August 26, 2019

The Board of Trustees
City of Tecumseh Employees Retirement System
Tecumseh, Michigan

Dear Board Members:

The purpose of the annual actuarial valuation of the City of Tecumseh Employees
Retirement System as of June 30, 2019 is to:

- Compute the liabilities associated with benefits likely to be paid on behalf of
  current retired and active members of the Retirement System,

- Compare accrued assets with accrued liabilities to assess the funded
  condition of the Retirement System, and

- Compute the City's recommended contribution rate for the
  Fiscal Year beginning July 1, 2020.

This valuation has been conducted in accordance with generally accepted actuarial
principles and practices. Data concerning active members, retirees, beneficiaries and
assets was provided by the City. This data has been reviewed for reasonableness, but
no attempt has been made to audit such information. The valuation was based on the
provisions of the Retirement System as of June 30, 2019. The actuarial assumptions
used in this valuation represent reasonable expectations of future experience under the
System. This valuation has been prepared under the supervision of a Member of the
American Academy of Actuaries who meets the qualification standards of the
American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,

Denise M. Jones   Sandra W. Rodwan
Senior Consultant   Member, American Academy of Actuaries

City of Tecumseh
Employees Retirement System

Actuarial Valuation as of June 30, 2019

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Section One:

Valuation Summary

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Purpose of Valuation

The purpose of the annual actuarial valuation of the City of Tecumseh Employees Retirement System as of June 30, 2019 is to:

❖ Compute the liabilities associated with benefits likely to be paid on behalf of current retired and active members of the Retirement System,

❖ Compare accrued assets with accrued liabilities to assess the funded condition of the Retirement System, and

❖ Compute the City's recommended contribution rate for the Fiscal Year beginning July 1, 2020.

Liabilities and Funded Condition of Retirement System

Accrued liabilities of the Retirement System as of June 30, 2019 were computed to be $29,345,068 for pensions and $1,722,496 for Health Insurance. The funding value of accrued assets was $23,647,317 for pensions and $1,478,236 for Health Insurance. The ratio of the funding value of accrued assets to accrued liabilities was 80.6% for pensions and 85.8% for Health Insurance.

Funding Value of Assets

A smoothed market value of assets was used for the June 30, 2019 valuation. This method, which spreads the difference between actual and expected investment return over seven years, is the same as the method used for last year's valuation.

Computed City's Contribution Rate

The City's normal cost contribution rate was computed to be 11.57% for pensions and 1.40% for Health Insurance.

The amortization payment for pensions was computed to be 14.18% for pensions. The amortization payment for Health Insurance was computed to be 1.18%.

The City's total contribution rate for pensions was computed to be 25.75%.

The City's total contribution rate for Health Insurance was computed to be 2.58%.

Retirement System Experience

The aggregate experience of the Retirement System was consistent with assumed experience during the year ended June 30, 2019. The funded ratio went from 84.8% to 85.4% before the interest assumption change and 80.9% after the interest assumption change.

Assumption and Method Changes

The interest rate was changed from 7.5% to 7.0%.

Benefit Provision Changes

Post- July1, 2011 member contributions were increased to 5.0% (General and Fire from 2.0% and Police and Operating Engineers from 2.5%.)

Participant Data

Active Members	6/30/2019		6/30/2018	
	Number	**Payroll**	**Number**	**Payroll**
General/Fire	32	$1,893,265	32	$1,818,367
Police	15	900,663	14	843,119
Total Active Members	47	$2,793,928	46	$2,661,486
Vested Inactives	5	$98,766	6	$89,916
Retirees and Survivors	51	$1,460,143	46	$1,270,313

Financial Data

	06/30/2019	06/30/2018
Funding Value of Assets	$25,125,553	$23,951,790
Market Value of Assets	24,885,483	23,684,596

Conclusion

The City is funding Retirement System benefits as they accrue in accordance with a sound level percent of payroll funding objective.

Section Two:

Actuarial Calculations – Funding

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Computed Contribution Rates for The Year Beginning July 1, 2020

The contribution rates shown below are expressed as percents of active member payroll.

The normal cost can be viewed as the long-term on-going cost of the Retirement System. The unfunded actuarial accrued liability was amortized over 19 years. This is a 1 year decrease from the 20 year period used last year.

Contribution Recommendation:

	Pre **7/1/2011**	**Post** **7/1/2011**	**Health** **Insurance**	**Total**
		Percents of Payroll		
	Pension			
Normal Cost				
Regular Retirement	20.11%	8.73%	1.02%	15.62%
Pre-Retirement Death	0.45	0.19	0.02	0.34
Disability	-	-	-	-
Withdrawal	4.60	0.46	0.36	2.96
Total Normal Cost	25.16%	9.38%	1.40%	18.92%
Unfunded Actuarial Accrued Liability	26.79	0.78	1.18	15.36
Total Computed Contribution	51.95	10.16	2.58	34.28
Member Portion	6.84	5.00	-	5.95
City's Net Contribution Rate	**45.11%**	**5.16%**	**2.58%**	**28.33%**
City's Dollar Contribution	**$750,548**	**$80,750**	**$42,926**	**$874,223**

Unfunded Actuarial Accrued Liability

	June 30, 2019		June 30, 2018	
	Pensions	**Health Ins.**	**Pensions**	**Health Ins.**
Actuarial Accrued Liabilities	$29,345,068	$1,722,496	$26,650,957	$1,581,156
Assets Allocated to Funding	23,647,317	1,478,236	22,513,401	1,438,389
Unfunded Actuarial Accrued Liabilities	$5,697,751	$244,260	$4,137,556	$142,767

Recommended City Contributions

Valuation Date June 30	Fiscal Year Beginning July 1	Percent of Valuation Payroll		Actual Dollar Contributions
		Pensions	**Health Ins.**	
1990*	1991	0.19%	0.00%	$0
1995	1996	4.55	2.41	111,820
2000*	2001	14.54	1.53	376,667
2001	2002	14.58	1.42	403,989
2002*	2003	16.37	1.58	456,833
2003	2004	18.10	1.74	519,020
2004	2005	19.30	1.75	552,123
2005#	2006	18.79	2.25	563,908
2006	2007	18.87	2.22	587,740
2007	2008	18.61	2.23	596,477
2008*	2009	21.11	2.23	590,354
2009	2010	18.16	2.39	525,812
2010	2011	21.98#	2.46	489,751
2011#	2012	22.75	1.79	564,664
2012	2013	24.49	2.57	613,838
2013	2014	23.78	2.18	561,322
2014	2015	23.56	1.14	512,405
2015	2016	24.11	1.18	517,560
2016	2017	21.74	1.75	585,289
2017*#	2018	22.06	1.58	596,668
2018	2019	22.35	1.72	
2019#	**2020**	**25.75**	**2.58**	

*After retirement system amendments.
#Actuarial assumptions revised.

History of Assets and Accrued Liabilities

Valuation Date 6/30	Valuation Assets	Actuarial Accrued Liabilities	Funded Ratio	Unfunded Actuarial Accrued Liabilities
1985	$2,476,128	$2,062,759	120.0%	$(413,369)
1990	4,038,160	2,611,543	154.6	(1,426,617)
1995	5,909,477	6,352,640	93.0	443,163
1996	6,183,251	6,688,771	92.4	505,520
1997	6,643,928	7,166,601	92.7	522,673
1998	7,429,870	7,784,434	95.4	354,564
1999	8,286,539	8,479,456	97.7	192,917
2000	9,497,499	9,623,399	98.7	125,900
2001	10,334,242	10,390,868	99.5	56,626
2002	10,796,391	11,476,620	94.1	680,229
2003	11,326,122	12,831,205	88.3	1,505,083
2004	11,735,749	13,832,854	84.8	2,097,105
2005	12,620,082	15,147,703	83.3	2,527,621
2006	13,802,018	16,463,083	83.8	2,661,065
2007	15,256,256	17,760,549	85.9	2,504,293
2008	16,335,367	19,283,287	84.7	2,947,920
2009	16,552,830	18,857,912	87.8	2,305,082
2010	16,782,939	20,265,978	82.8	3,483,039
2011	17,927,431	21,686,249	82.7	3,758,818
2012	18,407,082	23,083,259	79.7	4,676,177
2013	18,996,606	23,198,866	81.9	4,202,260
2014	19,896,433	23,911,781	83.2	4,015,348
2015	20,790,400	24,679,234	84.2	3,888,834
2016	21,807,465	25,720,323	84.8	3,912,858
2017	22,945,682	27,195,590	84.4	4,249,908
2018	23,951,790	28,232,113	84.8	4,280,323
2019 (a)	**25,125,553**	**29,435,451**	**85.4**	**4,309,898**
2019 (b)	**25,125,553**	**31,067,564**	**80.9**	**5,942,011**

(a) Before change in interest assumption.
(b) After change in interest assumption.

Results shown throughout this report for years prior to 2009 were prepared by the previous actuarial firm.

Actuarial Balance Sheet June 30, 2019

Actuarial Assets

	Pension	Health Insurance	Total
Accrued Assets			
Assets from system's financial statements (market value)	$23,421,371	$1,464,112	$24,885,483
Funding value adjustment	225,946	14,124	240,070
Total accrued assets	23,647,317	1,478,236	25,125,553
Actuarial present value of expected future contributions			
For normal costs	4,125,793	139,686	4,265,479
For unfunded actuarial accrued liabilities	5,697,751	244,260	5,942,011
	9,823,544	383,946	10,207,490
Total Actuarial Present Value of Present and Expected Future Resources	$33,470,861	$1,862,182	$35,333,043

Actuarial Present Values (Liability)

	Pension	Health Insurance	Total
To retirees and beneficiaries	$19,266,786	$1,231,513	$20,498,299
To vested terminated members	1,085,816	92,945	1,178,764
To active members			
Allocated to service rendered prior to valuation date	8,992,466	398,035	9,390,501
Allocated to service rendered after valuation date	4,125,793	139,686	4,265,479
Total Actuarial Present Value of Present and Expected Future Resources	$33,470,861	$1,862,182	$35,333,043

Comments and Conclusion

Comment 1: The annual actuarial valuation as of June 30, 2019 includes the reduction in the assumed interest rate to 7.0% from 7.5%, as adopted by the Retirement System Board of Trustees.

Comment 2: The aggregate experience of the Retirement System was consistent with assumed experience during the year ended June 30, 2019. The funded ratio improved slightly from 84.8% to 85.4% before the interest assumption change, and the funded ratio decreased to 80.9% after the interest assumption change.

Comment 3: The increase in the City's computed contribution is attributable to the decrease in the assumed interest rate.

Comment 4: The allocation of the funding value of assets between pensions and health is based on the reported allocation of the market value. Assets allocated to the post 06/30/11 hire group were assumed to be $381,878.

Comment 5: In order to determine separate contributions for Pre and Post 06/30/11 hires, assets must be accounted for separately. We recommend that the beginning of the year balance as of July 1, 2019 be set to $381,878 for Post 06/30/11 hires with revenues and expenses to this account tracked separately from this point forward.

Conclusion: The City is funding Retirement System benefits as they accrue in accordance with a sound level percent of payroll funding objective.

Section Three:

Retirement System Benefit Provisions

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Benefit Provision Summary

Regular Retirement

Members Hired Prior to July 1, 2011

Eligibility:
Non-Union, Operating Engineers, and Fire: 30 years of service regardless of age or age 55 with 5 or more years of service.
Police: 25 years of service regardless of age or age 55 with 5 or more years of service.

Annual Benefit:
Non-Union, Operating Engineers and Fire: Straight life pension equals 2.5% of 3 year final average salary (FAS) times total service to a maximum of 80%.

Police: Straight life pension equals 2.75% of 3 year final average salary times total service to a maximum of 75%.

Members Hired After July 1, 2011

Eligibility:
Age 60 with 6 or more years of service.

Annual Benefit:
1.5% of 3 year final average salary of base salary only.

Deferred Retirement

Members Hired Prior to July 1, 2011

Eligibility:
5 or more years of service. Benefit begins upon attainment of age 55. Accumulated contributions remain in System.

Annual Benefit:
Computed as service retirement but based upon service, FAS at termination.

Members Hired After July 1, 2011

Eligibility:
6 or more years of service. Benefit begins upon attainment of age 60. Accumulated contributions remain in System.

Annual Benefit:
Computed as service retirement but based upon service, FAS at termination.

Duty Disability Retirement

Eligibility:
No age or service requirements. Must be eligible for worker's compensation benefits.

Annual Benefit:
Computed as a regular retirement with a minimum benefit of 16 2/3% of FAS.

Non-Duty Disability

Eligibility:
5 years of service. Disability must be approved by a medical committee.

Annual Benefit:
Computed as a regular retirement with a minimum benefit of 16 2/3% of FAS.

Duty Death in Service Survivors Pension

Eligibility:
25 years of service or age 55 with 5 years of service.

Annual Benefit:
Computed as a regular retirement but actuarially reduced in accordance with a 100% joint and survivor benefit.

Member Contributions

Members Hired Prior to July 1, 2011:
Non-Union General: 6.5% of base salary
Fire and Operating Engineers: 6.5% of base salary
Police: 7.75% of base salary

Members Hired After July 1, 2011:
Non-Union General and Fire: 5.0% of base salary
Operating Engineers: 5.0%
Police: 5.0% of base salary

Post-Retirement Increases

Members Hired Prior to July 1, 2011

Annual Benefit:
Each July 1, starting July 1, 1994, all pensioners who have been receiving pension benefits for at least one year will receive an increase. The increase will be equal to the increase in the CPI (but not more than 2.8%) multiplied by the member's current benefit.

Members Hired After July 1, 2011

None

Optional Benefits

Straight Life: Member receives an amount calculated in accordance with the formula for life. Benefits terminate upon member's death.

Option A: 100% joint and survivor benefit. Member receives an amount for his/her life which is calculated as a straight life benefit then actuarially reduced. If the member predeceases the named beneficiary, then the named beneficiary receives the same amount until his/her death. Benefits terminate when both the member and the named beneficiary have died.

Option B: 50% joint and survivor benefit. Member receives an amount for his/her life which is calculated as a straight life benefit then actuarially reduced. If the member predeceases the named beneficiary, then the named beneficiary receives 50% of what the member was receiving until his/her death. Benefits terminate when both the member and the named beneficiary have died.

Post-Retirement Health Benefits

Members Hired Prior to July 1, 2011

Eligibility: 5 or more years of service and age 55 for all members of the City of Tecumseh Employees Retirement System who have left active service, their eligible spouses and eligible surviving spouses.

An eligible spouse is the current spouse of the member who was married to the member on the date of retirement. An eligible surviving spouse is the person who was married to the member on both the date of retirement and the date of the member's death.

Annual Benefit:

1) a percentage of the health insurance premiums for the appropriate fiscal year (the percentage paid is based on accrued service at the time of retirement and is 5% per year of service up to 100% of the cost of City-provided health insurance), or

2) the annual maximum for the appropriate fiscal year.

The annual maximum is increased annually each July 1 by the percentage increase in the CPI (but not more than 2.5%). For the 2018/2019 fiscal year, the annual maximum is $1,936.68.

Retired members who waive post-retirement health benefits in any given year, retain the right to begin receiving benefits in future years.

Members Hired After July 1, 2011

None

Section Four:

Actuarial Assumptions And Methods

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Actuarial Assumptions

Economic Assumptions

(i) Interest Rate   7.0% (net of expenses)

(ii) Salary Increases
          Across-the-Board   3.75%
          Merit and Longevity   Service-related rates

Sample Annual Rates of Salary Increase

Service	Base	Promotion, Longevity	Total
1-5	3.75%	4.20%	7.95%
6-10	3.75	2.50	6.25
11-15	3.75	2.00	5.75
20 and Over	3.75	0.80	4.55

Demographic Assumptions

(i)   Mortality   RP 2000 Combined Healthy
                                                        Mortality Table Projected to 2014

Sample Ages	Future Life Expectancy (Years)	
	Men	**Women**
55	27.5	29.6
60	23.0	25.1
65	18.8	20.8
70	14.9	16.9
75	11.3	13.3
80	8.3	10.1

(ii) Disability

Sample Ages	Percent Becoming Disabled Within Next Year	
	Men	**Women**
20	0.00%	0.00%
25	0.00	0.00
30	0.00	0.00
35	0.00	0.00
40	0.00	0.00
45	0.00	0.00
50	0.00	0.00
55	0.00	0.00
60	0.00	0.00
65	0.00	0.00

(iii) **Termination of Employment** Service related rates for first 5 years of employment. Age related rates after first 5 years of employment

Sample Ages	Years of Service	Members Separating Within the Year		
		General Members	Police	Fire
ALL	0	15.00%	15.00%	15.00%
	1	17.00	17.00	17.00
	2	17.00	17.00	17.00
	3	15.00	15.00	15.00
	4	10.00	10.00	10.00
25	5 & Over	3.50	9.60	3.50
30		3.50	8.35	3.50
35		3.08	4.98	3.08
40		2.80	0.98	2.80
45		2.59	0.00	2.59
50		2.24	0.00	2.24
55		0.00	0.00	0.00
60		0.00	0.00	0.00

(iv) Retirement Rates

**Active Members Retiring within Year
Following Attainment of Indicated Retirement Age**

Age-related rates:

Age Retiring	Percent Retiring		
	General	Police	Fire
55	20%	35%	20%
56	15	25	15
57	5	20	5
58	5	15	5
59	5	15	5
60	5	15	5
61	5	15	5
62	5	25	5
63	20	100	20
64	30	100	30
65	100	100	100

Service-related rates:

Service	Percent Retiring		
	General	Police	Fire
25-29	--%	15%	--%
30	30	15	30
31	30	15	30
32-40	15	15	15

An active member is eligible for retirement after attaining age 55 with 5 or more years of service or after attaining 30 years of service (25 years for Police).

Actuarial Method Used for the Valuation

Normal Cost. Normal cost and the allocation of actuarial present values between service rendered before and after the valuation date were determined using an individual entry-age actuarial cost method having the following characteristics:

❖ The annual normal costs for each individual active member, payable from date of hire to date of retirement, are sufficient to accumulate the value of the member's benefit at the time of retirement;

❖ Each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liability. Unfunded actuarial accrued liability was amortized as a level percent of payroll over 19 years, a decrease of 1 year from the 20 year period used for the June 30, 2018 annual valuation.

Active member payroll was assumed to increase 3.75% a year for the purpose of determining the level percent of payroll amortization payment.

Section Five:

Valuation Data

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Summary of Asset Information Submitted for the Valuation

Revenues and Expenses for the Year Ended June 30, 2019

a. Revenues

Member Contributions	$173,849
Employer Contributions	596,668
Net Investment Income	2,074,129
Total Income	$2,844,646

b. Expenses

Pensions and refunds	$1,395,219
Post-retirement health benefits paid	56,555
Investment expenses	156,249
Administrative Expenses	35,736
Total Expenses	1,643,759
Total revenues minus total expenditures	$1,200,887

Asset Reconciliation

Market Value of Assets – June 30, 2018	$23,684,596
Revenues	2,844,646
Expenditures	1,643,759
Adjustments	0
Market Value of Assets – June 30, 2019	$24,885,483

Asset Summary

As of June 30, 2019 the market value of assets was reported to be $24,885,483. The gross funding value of assets (smoothed market value) was computed to be $25,125,553.

Funding Value of Assets

	June 30, 2018	June 30, 2019
1. Beginning of Year Assets		
a) Market Value	$23,132,604	$23,684,596
b) Valuation Assets	22,945,682	23,951,790
2. End of Year Market Value of Assets	23,684,956	24,885,483
3. Net Additions to Market Value		
a) Non-Investment Net Cash Flow	(631,955)	(716,993)
b) Net Investment Income = (3c) - (3a)	1,183,947	1,917,880
c) Total Additions to Market Value	551,992	1,200,887
4. Average Valuation Assets = (1b) + .5 x (3a)	22,629,704	23,593,293
5. Expected Income at Valuation Rate = 7.5% x (4)	1,697,228	1,769,497
6. Investment Gain (Loss) = (3b) - (5)	(513,281)	148,383
7. Phased Recognition		
a) Current Year: (6) / 7	(73,326)	21,198
b) First Prior Year	69,742	(73,326)
c) Second Prior Year	(153,802)	69,742
d) Third Prior Year	(71,468)	(153,802)
e) Fourth Prior Year	271,784	(71,468)
f) Fifth Prior Year	57,131	271,784
g) Sixth Prior Year	(159,226)	57,131
h) Total Recognized Investment Gain/(Loss)	(59,165)	121,259
8. Change in Valuation Assets	1,006,108	1,173,763
9. End of Year Assets		
a) Market Value = (2)	23,684,596	24,885,483
b) Valuation Assets = (1b) + (8)	$23,951,790	$25,125,553
c) Ratio of Market to Valuation Assets	99%	99%
10. Recognized Rate of Return	7.24%	8.01%
11. Market Rate of Return	5.19%	8.22%

The smoothing period was increased to 7 years from 5 years in 2011.

Participant Summary

Retirees and Beneficiaries Included in the Valuation

There were 51 retirees and beneficiaries included in the valuation, with annual pensions totaling $1,460,143.

During the year ended June 30, 2019, three retirees were added to the General Division and 2 were added to Police/Fire.

Pensions Being Paid
Historical Schedule

Valuation Date June 30	No.	Annual Pensions	Average Pension	Discounted Value of Pensions	
				Total	Average
1990	19	$87,126	$4,586	$874,217	$46,011
1995	20	197,343	9,867	2,059,541	108,397
1996	19	199,283	10,489	2,104,664	110,772
1997	19	212,276	11,172	2,199,538	115,765
1998	18	208,529	11,586	2,142,417	119,023
1999	16	200,509	12,532	2,075,890	129,743
2000	15	209,730	13,982	2,277,558	151,837
2001	17	250,989	14,764	2,710,700	159,453
2002	21	347,795	16,562	4,012,411	191,067
2003	22	364,052	16,548	4,472,218	203,283
2004	24	417,761	17,407	5,292,614	220,526
2005	25	480,909	19,236	6,083,679	243,347
2006	27	564,907	20,922	7,284,194	269,785
2007	28	598,492	21,375	7,637,188	272,757
2008	30	641,143	21,371	8,027,665	267,589
2009	31	704,827	22,736	8,476,467	273,434
2010	33	801,794	24,297	10,050,508	304,561
2011	38	934,922	24,603	11,850,694	311,860
2012	39	998,135	25,593	12,695,702	325,531
2013	38	994,867	26,181	12,408,135	326,530
2014	40	1,055,357	26,384	12,841,286	321,032
2015	42	1,149,722	27,374	14,326,408	341,105
2016	46	1,254,845	27,279	15,545,303	337,941
2017	46	1,250,616	27,187	15,786,953	343,195
2018	46	1,270,313	27,616	15,936,075	346,436
2019	**51**	**1,460,143**	**28,630**	**18,379,789**	**360,388**

Summaries of Retired Members and Survivors
Tabulated by Attained Age of Recipient
As of June 30, 2019

Attained Age	Service Retirement No.	Service Retirement Annual Pensions	Disability No.	Disability Annual Pensions	Totals No.	Totals Annual Pensions
45			1	$26,592	1	$26,592
48	1	50,335			1	50,335
55-60	9	255,000			9	255,000
61-65	12	357,180			12	357,180
66-70	12	360,732			12	360,732
71	5	173,616			5	173,616
73	2	35,616			2	35,616
74	1	25,140			1	25,140
77	1	23,292			1	23,292
79	1	35,784			1	35,784
80	1	9,048			1	9,048
81	1	13,500			1	13,500
83	1	44,364			1	44,364
84	1	20,004			1	20,004
88	1	14,928	1	15,012	2	29,940
Totals	**49**	**$ 1,418,539**	**2**	**$41,604**	**51**	**$1,460,143**

Inactive Members – June 30, 2019

**Summaries of Inactive Members
Tabulated by Attained Age of Recipient**

Attained Age	No.	Est. Annual Benefits
38	1	$14,629
44	1	10,176
45	1	10,355
48	1	30,073
53	1	33,533
Totals	**5**	**$98,766**

Active Member Summary

General and Fire Active Members as of June 30, 2019
Age and Service Distribution

Attained Age	Service 0-4	5-9	10-14	15-19	20-24	25-29	30-34	Totals No.	Payroll
20-24	1							1	$45,760
25-29		1						1	52,125
30-34	2	1						3	148,508
35-39	3		1					4	242,006
40-44	2							2	101,120
45-49	1			2	1			4	286,950
50-54	1			3				4	221,346
55-59	1	2	2		1	2	2	10	608,699
60-64	1			1		1		3	186,751
Totals	11	4	3	6	2	3	2	32	$1,893,265

Group Averages

Age: 47.7 years
Service: 12.2 years
Annual Pay: $59,165

Police Active Members as of June 30, 2019
Age and Service Distribution

| Attained | Service | | | | | Totals | |
Age	0-4	5-9	10-14	15-19	20-24	No.	Payroll
30-34	2					2	$ 104,344
35-39	1					1	61,265
40-44		1	1		1	3	192,605
45-49	1	1	2	2	1	7	443,446
50-54				1		1	46,046
55-59	1					1	52,957
Totals	**5**	**2**	**3**	**3**	**2**	**15**	**$ 900,663**

Group Averages

Age: 44.6 years
Service: 10.4 years
Annual Pay: $60,044

Active Members – Two -Year Summary

| | 2019 | | 2018 | |
	General/Fire	Police	General/Fire	Police
Active Members	32	15	32	14
Valuation Payroll	$1,893,265	$900,663	$1,818,367	$843,119
Average Compensation	$59,165	$60,044	$56,824	$60,223
Average Age (yrs.)	47.7	44.6	49.2	44.3
Average Service (yrs.)	12.2	10.4	13.8	11.8