City Of Weirton, West Virginia Firemen's Pension and Relief Fund

Actuarial Valuation Report for the Year Beginning July 1, 2017

P: 312.456.9800 | F: 312.683.3271 | www.grsconsulting.com

August 22, 2018

Ms. Diana Smoljanovich
Finance Director
200 Municipal Plaza
Weirton, WV 26062

Lt. Phillip M. Martin
Pension Board Secretary
City of Weirton Firemen's Pension and Relief Fund

Subject: City of Weirton Firemen's Pension and Relief Fund
Actuarial Valuation Report for the Year Beginning July 1, 2017

Dear Ms. Smoljanovich and Lt. Martin:

Upon the request of the Municipal Pensions Oversight Board, we have performed an actuarial valuation as of July 1, 2017, for the City of Weirton, West Virginia Firemen's Pension and Relief Fund ("Fund" or "Plan"). This actuarial valuation has been performed in accordance with the West Virginia Code Chapter 8, Article 22, Sections 16 through 28, inclusive.

In accordance with West Virginia Code §8-22-20, this actuarial valuation report provides information on:

- The sponsor's funding requirements for the fiscal year ending June 30, 2019
- The Fund's eligibility to receive an allocation of the premium tax for the fiscal year ending June 30, 2019
- The Fund's eligibility to provide supplemental benefits for the plan year beginning July 1, 2019

West Virginia Code §8-22-20(c)(4) requires (1) a review of the actuarial assumptions and methods at least once every five years and (2) that the Actuary shall provide a report to the oversight board with recommendations on any changes to the actuarial process. Consequently, an experience review was performed for the period July 1, 2009, through June 30, 2014. The actuarial assumptions and methods were recommended by the actuary, in the report *2016 Experience Review for the Years July 1, 2009, to July 1, 2014*, approved by the Municipal Pensions Oversight Board, and became effective for the actuarial valuation as of July 1, 2015.

This report is based on the sponsor's election to finance benefit obligations using the Optional funding policy as defined in West Virginia Code §8-22-20 (e)(1).

This actuarial valuation is based upon:

Plan Member Data – Data for active members and persons receiving benefits from the Fund as of June 30, 2017, was provided by the Fund's staff. We have tested this data for reasonableness.

Asset Values – A reconciliation of market value of assets during the plan year ended June 30, 2017, and a list of assets held as of June 30, 2017, by investment category, was provided by the Fund.

Plan Provisions – A summary of the key plan provisions valued are set forth in Section VI of the report: Summary of Principal Plan Provisions.

Actuarial Methods – Fund liabilities were measured using the Entry-Age Normal Actuarial Cost Method. The actuarial valuation was based on the market value of assets. The actuarial methods used in the actuarial valuation are set forth in Section V of the report: Actuarial Assumptions and Methods.

Actuarial Assumptions – The actuarial assumptions used include a discount rate of 6.50%. The actuarial assumptions used in the actuarial valuation are set forth in Section V of the report: Actuarial Assumptions and Methods.

The actuarial valuation results disclosed in this report are based on the data and actuarial assumptions and methods described above, and upon the provisions of the Plan as of the actuarial valuation date. Based on these items, we certify these results to be true and correct.

To the best of our knowledge, this actuarial statement is complete and accurate, and has been prepared in accordance with generally accepted actuarial principles and practices.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law.

This report should not be relied on for any purpose other than the purpose stated.

The signing actuaries are independent of the plan sponsor.

Alex Rivera and Lance J. Weiss are members of the American Academy of Actuaries (MAAA) and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Sincerely,

Alex Rivera   Lance J. Weiss

Alex Rivera, FSA, EA, MAAA, FCA	Lance Weiss, EA, MAAA, FCA
Senior Consultant	Senior Consultant

Contents

SECTION I

ACTUARIAL VALUATION RESULTS AS OF JULY 1, 2017

Executive Summary of Valuation Results as of July 1, 2017

Upon the request of the Municipal Pensions Oversight Board, we have performed an actuarial valuation as of July 1, 2017, for the City of Weirton, West Virginia Firemen's Pension and Relief Fund ("Fund" or "Plan").

In accordance with West Virginia Code §8-22-20, this actuarial valuation report provides information on:

- The sponsor's funding requirements for the fiscal year ending June 30, 2019
- The Fund's eligibility to receive an allocation of the premium tax for the fiscal year ending June 30, 2019
- The Fund's eligibility to provide supplemental benefits for the plan year beginning July 1, 2019

This report is based on the sponsor's election to finance benefit obligations using the Optional funding policy as defined in West Virginia Code §8-22-20 (e)(1). The sponsor changed the funding policy used to determine contributions from the Alternative funding policy to the Optional funding policy, effective October 1, 2016.

The key features of the Optional funding policy, effective for plan years beginning after January 1, 2010, are summarized below:

- The current local Plan is closed to new employees
- New employees are covered in the multiple employer statewide plan – *Municipal Police Officers and Firefighters Retirement System*
- Benefits and expenses in the closed local Plan are financed by contributions made from the following sources:
    - Employee contributions of 7.0% of pay for members hired before January 1, 2010, increased by up to 2.5% of pay if elected by the Board of Trustees of the Plan. Employees hired on or after January 1, 2010, contribute 9.5% of pay;
    - The premium tax allocation assigned to the Fund for the plan year; and
    - Employer contributions equal to the normal cost, net of employee contributions, plus a 40-year closed period amortization from January 1, 2010, on a level dollar basis, of the unfunded actuarial liability net of premium tax allocation applicable to the plan year.

Executive Summary of Valuation Results as of July 1, 2017 (Continued)

The following table provides the Plan's funded status:

Funded Status as of:	July 1, 2017
Assets	$10,140,907
Actuarial Accrued Liability	$13,816,681
Unfunded Actuarial Accrued Liability	$3,675,774
Funded Ratio	73.40%

The following table provides the estimated employer contributions for the fiscal year ended June 30, 2018, under the Optional funding policy, based on the July 1, 2016 actuarial valuation produced by GRS:

Employer Contributions for FYE:	June 30, 2018
Estimated Payroll for PYE 06/30/2017	$1,026,836
Employer Normal Cost for PYE 06/30/2017	$295,896
Employer Normal Cost Rate for PYE 06/30/2017	28.8%
Amortization of Unfunded Actuarial Liability for PYE 06/30/2017	$303,109
State Insurance Premium Tax Allocation for FYE 06/30/2018	$218,214
Employer Contribution for FYE 06/30/2018 [a]	$380,791

The following table provides the estimated employer contributions for the fiscal year ended June 30, 2019, under the Optional funding policy, based on the July 1, 2017 actuarial valuation produced by GRS:

Estimated Employer Contributions for FYE:	June 30, 2019
Estimated Payroll for PYE 06/30/2018	$1,039,842
Employer Normal Cost for Active Members for PYE 06/30/2018	$293,257
Employer Normal Cost Rate for PYE 06/30/2018	28.2%
Amortization of Unfunded Actuarial Liability for PYE 06/30/2018	$265,858
State Insurance Premium Tax Allocation for FYE 06/30/2019	$227,874
Estimated Employer Contribution for FYE 06/30/2019 [a]	$331,241

[a] *The Employer Contribution cannot be less than the Employer Normal Cost.*

Executive Summary of Valuation Results as of July 1, 2017 (Continued)

The actual minimum employer contribution for fiscal year ending June 30, 2019, will be based on the actual payroll for the plan year ended June 30, 2018.

Commentary on Premium Tax Allocation

Under §8-22-19 of the West Virginia Code, the plan sponsor is required to deposit the statutory contribution on a monthly basis at a rate of one-twelfth of the annual requirement, in order to receive the premium tax allocation from the Municipal Pensions Security Fund. Revenues which are specifically collected for the Fund, including employee payroll contributions, must be deposited within five days of receipt.

Based upon discussions with the Municipal Pensions Oversight Board (MPOB), we understand the annual premium tax allocation is determined by September 1st each year. Municipalities can begin invoicing the MPOB for their share of the premium tax allocation after receiving their state provided actuarial study and after the municipality has made employer contributions to the local Plan. Each municipal treasurer shall use the invoice template provided by the MPOB to begin drawing down the state allocation for the municipal pension plan. This July 1, 2017, Actuarial Report from GRS is to be used by municipal pension plans to draw down the September 1, 2018, State Premium Tax Allocation which is allocated in Fiscal Year 2019. *The actuarial valuation and projection results assume the sponsor will make the statutory contributions on a monthly basis in accordance with statutes, and will be eligible to receive the premium tax allocation.*

Commentary on Solvency Projections and Supplemental Benefits

Under § 8-22-26a of the West Virginia Code, all retirees, surviving spouses and disabled pensioners are eligible for Supplemental Benefits that include automatic cost-of-living benefits commencing on the first day of July following two years of retirement. The benefit equals the percentage increase in the Consumer Price Index, limited to 4.0 percent (2.0 percent for certain disabled pensioners), multiplied by the sum of the allowable amount (first $15,000 of initial benefits paid) and the accumulated supplemental pensions paid in prior years.

The Court of Appeals decision requires that Supplemental Benefits be provided on "the allowable amount of the first $15,000 of the total annual pension paid in addition to the accumulated supplemental pension from the previous years." The decision implies that compound cost-of-living increases should be applied to both the allowable amount of $15,000 and the accumulated supplemental pension amounts for prior years. Additional Supplemental Benefits are payable only if the Plan satisfies the minimum standard for actuarial soundness as defined in West Virginia Code § 8-22-20. This minimum standard requires that the fund remain "solvent" over the next 15-year projection period. Based on discussions with the West Virginia Municipal Pensions Oversight Board, and our understanding of the administrative practices of other local police and fire pension funds in West Virginia, the "solvency" requirement generally means that the fund's market value of assets is projected to be greater than zero for all plan years prior to the end of the 15-year projection period. The projection is based on the most recent actuarial valuation and assumes the plan sponsor will make contributions according to the funding policy elected by the sponsor as defined by West Virginia Code, including any additional amounts needed to satisfy the 15-year solvency test on a closed group projection basis. _Although the 15-year solvency test may satisfy the minimum standard for actuarial soundness under the statutes, it is not necessarily consistent with generally accepted actuarial principles._

The City of Weirton has elected to fund benefits using the Optional funding policy as defined in West Virginia Code §8-22-20 (e)(1). Under this funding methodology, the fund's market value of assets is projected to be greater than zero for all plan years prior to the end of the 15-year projection period. Accordingly, this contribution methodology satisfies the minimum standard for actuarial soundness.

The Supplemental benefits for plan year beginning July 1, 2019, will be based on the Consumer Price Index for calendar year 2018, and the projected results of the July 1, 2017, actuarial valuation.

Additional Remarks on the Actuarial Valuation Results

Following are additional remarks on the actuarial valuation results as of July 1, 2017:

- The actuarial assumptions and methods were recommended by the actuary, in the report *2016 Experience Review for the Years July 1, 2009, to July 1, 2014*, and approved by the Municipal Pensions Oversight Board and became effective beginning with the actuarial valuation as of July 1, 2015. The key actuarial assumptions are fully disclosed in Section V of the report.

- The interest rate used to discount liabilities remained the same for the July 1, 2016 and July 1, 2017 actuarial valuations.
  - The interest rate assumption was developed by reviewing the Plan's current funded ratio, the 15-year projected funded ratio, the ratio of assets to benefits, the percentage of assets allocated to equities and the funding policy selected. The details of the methodology used to select the discount rate are presented in Section V of the report. As of July 1, 2017, the Plan's funded ratio of 69% (using a testing interest rate of 6.00% for all plans using the Optional funding policy), ratio of assets to benefits of 13.85, equity allocation of 58%, and 15-year projected funded ratio of 84%, resulted in a discount rate assumption of 6.50%.

- The Fund experienced an approximate annualized return of 11.13% on the market value of assets during the plan year ended June 30, 2017, which compares to the expected annualized return of 6.50%. The difference in actual versus expected return produced an asset (gain)/loss of ($420,105).

- An actuarial valuation is based on the expectation of certain events such as salary increases, retirement, disability, mortality, termination and cost of living increases. Demographic or liability experience (gains)/losses are generated when the actual occurrence of such events differs from the expectation. During the plan year ended June 30, 2017, the fund experienced a net liability (gain)/loss of ($148) due to these events.

Executive Summary of Valuation Results as of July 1, 2017 (Continued)

Optional Funding

Following are additional remarks on the actuarial valuation projections under the current funding policy:

Based on the closed group projections shown in Table 1, page II-1 and assuming that the sponsor makes the statutory required contributions, if all actuarial assumptions are realized in the future, including an investment return of 6.50%:

- The funded ratio is projected to increase from 73% at June 30, 2017 to 84% at June 30, 2027 and then to 100% at June 30, 2039.
- Employer contributions are expected to decrease steadily from $331,241 for the fiscal year end June 30, 2019, to $43,932 for fiscal year end June 30, 2039.

Please note that a funded ratio of only 73% at June 30, 2017, means that the Plan is underfunded.

This actuarial valuation assumes that the City will be able to make future contributions on a timely basis. The ability of the Plan to become fully funded is heavily dependent on the City contributing the minimum employer contribution calculated under the Optional funding policy for each and every future year. We did not perform an analysis of the ability of the City to make future contributions. Such an analysis is not within the scope of our assignment or within our analytical skill set. Failure to receive City contributions on a timely basis could jeopardize the sustainability of the Plan.

Please understand that the minimum employer contribution calculated under the Optional funding policy as defined in West Virginia Code §8-22-20 (e)(1) is just that – the minimum that needs to be contributed each and every year. Because this is an underfunded Plan, we recommend that the plan sponsor consider making additional contributions (in excess of the minimum requirement) to ensure that there are sufficient assets available in the fund in all years to pay the promised benefits.

If the minimum employer contributions (calculated under the Optional funding policy) are not made or the investment return is less than the assumption of 6.50%, the funded ratio will be lower and the cash flow strain will be higher. If another significant market downtown occurs while the plan's funded ratio is low, the plan may need to liquidate a large amount of assets in order to pay benefits which could have a further adverse effect on the funded status of the Plan.

Under the Optional funding policy, the following experience could cause City contributions to change during the year:

- If the actual return on assets is *less* than the assumed return of 6.50%, then contributions will generally *increase*. Conversely, if the actual return is *greater* than the assumed return, contributions will generally *decrease*.
- If salaries *increase* by more than assumed, contributions could *increase*. If salaries *decrease* by more than assumed, contributions could *decrease.*
- If active members retire *sooner* than expected, contributions will generally *increase.* If active members retire *later* than expected, contributions will generally *decrease*.

Executive Summary of Valuation Results as of July 1, 2017 (Continued)

- If active members become disabled during the year, contributions could increase.
- If retired members die *later* than expected, contributions will increase. If retired members die *sooner* than expected, contributions will decrease.
- If the general inflation is *greater* than assumed, supplemental benefits will be greater than assumed and contributions will *increase*. Conversely, if general inflation is *lower* than assumed, contributions will *decrease*.

At least once every five years, GRS performs an experience review analysis and updates the actuarial valuation assumptions. For example, if salary increases were consistently lower than assumed during the experience period, then the salary increase rate would likely be lowered. Or if more members retired than assumed, then the retirement rates would likely be increased. Any change in actuarial assumption will also impact the City's funded ratio. The objective of a change in assumptions is to reduce the level of experience gains and losses in future actuarial valuations.

Schedule A: Summary of Key Valuation Results

	No.	July 1, 2016	No.	July 1, 2017
Valuation Date		**July 1, 2016**		**July 1, 2017**
Valuation Interest Rate		6.50%		6.50%
Cost-of-Living Adjustment		2.75%		2.75%
Wage Inflation		3.75%		3.75%
Expected Payroll		$1,026,836		$1,039,842
Average Pay		$44,645		$47,266
Expected Benefit Payments		$673,141		$732,101
1. Actuarial Accrued Liability	No.		No.	
(a) Actives	23	$5,127,766	22	$5,210,295
(b) Retirees	15	$7,184,497	16	$7,690,616
(c) Survivors	5	$930,815	5	$915,770
(d) Disabled Members	0	$0	0	$0
(e) Deferred Vested Members	0	$0	0	$0
(f) Total	43	$13,243,078	43	$13,816,681
2. Present Value of Future Normal Costs		$3,136,570		$3,117,983
3. Present Value of Benefits (1(f) + 2)		$16,379,648		$16,934,664
4. Market Value of Assets		$9,014,339		$10,140,907
5. Unfunded Actuarial Accrued Liability (1(f) - 4)		$4,228,739		$3,675,774
6. Funded Ratio (4 / 1(f))		68.07%		73.40%
7. Net Employer Normal Cost				
(a) Normal Cost		$371,609		$371,654
(b) Administrative Expenses		$3,869		$2,676
(c) Gross Normal Cost (a + b)		$375,478		$374,330
(d) Employee Contribution Rate [a]		7.75%		7.80%
(e) Expected Employee Contributions		$79,582		$81,073
(f) Net Employer Normal Cost (c - e)		$295,896		$293,257
(% of Compensation)		28.82%		28.20%
8. Estimated Minimum Employer Contribution [b]		**FYE 2018**		**FYE 2019**
(a) Expected Payroll		$1,026,836		$1,039,842
(b) Estimated Employer Normal Cost		$295,896		$293,257
(c) Employer Normal Cost Rate		28.82%		28.20%
(d) Amortization of Unfunded Actuarial Liability		$303,109		$265,858
(e) State Insurance Premium Tax Allocation		$218,214		$227,874
(f) Estimated Employer Contribution[c] (b + d - e)		**$380,791**		**$331,241**

[a] *Blended rate reflecting 7.0% for members hired before January 1, 2010, and 9.5% for members hired after January 1, 2010.*

[b] *Estimated Minimum Employer Contribution is based on Optional funding policy and is assumed to be made in plan year ending June 30, 2019. The actual Minimum Employer Contribution will be based on actual payroll for plan year ended June 30, 2018.*

[c] *The Employer Contribution cannot be less than the Employer Normal Cost.*

Schedule B: (Gain)/Loss Analysis

Experience (Gain)/Loss for Plan Year Ended June 30, 2017

1.	(a) Actuarial Accrued Liability as of 7/1/2016	$13,243,078
	(b) Normal Cost due 7/1/2016	$371,609
	(c) Interest on (a) and (b) to 6/30/2017	$872,877
	(d) Benefit Payments with interest to 6/30/2017	$670,735
	(e) Effect of Assumption Changes	$0
	(f) Expected Liability at 7/1/2017 [(a) + (b) + (c) - (d) + (e)]	$13,816,829
	(g) Actual Liability at 7/1/2017	$13,816,681
	(h) Liability (Gain)/Loss [(g) - (f)]	**($148)**
2.	(a) Market Value of Assets as of 7/1/2016	$9,014,339
	(b) Interest on (a) to 6/30/2017	$585,932
	(c) Contributions with interest to 6/30/2017	$791,266
	(d) Benefit Payments with interest to 6/30/2017	$670,735
	(e) Expected Assets at 6/30/2017 [(a) + (b) + (c) - (d)]	$9,720,802
	(f) Actual Assets at 7/1/2017	$10,140,907
	(g) Asset (Gain)/Loss [(e) - (f)]	**($420,105)**
3.	Total (Gain)/Loss [1(h) + 2(g)]	**($420,253)**

SECTION II

ACTUARIAL PROJECTIONS

Actuarial Projections, Table 1

Valuation Plan Year End 30-Jun	Number Active	Number Pay Status	Total Assets: Assets (boy)	Benefit Payments	Expenses	Employer Contributions	Member Contributions	Premium Tax Allocation Contributions	Investment Income	Assets (eoy)	Actuarial Accrued Liability	Unfunded Liability	Funded Ratio
2017	22	21	$9,014,339	$649,622	$2,604	$467,280	$85,170	$213,909	$1,012,435	$10,140,907	$13,816,681	$3,675,774	73%
2018	20	22	10,140,907	732,101	2,676	380,791	81,073	218,214	657,409	10,743,617	14,343,426	3,599,809	75%
2019	19	23	10,743,617	763,166	2,714	331,241	78,803	227,874	694,242	11,309,898	14,858,143	3,548,245	76%
2020	17	25	11,309,898	813,109	2,752	304,876	76,161	240,502	728,927	11,844,502	15,339,059	3,494,557	77%
2021	15	26	11,844,502	868,512	2,795	282,280	73,091	249,367	761,365	12,339,299	15,776,766	3,437,467	78%
2022	14	26	12,339,299	911,613	2,839	259,902	70,790	257,131	791,606	12,804,277	16,185,531	3,381,254	79%
2023	13	27	12,804,277	948,152	2,884	246,020	68,976	265,198	820,415	13,253,850	16,571,344	3,317,494	80%
2024	12	27	13,253,850	973,691	2,927	236,507	68,299	272,889	848,739	13,703,665	16,950,364	3,246,699	81%
2025	11	28	13,703,665	1,001,038	2,971	231,833	67,535	279,729	877,146	14,155,900	17,320,417	3,164,517	82%
2026	10	28	14,155,900	1,043,307	3,013	227,468	65,379	287,389	905,224	14,595,039	17,659,095	3,064,056	83%
2027	9	29	14,595,039	1,088,268	3,053	218,205	62,351	295,745	932,202	15,012,221	17,956,559	2,944,338	84%
2028	8	29	15,012,221	1,130,804	3,092	204,939	59,113	305,132	957,730	15,405,239	18,210,324	2,805,085	85%
2029	7	29	15,405,239	1,169,167	3,128	189,653	56,007	314,504	981,759	15,774,866	18,421,838	2,646,972	86%
2030	6	30	15,774,866	1,210,665	3,164	174,302	52,441	323,746	1,004,147	16,115,673	18,582,124	2,466,451	87%
2031	6	30	16,115,673	1,241,953	3,197	156,386	49,172	333,794	1,024,942	16,434,816	18,701,657	2,266,841	88%
2032	5	30	16,434,816	1,258,656	3,231	141,417	47,347	342,480	1,044,891	16,749,064	18,802,428	2,053,364	89%
2033	5	30	16,749,064	1,267,318	3,265	134,253	46,541	350,991	1,065,057	17,075,323	18,896,110	1,820,787	90%
2034	4	30	17,075,323	1,302,901	3,298	130,533	41,959	359,216	1,085,122	17,385,954	18,940,809	1,554,855	92%
2035	3	30	17,385,954	1,352,800	3,330	117,388	34,221	371,881	1,103,453	17,656,767	18,906,793	1,250,026	93%
2036	2	31	17,656,767	1,394,019	3,363	95,952	27,263	383,521	1,119,200	17,885,321	18,800,691	915,370	95%
2037	2	30	17,885,321	1,427,864	3,394	76,462	21,048	396,097	1,132,552	18,080,221	18,628,443	548,222	97%
2038	1	30	18,080,221	1,458,044	3,425	59,138	15,398	407,824	1,143,894	18,245,006	18,392,304	147,298	99%
2039	1	30	18,245,006	1,485,648	3,456	43,932	9,932	137,531	1,144,414	18,091,711	18,091,711	0	100%
2040	0	30	18,091,711	1,497,722	3,485	20,242	6,495	0	1,128,795	17,746,037	17,746,037	0	100%
2041	0	29	17,746,037	1,501,568	3,513	14,063	4,151	0	1,105,930	17,365,100	17,365,100	0	100%
2042	0	29	17,365,100	1,499,486	3,540	9,705	2,486	0	1,081,042	16,955,307	16,955,307	0	100%
2043	0	28	16,955,307	1,489,946	3,566	7,910	1,757	0	1,054,629	16,526,090	16,526,090	0	100%
2044	0	28	16,526,090	1,479,052	3,590	6,201	1,062	0	1,027,001	16,077,712	16,077,712	0	100%
2045	0	27	16,077,712	1,465,461	3,612	4,969	554	0	998,235	15,612,397	15,612,397	0	100%
2046	0	27	15,612,397	1,448,341	3,632	4,471	346	0	968,514	15,133,755	15,133,755	0	100%
2047	0	26	15,133,755	1,429,271	3,648	4,132	203	0	937,996	14,643,168	14,643,168	0	100%
2048	0	25	14,643,168	1,408,418	3,659	3,859	83	0	906,762	14,141,795	14,141,795	0	100%
2049	0	25	14,141,795	1,385,495	3,666	3,666	0	0	874,897	13,631,197	13,631,197	0	100%
2050	0	24	13,631,197	1,360,064	3,668	3,666	0	0	842,521	13,113,653	13,113,653	0	100%
2051	0	23	13,113,653	1,332,638	3,663	3,664	0	0	809,759	12,590,775	12,590,775	0	100%
2052	0	23	12,590,775	1,303,167	3,650	3,650	0	0	776,714	12,064,322	12,064,322	0	100%
2053	0	22	12,064,322	1,271,668	3,630	3,632	0	0	743,502	11,536,158	11,536,158	0	100%
2054	0	21	11,536,158	1,238,222	3,601	3,601	0	0	710,242	11,008,178	11,008,178	0	100%
2055	0	20	11,008,178	1,202,963	3,564	3,564	0	0	677,051	10,482,266	10,482,266	0	100%
2056	0	19	10,482,266	1,166,061	3,518	3,519	0	0	644,047	9,960,252	9,960,252	0	100%
2057	0	18	9,960,252	1,127,713	3,464	3,464	0	0	611,343	9,443,882	9,443,882	0	100%
2058	0	18	9,443,882	1,088,137	3,402	3,402	0	0	579,045	8,934,790	8,934,790	0	100%

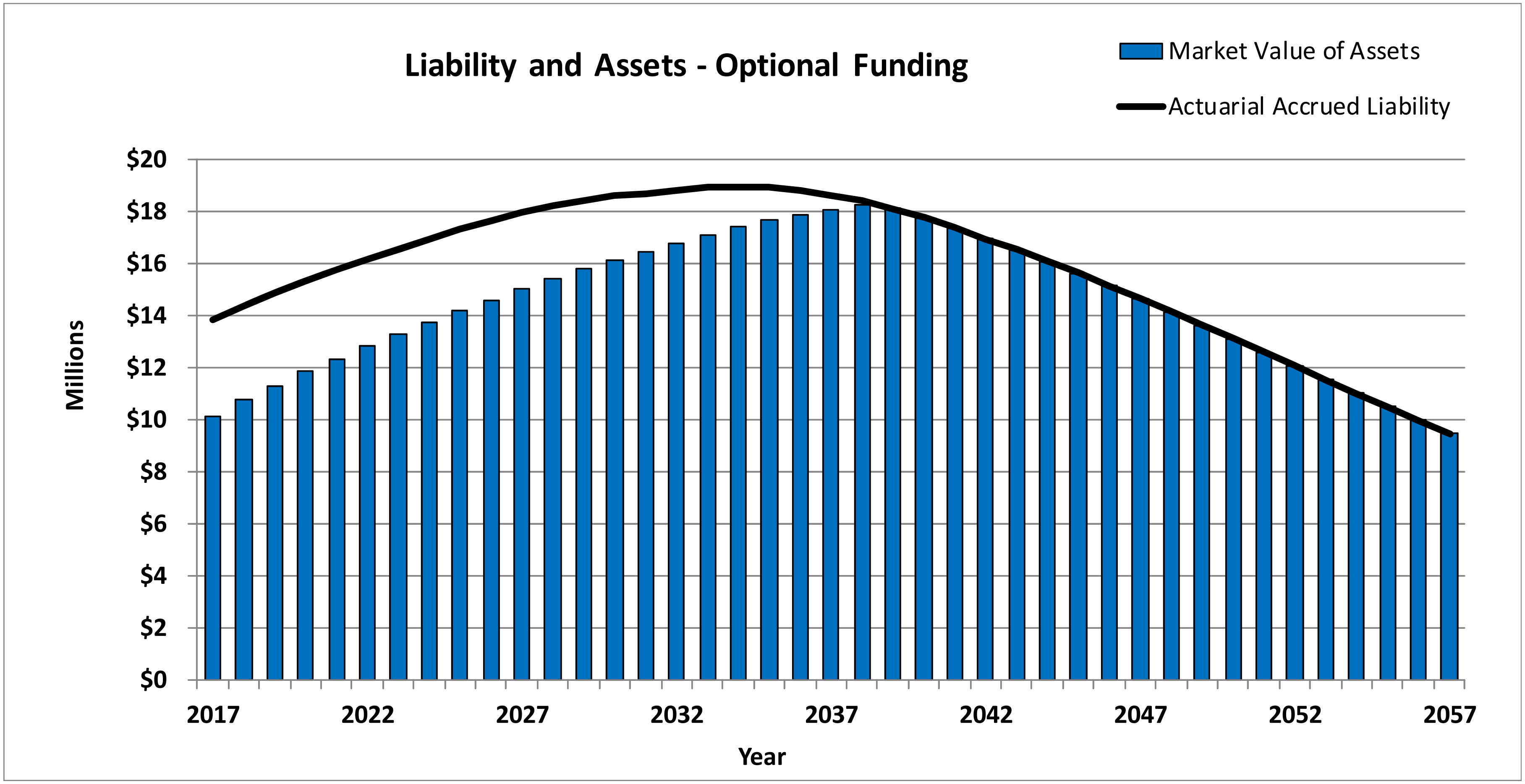
Actuarial Projections, Table 2

Valuation Plan Year End 30-Jun [a]	Closed Group Payroll	Active Employee Contributions	Gross Normal Cost	Net Employer Normal Cost	Amortization of UAAL	Premium Tax Allocation Contributions	Net Employer Amortization	Expenses	Employer Contribution Closed Plan	
				Employer Contributions						
2018	$1,039,842	$81,073	371,654	290,581	$265,858	$227,874	$37,984	$2,676	331,241	
2019	1,004,410	78,803	358,568	279,765	262,899	240,502	22,397	2,714	304,876	
2020	963,630	76,161	343,208	267,047	261,848	249,367	12,481	2,752	282,280	
2021	916,349	73,091	326,534	253,443	260,795	257,131	3,664	2,795	259,902	
2022	879,755	70,790	313,971	243,181	259,655	265,198	0	2,839	246,020	
2023	849,961	68,976	302,599	233,623	258,760	272,889	0	2,884	236,507	
2024	836,229	68,299	297,205	228,906	257,479	279,729	0	2,927	231,833	
2025	820,899	67,535	292,032	224,497	255,847	287,389	0	2,971	227,468	
2026	785,429	65,379	280,571	215,192	253,509	295,745	0	3,013	218,205	
2027	737,456	62,351	264,237	201,886	249,877	305,132	0	3,053	204,939	
2028	686,381	59,113	245,674	186,561	244,804	314,504	0	3,092	189,653	
2029	636,868	56,007	227,181	171,174	238,181	323,746	0	3,128	174,302	
2030	580,339	52,441	205,663	153,222	229,959	333,794	0	3,164	156,386	
2031	532,493	49,172	187,392	138,220	219,692	342,480	0	3,197	141,417	
2032	508,651	47,347	178,369	131,022	207,499	350,991	0	3,231	134,253	
2033	496,969	46,541	173,809	127,268	193,664	359,216	0	3,265	130,533	
2034	445,584	41,959	156,049	114,090	177,466	371,881	0	3,298	117,388	
2035	361,784	34,221	126,843	92,622	157,139	383,521	0	3,330	95,952	
2036	287,705	27,263	100,362	73,099	131,499	396,097	0	3,363	76,462	
2037	221,757	21,048	76,792	55,744	100,680	407,824	0	3,394	59,138	
2038	162,083	15,398	55,905	40,507	63,372	137,531	0	3,425	43,932	b
2039	104,544	9,932	35,924	25,992	0	0	0	3,456	20,242	b
2040	68,370	6,495	23,255	16,760	0	0	0	3,485	14,063	b
2041	43,695	4,151	14,708	10,557	0	0	0	3,513	9,705	b
2042	26,173	2,486	8,646	6,160	0	0	0	3,540	7,910	b
2043	18,490	1,757	6,101	4,344	0	0	0	3,566	6,201	b
2044	11,181	1,062	3,677	2,615	0	0	0	3,590	4,969	b
2045	5,835	554	1,908	1,354	0	0	0	3,612	4,471	b
2046	3,640	346	1,184	838	0	0	0	3,632	4,132	b
2047	2,139	203	689	486	0	0	0	3,648	3,859	b
2048	875	83	281	198	0	0	0	3,659	3,666	b
2049	0	0	0	0	0	0	0	3,666	3,666	b
2050	0	0	0	0	0	0	0	3,668	3,664	b
2051	0	0	0	0	0	0	0	3,663	3,650	b
2052	0	0	0	0	0	0	0	3,650	3,632	b
2053	0	0	0	0	0	0	0	3,630	3,601	b
2054	0	0	0	0	0	0	0	3,601	3,564	b
2055	0	0	0	0	0	0	0	3,564	3,519	b
2056	0	0	0	0	0	0	0	3,518	3,464	b
2057	0	0	0	0	0	0	0	3,464	3,402	b

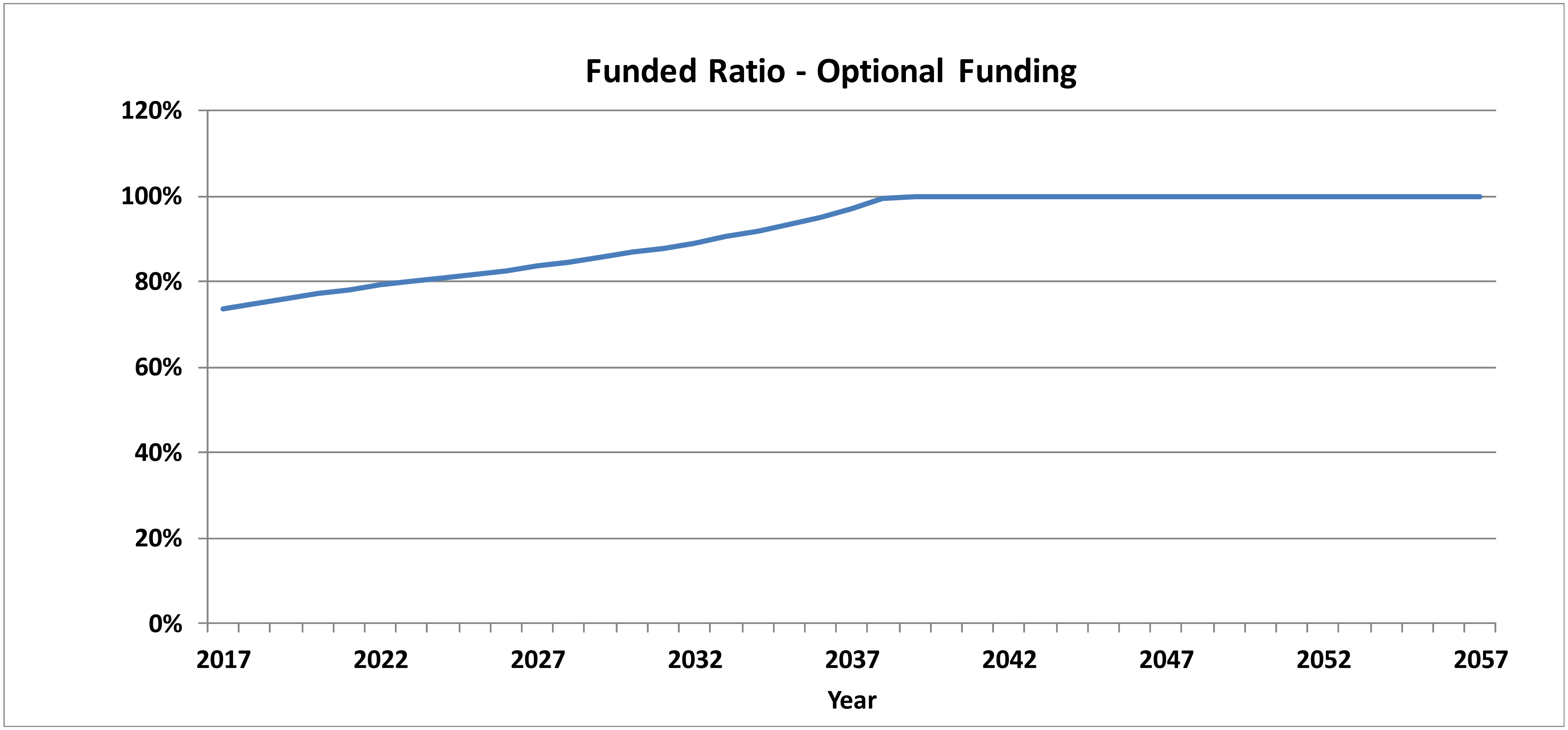
[a] *Assumes employer makes contributions for the applicable valuation plan year in the following fiscal year.*

[b] *Amount required to remain at 100% funded.*

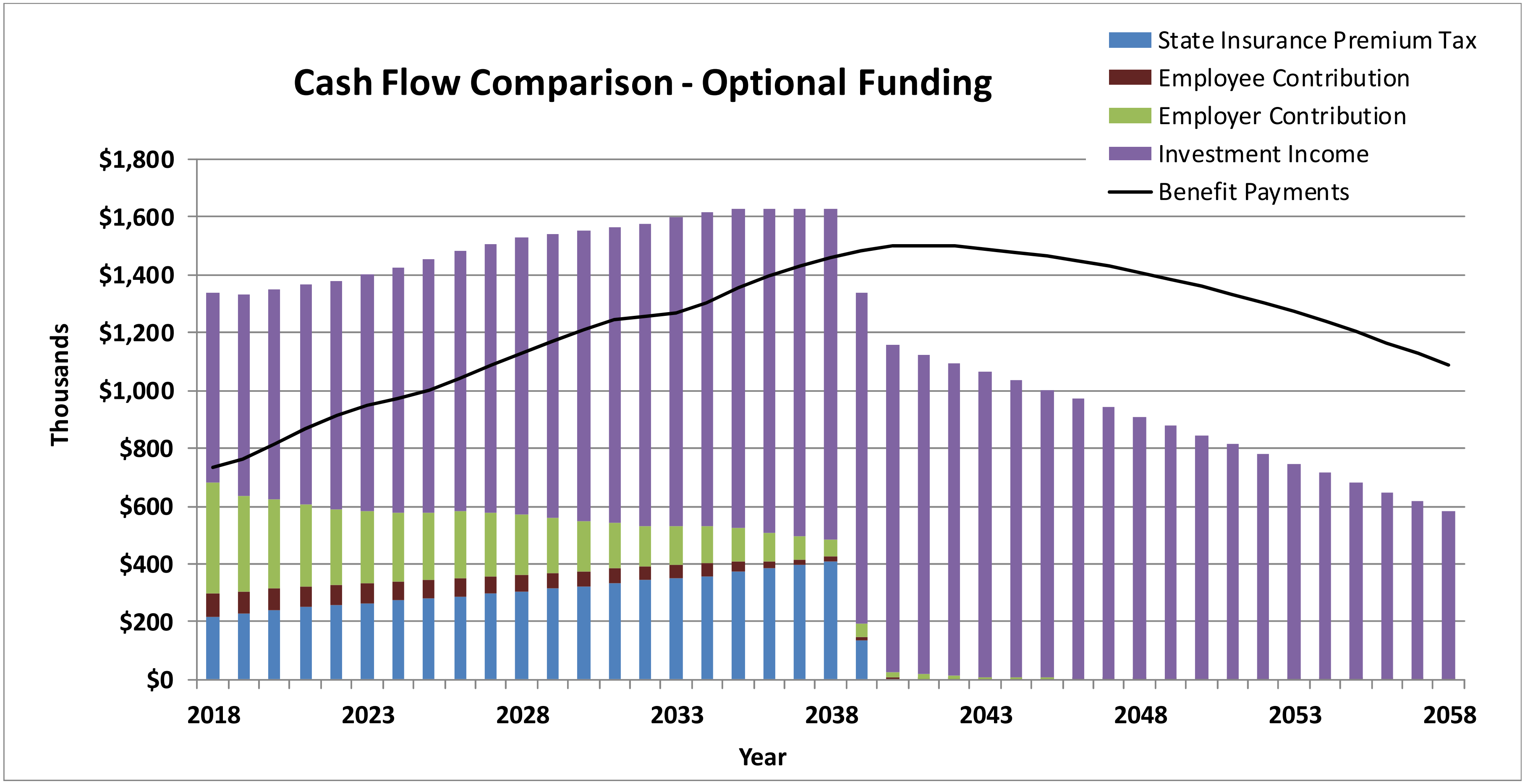
Actuarial Projections, Graph 1



Actuarial Projections, Graph 2



Actuarial Projections, Graph 3



SECTION III

ACTUARIALLY DETERMINED CONTRIBUTION FOR GASB STATEMENT NOS. 67 AND 68 REPORTING

Actuarially Determined Contribution for GASB Statement Nos. 67 and 68 Reporting
Schedule C: Funding Progress and Employer Contributions

Valuation Date	**July 1, 2016**	**July 1, 2017**
Valuation Interest Rate	6.50%	6.50%
Cost-of-Living Adjustment	2.75%	2.75%
Wage Inflation	3.75%	3.75%
Actuarial Value of Assets	Market	Market
Actuarial Cost Method	Entry Age Normal	Entry Age Normal
Remaining Amortization Period [a]	24 Years, Level % of Pay	23 Years, Level % of Pay
Schedule of Funding Progress		
Actuarial Valuation Date	**July 1, 2016**	**July 1, 2017**
1. Market Value of Assets	$9,014,339	$10,140,907
2. Actuarial Accrued Liability	$13,243,078	$13,816,681
3. Unfunded Actuarial Accrued Liability (2 - 1)	$4,228,739	$3,675,774
4. Funded Ratio (1/2)	68%	73%
5. Expected Payroll	$1,026,836	$1,039,842
6. UAAL as Percentage of Covered Payroll (3/5)	412%	353%
Schedule of Employer Contributions [c]	**FYE 2017**	**FYE 2018**
1. Actuarially Determined Contribution		
(a) Employer Normal Cost	$295,896	$293,257
(b) Amortization of Unfunded Actuarial Accrued Liability	$234,185	$209,932
(c) Actuarially Determined Contribution (ADC) (a + b)	$530,081	$503,189
2. Employer Contribution [b]	$467,280	$380,791
3. Premium Tax Allocation	$213,909	$218,214
4. Percentage of ADC Contributed [(2 + 3)/1(c)]	129%	119%

[a] *Suggested amortization policy to comply with GASB Statement Nos. 67 and 68 Standards.*
[b] *Estimated employer contribution for fiscal year ended June 30, 2018.*
[c] *Satisfies the Actuarially Determined Contribution as defined by GASB Statement Nos. 67 and 68.*

SECTION IV

ACTUARIAL VALUATION DATA
AS OF JULY 1, 2017

Actuarial Valuation Data as of July 1, 2017
Schedule D: Reconciliation of Assets

Plan Year Ending	June 30, 2016	June 30, 2017
A. Market Value of Assets Beginning of Year	$9,183,163	$9,014,339
Adjustment to Market Value of Assets at Beginning of Year	$0	$0
Market Value of Assets Beginning of Year	$9,183,163	$9,014,339
1. Revenue During Fiscal Year		
(a) Employee Contribution	$82,461	$85,170
(b) Governmental Contribution		
(i) From Local Government	$247,273	$467,280
(ii) From State Government	$207,993	$213,909
(iii) Reallocation from State Government	$0	$0
(iv) Total	$455,266	$681,189
(c) Earnings on Investments		
(i) Net Appreciation/(Depreciation)	($224,251)	$486,005
(ii) Bond Interest	$80,066	$66,879
(iii) Dividends	$128,460	$141,131
(iv) Net Realized Gain (Loss) on Sale/Exchange	($14,196)	$349,304
(v) Other	$8,464	$482
(vi) Less Investment Expense	($29,687)	($31,366)
(vii) Total	($51,144)	$1,012,435
(d) Other Revenue	$0	$0
(e) Net Receivable Investment Income	$0	$0
(f) Receivable Contribution [a]		
(i) From Employee Contributions	$0	$0
(ii) From Local Government	$0	$0
(iii) From State Government	$0	$0
(iv) Total	$0	$0
(g) Total Revenue (sum of (a) through (f))	$486,583	$1,778,794
2. Expenditures During Fiscal Year		
(a) Benefits Paid	$651,641	$649,622
(b) Withdrawals	$0	$0
(c) Administrative Expenses	$3,766	$2,604
(d) Payable Benefits and Withdrawals	$0	$0
(e) Payable Administrative Expenses	$0	$0
(f) Total Expenditures (sum of (a) through (e))	$655,407	$652,226
B. Market Value of Assets End of Year [A + 1(g) - 2(f)]	$9,014,339	$10,140,907
C. Approximate Return on Assets	(0.60)%	11.13%

[a] *Receivable contributions for each respective plan year ending.*

Actuarial Valuation Data as of July 1, 2017
Schedule E: Assets Held by Category

Plan Year Ending	June 30, 2016		June 30, 2017	
1. Cash and Short-term Investments	$71,821	1%	$86,017	1%
2. Government Securities				
(a) US Treasury Bills, Notes and Bonds	$0		$100,228	
(b) US State and Local Governmental Debt Securities	$103,271		$100,803	
(c) Foreign Governmental Debt Securities	$0		$0	
(d) Other	$0		$0	
(e) Total Government Securities (sum of (a) through (d))	$103,271	1%	$201,031	2%
3. Corporate Fixed Income				
(a) US Bonds	$1,408,112		$943,045	
(b) US Mortgage or other Asset Backed Securities	$0		$0	
(c) US Mutual Fund Shares (Bonds)	$835,731		$938,048	
(d) US Exchange Traded Funds (Bonds)	$1,204,455		$1,739,442	
(e) International Bonds	$0		$0	
(f) International Mutual Fund Shares (Bonds)	$0		$0	
(g) International Exchange Traded Funds (Bonds)	$0		$0	
(h) Total Corporate Fixed Income (sum of (a) through (g))	$3,448,298	38%	$3,620,535	36%
4. Corporate Equity				
(a) US Equity	$3,767,540		$4,163,654	
(b) US Mutual Fund Shares (Equity)	$0		$0	
(c) US Exchange Traded Funds (Equity)	$918,570		$998,193	
(d) International Equity	$0		$0	
(e) International Mutual Fund Shares (Equity)	$0		$0	
(f) International Exchange Traded Funds (Equity)	$704,839		$764,519	
(g) Total Corporate Equity (sum of (a) through (f))	$5,390,949	60%	$5,926,366	58%
5. Alternative Investments				
(a) Real Estate Investment Trust	$0		$0	
(b) Private Equity Fund	$0		$0	
(c) Hedge Funds	$0		$0	
(d) Other Alternative Investments	$0		$306,958	
(e) Total Alternative Investments (sum of (a) through (d))	$0	0%	$306,958	3%
6. Other	$0	0%	$0	0%
7. Receivable Contributions	$0			
(a) From Employee Contributions	$0		$0	
(b) From Local Government	$0		$0	
(c) From State Government	$0		$0	
(d) Total Receivable Contributions (sum of (a) through (c))	$0	0%	$0	0%
8. Accruals				
(a) Receivable (other than State and Local Contributions)	$0		$0	
(b) Less Payable	$0		$0	
(c) Total	$0	0%	$0	0%
Market Value of Assets End of Year [sum of (1) through (8)]	**$9,014,339**		**$10,140,907**	

Actuarial Valuation Data as of July 1, 2017
Schedule F: Summary of Participant Activity

	Actives	Retirees	Disabled	Deferred Vested	Spouses and Beneficiaries	Totals
Total Participants July 1, 2016:	**23**	**15**	**0**	**0**	**5**	**43**
New Actives:						**0**
Returned to Actives Status:						**0**
Data Corrections/Other Changes:						**0**
Vested Terminations:						**0**
Non-Vested Terminations:						**0**
Disabled:						**0**
Retirements:	(1)	1				**0**
Deaths with Beneficiary:						**0**
Deaths w/o Beneficiary:						**0**
Expired Annuity or Stop Payment:						**0**
Net Changes:	(1)	1	0	0	0	**0**
Total Participants June 30, 2017:	**22**	**16**	**0**	**0**	**5**	**43**

Actuarial Valuation Data as of July 1, 2017
Schedule G: Distribution of Active Employees by Age and Length of Service

Attained Age	Less than 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	Over 35	Totals	Valuation Payroll[a]
			Years of Service to Valuation Date								
Under 20											$ 0
20-24											$ 0
25-29		1								1	$ 42,446
30-34		2	2							4	$ 154,273
35-39		2								2	$ 83,487
40-44			2	1	2					5	$ 253,728
45-49			1	1	2	1				5	$ 246,143
50-54					1	1				2	$ 100,610
55-59						1		2		3	$ 181,030
60-64											$ 0
65-69											$ 0
Over 70											$ 0
Totals	**0**	**5**	**5**	**2**	**5**	**3**	**0**	**2**	**0**	**22**	**$ 1,061,718**

Averages

Age:	43.8	years
Service:	12.2	years
Annual Pay:	$48,260	[a]

[a] *Based on payroll at beginning of plan year.*

Actuarial Valuation Data as of July 1, 2017
Schedule H: Participants Summary

Active Participants	July 1, 2016	July 1, 2017
Number of Actives	23	22
Total Annual Pay	$1,056,648	$1,061,718
Average Age	43.5	43.8
Average Service	11.8	12.2

Inactive Participants	July 1, 2016		July 1, 2017[a]	
Type	No.	Annual Benefit	No.	Annual Benefit
Retirees	15	$556,168	16	$601,071
Survivors	5	$77,675	5	$78,672
Disabled Members	0	$0	0	$0
Deferred Vested Members	0	$0	0	$0

[a]Data provided includes 1 non-vested member with an accumulated contributions balance of $18,147.

SECTION V

ACTUARIAL ASSUMPTIONS AND METHODS

Actuarial Assumptions and Methods
Used in the Valuation as of July 1, 2017

Discount Rate

The following table outlines the factors used to determine the discount rate:

Funded Ratio as of Valuation Date [1]	Liquidity Ratio [2]	Equity Exposure [3]	Projected Funded Ratio after 15 Years [1]	Discount Rate
60% or more	10	50% or more	70% or more	6.5%
40% or more	8	40% or more	60% or more	6.0%
30% or more	6	30% or more	50% or more	5.5%
15% or more	4	n/a	40% or more	5.0%
Less than 15%	n/a	n/a	15% or more	4.5%
Less than 15%	n/a	n/a	Less than 15%	4.0%

[1] Funded ratios based on a 6.0% investment return assumption for plans using an actuarially sound policy (standard or optional) and a 5.5% investment return assumption for other plans (alternative or conservation).
[2] Liquidity ratio equals assets as of the actuarial valuation date divided by expected benefit payments for the year.
[3] Based on investment policy.

As of June 30, 2017	
Assets	$10,140,907
Liabilities using a 6.00% Discount Rate	$14,673,235
Funded Ratio	69%
Expected Benefit Payments	$732,101
Liquidity Ratio	13.85
Equity Exposure	58%
Projected Funded Ratio after 15 years	84%

Discount Rate	6.50%

Actuarial Assumptions and Methods
Used in the Valuation as of July 1, 2017 (Continued)

The premium tax allocation is projected using the following methodology:

(1) The Base Allocation for all Pension and Relief Funds is a fixed amount equal to $8,709,689 in all future years. This amount is allocated to each individual Pension and Relief Fund in proportion to the number of eligible members, which includes active members covered in either the Pension and Relief Fund or the statewide plan, Municipal Police Officers and Firefighters Retirement System ("MPFRS").

(2) The Excess Allocation is equal to the excess of the current year premium tax assigned to all Pension and Relief Funds over the total Base Allocation. This amount is allocated to each individual Pension and Relief Fund in proportion to the number of eligible active and retired members covered in either the Pension and Relief Fund or the MPFRS.

(3) We have assumed all Pension and Relief Funds will make the minimum statutory contribution requirement and will receive 100% of both the Base Allocation and the Excess Allocation assigned to the individual plan. Consequently, the projections do not include any reallocation of Expired Premium Tax Allocation for plan years beginning on and after July 1, 2019.

(4) The total available premium tax allocation, net of expenses, as of September 1, 2018, includes a Base Allocation of $8,709,689, an Excess Allocation of $9,570,473, and an Expired Premium Tax Allocation of $237,031.

(5) For the plan year ending June 30, 2018, all Pension and Relief Funds reported a total of 1,717 eligible active members and 2,165 eligible retired members. The City of Weirton Firemen's Pension and Relief Fund reported 23 eligible active members and 21 eligible retired members, based on the average number of plan participants for the 12-month period ending June 30, 2018. The Fund is eligible to receive a premium tax allocation of $227,874 for the fiscal year ending June 30, 2019.

(6) The total premium tax allocation was assumed to increase by 2.75% in calendar years ending on and after 2019.

Actuarial Assumptions and Methods
Used in the Valuation as of July 1, 2017 (Continued)

General Inflation	2.75%
Expected Salary Increase Service-based Increase:	General Inflation: 2.75% *plus* Wage Inflation Increment: 1.00% *plus* Years of Service / Increase 1: 20.00% 2: 6.50% 3: 3.50% 4: 2.75% 5-9: 2.50% 10-29: 2.00% 30-34: 1.25% after 34 years of service: 0.00%
Post-retirement COLA	2.75% on first $15,000 of Annual Benefit and on the accumulated supplemental pension amounts for prior years. Assumed to be payable to all members receiving payments.
Increase in State Insurance Premium Tax Allocation	2.75% on and after year 1
Cost Method	Entry-Age-Normal, Level-Percentage-of-Pay
Amortization Policies:	
Alternative Plans and former Alternative Plans that selected the Conservation Policy	For GASB 67/68 Accounting: 30 – Year Closed Level-Percentage-of-Pay Amortization (from July 1, 2010 – 23 years remaining as of July 1, 2017).
Standard Plans and former Standard Plans that selected the Optional Policy	For funding and GASB 67/68 Accounting: 40-Year Closed Level-Dollar Amortization (from July 1, 1991 – 14 years remaining as of July 1, 2017)
Former Alternative Plans that selected the Optional Policy	For funding: 40-Year Closed Level-Dollar Amortization (from January 1, 2010 – 32.5 years remaining as of July 1, 2017). For GASB 67/68 Accounting: 30-Year Closed Level-Percentage-of-Pay Amortization (from July 1, 2010 – 23 years remaining as of July 1, 2017)

Asset Method	Market Value
Turnover	Sample Rates – Age / Rates 25 / 9% 35 / 4% 45 / 2% 50 / 0%
Retirement	Age / Rates[a] 50 / 45% 51-55 / 30% 56-59 / 35% 60 / 100% [a]*Terminated vested participants are assumed to retire at age 50.*
Mortality	Active: RP-2014 Blue Collar Healthy Employee[b] Post-Retirement: RP-2014 Blue Collar Healthy Annuitant Disabled: RP-2014 Blue Collar Healthy Annuitant set forward four years Tables above incorporate generational mortality improvement using MP-2014 2-dimensional mortality improvement scales [b]*Assumes 10% of deaths are duty-related and 90% are non-duty related.*
Disability	Sample Rates – Age / Rates[c] 30 / 0.22% 40 / 0.50% 50 / 0.79% [c] *Assumes 60% duty related and 40% non-duty related.Also assumes 10% of non-duty disabled members receive a 20% reduction in benefits due to gainful employment.*
Percent Married	90%
Spouse Age	Females 3 years younger than males

Actuarial Assumptions and Methods Used in the Valuation as of July 1, 2017 (Continued)

Administrative Expenses	Plan year end June 30, 2018, expense based on plan year end June 30, 2017 expense increased by general inflation assumption. Future expenses assumed to increase by the general inflation assumption.
Refunds Paid	Assumes non-vested inactive members as of July 1, 2017, with accumulated member contribution balances will receive a refund of their contributions during plan year end June 30, 2018.
Data Adjustments and Assumptions	None
Child Beneficiaries	Future survivor widow benefits are loaded by 12% to estimate impact of benefits provided to survivor children. The load assumes 90% of members are married with two children at time of death, and benefits for each child are paid for approximately 8 years.
General Projection Methodology	Closed group projections assume: (i) Salaries will increase and members will decrement as specified in the actuarial assumption section. (ii) Assets grow at the assumed rate of return. (iii) The sponsor makes the statutory required contribution on a timely bases. (iv) Non-vested members with accumulated plan balances as of July 1, 2017, will receive a refund during plan year end June 30, 2018.
Decrement Timing	Mid-Year

SECTION VI

SUMMARY OF PRINCIPAL PLAN PROVISIONS

Summary of Principal Plan Provisions
Actuarial Valuation as of July 1, 2017

Employee Eligibility — All compensated employees of the Fire Department hired before October 1, 2016 are eligible to participate in the City of Weirton Firemen's Pension and Relief Fund.

Average Annual Compensation — The average of any three twelve-consecutive-month periods of employment which produces the highest average annual compensation.

Each twelve-consecutive-month annual compensation is limited to 120% of the *Average Adjusted Salary* received by the member in the two consecutive twelve-consecutive-month periods immediately preceding the twelve-consecutive-month period used in determining benefits.

The *Average Adjusted Salary* is base salary (exclusive of all overtime and other pay) of the year used in determining benefits multiplied by the ratio of total salary (includes all overtime and other pay) to base salary from the respective preceding twelve-consecutive-month period.

Determining Years of Service Credit (Credited Service**)** — The number of years that the member has contributed to the employees retirement and benefit fund.

Prior Military Service — A city may provide that members who have been honorably discharged from the military shall receive up to two years prior service credit for military service prior to their employment with the city.

Current Military Service — Any current member who has been on qualified military service in the armed forces of the United States with an honorable discharge may, within six months from his or her date of discharge, be given credit for continuous service in the paid police or fire department.

Any member who has served in active duty with the armed forces of the United States, whether prior to or subsequent to becoming a member of a paid police or fire department, shall receive one additional percent for each year so served in active military duty, up to a maximum of four additional percent.

Absence from the service because of sickness or injury for a period of two years or less shall not be construed as time out of service.

Contributions — Participating employees contribute 7.0% of compensation. Participating employees hired on or after January 1, 2010 contribute 9.5% of pay. The municipality has elected to contribute the minimum employer contribution under the Optional funding policy.

Normal Retirement — Members are eligible at the earlier of age 50 with 20 years of credited service or age 65.

Benefit Commencement — Annual retirement pension benefits commence upon retirement or upon the member attaining age fifty, whichever is later, payable in twelve monthly installments.

Accrued Benefit — The annual retirement benefit equals 60% of average annual compensation, not less than $6,000, plus an additional percentage of average annual compensation for service over 20 years equal to 2% for each year of service between 20 and 25 and 1% for each year of service between 25 and 30 years. Employees serving in the military are eligible for an additional 1% of average annual compensation for each year of military service up to four years. The maximum benefit is limited to 75% of average annual compensation. Benefits continue for life.

Disability Retirement — Members are eligible after earning five years of service. No service requirement if disability is service related.

The monthly disability benefit equals the greater of 60% of monthly salary at disability or $500. Employees serving in the military are eligible for an additional benefit of 1% of monthly salary at disability for each year of military service up to four years. Disability benefits, when aggregated with monthly state workers compensation benefits, shall not exceed 100% of the member's monthly compensation at the time of disability. Benefits continue for life or until recovery.

Death Benefits — Members are eligible after earning five years of service. No service requirement if death is service related. Retirees and terminated vested participants are also eligible.

The benefit is equal to 60% of the participant's benefit, but not less than $300 per month, payable to the spouse until death or remarriage. Other dependents (children, parents, brothers and sisters) are also eligible for death benefits. To each dependent child, twenty percent of the participant's benefit until the child attains 18 or marries; to each dependent orphaned child, 25 percent of the participant's benefit until the child attains 18 or marries; to each dependent parent, 10 percent of the participant's benefit for life, and to each dependent brother or sister, the sum of 50 dollars per month (but a total not to exceed $100 per month) until such individual attains the age of 18 years or marries.

In no case shall the payments to the surviving spouse and children be reduced below 65 percent of the total amount paid to all dependents.

Supplemental Pension Benefits — All retirees, surviving beneficiaries and disability pensioners are eligible for automatic cost-of-living benefits commencing on the first day of July following two years of retirement. The benefits equal the percentage increase in the Consumer Price Index, limited to 4% (2% for some disability retirees), multiplied by the sum of the allowable amount which is the first $15,000 of the total annual benefits paid and the accumulated supplemental pension amounts for prior years.

Termination Benefits — Any member who terminates employment prior to retirement will be entitled to a refund of contributions without interest.

Refunds — Any member who terminates from their department without receiving a retirement pension shall be refunded all deductions made from his salary, without interest.