

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

| Benefit | Fiscal Year 2019-2020 Rates | | | Fiscal Year 2018-2019 Rates | | |
|---------------------------------------|-----------------------------|---------------|---------------|-----------------------------|---------------|----------------|
| | City | Employee | Total | City | Employee | Total |
| Pension | | | | | | |
| 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% |
| Subtotal | 31.43% | 12.66% | 44.09% | 97.55% | 12.24% | 109.79% |
| Medical and Dental | ** | 8.00% | 8.00% | *** | 8.00% | 8.00% |
| Total | 31.43% | 20.66% | 52.09% | 97.55% | 20.24% | 117.79% |

* 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.