.60%
<b>Total</b>	<b>31.43%</b>	<b>11.22%</b>	<b>42.65%</b>	<b>97.55%</b>	<b>10.88%</b>	<b>108.43%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Members with Pension Only

Subject: Police Tier 1 with Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Employee
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
<b>Total</b>	<b>31.43%</b>	<b>10.70%</b>	<b>42.13%</b>	<b>97.55%</b>	<b>10.28%</b>	<b>107.83%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

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May 20, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Rehired Members  
(Federated Service) with Healthcare

Subject: Police Rehired Tier 1 (Federated Service) with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
Special UAL		0.87%	0.87%		0.87%	0.87%
<b>Subtotal</b>	<b>31.43%</b>	<b>11.57%</b>	<b>43.00%</b>	<b>97.55%</b>	<b>11.15%</b>	<b>108.70%</b>
<b>Medical and Dental</b>	**	<b>8.00%</b>	<b>8.00%</b>	***	<b>8.00%</b>	<b>8.00%</b>
<b>Total</b>	<b>31.43%</b>	<b>19.57%</b>	<b>51.00%</b>	<b>97.55%</b>	<b>19.15%</b>	<b>116.70%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$14,595,078 for all Tier 1 and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$13,722,913 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 20, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Rehired Members with Pension Only

Subject: Police Rehired Tier 1 with Pension Only Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
Special UAL		1.96%	1.96%		1.96%	1.96%
<b>Total</b>	<b>31.43%</b>	<b>12.66%</b>	<b>44.09%</b>	<b>97.55%</b>	<b>12.24%</b>	<b>109.79%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Rehired Members with Healthcare

Subject: Police Rehired Tier 1 with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
Special UAL		1.96%	1.96%		1.96%	1.96%
<b>Subtotal</b>	<b>31.43%</b>	<b>12.66%</b>	<b>44.09%</b>	<b>97.55%</b>	<b>12.24%</b>	<b>109.79%</b>
<b>Medical and Dental</b>	**	<b>8.00%</b>	<b>8.00%</b>	***	<b>8.00%</b>	<b>8.00%</b>
<b>Total</b>	<b>31.43%</b>	<b>20.66%</b>	<b>52.09%</b>	<b>97.55%</b>	<b>20.24%</b>	<b>117.79%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$14,595,078 for all Tier 1 and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$13,722,913 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Police Tier 1 Members with Healthcare

Subject: Police Tier 1 with Healthcare Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Employee
<b>Pension</b>						
Normal Cost	31.43%	10.62%	42.05%	30.28%	10.26%	40.54%
Unfunded Liability/Prior Service Cost	*	0.08%	0.08%	67.27%	0.02%	67.29%
<b>Subtotal</b>	<b>31.43%</b>	<b>10.70%</b>	<b>42.13%</b>	<b>97.55%</b>	<b>10.28%</b>	<b>107.83%</b>
<b>Medical and Dental</b>	**	<b>8.00%</b>	<b>8.00%</b>	***	<b>8.00%</b>	<b>8.00%</b>
<b>Total</b>	<b>31.43%</b>	<b>18.70%</b>	<b>50.13%</b>	<b>97.55%</b>	<b>18.28%</b>	<b>115.83%</b>

\* Amount determined as a flat dollar amount of \$70,023,521 for all Tier 1 and not a rate of pay

\*\* Amount determined as a flat dollar amount of \$14,595,078 for all Tier 1 and not a rate of pay

\*\*\* Amount determined as a flat dollar amount of \$13,722,913 for all Tier 1 and not a rate of pay

The Retirement Board sets the rates of contribution based on actuarial studies of the retirement funds' projected benefit costs and expected fund earnings. Please note that the contribution rates may be changed after actuarial reviews, which are currently performed annually.

May 15, 2019

To: Police and Fire Department Retirement Plan Police Tier 2 Members

Subject: Police Tier 2 Retirement Contribution Rates

The Board of Administration for the Police and Fire Department Retirement Plan (Retirement Board) approved new Retirement Contribution Rates for the fiscal year 2019-2020. The Retirement Contribution Rate is the percentage of your salary that you and the City pay into the Retirement Plan.

These rates are effective Pay Period 15 (June 30, 2019); with a pay date of July 19, 2019.

	Fiscal Year 2019-2020 Rates			Fiscal Year 2018-2019 Rates		
Benefit	City	Employee	Total	City	Employee	Total
<b>Pension</b>						
Normal Cost	14.02%	14.02%	28.04%	13.56%	13.56%	27.12%
Unfunded Liability/Prior Service Cost	0.04%	0.04%	0.08%	0.15%	0.15%	0.30%
<b>Total</b>	<b>14.06%</b>	<b>14.06%</b>	<b>28.12%</b>	<b>13.71%</b>	<b>13.71%</b>	<b>27.42%</b>

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