




53RD  
ANNUAL  
REPORT

# Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri

A Component Unit of the City of Kansas City, Missouri



Comprehensive  
Annual  
Financial  
Report

**KCPERS**  
Kansas City Police Employees' Retirement Systems

May 1, 2018 to  
April 30, 2019



# Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri

A Component Unit of the City of Kansas City, Missouri

Comprehensive Annual Financial Report  
May 1, 2018 to April 30, 2019

53rd Annual Report

Prepared by:  
Kansas City Police Employees'  
Retirement Systems  
9701 Marion Park Drive, B  
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# Introductory Section

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# Retirement Board

Police Retirement System of Kansas City, Missouri



**Richard Smith, Chairman**  
Chief of Police  
Kansas City, Missouri  
Police Department



**Bailus Tate,**  
**Vice-Chair & Treasurer**  
Appointed Member



**Thomas Mills**  
(Ret.) Lieutenant Colonel  
Kansas City, Missouri  
Police Department



**Robert Jones**  
(Ret.) Sergeant  
Kansas City, Missouri  
Police Department



**Leslie Lewis**  
Appointed Member



**Gregory (Scott) Hummel**  
Quality Assurance Manager  
Kansas City, Missouri  
Police Department



**Chad Pickens**  
Police Officer  
Kansas City, Missouri  
Police Department



**Patrick Trysla**  
Appointed Member



**Walter (Web) Bixby III**  
Appointed Member

## KCPERS Staff



**Sharon Blancett**  
Assistant Pension  
Systems Manager



**Lisa Colclasure**  
Benefits  
Coordinator



**Lori Vaca**  
Administrative  
Assistant



**Jason Hoy**  
Accountant



**James Pyle**  
Pension Systems  
Manager &  
Board Secretary

# KCPERS

Kansas City Police Employees' Retirement Systems

9701 Marion Park Drive, B • Kansas City, MO 64137  
(816) 482-8138 • Toll Free (888) 813-8138 • Fax (816) 763-1190

RETIREMENT BOARD MEMBERS  
CHIEF OF POLICE RICHARD SMITH • CHAIR  
BAILUS TATE • VICE-CHAIR & TREASURER  
(RET.) LIEUTENANT COLONEL THOMAS MILLS  
(RET.) SERGEANT ROBERT JONES  
LESLIE LEWIS  
GREGORY (SCOTT) HUMMEL  
POLICE OFFICER CHAD PICKENS  
PATRICK TRYSLA  
WALTER BIXBY III

October 4, 2019

Retirement Systems Board  
Civilian Employees' Retirement System of the  
Police Department of Kansas City, Missouri  
9701 Marion Park Drive, B  
Kansas City, Missouri 64137

Dear Board Members:

It is my pleasure to submit the fiscal year 2019 Comprehensive Annual Financial Report (CAFR) of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri. This report is intended to provide our members and other stakeholders with detailed information about the financial, actuarial, and investment operations of the Civilian Employees' Retirement System.

The Civilian Employees' Retirement System was created in 1965 by the Missouri General Assembly to provide retirement and disability benefits for civilian members of the Kansas City, Missouri Police Department and survivor benefits for their spouses. A nine member Board of Trustees, made up of elected and appointed members, governs the Civilian Employees' Retirement System.

## **Contents of the Annual Report and Structure**

This CAFR is designed to comply with the reporting requirements of sections 86.1370 and 105.661 of the Revised Statutes of Missouri (RSMo), as amended. The ultimate responsibility for the CAFR and financial statements rests with the Board of Trustees. Retirement Systems staff provide support to the board members in completing their fiduciary responsibilities. Staff has prepared the financial statements of the Retirement System and, to the best of our knowledge, presented information that is accurate in all material respects and is reported in a manner designed to fairly represent the financial position of the fund. The accounting policies followed in preparing the financial statements comply with U.S. generally accepted accounting principles. Financial information presented throughout the CAFR is consistent with information displayed in the financial statements.

The Retirement Systems' external auditor, Allen, Gibbs & Houlik, L.C. (AGH) conducted an independent audit of the financial statements in accordance with U.S. generally accepted auditing standards. This audit is described in the Independent Auditors' Report on pages 18 and 19 of the Financial Section. Management has provided the external auditors with full and unrestricted access to staff to discuss their audit and related findings. The annual audit is conducted to assure independent validation of the integrity of the Retirement Systems' financial reporting and the adequacy of internal controls.

The Financial Section also contains Management’s Discussion and Analysis that serves as an introduction to and overview of the financial statements. The Civilian Employees’ Retirement System is a component unit of the City of Kansas City, Missouri for financial reporting purposes and, as such, the financial statements in this report are also included in the City of Kansas City, Missouri’s Comprehensive Annual Financial Reports.

### **Actuarial and Investment Information**

Cavanaugh Macdonald, our consulting actuary, completed the actuarial valuation dated April 30, 2019. The funded ratio of the valuation assets to liabilities declined from the prior year to 80%. The decrease in the funded ratio is due to investment returns during the fiscal year and actuarial assumption changes implemented with this valuation. On an actuarial basis, which includes five year smoothing of assets, the investment returns totaled 5.8%. The actuarial rate of return was less than the 7.45% actuarial assumed rate of return. More information on the actuarial valuation is available in the Actuarial Section of this report starting on page 62.

The investment portfolio produced a 4.0% (net of fees) annualized dollar weighted rate of return, measured on the market value of assets, against the policy benchmark return of 5.7%. More information regarding the investment performance and the professionals who provide services to the Civilian Employees’ Retirement System can be found on page 56 of the Investment Section, in the Schedule of Investment Results, which shows the historical investment performance of each outside investment manager.

### **Fiscal Year 2019 Projects**

The Retirement Board spent considerable time evaluating the results of the 2018 actuarial experience study. The board worked with investment consultants from RVK, Inc. and Mariner Institutional Consulting to understand the impact of short and long term capital market assumptions on future expected rates of return, and with Cavanaugh Macdonald to use that information in adopting actuarial assumptions. The Retirement Board adopted actuarial assumptions that, over a five year period, will lower the assumed rate of return from 7.5% to 7.25%. The board also adopted new assumptions for price inflation, wage growth, payroll growth, and updated mortality improvement scales. The board changed rates of service retirements and service separations to reflect actual experience.

Staff projects for the year included implementing a more formal disability reevaluation process with the assistance of the University of Massachusetts Medical School; working with the Mayor’s Pension Task Force to provide information on the Retirement Systems as the Task Force reviewed the plan changes made in 2013 and developed recommendations to the City Council for continued evaluation of the City funded Retirement Systems; and assisting the Kansas City, Missouri Police Department with the restructuring of the Department’s Deferred Compensation Plan.

## **Legislative Changes**

There were no legislative changes to the Revised Statutes of Missouri that govern the Civilian Employees' Retirement System during the year.

## **Certificate of Achievement for Excellence in Financial Reporting**

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri for its comprehensive annual financial report for the fiscal year ended April 30, 2018. This was the seventeenth consecutive year that the Retirement System has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a government must publish an easily readable and efficiently organized comprehensive annual financial report. This report must satisfy both generally accepted accounting principles and applicable legal requirements.

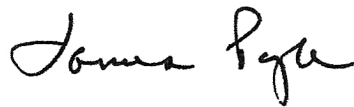
A Certificate of Achievement is valid for a period of one year only. We believe that our current comprehensive annual financial report continues to meet the Certificate of Achievement Program's requirements and we are submitting it to the GFOA to determine its eligibility for another certificate.

## **Acknowledgements**

The fiscal year 2019 annual report is the result of work by both Retirement Systems staff and outside advisors and the leadership provided to us by the Retirement Systems Board. It is intended to provide complete and reliable information, comply with the legislative and industry reporting requirements, and most importantly help our members learn more about the financial status of their retirement system.

The KCPERS staff wants to thank each of our board members, our retirement system members, our outside advisors and the Kansas City Police Department for all your contributions towards the successful operation of the Civilian Employees' Retirement System.

Respectfully submitted,



James J. Pyle  
Pension Systems Manager



Government Finance Officers Association

**Certificate of  
Achievement  
for Excellence  
in Financial  
Reporting**

Presented to

**Civilian Employees' Retirement  
System of the Police Department  
of Kansas City, Missouri**

For its Comprehensive Annual  
Financial Report  
for the Fiscal Year Ended

**April 30, 2018**

*Christopher P. Morrill*

Executive Director/CEO



# KCPERS

Kansas City Police Employees' Retirement Systems

9701 Marion Park Drive, B • Kansas City, MO 64137  
(816) 482-8138 • Toll Free (888) 813-8138 • Fax (816) 763-1190

RETIREMENT BOARD MEMBERS  
CHIEF OF POLICE RICHARD SMITH • CHAIR  
BAILUS TATE • VICE-CHAIR & TREASURER  
(RET.) LIEUTENANT COLONEL THOMAS MILLS  
(RET.) SERGEANT ROBERT JONES  
LESLIE LEWIS  
GREGORY (SCOTT) HUMMEL  
POLICE OFFICER CHAD PICKENS  
PATRICK TRYSLA  
WALTER BIXBY III

October 4, 2019

Dear Members,

On behalf of the Retirement Systems Board I am pleased to provide you with the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri Comprehensive Annual Financial Report for the fiscal year ending April 30, 2019. This annual report to our members provides financial information about your retirement system and an update on changes that occurred during the past year.

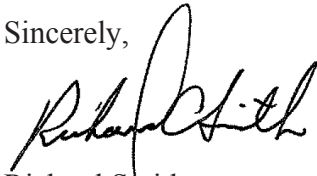
The Retirement System staff worked with new members to help them understand their retirement benefits; with retiring members to prepare them for a new phase of their membership in the Retirement System; and with surviving spouses and beneficiaries as they dealt with the loss of a spouse or family member. During the fiscal year we processed 13 new service retirements, added 79 new active members who joined the KCPD, processed 27 resignations, and assisted with death benefits for 4 beneficiaries. The Civilian Employees' plan grew by 48 members to 871 total members, with active membership increasing by 32 to 543, retirees and surviving spouses increasing by 10 to 282, and inactive vested members increasing by 6 to 46.

The Retirement Board, especially those serving on the Investment Committee, and staff continued to work with our investment consultants to monitor the performance and investment processes of our 14 investment managers. Investment returns for the fiscal year were 4.0% net of fees, 1.7% below our target allocation benchmark of 5.7%. The Investment Committee met with our fixed income and hedge fund manager to review portfolio holdings and market outlooks for the asset class. The committee also made recommendations to the board for rebalancing our real estate and direct lending investments to target allocations. The Retirement Board also worked with our actuary and investment consultants to adopt new actuarial assumptions and start the process of lowering the actuarial assumed rate of return to 7.25% from 7.5%.

We did not have any changes to the membership of the Retirement Board this year. (Ret.) Sergeant Robert W. Jones was reelected to an open seat on the board for a three year term ending in 2022.

In closing, I want to thank our members for your support as we work to ensure we have an affordable and sustainable retirement benefit. I also want to thank our Retirement Systems staff for their hard work in taking care of our members and implementing the plans and policies of the Retirement Board.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard Smith". The signature is fluid and cursive, with a large initial "R" and "S".

Richard Smith  
Retirement Board Chairman

# Outside Professional Services

## ACTUARY

**Cavanaugh Macdonald Consulting, LLC**  
Patrice Beckham  
Bellevue, Nebraska

## AUDITORS

**AGH, L.C.**  
Michael Lowry  
Wichita, Kansas

## INVESTMENT MANAGEMENT CONSULTANTS

**RVK, Inc**  
Ryan Sullivan, Marcia Beard  
Portland, Oregon

**Mariner Institutional Consulting, LLC**  
Robert Woodard  
Lawrence, Kansas

## LEGAL COUNSEL

**Slagle, Bernard & Gorman**  
Jonathan Dilly  
Kansas City, Missouri

## MASTER TRUSTEE/CUSTODIAN

**The Northern Trust Company**  
Claudiu Besoaga  
Chicago, Illinois

## INVESTMENT ADVISORS

**Financial Counselors, Inc.**  
Peter Greig, Gary Cloud  
Kansas City, Missouri

**LSV Asset Management**  
Keith Bruch  
Chicago, Illinois

**Prudential Real Estate Investors**  
Darin Bright, Kevin Smith  
Madison, New Jersey

**Abbott Capital Management, LLC**  
Meredith Rerisi  
New York, New York

**JPMorgan Investment Management, Inc.**  
Meena Gandhi  
New York, New York

**Northern Trust Global Investments**  
William Nickey  
Chicago, Illinois

**White Oak Global Advisors**  
Alexandra Burke  
San Francisco, California

**Artisan Partners**  
Steven Butler  
Oaks, Pennsylvania

**Wellington Management Company**  
James Digiuseppe  
Boston, Massachusetts

**Grosvenor Capital Management**  
Mark Roman  
Chicago, Illinois

**GMO, LLC**  
Brian Huggon  
Boston, Massachusetts

**PIMCO Investment Management**  
Brant Gresham  
Newport Beach, California

**Morgan Stanley Prime Property Fund**  
Scott Brown  
New York, New York

\*Please see pages 58 and 60 for information related to brokerage commissions and fees and commissions paid to investment managers.



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## Independent Auditors' Report

Retirement Board  
Civilian Employees' Retirement System  
of the Police Department of Kansas City, Missouri  
Kansas City, Missouri

### ***Report on the Financial Statements***

We have audited the accompanying financial statements of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri (Plan), a component unit of the City of Kansas City, Missouri (City) which comprise the statement of fiduciary net position as of April 30, 2019, the related statement of changes in fiduciary net position for the year then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri as of April 30, 2019, and the changes in fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Other Matters**

#### *Prior Years Comparative Information*

The financial statements as of and for the year ended 2016 and prior were audited by other auditors whose previous reports expressed an unmodified opinion on those statements.

#### *Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and pension information listed in the table of contents be presented to supplement the financial statements. Such information, although not a part of the financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

#### *Supplementary Information*

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Plan's financial statements. The supplementary information listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, such information is fairly stated, in all material respects, in relation to the financial statements as a whole.

*Allen, Gibbs & Houlik, L.C.*  
CERTIFIED PUBLIC ACCOUNTANTS

September 16, 2019  
Wichita, Kansas

# **CIVILIAN EMPLOYEES' RETIREMENT SYSTEM OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI MANAGEMENT'S DISCUSSION AND ANALYSIS**

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This discussion and analysis of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri (Civilian Employees' Retirement System or the Plan) financial statements provides an overview of its financial activities during the year ended April 30, 2019. Please read it in conjunction with the more detailed financial statements, notes and required supplementary information which follow this section.

The Civilian Employees' Retirement System is the defined benefit retirement plan for civilian members of the Kansas City, Missouri Police Department. The Plan was established by the Missouri General Assembly in 1965 and is administered by the Retirement Board to provide retirement, disability and survivor benefits to its members.

## **Overview of the Financial Statements and Accompanying Information**

- The financial statements presented in this report are the Statement of Fiduciary Net Position as of April 30, 2019, and the Statement of Changes in Fiduciary Net Position for the year ended April 30, 2019. These statements reflect resources available for the payment of benefits as of the year-end, and the sources and use of those funds during the year.
- The notes to the financial statements are an integral part of the financial statements and provide facts and detailed information to assist the reader in understanding the statements. Information in the notes are intended to provide financial statement users with a description of the Plan, a summary of significant accounting policies, the method used to value investments and a summary of Plan investments, and the methods and assumptions used to develop the actuarial valuation.
- Required Supplementary Information consists of schedules and related notes concerning significant actuarial information and assumptions. Beginning on page 44, these schedules and notes emphasize the long-term nature of the Plan and show the progress of the Plan in accumulating sufficient assets to pay future benefits.
- The Schedule of Changes in Net Pension Liability and Related Ratios presents detailed information about the pension liabilities for which the Plan's assets are held and managed. The schedule is intended to assist financial statement users in understanding the magnitude of the pension liability and the degree to which net position restricted for pensions is sufficient to cover the liability for the Plan.
- The Schedule of Employer Contributions shows the amount of actuarially determined required contributions relative to the actual contributions made during the year. This schedule also presents covered payroll and contributions as a percentage of covered payroll to provide an economic context for the amount of contributions reported for the Plan.
- The Schedule of Investment Returns shows the money-weighted rate of return on investments, net of investment expense. The money-weighted rate of return is a method for calculating investment performance on Plan investments that adjusts for the changing amounts actually invested.



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

- The Supplementary Information includes the Schedule of Expenses and the Schedule of Additions by Source and Deductions by Type. The Schedule of Expenses includes the detail of the administrative and investment costs to operate the Plan. The Schedule of Additions by Source and Deductions by Type is a historical summary which shows how contributions and investments impact the additions to the Plan and how benefit payments and administrative expenses impact the deductions from the Plan.

## **Fiduciary Net Position**

The following is a summary comparative statement of Fiduciary Net Position for the System:

	<b>April 30, 2019</b>	<b>April 30, 2018</b>	<b>Amount Change</b>
Cash	25,011	13,668	11,343
Receivables	364,200	326,315	37,885
Investments	145,969,844	142,538,817	3,431,027
Securities lending collateral	15,019,272	11,465,634	3,553,638
<b>Total assets</b>	<b>161,378,327</b>	<b>154,344,434</b>	<b>7,033,893</b>
Accounts and refunds payable	171,221	273,691	(102,470)
Securities lending collateral	15,019,272	11,465,634	3,553,638
<b>Total liabilities</b>	<b>15,190,493</b>	<b>11,739,325</b>	<b>3,451,168</b>
<b>Net Position Restricted for Pensions</b>	<b>146,187,834</b>	<b>142,605,109</b>	<b>3,582,725</b>

### **Financial Analysis of Fiduciary Net Position**

The Statement of Fiduciary Net Position presents information on the Plan's assets and liabilities with the difference between the two reported as Net Position Restricted for Pensions. This statement reflects, at fair value, the contributions and investments which are available to pay benefits.

The Civilian Employees' Retirement System's benefits are funded through member and City of Kansas City, Missouri contributions, and investment income. Net position of the Plan increased to \$146,187,834 as of April 30, 2019 from \$142,605,109 as of April 30, 2018. Plan income is generated through the investment of contributions in stocks, bonds and alternative assets.

**Assets** – Total assets of the Civilian Employees' Retirement System were \$161.4 million as of April 30, 2019 and included cash, receivables, investments and securities lending collateral. Total assets increased by \$7.0 million or 4.6% from FY 2018. Investable assets increased during the year by \$3.4 million while securities lending collateral increased by \$3.6 million. The increase in investable assets is due to positive investment performance in the stock, bond, and alternative asset portfolios. The Plan's fixed income and real estate portfolio returned 5.6% and 7.1%, respectively for the fiscal year and had the greatest impact on the increase in investable assets. The increase in securities lending collateral was due to additional volatility in the markets which increased the demand for securities lending.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

**Liabilities** – Total liabilities of the Civilian Employees' Retirement System were \$15.2 million as of April 30, 2019 and included payables for money manager fees and refunds, and securities lending collateral. Total liabilities increased by \$3.5 million during the year due to the \$3.6 million increase in the offsetting liability for securities lending activity.

**Net Position** – Civilian Employees' Retirement System assets exceeded liabilities at April 30, 2019 by \$146.2 million. This increase of \$3.6 million or 2.5% from the prior year is due to growth in total assets as a result of positive market performance.

## Changes in Fiduciary Net Position

The following is a summary comparative statement of Changes in Fiduciary Net Position for the System:

	April 30, 2019	April 30, 2018	Amount Change
Member contributions	1,415,677	1,271,683	143,994
City contributions	4,778,854	4,994,191	(215,337)
Total Net Investment Income	5,721,238	11,686,727	(5,965,489)
<b>Total additions</b>	<b>11,915,769</b>	<b>17,952,601</b>	<b>(6,036,832)</b>
Benefits paid to members	7,974,964	7,424,849	550,115
Refunds of contributions	221,447	340,830	(119,383)
Administrative expenses	136,633	147,653	(11,020)
<b>Total deductions</b>	<b>8,333,044</b>	<b>7,913,332</b>	<b>419,712</b>
<b>Net Increase / (Decrease) in Net Position</b>	<b>3,582,725</b>	<b>10,039,269</b>	<b>(6,456,544)</b>
<b>Net Position Restricted for Pensions, Beginning of Year</b>	<b>142,605,109</b>	<b>132,565,840</b>	<b>10,039,269</b>
<b>Net Position Restricted for Pensions, End of Year</b>	<b>146,187,834</b>	<b>142,605,109</b>	<b>3,582,725</b>

### Financial Analysis of Changes in Fiduciary Net Position

The statement of Changes in Fiduciary Net Position presents information showing how the Plan's Net Position Restricted for Pensions changed during the year ended April 30, 2019. This statement reflects contributions made by members and the City of Kansas City, Missouri. Investment activities during the fiscal year are also presented which include interest and dividends and the net appreciation or depreciation in fair value of the investments. Benefits paid to members, refunds of contributions and administrative expenses are also reported in the statement.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
MANAGEMENT'S DISCUSSION AND ANALYSIS**

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**Revenues** – Additions to Fiduciary Net Position – Member contributions, City contributions and investment income are the sources of revenue for the Civilian Employees' Retirement System. Members contribute 5% of covered payroll to the Plan while City contributions totaled \$4.8 million or 17.98% of projected covered payroll. City Contributions decreased and reflect the required contributions as determined by the Plan's actuary. Net investment income decreased compared to the prior year. The portfolio's investment rate of return, net of investment expenses, was 4.15% with net investment income of \$5.7 million. Investment expenses, including custodial bank fees, manager fees, and investment consultation totaled \$0.8 million. Investments in global stocks, bonds, direct lending, real estate, and private equity all posted gains for the year.

**Expenses** – Deductions from Fiduciary Net Position – Benefits paid to members, refunds of member contributions and administrative expenses are the sources of expenses for the Civilian Employees' Retirement System. Benefit payments and refunds represent 98.3% of the total deductions. Benefits paid to members increased over the prior year because of new retirements and a cost of living adjustment for retirees. The amount of refunds to members leaving the Police Department decreased over the prior year. Administrative expenses decreased due to a decrease in actuarial fees.

City contributions continued to equal the amount recommended by the Plan's actuary. For the fiscal year beginning May 1, 2019, City contributions are budgeted to total the actuarial required contribution amount of \$4.8 million. The contribution amount is calculated at 17.15% of projected covered payroll.

The Retirement Board has approved an asset allocation which over time is expected to realize a long-term investment rate of return of 7.45%. The Retirement Board continues to review investment allocations on a monthly basis and to rebalance the portfolio, as needed, with guidance from an independent financial consulting firm.

**Requests for Information**

This financial report is designed to provide members of the Civilian Employees' Retirement System, citizens, investors and creditors of the City of Kansas City, Missouri with a general overview of the Plan's finances and to demonstrate its accountability for the money it receives. If you have questions about this report or need additional financial information, contact the Kansas City Police Employees' Retirement Systems, 9701 Marion Park Drive B, Kansas City, Missouri 64137.

There are no other currently known facts, conditions or decisions that are expected to have a significant effect on the financial position or results of operations of the Civilian Employees' Retirement System.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI**

**STATEMENT OF FIDUCIARY NET POSITION**

April 30, 2019

**Assets**

**Investments**

U.S. government securities	\$13,366,552
Corporate bonds and notes	15,441,299
Common and preferred stock	7,139,832
All country world index fund	21,453,390
Government-mortgage backed securities	721,799
Real estate funds	18,244,472
Partnerships - equity	1,574,926
Partnerships - fixed income	21,623,240
Short-term investment funds	2,345,440
Hedge fund of funds	14,057,530
Equity funds	20,376,085
International small cap equity fund	1,328,138
Emerging markets equity funds	4,163,973
Foreign equities	4,133,168
<b>Total investments</b>	<b>145,969,844</b>

<b>Securities Lending Collateral</b>	<b>15,019,272</b>
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**Receivables**

Accrued interest and dividends	364,200
<b>Total receivables</b>	<b>364,200</b>

<b>Cash</b>	<b>25,011</b>
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<b>Total assets</b>	<b>161,378,327</b>
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**Liabilities**

Accounts and refunds payable	171,221
Securities lending collateral	15,019,272
<b>Total liabilities</b>	<b>15,190,493</b>

<b>Net Position Restricted for Pensions</b>	<b>\$146,187,834</b>
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See Notes to the Financial Statements.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI**  
**STATEMENT OF CHANGES IN FIDUCIARY NET POSITION**  
Year Ended April 30, 2019

## Additions

<b>Investment Income</b>	
Net appreciation in fair value of investments	\$3,258,752
Interest and dividends	3,284,810
Investment expense	(849,728)
Net investment income	5,693,834
<b>Securities Lending Income</b>	
Securities lending gross income	248,514
Securities lending expenses	
Borrower rebates	(209,405)
Management fees	(11,705)
Total securities lending expenses	(221,110)
Net securities lending income	27,404
Total net investment income	5,721,238
<b>Contributions</b>	
City	4,778,854
Members	1,415,677
Total contributions	6,194,531
Total additions	11,915,769

## Deductions

<b>Benefits Paid</b>	
Retired members	7,268,058
Spouses	349,025
Disabled members	139,059
Partial lump sum option	214,822
Death benefits	4,000
Total benefits paid	7,974,964
<b>Other Deductions</b>	
Refunds of contributions	221,447
Administrative expenses	136,633
Total other deductions	358,080
Total deductions	8,333,044
<b>Net Increase in Net Position</b>	<b>3,582,725</b>
<b>Net Position Restricted for Pensions, Beginning of Year</b>	<b>142,605,109</b>
<b>Net Position Restricted for Pensions, End of Year</b>	<b>\$146,187,834</b>

See Notes to the Financial Statements.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 1: Summary of Significant Accounting Policies**

**Reporting Entity**

The Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri (the Plan) is considered a component unit of the City of Kansas City, Missouri (City) financial reporting entity and included in the City's financial reports as a pension trust fund due to the nature of the Plan's reliance on funding from the City of Kansas City, Missouri. Accounting principles generally accepted in the United States of America require that the financial reporting entity include the primary government, organizations for which the primary government is financially accountable and other organizations for which the nature and significance of their relationship with the primary government are such that exclusion would cause the reporting entity's financial statements to be misleading or incomplete. Based on these criteria, there are no other organizations or agencies whose financial statements should be combined and presented with these financial statements.

**Measurement Focus and Basis of Accounting**

The Plan uses a fund to report on its financial position and the results of its operations. Fund accounting is designed to demonstrate legal compliance and to aid financial management by segregating transactions related to certain government functions or activities. The Plan's fund is classified as a pension trust fund of fiduciary fund type. Pension trust funds account for assets held by the Plan in a trustee capacity or as an agent on behalf of others and are accounted for on the flow of economic resources measurement focus and the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. City contributions to the Plan are recognized when due and the City has made a formal commitment to provide the contributions. Interest and dividend income are recorded when earned. Expenses are recorded when the corresponding liabilities are incurred. Realized gains and losses on security transactions are based on the difference between sales proceeds and carrying value of the securities, and are recognized on the transaction date. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan.

**Valuation of Investments and Income Recognition**

Marketable securities, including mutual funds, are stated at fair value. Securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the Plan year; investments traded in the over-the-counter market and listed securities for which no sale was reported on that date are valued at the average of the last reported bid and ask prices.

For certain investments consisting of corporate bonds and notes, U.S. Treasury obligations, U.S. agency obligations and government mortgage-backed securities that do not have an established fair value, the Plan has established a fair value based on yields currently available on comparable securities of issuers with similar credit ratings and quotations that are obtained from brokerage firms or national pricing services.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 1: Summary of Significant Accounting Policies (Continued)**

The private equity partnerships, equity funds, hedge fund of funds and real estate funds consist primarily of non-marketable investments in various venture capital, corporate finance funds and private partnerships (collectively referred to as "Portfolio Funds"). These funds are primarily invested in the technology, communications, energy, real estate markets, as well as U.S. fixed income instruments and alternative or non-traditional investments. A portion of these funds is also invested in foreign operations under certain partnership agreements. These investments are recorded at fair value based on financial data, which is generally at an amount equal to the net asset value per share on the Fund's proportionate interest in the net assets or net equity of the Portfolio Funds as determined by each Portfolio Fund's general partner or investment manager.

The Plan is obligated to pay certain capital commitments to the partnerships. These unfunded commitments totaled approximately \$104,338 at April 30, 2019.

Securities, which are not traded on a national security exchange, are valued by the respective investment manager or other third parties based on similar sales.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

**Administrative Expenses**

Actuarial, investment management and bank trustee fees and expenses are included in the Plan's expenses when incurred. These expenses are financed through investment income. The Kansas City, Missouri Police Department provides office space without any direct cost to the Plan.

**Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and, disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

**Plan Tax Status**

The Plan obtained its most recent determination letter on December 17, 2014, in which the Internal Revenue Service stated that the Plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC) and, therefore, not subject to tax. The Plan's management believes that the Plan is designed and is being operated in compliance with the applicable requirements of the IRC exempting it from federal income taxes.



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 2: Plan Description**

The following summary description of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri provides only general information. Participants should refer to the Plan Statutes (Sections 86.1310 to 86.1640 RSMo) for a more complete description of the Plan's provisions.

The Plan is a single-employer, contributory, defined benefit plan established by the State of Missouri's General Assembly and administered by the Retirement Board of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri (the "Board"). The Board is composed of nine members, two are appointed by the Board of Police Commissioners, two are appointed by the City Council and five are elected by the membership of the Retirement Systems. The elected members must include one member of the Civilian Employees' Retirement System, one member retired from active service in the Police Retirement System and one active member of the Police Retirement System who has not attained the rank of Sergeant or higher. Elections are held annually and Board members are elected to serve for three-year terms.

**Eligibility** – All regularly appointed full-time civilian employees of the Kansas City, Missouri Police Department who are not eligible to receive a pension from any other City-funded retirement system, shall become members as a condition of their employment.

**Tier I member** – A person who became a member prior to August 28, 2013 and remained a member on August 28, 2013.

**Tier II member** – A person who became a member on or after August 28, 2013.

At April 30, 2019, the Plan's membership consisted of the following:

	<b>Tier I</b>	<b>Tier II</b>	<b>Total</b>
Retirees and beneficiaries currently receiving benefits	282	–	282
Terminated members entitled to but not yet receiving benefits	46	–	46
Active members			
Vested	339	15	354
Non-vested	–	189	189
<b>Total</b>	<b>667</b>	<b>204</b>	<b>871</b>



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 2: Plan Description (Continued)**

**Contributions** – State Statutes set out the funding requirements for the Plan which can only be amended by the Missouri General Assembly. The Retirement Board establishes a rate based on an actuarially determined rate recommended by an independent actuary. The actuarially determined rate is the estimated amount necessary to finance the costs of benefits earned by Plan members during the year, with an additional amount to finance any unfunded accrued liability. The City is required to contribute the employer actuarially determined contribution rate. For the year ended April 30, 2019, active members contributed at a rate of 5% of base pay, and the City contributed at a rate of 17.98% of annual projected covered payroll.

**Benefits Provided** – Benefit terms for the Plan are established in Missouri Revised Statutes 86.1310 to 86.1640 and can only be amended by the Missouri General Assembly. The Plan provides retirement benefits, as well as pre-retirement death benefits, duty and non-duty related disability benefits and termination benefits to civilian employees of the Kansas City, Missouri Police Department.

**Service Retirement**

**Eligibility** –

**Tier I member** – Later of age 65 or member's 10th anniversary of employment.

**Tier II member** – Later of age 67 or member's 20th anniversary of employment.

**Amount of Pension** – Benefit equal to 2% of Final Compensation multiplied by years of creditable service.

**Final Compensation** –

**Tier I member** – Average annual compensation during the two years of service with the highest salary, whether consecutive or otherwise, or during the entire period of service if less than two years.

**Tier II member** – Average annual compensation during the three years of service with the highest salary, whether consecutive or otherwise, or during the entire period of service if less than three years.

**Early Retirement**

**Tier I member** – Eligible for early retirement as follows:

- a) Beginning at age 55, if member has at least 10 years of creditable service. Pension computed as service retirement and then reduced by 0.50% for each month the benefit commences prior to the month following that in which the member turns age 60.
- b) Beginning at age 60, if member has at least five years of creditable service. Pension computed as service retirement and then reduced by 0.50% for each month the benefit commences prior to the month following that in which the member turns age 65.
- c) At any time after the member's age plus years of creditable service equals or exceeds 80 (Rule of 80). Pension computed as service retirement without reduction.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 2: Plan Description (Continued)**

**Tier II member** – Eligible for early retirement as follows:

- a) Beginning at age 62, if member has at least five years of creditable service. Pension computed as service retirement and then reduced by 0.50% for each month the benefit commences prior to the month following that in which the member turns age 67.
- b) Beginning at age 62, if member has at least 20 years of creditable service. Pension computed as service retirement without reduction.
- c) At any time after the member's age plus years of creditable service equals or exceeds 85 (Rule of 85). Pension computed as service retirement without reduction.

**Deferred Retirement (Vested Termination)**

**Eligibility** – Five or more years of creditable service.

**Amount of Pension** – Computed as service retirement but based upon service, Final Compensation and benefit formula in effect at termination of employment. Benefits may begin at early retirement age, adjusted by applicable reductions.

**Disability**

**Duty Disability Eligibility** – A member in active service who has a total and permanent disability that prevents the member from engaging in any occupation or performing any work for remuneration or profit for the remainder of their life. The disability must be the direct result of performance of duties with the Police Department. No age or service requirement.

**Amount of Pension** – 50% of Final Compensation payable for the remainder of the member's life or as long as the permanent disability continues.

**Non-Duty Disability Eligibility** – A member in active service, with a minimum of 10 years of service, who has a total and permanent disability that prevents the member from engaging in any occupation or performing any work for remuneration or profit for the remainder of their life. Disability is not the direct result of performance of duties with the Police Department.

**Amount of Pension** – 30% of Final Compensation but in no event less than the amount the member would have been entitled to as a pension if the member had retired on the same date with equivalent age and creditable service.

Disability benefits may be subject to offset or reduction by amounts paid or payable under any Workers' Compensation law. A disability retiree who is not age 60 may be required by the Retirement Board to undergo continuing eligibility reviews once every three years which may include a medical re-examination.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 2: Plan Description (Continued)**

**Death in Service (less than 20 years of service)**

**Eligibility** – Death of an active member with at least five but less than 20 years of service.

**Amount of Pension** – 50% of the member's accrued pension payable to the surviving spouse for spouse's lifetime. The effective date shall be the later of the first day of the month after the member's death or what would have been the member's earliest retirement date.

**Funeral Benefit** – \$1,000 payable upon the death of an active member.

**Death in Service (20 or more years of service)**

**Eligibility** – Death of an active member with 20 or more years of service.

**Amount of Pension** – Surviving spouse may elect the greater of 50% of the member's accrued pension commencing as described above, or a monthly benefit determined on a joint and survivor's basis from the actuarial value of the member's accrued pension at date of death.

**Funeral Benefit** – \$1,000 payable upon the death of an active member.

**Death After Retirement**

**Eligibility** – Death of a retired member who was receiving a benefit.

**Amount of Pension** – Eligible surviving spouse receives a pension equal to 50% of the member's benefit at the time of actual retirement plus cost of living adjustments. Benefit is payable for the life of the surviving spouse.

In lieu of the 50% surviving spouse death benefit, a member may elect, at the time of retirement, a reduced actuarially equivalent 100% surviving spouse annuity. In such case, the surviving spouse shall receive the same amount as the benefit being paid to the member and such benefit is payable for the life of the surviving spouse.

If the total amount paid to a member and surviving spouse is less than the member's accumulated contributions, with interest, an amount equal to the difference shall be paid to the member's named beneficiary.

**Funeral Benefit** – \$1,000 payable upon the death of a retired member.

**Non-Vested Termination**

**Eligibility** – Termination of employment and no pension is or will become payable.

**Amount of Benefit** – Refund of member's contributions with interest.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 2: Plan Description (Continued)**

**Post-Retirement Benefit Increases**

**Eligibility** – Members and surviving spouses eligible if member's pension commenced by December 31 of prior calendar year.

**Amount of Benefit** – May receive an annual cost-of-living adjustment (COLA) in an amount not to exceed 3% of their respective base pension. Base pension is the pension computed under the provisions of the law at the date of retirement, without regard to COLAs. The COLA is normally effective with the June 1st benefit payment.

Statutes require that the Retirement Board must act upon the advice of a qualified actuary when granting cost of living adjustments.

**Supplemental Retirement Benefit**

**Retirement on or before August 28, 2007** – current retired and disabled members and their surviving spouses are eligible to receive the supplemental benefit of \$160 per month in addition to pension benefits.

**Retirements after August 28, 2007** – current and future retired and disabled members and their surviving spouses are eligible to receive the supplemental benefit of \$160 per month if the member had 15 years of creditable service.

**Optional Form of Benefit Payment**

Members retiring with at least one or more years of service beyond their eligible retirement date may elect to take a portion of their benefit as a lump-sum distribution (PLOP). Members electing PLOP will receive an actuarially reduced monthly benefit for their lifetime.

**Social Security and Medicare**

**Tier I member** – Members participate in Social Security and Medicare.

**Tier II member** – Members participate in Social Security and Medicare.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 3: Deposits, Investments and Investment Income**

**Deposits**

Custodial credit risk is the risk that, in the event of a bank failure, a government's deposits may not be returned to it. The Plan's deposit policy for custodial credit risk requires compliance with the provisions of state law.

State law requires collateralization of all deposits with federal depository insurance; bonds and other obligations of the U.S. Treasury, U.S. agencies or instrumentalities of the State of Missouri; bonds of any city, county, school district or special road district of the State of Missouri; bonds of any state; or a surety bond having an aggregate value at least equal to the amount of the deposits.

The Plan had no bank balances exposed to custodial credit risk at April 30, 2019.

**Investments**

For the year ended April 30, 2019, The Northern Trust Company (Northern Trust) was the master custodian for substantially all of the securities of the Plan. The investments held by the Plan are managed by 14 Board-appointed money managers. Each of the money managers has a different asset allocation based on Board-approved policy. The Plan may legally invest in direct obligations of and other obligations guaranteed as to principal by the U.S. Treasury and U.S. agencies and instrumentalities, real estate, partnerships, corporate bonds, commodities and equity securities.

The asset type and classes, target asset allocation and ranges to be used in the Plan are shown below. All percentages are based on fair values. The Board has authorized plan staff, with guidance from the Investment Consultant, to rebalance the portfolio in accordance with the strategy guidelines below:

<b>Asset Type and Class</b>	<b>Range</b>	<b>Target</b>
<b>Equities</b>		
Global Equity	32% – 42%	37%
Private Equity	0% – 3%	2%
<b>Fixed Income</b>	<b>25% - 35%</b>	<b>30%</b>
<b>Alternatives</b>		
Real Estate	5% - 15%	11%
Absolute Return	10% – 20%	15%
Direct Lending	0% – 10%	5%
Cash	0% – 5%	0%

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 3: Deposits, Investments and Investment Income (Continued)**

**Securities Lending Transactions**

State statutes and the Plan's Board policies permit the Plan to use investments of the Plan to enter into securities lending transactions – loans of securities to broker-dealers and other entities for collateral with a simultaneous agreement to return the collateral for the same securities in the future.

The Plan has contracted with Northern Trust as its third-party lending agent to lend domestic equity and debt securities for cash collateral of not less than 102% of the fair value and international debt and equity securities of not less than 105% of the fair value. Contracts with the lending agent require it to indemnify the Plan if borrowers fail to return the securities, if the collateral is inadequate to replace the securities lent or if the borrowers fail to pay the Plan for income distributions by the securities' issuers while the securities are on loan; therefore, non-cash collateral is not recorded as an asset or liability on the financial statements.

Fair value of securities loaned	<u>\$14,664,836</u>
Fair value of cash collateral received from borrowers	<u>15,019,272</u>
Total fair value of collateral	<u>\$15,019,272</u>

All securities loans can be terminated on demand by either the Plan or the borrower. The cash collateral received on each security loan was invested, in accordance with the Plan investment guidelines, in short-term funds. The maturities of the resulting investments generally match the maturities of the securities lending arrangements themselves. The Plan is not permitted to pledge or sell collateral received unless the borrower defaults.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

**Note 3: Deposits, Investments and Investment Income (Continued)**

At April 30, 2019, the Plan had the following investments and maturities:

Type	Fair Value	Maturities in Years				Loaned Under Securities Lending Agreements
		Less than 1	1 - 5	6 - 10	More than 10	
U.S. Treasury obligations	\$11,563,003	\$—	\$5,195,275	\$2,685,109	\$3,682,619	\$6,873,466
U.S. agencies obligations	1,803,549	—	1,323,904	479,645	—	—
Corporate bonds and notes	15,441,299	201,612	6,894,899	6,853,888	1,490,900	6,321,945
Government mortgage-backed securities	721,799	—	4,843	—	716,956	—
Short term investment funds	2,345,440	2,345,440	—	—	—	—
		<u>\$2,547,052</u>	<u>\$13,418,921</u>	<u>\$10,018,642</u>	<u>\$5,890,475</u>	
Common and preferred stocks	7,139,832					1,206,176
All country world index fund	21,453,390					—
Real estate funds	18,244,472					—
Hedge fund of funds	14,057,530					—
Partnerships - equity	1,574,926					—
Partnerships - fixed income	21,623,240					—
Foreign equities	4,133,168					263,249
Equity funds	20,376,085					—
International small cap equity fund	1,328,138					—
Emerging markets equity funds	4,163,973					—
<b>Total</b>	<b>\$145,969,844</b>					<b>\$14,664,836</b>

**Interest Rate Risk** – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The short term investment funds are presented as an investment with a maturity of less than one year because they are redeemable in full immediately. The debt securities are presented in their respective category based on final maturity date. The Plan's investment policy does not specifically address exposure to fair value losses arising from rising interest rates..



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

**Note 3: Deposits, Investments and Investment Income (Continued)**

**Credit Risk** – Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. It is the Plan’s policy to invest in corporate bonds that are rated BBB or better by credit rating agencies. Core fixed income managers may hold bonds with a rating equal to or above BB. At April 30, 2019, the Plan’s investments in corporate bonds were rated BBB or better by *Standard & Poor’s*. At the same date, the Plan’s investments in U.S. agencies obligations not directly guaranteed by the U.S. government (including Federal National Mortgage Association, Federal Home Loan Banks & Federal Home Loan Mortgage Corporation) and in government mortgage-backed securities were rated AA+ or better by *Standard & Poor’s*. U.S. Treasury obligations were explicitly guaranteed by the U.S. government. The Plan’s investments in short term investment funds were not rated by *Standard & Poor’s*.

These bond rating requirements do not apply to the high yield portion of the fixed income portfolio. The following table summarizes the Plan’s fixed income portfolio exposure level and credit qualities at April 30, 2019:

<b>Fixed Income Security Type</b>	<b>Fair Value April 30, 2019</b>	<b>S&amp;P Weighted Average Credit Quality</b>
U.S. agencies obligations	\$1,803,549	AA+
Corporate bonds and notes	15,441,299	A
Government mortgage-backed securities	721,799	AA+
Short term investment funds	2,345,440	Not rated

**Custodial Credit Risk** – For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Consistent with the Plan’s securities lending policy, \$14,664,836 was held by the counterparty that was acting as the Plan’s agent in securities lending transactions.

**Investment Concentrations** – The following presents investments that represent 5% or more of the Plan’s net position as of April 30, 2019:

<b>Investment</b>	<b>Fair Value</b>
FCI Core Fixed Income	\$29,529,650
Northern Trust Collective All Country World Investable Market Index Fund – Non Lending	21,453,390
PIMCO – Fixed Income Fund	15,011,954
Grosvenor FOB Fund, L.P.	14,057,530
Artisan Global Opportunities Trust Fund	12,352,839
LSV Global Value	11,273,000
Prudential PRISA II	9,277,990
Morgan Stanley – Prime Property Fund, LLC	8,966,482



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI**

**NOTES TO THE FINANCIAL STATEMENTS**

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**Note 3: Deposits, Investments and Investment Income (Continued)**

**Foreign Currency Risk** – This risk relates to adverse effects on the fair value of an investment from changes in exchange rates. The Plan’s investment policy permits investments in international equities, American Depository Receipts (ADRs), warrants, rights, 144A securities, convertible bonds and U.S. registered securities whose principal markets are outside of the United States. All foreign equities and emerging market equities held are denominated in U.S. dollars.

**Investment Income**

Investment income (loss) for the year ended April 30, 2019 consisted of:

Interest and dividend income	\$3,284,810
Net appreciation in fair value of investments	<u>3,258,752</u>
	6,543,562
Less investment expense	<u>849,728</u>
	<u><u>\$5,693,834</u></u>

**Annual Money-Weighted Rate of Return** – For the year ended April 30, 2019, the annual money-weighted rate of return on the pension plan investments, net of pension plan investment expense, was 4.15%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Note 4: Net Pension Liability**

The components of the net pension liability of the City at April 30, 2019, were as follows:

Total pension liability	\$189,520,748
Plan fiduciary net position	<u>(146,187,834)</u>
City’s net pension liability	<u>\$43,332,914</u>
Fiduciary net position as a % of total pension liability	77.14%

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

**Note 5: Actuarial Methods and Assumptions**

An actuary from Cavanaugh Macdonald Consulting, LLC determines the total pension liability. The total pension liability as of April 30, 2019 was determined based on an actuarial valuation prepared as of April 30, 2018, rolled forward one year to April 30, 2019, using the following actuarial assumptions:

Inflation	2.50%
Salary increases, including inflation	3.60% to 6.50%
Long-term investment rate of return, net of plan investment expense, including inflation	7.45%

For purposes of calculating the total pension liability, future ad hoc COLAs of 2.5% (simple COLA) were assumed to be granted in all future years.

Pre-retirement mortality rates were based on the RP-2000 Employee Table with a 1-year age set forward scale using Scale AA. Future mortality improvement is projected generationally using the ultimate projection scale of MP-2017.

Post-retirement mortality rates were based on the RP-2000 Healthy Annuitant Table with a 1-year age set forward using Scale AA. Future mortality improvement is projected generationally using the ultimate projection scale of MP-2017.

Disability mortality rates were based on the RP-2000 Healthy Annuitant Table with a 5-year age set-forward using Scale AA. Future mortality improvement is projected generationally using the ultimate projection scale of MP-2017.

The actuarial assumptions used in the valuation are based on the results of the most recent actuarial experience study, which covered the five-year period ending April 30, 2017. The experience study report is dated December 11, 2018.

**Long-term Expected Rate of Return** – The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best-estimates arithmetic real rates of return for each major asset class included in the Plan’s target asset allocation as of April 30, 2019 are summarized in the following table:

<b>Asset Class</b>	<b>Target Allocation</b>	<b>Long-Term Expected Real Rate of Return</b>
Global Equity	37%	5.15%
Fixed Income	30%	1.00%
Absolute Return	15%	3.33%
Real Estate	11%	3.75%
Direct Lending	5%	4.50%
Private Equity	2%	8.25%

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 5: Actuarial Methods and Assumptions (Continued)**

**Discount Rate** – The discount rate used to measure the total pension liability was 7.45%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and the City contributions will be made at rates equal to the employer actuarially determined contribution rate.

A municipal bond rate was not used in determining the discount rate. If it were required, the rate would be 3.85% on the measurement date.

**Sensitivity of the Net Pension Liability to Changes in the Discount Rate** – The following presents the net pension liability of the City, calculated using the discount rate of 7.45% as well as what the City's net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.45%) or one percentage point higher (8.45%) than the current rate:

	1% Decrease (6.45%)	Current Discount Rate (7.45%)	1% Increase (8.45%)
Net pension liability	\$68,788,777	\$43,332,914	\$22,171,268

**Note 6: Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statement of fiduciary net position.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

**Note 7: Litigation**

The Plan is subject to claims and lawsuits that arise primarily in the ordinary course of operating a retirement system. It is the opinion of management that the disposition or ultimate resolution of such claims and lawsuits will not have a material adverse effect on the net position of the Plan.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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**Note 8: Fair Value Measurements**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three levels of inputs that may be used to measure fair value:

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and are significant to the fair value of the assets or liabilities

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

**Note 8: Fair Value Measurements (Continued)**

**Recurring Measurements**

The following table presents the fair value measurements of assets and liabilities recognized in the accompanying financial statements measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at April 30, 2019:

<b>Investments by fair value level</b>	<b>Fair Value</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
U.S. government securities	\$13,366,552	\$—	\$13,366,552	\$—
Corporate bonds and notes	15,441,299	—	15,441,299	—
Common and preferred stock	7,139,832	7,139,832	—	—
Government mortgage-backed securities	721,799	—	721,799	—
Short-term investment funds	2,345,440	2,345,440	—	—
All country world index fund	21,453,390	—	21,453,390	—
Foreign equities	4,133,168	4,133,168	—	—
Total Investments by fair value level	<u>64,601,480</u>	<u>\$13,618,440</u>	<u>\$50,983,040</u>	<u>\$—</u>

**Investments measured at the net asset value  
(NAV) (A)**

Real estate funds	18,244,472
Partnerships – equity	1,574,926
Partnerships – fixed income	21,623,240
Hedge fund of funds	14,057,530
Emerging markets equity funds	4,163,973
International small cap equity fund	1,328,138
Equity funds	20,376,085
Total investments measured at the NAV	<u>81,368,364</u>
Total investments	<u>\$145,969,844</u>

(A) Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts included above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of fiduciary net position.

Equity and short-term investment funds classified as Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Corporate and Governmental debt securities classified as Level 2 of the fair value hierarchy are valued using third-party pricing services based on market observable information such as market quotes for similar assets, as well as normal market pricing considerations such as duration, interest rates and prepayment assumptions.

**Note 8: Fair Value Measurements (Continued)**

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

The fair value estimates presented herein are based on pertinent information available to management as of April 30, 2019. Although management is not aware of any factors that would significantly affect the estimated fair value amounts, such amounts have not been comprehensively revalued for purposes of these financial statements since that date, and current estimates of fair value may differ significantly from the amounts presented herein.

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections and cash flows. Such securities are classified in Level 2 of the valuation hierarchy. In certain cases where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy.

The valuation method for investments measured at the net asset value (NAV) per share (or its equivalent) is presented below.

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Real estate funds (A)	18,244,472	–	Quarterly	90 Days
Partnerships – equity (B)	1,574,926	104,338		
Partnerships – fixed income (C)	21,623,240	–	Monthly	10 Days
Hedge fund of funds (D)	14,057,530	–	Quarterly	70 Days
Emerging markets equity funds (E)	4,163,973	–	Monthly	10 Days
International small cap equity fund (F)	1,328,138	–	Monthly	8 Days
Equity funds (G)	20,376,085	–	Daily	1 Day
<b>Total investments measured at the NAV</b>	<b><u>\$81,368,364</u></b>			

(A) This category includes two open-ended real estate funds that invest in U.S. commercial real estate. Periodic distributions from each fund are made as the underlying investments of the funds are liquidated. Redemptions can be made quarterly.

(B) This category includes two private equity fund of funds that invest primarily in U.S. and International Corporate Finance and Venture Capital. Distributions from each fund are made as the underlying investments of the funds are liquidated. It is estimated the underlying assets of the funds will be liquidated over the next three to five years.

**Note 8: Fair Value Measurements (Continued)**

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO THE FINANCIAL STATEMENTS**

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- (C) This category includes a commingled core fixed income fund and comingled private debt fund. The fixed income fund is a mutual fund that invests in core fixed income. The underlying bonds, and mutual fund, trade daily on public markets. The private debt fund focuses on lending to U.S. based middle market and small cap companies. The underlying loans have an average duration of 2–4 years. Periodic distributions from the fund are made as underlying loans are repaid. Redemptions can be made monthly.
- (D) This category includes a hedge fund of funds which invests in 29 hedge funds that pursue multiple strategies to diversify risks and reduce volatility. The hedge funds' composite portfolio for this type includes investments in approximately 30% Equities, 28% Credit, 13% Relative Value, 5% Quantitative, 13% Macro and Commodities and 11% Multi- Strategy. Redemptions can be made quarterly.
- (E) This category includes a commingled emerging markets equity fund which trades monthly. The underlying emerging market stocks trade daily on public markets.
- (F) This category includes a commingled international small cap equity fund which trades monthly on public markets.
- (G) This category includes commingled equity funds which trade daily on public markets.

**Note 9: Retirement Plan**

The Plan has a 408(k) SEP retirement plan covering its employees that meet certain eligibility requirements. The Plan's contributions to its employees' SEP are determined by the Retirement Board. Contributions to the SEP were \$12,966 for fiscal year 2019.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
REQUIRED SUPPLEMENTARY INFORMATION**

**Schedule of Changes in Net Pension Liability and Related Ratios**

April 30, 2019

	2019	2018	2017	2016	2015
<b>Total pension liability</b>					
Service cost	\$4,091,838	\$3,914,244	\$4,598,304	\$4,630,006	\$4,403,101
Interest on total pension liability	13,152,701	12,742,742	12,509,148	12,015,197	11,366,771
Difference between expected and actual experience	(2,871,806)	(3,213,708)	(7,303,863)	(2,293,671)	–
Effect of assumption/SEIR changes	3,950,960	–	(9,116,555)	3,350,712	2,318,394
Benefit payments, including member refunds	(8,196,411)	(7,765,679)	(7,185,237)	(7,220,946)	(6,320,353)
<b>Net change in total pension liability</b>	<b>10,127,282</b>	<b>5,677,599</b>	<b>(6,498,203)</b>	<b>10,481,298</b>	<b>11,767,913</b>
<b>Total pension liability - beginning</b>	<b>179,393,466</b>	<b>173,715,867</b>	<b>180,214,070</b>	<b>169,732,772</b>	<b>157,964,859</b>
<b>Total pension liability - ending</b>	<b>189,520,748</b>	<b>179,393,466</b>	<b>173,715,867</b>	<b>180,214,070</b>	<b>169,732,772</b>
<b>Plan fiduciary net position</b>					
Net investment income	5,693,834	11,661,350	11,383,598	(815,408)	6,756,442
Net securities lending income	27,404	25,377	36,760	21,305	23,157
Employer contributions	4,778,854	4,994,191	5,063,240	5,048,167	4,930,686
Member contributions	1,415,677	1,271,683	1,253,047	1,287,388	1,323,061
Benefits paid	(7,974,964)	(7,424,849)	(6,888,499)	(6,887,482)	(6,185,573)
Refunds of contributions	(221,447)	(340,830)	(296,738)	(333,464)	(134,780)
Administrative expenses	(136,633)	(147,653)	(120,257)	(126,924)	(112,924)
<b>Net change in fiduciary net position</b>	<b>3,582,725</b>	<b>10,039,269</b>	<b>10,431,151</b>	<b>(1,806,418)</b>	<b>6,600,069</b>
<b>Plan fiduciary net position - beginning</b>	<b>142,605,109</b>	<b>132,565,840</b>	<b>122,134,689</b>	<b>123,941,107</b>	<b>117,341,038</b>
<b>Plan fiduciary net position - ending</b>	<b>146,187,834</b>	<b>142,605,109</b>	<b>132,565,840</b>	<b>122,134,689</b>	<b>123,941,107</b>
<b>Net pension liability, ending</b>	<b>\$43,332,914</b>	<b>\$36,788,357</b>	<b>\$41,150,027</b>	<b>\$58,079,381</b>	<b>\$45,791,665</b>
<b>Fiduciary net position as a percentage of total pension liability</b>	<b>77.14%</b>	<b>79.49%</b>	<b>76.31%</b>	<b>67.77%</b>	<b>73.02%</b>
<b>Covered payroll</b>	<b>\$27,108,000</b>	<b>\$25,434,000</b>	<b>\$25,061,000</b>	<b>\$25,748,000</b>	<b>\$26,461,000</b>
<b>Net pension liability as a percentage of covered payroll</b>	<b>159.85%</b>	<b>144.64%</b>	<b>164.20%</b>	<b>225.57%</b>	<b>173.05%</b>

Note to Schedule: This schedule is intended to show a 10-year trend. Additional years will be reported as they become available.



**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
REQUIRED SUPPLEMENTARY INFORMATION**

**Schedule of Employer Contributions**

Last Ten Fiscal Years

	2019	2018	2017	2016	2015
Actuarially determined employer contribution	\$4,779,000	\$4,994,000	\$5,063,000	\$5,048,000	\$4,931,000
Actual employer contributions	4,779,000	4,994,000	5,063,000	\$5,048,000	\$4,931,000
Annual contribution deficiency	\$ -	\$ -	\$ -	\$ -	\$ -
Covered payroll	\$27,108,000	\$25,434,000	\$25,061,000	\$25,748,000	\$26,461,000
Actual contributions as a percentage of covered payroll	17.63%	19.64%	20.20%	19.61%	18.63%

	2014	2013	2012	2011	2010
Actuarially determined employer contribution	\$5,658,000	\$4,956,000	\$4,361,000	\$4,748,000	\$3,616,000
Actual employer contributions	\$4,122,000	\$3,283,000	\$3,146,000	\$3,185,000	\$3,330,000
Annual contribution deficiency	\$1,536,000	\$1,673,000	\$1,215,000	\$1,563,000	\$286,000
Covered payroll	\$25,617,000	\$25,006,000	\$23,976,000	\$25,162,000	\$25,340,000
Actual contributions as a percentage of covered payroll	16.09%	13.13%	13.12%	12.66%	13.14%

Note: Effective with FY 2015, the actuarially determined employer contribution is developed as a dollar amount rather than a percent of covered payroll.

**Schedule of Investment Returns**

Fiscal Year Ending April 30	2019	2018	2017	2016	2015
Annual money-weighted rate of return, net of investment expense	4.15%	8.93%	9.47%	-0.64%	5.74%

Note to Schedule: This schedule is intended to show a 10-year trend. Additional years will be reported as they become available.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**

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**Changes of benefit and funding terms** – The following changes to the plan provisions were reflected in the valuation performed as of April 30 listed below:

**2013** – The 2013 Missouri General Assembly passed Senate Bill 215/House Bill 418 which created a new benefit tier for members hired on or after August 28, 2013. The plan provisions changed were:

- Normal retirement changed from age 65 to age 67,
- Early retirement, without a reduction in benefit amount changed from Rule of 80 (age plus service equal or exceeds 80) or age 60 with 10 years of creditable service to Rule of 85 or age 62 with 20 years of creditable service,
- Final compensation changed from an average of the highest two years to the highest three years.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**

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**Changes in actuarial assumptions and methods** – The following changes to the plan provisions were reflected in the valuations as listed below:

**4/30/2019 Valuation:**

- Reduction of the investment return assumption from 7.50% to 7.45%
- Reduction of the price inflation assumption from 3.00% to 2.50%.
- Reduction of the general wage increase assumption from 3.75% to 3.00%.
- Reduction of the payroll growth assumption from 3.75% to 3.00%.
- Increased the administrative expense assumption from 0.40% to 0.50%.
- Modification of both early and normal retirement assumptions to better reflect the actual, observed experience.
- Changed the mortality improvement scale prospectively from Scale AA to the ultimate projection scale of MP-2017.
- Modification of termination rates to better reflect the actual, observed experience.
- The merit salary assumption was modified to reflect the current pay scales.

**4/30/2017 Valuation:**

- The amortization of the unfunded actuarial accrued liability at April 30, 2017 is amortized over a closed 30-year period. Subsequent changes in the unfunded actuarial liability due to experience are amortized in a separate base with payments over a closed 20-year period.

**4/30/2013 Valuation:**

- Reduction of the investment return assumption from 7.75% to 7.50%.
- Reduction of the assumed cost of living adjustment from 3.00% to 2.50%.
- Reduction of the general wage increase assumption from 4.00% to 3.75%.
- Modification of both early and normal retirement assumptions to better reflect the actual, observed experience.
- Termination of employment assumption was changed to a pure service-based assumption with one set of rates applicable to both males and females.
- The assumption regarding vested members who terminated employment was modified to value the greater of the value of the deferred monthly benefit or the value payable as a refund.
- The merit salary assumption was modified to reflect the current pay scales.
- The amortization of the UAAL was changed to be a single base, recalculated each year and amortized as a level percentage of payroll over an open 30-year period.

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**

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**4/30/2011 Valuation:**

- The Board of Trustees adopted a change in the asset smoothing method and implemented it by resetting the actuarial value of assets equal to the fair value of assets as of April 30, 2011. The new smoothing method recognizes the difference between the actual and expected return on the fair value of assets evenly over a five-year period.

The Actuarially Determined Contribution rates, as a percentage of pensionable payroll, used to determine the Actuarially Determined Contribution amounts in the Schedule of Employer Contributions are calculated as of April 30, two years prior to the end of the year in which Actuarially Determined Contribution amounts are reported. In the six years prior to FY 2014, the City contributed a fixed contribution rate (13.14%) of covered payroll, regardless of the amount of the actuarial determined contribution rate. Beginning September 1, 2013, the City began to contribute the full dollar amount of the Actuarially Determined Contribution.

The following actuarial methods and assumptions were used to determine the Actuarially Determined Employer Contribution reported in the most recent fiscal year (April 30, 2019), which was based on the April 30, 2017 actuarial valuation:

Actuarial cost method	Entry age normal
Amortization method	Level percentage of payroll, closed
Remaining amortization period	30 year closed
Asset valuation method	5-year smoothing of actual vs. expected return on fair value
Price inflation	3.00%
Wage inflation	3.75%
Salary increases	3.75% to 7.75% per year, including wage inflation
Investment rate of return	7.50%, net of investment expenses and including price inflation
Future cost-of-living adjustments	2.50% (simple)

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI**

**SCHEDULE OF EXPENSES**

Year Ended April 30, 2019

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<b>Investment Expenses</b>	
Bank custodial fees and expenses	\$29,482
Financial management expenses	796,206
Financial consultation	24,040
<b>Total</b>	<b>\$849,728</b>

<b>Administrative Expenses</b>	
Salaries and payroll taxes	\$83,192
Legal	1,684
Audit	4,290
Actuarial fees	36,120
Printing and office expense	4,511
Postage	1,085
Travel and education expense	453
Legislative consultation	4,576
Other	722
<b>Total</b>	<b>\$136,633</b>

**CIVILIAN EMPLOYEES' RETIREMENT SYSTEM  
OF THE POLICE DEPARTMENT OF KANSAS CITY, MISSOURI  
SCHEDULE OF ADDITIONS BY SOURCE AND DEDUCTIONS BY TYPE**  
Years Ended April 30, 2012 through 2019

**ADDITIONS BY SOURCE**

<b>Fiscal Year Ended</b>	<b>Employee Contributions</b>	<b>City Contributions</b>	<b>Investment Income (Loss)</b>	<b>Total</b>
2012	1,224,736	3,146,124	(613,908)	3,756,952
2013	1,296,963	3,283,458	8,385,124	12,965,545
2014	1,313,816	4,122,375	9,764,444	15,200,635
2015	1,323,061	4,930,686	6,779,599	13,033,346
2016	1,287,388	5,048,167	(794,103)	5,541,452
2017	1,253,047	5,063,240	11,420,358	17,736,645
2018	1,271,683	4,994,191	11,686,727	17,952,601
2019	1,415,677	4,778,854	5,721,238	11,915,769

**DEDUCTIONS BY TYPE**

<b>Fiscal Year Ended</b>	<b>Benefits</b>	<b>Administrative Expenses</b>		<b>Total</b>
		<b>General</b>	<b>Refunds</b>	
2012	4,786,286	117,078	183,861	5,087,225
2013	5,249,218	141,472	249,244	5,639,934
2014	5,929,841	125,025	322,680	6,377,546
2015	6,185,573	112,924	134,780	6,433,277
2016	6,887,482	126,924	333,464	7,347,870
2017	6,888,499	120,257	296,738	7,305,494
2018	7,424,849	147,653	340,830	7,913,332
2019	7,974,964	136,633	221,447	8,333,044

# Investment Section

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October 22, 2019

Board of Trustees  
Civilian Employees' Retirement System of the Police Department  
of Kansas City, Missouri  
9701 Marion Park Drive  
Kansas City, MO 64137



Dear Board Members,

This letter serves to provide an overview of capital markets and the System's portfolio positioning for the fiscal year ended April 30, 2019.

The 2019 fiscal year (May 1, 2018 to April 30, 2019) was characterized by increased volatility and disparity in equity markets, as U.S. equity markets continued to rally and international equity markets declined. Global equity markets were driven by continued concerns over the U.S.- China trade war, rising interest rates, looming fears of a recession, and accommodative international central banks policies. During the fourth quarter of 2018, equity markets experienced a significant market correction due to ongoing trade tensions between the U.S. and China, an unknown Brexit solution, declining oil prices, concerns over faster-than-expected increases in the U.S. Federal Fund rate, and volatility in the U.S. market. However, equity markets rebounded the following quarter, recovering a significant portion of losses.

During the fiscal year, the U.S. equity markets as measured by the S&P 500 Index, returned 13.5% on strong corporate earnings, a near 50-year low unemployment rate of 3.6%, broad economic growth, and a more accommodative stance by the Federal Reserve Open Market Committee ("FOMC"). Developed non-U.S. equity markets, as measured by the MSCI EAFE Index, declined 3.2%, while emerging markets, as measured by the MSCI EM Index, returned -5.0%. International equity markets were hurt by a strong U.S. dollar, international economic tensions, and deceleration of international economic growth. Emerging markets were further impacted by decreasing oil prices and U.S. tariffs placed on over \$200 billion of Chinese goods.

The continued improvement in U.S. economic fundamentals resulted in the FOMC raising the federal funds rates by a total of 75 basis points over the fiscal year, from 1.50%-1.75% to 2.25%-2.50%. Following four federal fund rate increases in 2018 and a market pull back at the end of 2018, the FOMC indicated it was unlikely to raise rates in 2019.

The European Central Bank ("ECB") projected slowing economic growth and reduced its 2019 GDP growth estimates. The ECB had initially planned to winddown its quantitative easing program by the end of 2018/2019. However, in March 2019, the ECB announced renewed lending to commercial banks and a commitment to a low deposit rate throughout 2019. Collectively, global central banks continued to maintain or extend existing programs to stimulate economic activity.

In a reversal from the prior fiscal year, U.S. fixed income markets experienced positive returns amid rising interest rates, while global fixed income markets posted negative returns, partially due to the strengthening of the U.S. dollar and weak performance from emerging market debt. The Bloomberg U.S. Aggregate Bond Index returned 5.3%, while the Bloomberg Global Aggregate Bond Index declined 0.7%. Performance for inflation-sensitive assets varied as the Wilshire U.S. REIT Index gained 17.5%. The Bloomberg Commodity Index returned -8.0%, erasing gains from the prior year, as oil prices significantly declined during the fiscal year.



The market value of the Civilian Employees' Retirement System investments increased from \$142.3 million to \$145.4 million in the year ending April 30, 2019. During the fiscal year, the Board approved to gradually reduce the System's actuarial assumed rate of return from 7.5% to 7.25% over a five-year period. As of fiscal year-end, the System's actuarial assumed rate of return, which represents the System's long-term return goal, was 7.45%. The System's overall investment return over the past year was 4.6% and the System's three-year annualized return was 8.0%. The seven-year annualized return for the System was 6.9% and the System's ten-year annualized return was 8.7%.<sup>1</sup>

During the fiscal year, Staff, the Investment Committee, and RVK, Inc. ("RVK") reviewed the System's asset allocation targets and alternative investment portfolios. No significant changes were made to the portfolio. In the coming year, the Investment Committee and RVK will continue to review the System's asset allocation targets, given the System's updated assumed rate of return, and the alternative investment portfolios, recommending any enhancements that can improve potential return and/or diversification.

The System's investment policies, goals, and objectives, as well as the performance of its assets continue to be regularly monitored and evaluated by Staff, the Board, the Investment Committee, and RVK. These evaluations include analysis of the investment management firms and the custodial bank that serve the System.

The System's publicly traded assets managed through separate accounts are held in custody at Northern Trust Bank. Market values and returns referenced above are based upon statements prepared by Northern Trust Bank. Their statements are, to the best of our knowledge, reliable and accurate. Investment performance is calculated using a time-weighted rate of return methodology (gross of fees) based upon market values and cash flows.

We look forward to continuing to work with Staff, the Investment Committee, and the Board to monitor, review, and best position the System's portfolio to meet its long-term goals and objective.

Sincerely,



Rebecca Gratsinger, CFA  
Chief Executive Officer

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<sup>1</sup> Returns are gross of fees.

# Civilian Employees' Retirement System

## Summary of Investment Policies and Objectives

Investment performance objectives were established to give the Retirement System a method to evaluate the investment return of the system's portfolio and individual managers. The system's overall annualized total net of fees return, as measured over the course of a typical market cycle and/or a minimum period of five years, should exceed the return that would have been achieved if the system had been fully invested according to the approved asset allocation policy benchmark. The policy benchmark consists of 37% MSCI All Country World Investable Markets Index (Net), 30% Bloomberg US Aggregate Bond Index, 15% Absolute Return Custom Benchmark, 11% NCREIF ODCE Index (Net), 5% ICE Bank of America Merrill Lynch 3 Month Treasury Bill Index plus 5%, and 2% Cambridge US Private Equity Index (one quarter lag).

The portfolio underperformed the policy benchmark by 1.7% with a 4.0% return (net of fees) for the fiscal year.

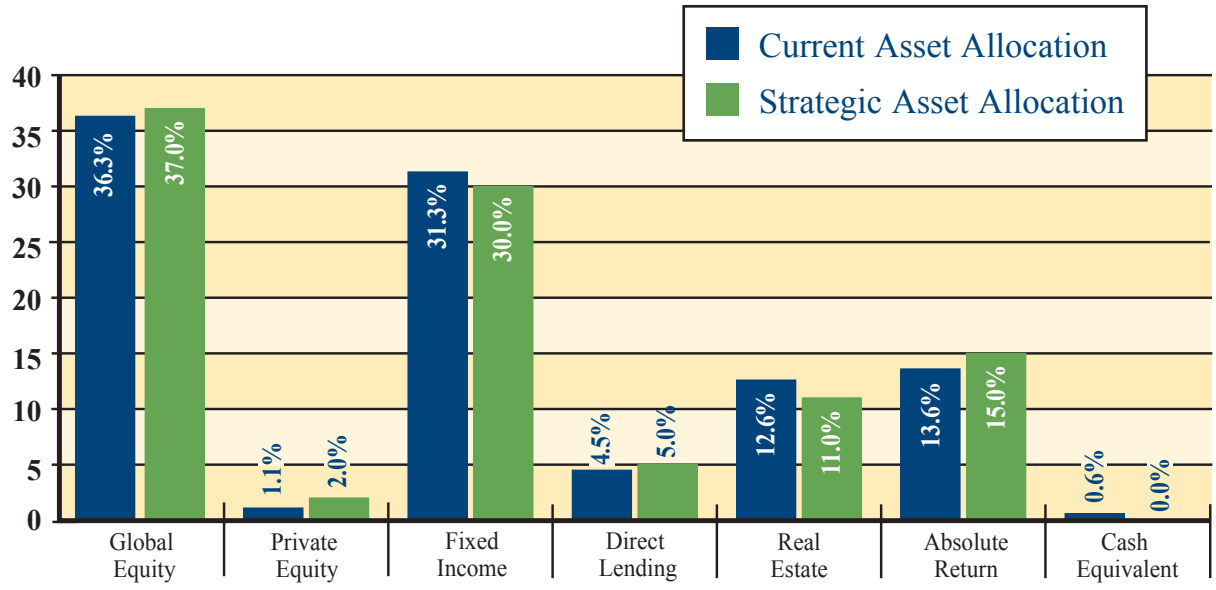
During the fiscal year, the Retirement Board monitored its strategic asset allocation policy using seven broad and distinct asset classes in the portfolio. Return, risk, and diversification assumptions have been established for each asset class. Based on its determination of the appropriate risk tolerance and its long-term return expectations, the Retirement Board has implemented the following strategic asset allocation: Global Equity 37%, Fixed Income 30%, Absolute Return 15%, Real Estate 11%, Direct Lending 5%, Private Equity 2%, and Cash 0%. Based on the RVK, Inc. capital market assumptions, the expected long term return for the strategic asset allocation is 6.1% and expected standard deviation (risk) is 9.8%.

The current asset allocation is 36% equities, 32% bonds and cash, and 32% alternatives. The equity allocation is made up entirely of global stocks. The bond and fixed income allocation is divided into core fixed income and cash. The alternative allocation is divided into core and value added real estate, absolute return strategies, direct lending, and private equity. The differences between the year-end allocation and the target allocation are due to market performance of the asset classes.

The Retirement Board met with staff from RVK, Inc. periodically to review the performance of each of the investment managers hired by the Retirement Systems. Performance is reviewed both on an absolute basis (did the manager make or lose money) and on a relative basis (how did the manager perform compared to their designated benchmark). RVK also provides comparative statistical information about the source of the manager's performance against the benchmark and how their performance stacked up against other managers in their asset class.

## Asset Allocation

Year Ending April 30, 2019



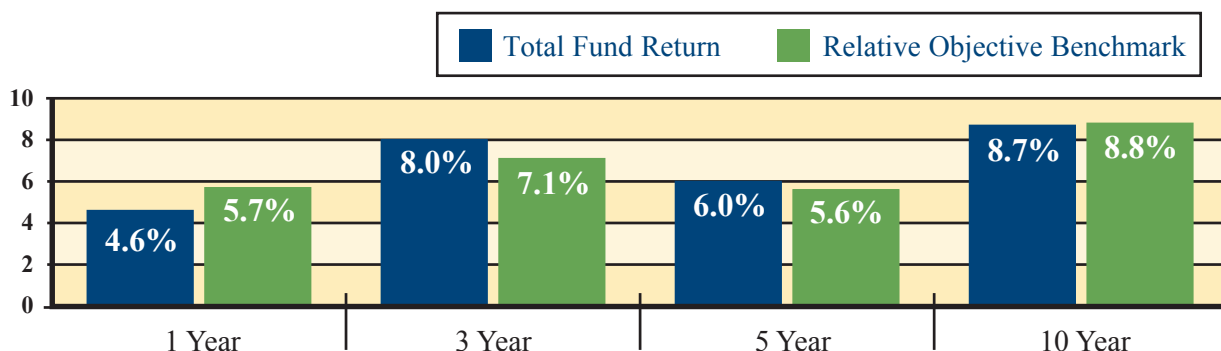
## Schedule of Investment Results

Comparative investment results are for the fiscal year ending April 30, 2019. Results for Real Estate and Private Equity managers are available for the quarter ending March 31, 2019 rather than for the fiscal year ending April 30, 2019.

### Annualized Manager Returns as of April 30, 2019

Investment Manager	Investment Class	One Year	Three Years	Five Years	Ten Years
FCI Advisors	Bonds & Fixed Income	5.9%	2.1%	2.9%	4.1%
<i>Bloomberg US Govt/Credit</i>		<i>5.4%</i>	<i>2.0%</i>	<i>2.6%</i>	<i>3.9%</i>
PIMCO Income Fund	Bonds & Fixed Income	5.9%			
<i>Bloomberg US Bond Index</i>		<i>5.3%</i>			
White Oak Fixed Income Fund	Direct Lending	10.1%			
<i>ICE Bank of America T Bill Index</i>		<i>4.7%</i>			
Artisan Partners	Global Equities	6.9%	16.1%	12.6%	
LSV Global LC Value	Global Equities	0.3%	9.7%	6.0%	
<i>MSCI World</i>		<i>6.5%</i>	<i>11.4%</i>	<i>7.3%</i>	
Wellington US SC 2000	Global Equities	10.4%	17.3%		
<i>Russell 2000</i>		<i>4.6%</i>	<i>13.6%</i>		
Wellington Int'l SC Rsrch	Global Equities	-7.6%	8.4%		
<i>MSCI World Ex US SC</i>		<i>-7.6%</i>	<i>7.1%</i>		
Northern Trust Index	Global Equities	5.1%	11.7%	7.4%	
<i>MSCI ACW IMI</i>		<i>4.3%</i>	<i>11.2%</i>	<i>6.9%</i>	
LSV Emerging Mkts	Global Equities	-5.8%	11.8%	3.9%	9.8%
<i>MSCI Emerging Mkts</i>		<i>-5.0%</i>	<i>11.3%</i>	<i>4.0%</i>	<i>7.5%</i>
LSV EM Small Cap	Global Equities	-9.4%	9.9%	4.6%	
<i>MSCI EM Small Cap</i>		<i>-12.1%</i>	<i>5.5%</i>	<i>1.7%</i>	
Morgan Stanley	Real Estate	8.3%	9.6%		
Prudential PRISA II	Real Estate	8.2%	9.2%	11.7%	10.1%
<i>NCREIF ODCE</i>		<i>6.6%</i>	<i>7.0%</i>	<i>9.2%</i>	<i>7.7%</i>
GMO	Absolute Return	1.0%	5.4%		
<i>MSCI ACW 60% / B Gbl Agg 40%</i>		<i>3.7%</i>	<i>7.2%</i>		
Grosvenor	Absolute Return	-1.1%	4.2%		
<i>HFN FOF Multi-Strat Index</i>		<i>0.7%</i>	<i>3.7%</i>		
Abbott Capital	Private Equity	13.4%	13.0%	11.3%	8.6%
JP Morgan	Private Equity	2.1%	7.8%	10.5%	11.9%
<i>Cambridge US Prvt Equ Index</i>		<i>10.6%</i>	<i>14.0%</i>	<i>11.8%</i>	<i>14.0%</i>
<b>Total Fund</b>		<b>4.6%</b>	<b>8.0%</b>	<b>6.0%</b>	<b>8.7%</b>
<i>Relative Objective</i>		<i>5.7%</i>	<i>7.1%</i>	<i>5.6%</i>	<i>8.8%</i>

## Schedule of Investment Results (Continued)



Returns provided by R V Kuhns & Associates, Inc. to the Kansas City Police Employees' Retirement System. Note: Performance returns were calculated using a time weighted rate of return based on market values.

## Schedule of Largest Assets Held

Ten Largest Equity Holdings April 30, 2019	Fair Value
1) Cisco Systems Inc	\$207,015
2) Pfizer Inc	190,867
3) Intel Corp	153,120
4) Swiss Life Holdings	141,050
5) JP Morgan Chase & Co.	139,260
6) Royal Dutch Shell	134,940
7) Roche Holdings	131,796
8) Johnson & Johnson, Inc.	127,080
9) Lam Research Corp	124,458
10) Enel S.P.A.	123,233

Ten Largest Bond Holdings April 30, 2019	Fair Value
1) US Treasury Bonds 1.375% Due 2020	\$2,571,868
2) US Treasury Bonds 2.0% Due 2021	1,441,220
3) US Treasury Bonds 2.875% Due 2046	1,335,920
4) US Treasury Bonds 4.25% Due 2039	1,290,639
5) US Treasury Bonds 1.75% Due 2022	1,182,187
6) US Treasury Bonds 2.25% Due 2027	764,555
7) US Treasury Bonds 1.625% Due 2026	688,495
8) US Treasury Bonds 3.625% Due 2044	619,395
9) Verizon Communications Bond 4.125% Due 2027	553,685
10) Starbucks Corp Bond 3.8% Due 2025	544,417

A complete list of portfolio holdings is available upon request.

# Schedule of Brokerage Commissions

Year Ending April 30, 2019

Brokerage Firms	Shares Traded	Dollar Volume of Trades	Commission	
			Dollar Amount	Value Per Share
Bank of America Corporation	7,680	\$330,131	\$38	\$0.0050
Barclays Capital	7,100	19,993	6	\$0.0008
BNP Paribas Securities Services SA	100	3,619	3	\$0.0289
Citigroup Global Markets Inc.	11,300	73,480	29	\$0.0026
Credit Suisse AG, New York Branch	6,460	416,357	45	\$0.0070
Credit Suisse Securities (USA) LLC	17,000	131,757	66	\$0.0039
Credit Suisse Securities (Europe) Ltd.	9,000	160,764	80	\$0.0089
Deutsche Bank Securitates	880	63,385	25	\$0.0288
HSBC Bank PLC	20,500	126,567	38	\$0.0018
HSBC Securities (USA) Inc.	2,050	17,067	5	\$0.0025
Investment Technology Group Inc.	1,100	28,326	8	\$0.0075
Investment Technology Group Ltd.	700	1,488	1	\$0.0008
Liquidnet Inc.	200	11,521	2	\$0.0100
Merrill Lynch International Limited	672	42,004	17	\$0.0253
Morgan Stanley and Co., LLC	58,731	1,361,082	361	\$0.0061
Sanford C. Bernstein and Co., LLC	1,490	73,101	11	\$0.0075
Societe Generale London Branch	1,900	3,948	3	\$0.0014
Sungard Institutional Brokerage Inc.	1,682	163,859	12	\$0.0070
UBS AG London Branch	240	3,944	2	\$0.0082
UBS AG Stamford Branch	8,540	584,554	60	\$0.0070
UBS Limited	3,400	54,588	27	\$0.0080
UBS Securities Asia Limited	4,350	23,606	12	\$0.0027
Weeden and Co	100	2,021	1	\$0.0100
<b>Totals</b>	<b>165,175</b>	<b>\$3,697,162</b>	<b>\$853</b>	<b>\$0.005</b>

Zero Commission Trades excluded from above	19,177,159	\$30,002,294		
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# Investment Summary

Year Ending April 30, 2019

Investment Manager	Date Hired	Investment Class	Portfolio Fair Value As of 4/30/19	% of Total Fair Value
FCI Advisors	Oct 1974	Fixed Income	\$29,529,650	20.2%
Cash			2,345,440	1.6%
Prudential	Sep 2004	Real Estate	9,277,990	6.4%
Abbott Capital	Aug 2005	Private Equity	1,166,844	0.8%
JPMorgan	Jan 2006	Private Equity	408,082	0.3%
LSV	Aug 2007	Equity Emerging Markets	2,804,175	1.9%
LSV	Jan 2014	Equity Emerging Markets Small Cap	1,359,798	0.9%
Northern Trust	Feb 2014	Global Equity Index	21,453,390	14.7%
Artisan	Apr 2014	Global Equity	12,352,839	8.5%
LSV	Apr 2014	Global Equity	11,273,001	7.7%
Wellington	May 2014	Equity International Small Cap	1,328,138	0.9%
Wellington	May 2014	Equity US Small Cap	2,240,071	1.5%
Grosvenor	Jul 2014	Absolute Return - Hedge Fund	14,057,530	9.6%
GMO	Aug 2014	Absolute Return - GTAA	5,783,175	4.0%
Morgan Stanley	Sep 2014	Real Estate	8,966,482	6.1%
PIMCO	Aug 2017	Fixed Income	15,011,954	10.3%
White Oak	Apr 2018	Direct Lending	6,611,286	4.5%
<b>Total</b>			<b>\$145,969,844</b>	<b>100%</b>

## Fees and Commissions

Year Ending April 30, 2019

Investment Manager	Management Fee	Commission Expense	Commission per Share
Abbott	\$18,840	\$-	\$-
Artisan Global	93,600	-	-
FCI	42,340	-	-
GMO	45,599	-	-
Grosvenor	129,672	-	-
JP Morgan PE	8,310	-	-
LSV	120,046	853	0.005
Morgan Stanley	90,200	-	-
Northern Trust	14,623	-	-
PIMCO	72,000	-	-
PGIM	94,600	-	-
Wellington	29,776	-	-
White Oak	36,600	-	-
<b>Total</b>	<b>\$796,206</b>	<b>\$853</b>	<b>\$0.000</b>



# Actuarial Section

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October 12, 2019

The Retirement Board  
Civilian Employees' Retirement System of the  
Police Department of Kansas City, Missouri  
9701 Marion Park Drive, B  
Kansas City, MO 64137

Dear Members of the Board:

The basic financial objective of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri is to establish and receive contributions which:

- when expressed in terms of percentages of active member payroll will remain approximately level from generation to generation, and
- when combined with present assets and future investment return will be sufficient to meet the financial obligations of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri to present and future retirees and beneficiaries.

The financial objective is addressed within the annual actuarial funding valuation. The valuation process develops contribution rates that are sufficient to fund the plan's current cost (i.e. the costs assigned by the valuation method to the year of service about to be rendered), as well as to fund the unfunded actuarial accrued liability (UAAL), as a level percent of active member payroll, over the amortization period defined in the System's Funding Policy. The most recent valuation was completed based upon population data, asset data, and plan provisions as of April 30, 2019.

The administrative staff of the System provides the actuary with census data for the actuarial valuation. The actuary relies on the data after reviewing it for internal and year to year consistency. The actuary summarizes and tabulates population data in order to analyze longer term trends. The plan's external auditor also audits the actuarial membership data annually.

For funding valuation purposes, an asset smoothing method is used to develop the actuarial value of assets. The smoothing method recognizes the difference between the dollar amount of the actual and expected return on the market value of assets over a five-year period.

Actuarial valuations for funding the System are based upon assumptions regarding future activity in specific risk areas including the rates of investment return and payroll growth, eligibility for the various classes of benefits, and longevity among retired lives. These assumptions are adopted by the Board after considering the advice of the actuary and other professionals. In our opinion, the assumptions and the methods comply with the requirements of Actuarial Standards of Practice. Each actuarial valuation takes into account all prior differences between actual and assumed experience in each risk area and adjusts the actuarial contribution rates as needed. The April 30, 2019 actuarial valuation reflects the actuarial assumptions and methods included in the





experience study covering the five year period from May 1, 2012 to April 30, 2017, as adopted by the Board based on advice of the actuary.

The unfunded actuarial accrued liability increased from the last valuation by \$5.5 million due to the actual experience. There was an actuarial loss of \$2.7 million on assets and an actuarial gain of \$1.7 million on demographic experience. The liability gain was largely due to cost of living increases that were lower than expected, based on the actuarial assumption, and retirement and salary experience.

The 2013 session of the Missouri General Assembly passed legislation that modified the benefit provisions for members hired on or after August 28, 2013 (called Tier II). As a result, the normal cost for this group of members is lower than the normal cost rate for members hired before that date. As of April 30, 2019, there were 204 members in Tier II out of a total of 543 active members (about 38% of total actives) so the Tier II members had a small impact on the results of the April 30, 2019 valuation. Over time, the normal cost rate is expected to decline as the pre-August 28, 2013 members retire or leave covered employment and are replaced by members covered by Tier II. However, it will likely take another 10 to 15 years before a noticeable difference is observed in the valuation results.

The System is 80% funded as of April 30, 2019, based on the actuarial value of assets. However, reflecting the impact of the Tier II benefit structure for future hires and the City's statutory requirement to contribute the full actuarial contribution rate, the funded ratio of the System is expected to increase over the next thirty years if all actuarial assumptions are met.

Cavanaugh Macdonald also prepared actuarial computations as of April 30, 2019 for purposes of fulfilling financial accounting requirements for the System under Governmental Accounting Standards Board (GASB) Statement No. 67. The results are presented in a separate report dated September 16, 2019. The assumptions used in the funding valuation report were also used in the GASB 67 report. In addition, the entry age normal actuarial cost method, which is required to be used under GASB 67, is also used in the funding valuation report. The actuarial assumptions and methods used in both the funding and the GASB 67 valuation meet the parameters set by the Actuarial Standards of Practice (ASOPs), as issued by the Actuarial Standards Board, and generally accepted accounting principles (GAAP) applicable in the United States of America as promulgated by the Governmental Accounting Standards Board.



This work product was prepared solely for the Civilian Employees' Retirement System of the Police Department of Kansas City for the purposes described herein and may not be appropriate to use for other purposes. CMC does not intend to benefit and assumes no duty or liability to other parties who receive this work.

The actuary prepared, or assisted in preparing, the following supporting information for the Comprehensive Annual Financial Report:

### **Financial Section**

- Total Pension Liability
- Net Pension Liability
- Sensitivity Analysis
- Schedule of Changes in the Net Pension Liability
- Schedule of City Contributions

### **Actuarial Section**

- Summary of Assumptions
  - Funding Method, Asset Valuation Method, Interest Rate
  - Payroll Growth
  - Probabilities of Age & Service Retirement
  - Probabilities of Separation from Active Employment Before Age & Service Retirement
- Short-Term Solvency Test
- Membership Data
- Analysis of Financial Experience
- Schedule of Funding Progress
- Computed and Actual City Contributions

Respectfully submitted,  
CAVANAUGH MACDONALD CONSULTING, LLC

*Patrice Beckham*

Patrice A. Beckham, FSA, FCA, EA, MAAA  
Principal and Consulting Actuary



This work product was prepared solely for the Civilian Employees' Retirement System of the Police Department of Kansas City for the purposes described herein and may not be appropriate to use for other purposes. CMC does not intend to benefit and assumes no duty or liability to other parties who receive this work.

## Summary of Actuarial Assumptions and Methods

Actuarial assumptions are suggested by the retirement system actuary and approved by the Retirement Board.

The investment rate of return is 7.45% for the 4/30/19 valuation, stepping down to 7.25% over the next four years (adopted 11/8/18) based on an underlying rate of inflation of 2.5% per year (adopted 11/8/18).

The System uses a 5-year smoothing of actual vs. expected return on market value approach to value plan assets for actuarial purposes. (Adopted 9/20/11)

For healthy and disabled retirees and surviving beneficiaries, and all active employees, the System uses the RP-2000 tables projected to 2017 using scale AA. Future mortality improvement is projected generationally using the ultimate projection scale MP-2017 for both males and females (adopted 11/8/18).

The rates to measure the probabilities of age and service retirements are included in the Rates of Retirement table on the following pages.

Tables for Rates of Separation from Active Membership and Rates of Disability are shown on the following pages.

The projected average salary increase attributable to inflation is 3.00% (adopted 11/8/18); merit and longevity increases range from 0.0% to 3.5% (adopted 11/8/18) depending upon the sample ages. These increases include an underlying assumption of 2.5% for inflation (adopted 11/8/18). The table for Pay Increase Assumptions is shown on the following pages.

Normal cost and the allocation of actuarial present values between service rendered before and after the valuation date were determined using the entry age normal actuarial cost method. Unfunded actuarial accrued liabilities were amortized by level percent of payroll contributions (principal and interest combined)

over a closed 30 year period, beginning with the April 30, 2017 valuation. Any new UAAL generated in subsequent years will be layered and amortized over a closed 20-year period. (Adopted 11/8/16)

The System assumes the Retirement Board will grant a 2.5% cost of living adjustment, as allowed by state statute, in each year that statutory provisions are met. (Adopted 7/9/13)

The System periodically prepares a study using actual experience in order to develop assumptions to be used in its actuarial valuations. The latest study was initially completed and presented to the Board in April 2018 for the period May 1, 2012 through April 30, 2017. Further analysis of the investment return assumption was required. That work was completed and the Retirement Board adopted the recommendations and assumptions at the November 8, 2018 board meeting to be used in the valuation for the fiscal year ending April 30, 2019. The experience study report is dated December 11, 2018.

The most recent valuation was completed by Cavanaugh Macdonald Consulting, LLC and was based on members of the System as of April 30, 2019. All census data was supplied by the System and was subject to reasonable consistency checks. Cavanaugh Macdonald Consulting, LLC completed the 2011 through 2019 valuations. Milliman, Inc. completed the 2007 through 2010 valuations. Gabriel, Roeder, Smith & Company completed the valuations from 2002 through 2006. William M. Mercer, Inc. completed all previous valuations.

# Summary of Actuarial Assumptions and Methods (Continued)

**Mortality Tables.** For active members, RP-2000 Employee Table with a 1-year age set forward, projected to 2017 using Scale AA (also set forward 1 year). Future Mortality improvement is projected generationally using the ultimate projection scale of MP-2017 and reflects the 1-year age set-forward. (Adopted 11/8/18)

For healthy retirees, the RP-2000 Healthy Annuitant Table with a 1-year age set forward, projected to 2017 using Scale AA (also set forward 1 year). Future Mortality improvement is projected generationally using the ultimate projection scale of MP-2017 and reflects the 1-year age set-forward. (Adopted 11/8/18)

For disabled retirees, the RP-2000 Healthy Annuitant Table with a 5-year age set forward, projected to 2017, using Scale AA (also set forward 5 years). Future mortality improvement is projected generationally using the ultimate projection scale of MP-2017 and reflects the 5-year age set-forward. (Adopted 11/8/18)

**Rates of separation from active membership.**

The rates do not apply to members eligible to retire and do not include separation on account of death or disability. This assumption measures the probabilities of members remaining in employment. (Adopted 11/8/18)

Years of Service	% of Active Members Separating within Next Year
0	18.0%
1	16.5%
2	15.0%
3	13.5%
4	12.0%
5	10.5%
6	9.0%
7	7.5%
8	6.0%
9	5.0%
10	4.0%
11	3.0%
12 – 16	2.0%
17	1.5%
18	1.0%
19	0.5%
20+	0.0

**Rates of Disability.** These assumptions represent the probabilities of active members becoming disabled. (Adopted 1984) It was assumed that one-third of disabilities would be duty related.

Sample Ages	% of Active Members Becoming Disabled within Next Year
25	0.023%
30	0.030%
35	0.038%
40	0.053%
45	0.075%
50	0.135%
55	0.270%
60	0.675%
65	3.200%

## Summary of Actuarial Assumptions and Methods (Continued)

**Rates of Retirement.** These rates are used to measure the probabilities of an eligible member retiring during the next year (Adopted 11/8/18). Inactive vested members are assumed to retire at the first unreduced retirement age.

Tier 1 Members			Tier 2 Members		
Ages	Reduced	Unreduced	Ages	Reduced	Unreduced
50		15%	51-54		12%
51-54		12%	55-59		12%
55-59	3%	12%	60-61	10%	12%
60-61	10%	12%	62-64	10%	25%
62-64	10%	25%	65	10%	25%
65		25%	66	10%	30%
66-69		30%	67-69		30%
70		100%	70		100%

**Pay increase assumptions** for individual active members are shown below.  
(Adopted 11/8/18)

Years of Service	Annual Rate of Pay Increase		
	General Wage Growth	Merit and Longevity	Total
0-15	3.00%	3.50%	6.50%
16-30	3.00%	1.50%	4.50%
31+	3.00%	.60%	3.60%

## Schedule of Active Member Valuation Data

Ten Years Ended April 30, 2019

Valuation Date April 30	Active Members	Annual Payroll	Annual Average Pay	% Increase in Average Pay
2010	575	24,751,839	43,047	1.9%
2011	557	24,837,595	44,592	3.6%
2012	549	23,934,913	43,597	(2.2%)
2013	558	24,926,803	44,672	2.5%
2014	552	25,512,281	46,218	3.5%
2015	551	26,284,560	47,703	3.2%
2016	526	25,622,781	48,713	2.1%
2017	492	24,196,734	49,180	1.0%
2018	511	25,760,424	50,412	2.5%
2019	543	27,327,897	50,328	-0.2%

## Schedule of Retirants and Beneficiaries Added to and Removed from Rolls

Ten Years Ended April 30, 2019

Year Ended Apr 30	Added to Rolls		Removed from Rolls		Rolls End of Year		% Increase in Annual Benefits	Average Annual Benefits
	Number	Annual Benefits	Number	Annual Benefits	Number	Annual Benefits		
2010	24	632,570	1	9,072	186	4,110,840	17.9	22,101
2011	14	313,147	7	167,166	193	4,358,184	6.0	22,581
2012	11	161,674	5	72,224	199	4,581,012	5.1	23,020
2013	17	418,158	5	78,827	211	5,032,296	9.9	23,850
2014	17	350,265	4	70,420	224	5,414,412	7.6	24,171
2015	16	380,423	5	116,695	235	5,786,256	6.9	24,622
2016	20	436,079	7	133,170	248	6,180,912	6.8	24,923
2017	23	623,410	9	95,963	262	6,831,852	10.5	26,076
2018	16	330,169	6	157,851	272	7,112,772	4.1	26,150
2019	14	461,971	4	54,604	282	7,577,136	6.5	26,869

Benefit amounts do not include \$160 supplemental benefit.



## Short-Term Solvency Test

ENTRY AGE ACTUARIAL ACCRUED LIABILITIES					Portion of Actuarial Accrued Liabilities Covered by Reported Assets		
Valuation Date	(1) Active Member Contributions	(2) Retirees and Beneficiaries	(3) Active Members (Employer Financed Portion)	Valuation Assets	(1)	(2)	(3)
April 30							
2010	\$11,328,650	\$51,740,006	\$68,153,908	\$100,515,970	100%	100%	55%
2011	12,057,814	55,401,727	69,580,920	102,522,611	100	100	50
2012	12,623,138	56,978,299	73,306,093	108,018,073	100	100	52
2013	12,957,382	61,173,449	74,531,948	113,170,844	100	100	52
2014	13,366,753	65,924,948	75,972,321	119,075,893	100	100	52
2015	13,831,974	69,298,850	77,339,858	126,029,676	100	100	55
2016	14,009,918	73,396,064	77,675,950	130,604,532	100	100	56
2017	13,748,200	81,260,182	76,179,809	137,233,636	100	100	55
2018	13,993,612	83,042,411	80,080,976	144,206,976	100	100	59
2019	14,253,969	88,625,831	85,625,376	150,112,994	100	100	55

Note: For years prior to 2011, information is shown from a prior actuary's report.

## Analysis of Financial Experience

Year Ended April 30, 2019

The actuarial gains or losses realized in the operation of the Retirement System provide an experience test. Actual experience will never (except by coincidence) coincide exactly with assumed experience. It is expected that gains and losses will cancel each other over a period of years, but sizable year-to-year fluctuations are common. Detail on the derivation of the actuarial gain (loss) is shown below.

	Millions
Unfunded Actuarial Accrued Liability, April 30, 2018	32.9
- effect of contributions less than actuarial rate	-
- expected change due to amortization method	0.4
- loss from investment return on actuarial assets	2.7
- demographic experience <sup>1</sup>	(1.7)
- assumption changes	4.2
- all other experience	(0.1)
Unfunded Actuarial Accrued Liability, April 30, 2019	38.4

<sup>1</sup> Liability gain is 0.90% of total actuarial accrued liability

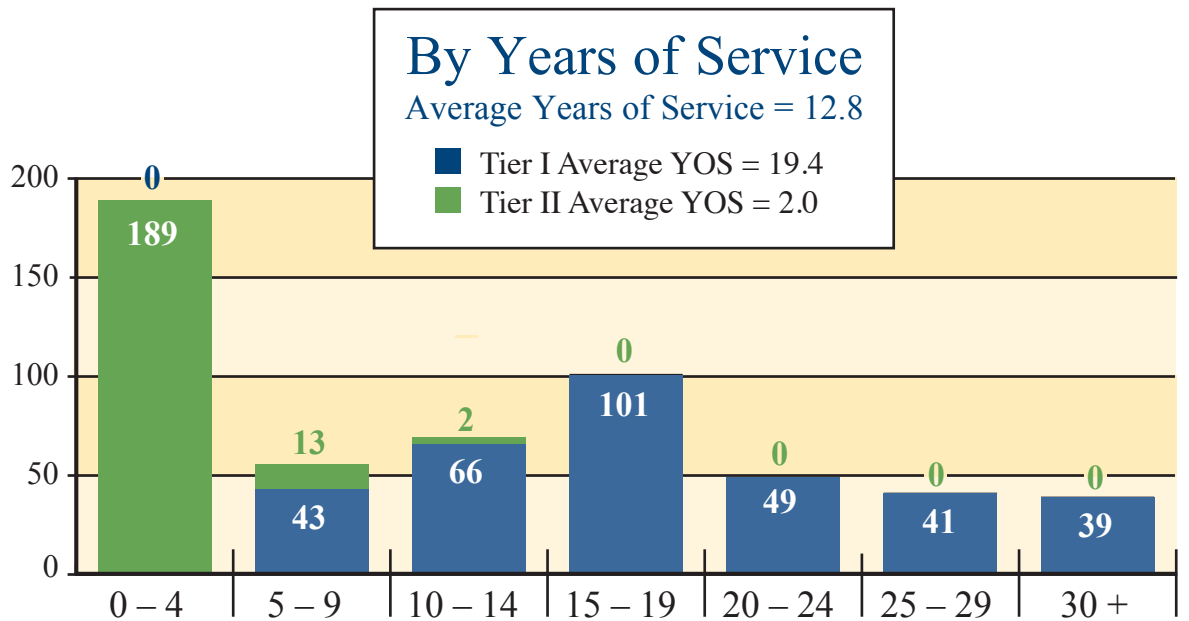
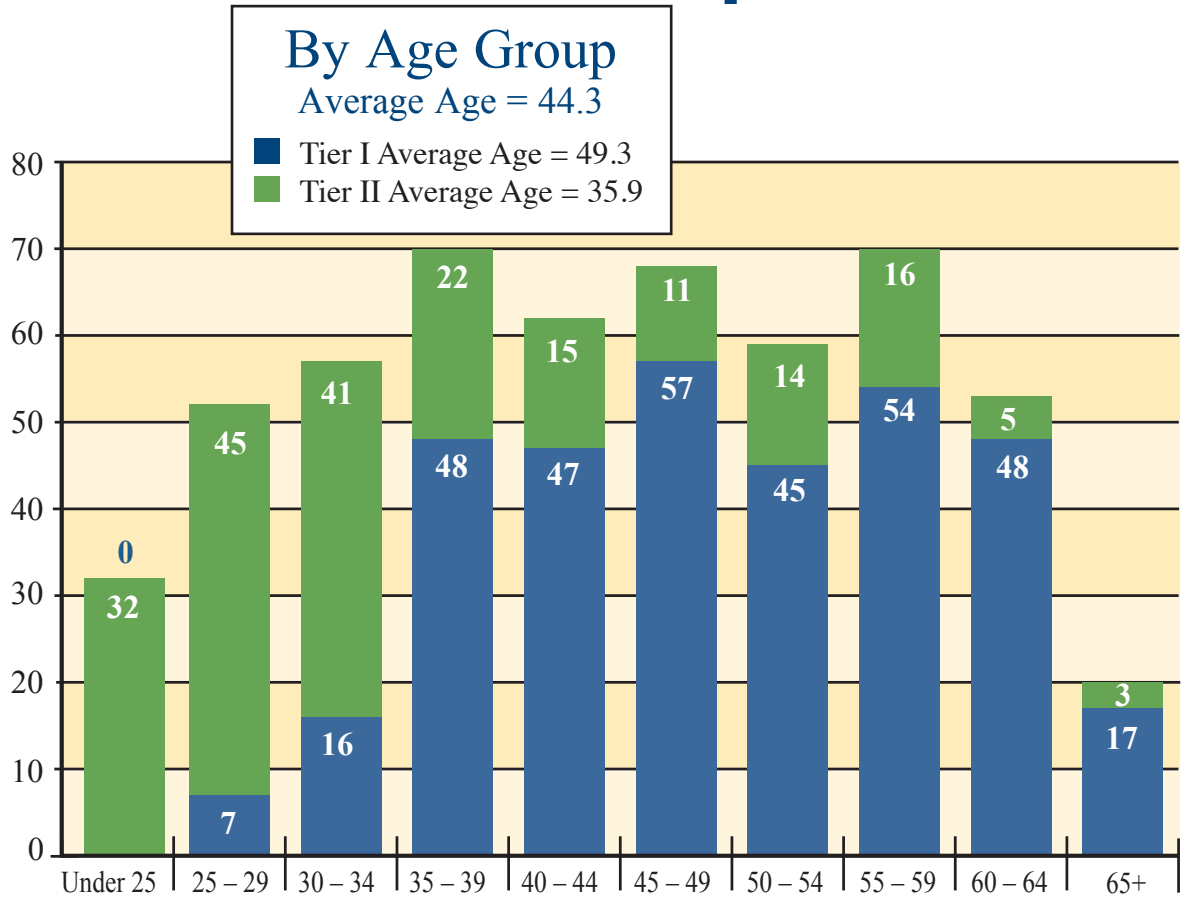
## Schedule of Funding Progress

Actuarial Valuation Date	(a) Actuarial Value of Assets	(b) Actuarial Accrued Liability (AAL) Entry Age	(b-a) Unfunded AAL (UAAL)	(a/b) Funded Ratio	(c) Active Member Covered Payroll	[(b-a)/c] UAAL as a Percentage of Covered Payroll
4/30/10	\$100,515,970	\$131,222,564	\$30,706,594	77%	\$26,136,353	117%
4/30/11	102,522,611	137,040,461	34,517,850	75%	25,238,690	137%
4/30/12	108,018,073	142,907,530	34,889,457	76%	25,255,423	138%
4/30/13	113,170,844	148,662,779	35,491,935	76%	26,461,403	134%
4/30/14	119,075,893	155,264,022	36,188,129	77%	27,076,814	134%
4/30/15	126,029,676	160,470,682	34,441,006	79%	27,887,038	124%
4/30/16	130,604,532	165,081,932	34,477,400	79%	27,165,226	127%
4/30/17	137,233,636	171,188,191	33,954,555	80%	25,618,042	133%
4/30/18	144,206,976	177,116,999	32,910,023	81%	27,256,079	121%
4/30/19	150,112,994	188,505,176	38,392,182	80%	28,822,590	133%

## Schedule of Computed and Actual City Contributions

Year Ended April 30	Actuarial Determined Contributions	Actual Contributions
2010	\$4,013,807	\$3,329,727
2011	5,412,676	3,185,041
2012	4,944,371	3,146,124
2013	5,202,401	3,283,458
2014	5,358,191	4,122,375
2015	4,930,686	4,930,686
2016	5,048,167	5,048,167
2017	5,063,240	5,063,240
2018	4,994,191	4,994,191
2019	4,778,854	4,778,854

# Active Membership



# Summary Plan Description

## at April 30, 2019

### Membership

All regularly appointed full-time civilian employees of the Kansas City, Missouri Police Department, who are not eligible to receive a pension from any other City funded retirement system, shall become members of the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri as a condition of their employment.

Tier I members include employees hired before August 28, 2013.

Tier II members include employees hired on or after August 28, 2013.

Any Tier I member who terminates their membership and later returns to membership on or after August 28, 2013 will become a Tier II member.

### Creditable Service

Membership service includes all service rendered as a civilian employee for compensation. Creditable service includes current membership service and may also include purchases of prior service, military service and other qualifying public service.

#### Service Interruptions

With certain exceptions, any time a member is on leave without compensation, the member will not receive creditable service in the Retirement System for such period of time. However, upon returning from unpaid leave to active service, the member may purchase creditable service for such time by paying the actuarial cost calculated at the time of the purchase. Under certain conditions, members who have been on a period of unpaid leave for military purposes may receive creditable service without being required to pay the actuarial cost. Creditable service does not include any time a member is suspended from service without pay.

#### Prior Service

A member who terminates membership with three years or more of creditable service and later returns to membership may purchase credit toward retirement for that prior service. The cost shall be determined using the member's portion of actuarial rates.

#### Prior Military Service

Members may elect to purchase creditable service in the Retirement System based upon any active duty time they served in the U.S. military prior to employment with the Kansas City, Missouri Police Department. A member may purchase up to two years of qualifying military service. The cost shall be determined at the time of purchase using current actuarial rates, and must be paid in full prior to retirement.

#### Other Public Employment

Under Section 105.691 RSMo, a member who has been employed in nonfederal public employment in the State of Missouri prior to becoming a member of the Civilian Employees' Retirement System may purchase service up to the actual number of years of public service in an eligible position. A member becomes eligible under this section after they have been a member of the Civilian Employees' Retirement System for five years. The cost shall be determined using actuarial rates.

### Contributions

All members contribute a percentage of their base pay until they retire. The member's contribution rate is 5% of base pay. Member contributions are made through payroll deduction on a pre-tax basis and paid into the Retirement System by the Board of Police Commissioners each pay period.

As of May 1, 2018, the City of Kansas City, Missouri will contribute the actuarial required amount of \$4.7 million based on a projected payroll of \$26.5 million using a contribution rate of 17.98% of members' base pay. Future contribution rates will be based on actuarial requirements.

## Retirement Benefits

A Tier I member's normal retirement date shall be the first day of the month following the later of the date the member attains the age of 65 years or of the member's tenth anniversary of employment.

A Tier II member's normal retirement date shall be the first day of the month following the later of the date the member attains the age of 67 years or of the member's twentieth anniversary of employment.

Pension benefits begin in the month following the member's effective retirement date.

### Age and Service Retirement

A member, who retires on or after the member's normal retirement date, shall receive a pension in a sum equal to 2% of the member's Final Compensation multiplied by the number of years of creditable service.

Final Compensation of a Tier I member is generally the member's average annual compensation over the 24 months of service for which the member received the highest base salary.

Final Compensation of a Tier II member is generally the member's average annual compensation over the 36 months of service for which the member received the highest base salary.

There is no reduction for social security benefits.

A member who is married at the time of retirement may, with their spouse's consent, select an optional annuity in lieu of a normal pension. An optional annuity provides a monthly pension to the member for life

and an equal amount to the surviving spouse upon the death of the member. The value of the optional annuity will be the actuarial equivalent of the member's normal pension amount at the date of retirement, including the value of survivorship rights for the surviving spouse. The optional annuity will be paid to the member's surviving spouse for life without regard to remarriage.

### Early Retirement

Beginning at age 55, a Tier I member who has completed at least 10 years of creditable service may elect early retirement and receive a pension benefit which shall be reduced by one-half of one percent for each month the effective date is prior to the first day of the month after the member turns 60. For members electing early retirement at age 55 the reduction is 30%.

Beginning at age 60, a Tier I member who has completed at least 5 years but not more than 10 years of creditable service may elect early retirement and receive a pension benefit which shall be reduced by one-half of one percent for each month the effective date is prior to the first day of the month after the member turns 65.

Beginning at age 60, a Tier I member who has completed at least 10 years of creditable service, or at any time after a member's total of age and years of creditable service equals or exceeds 80, the member may elect early retirement without any reduction in benefits.

Beginning at age 62, a Tier II member who has completed at least 5 years of creditable service may elect early retirement and receive a pension benefit which shall be reduced by one-half of one percent for each month the effective date is prior to the first day of the month after the member turns 67. For members electing early retirement at age 62 the reduction is 30%.

Beginning at age 62, a Tier II member who has completed at least 20 years of creditable service, or at any time after a member's total of age and years of creditable service equals or exceeds 85, the member may elect early retirement without any reduction in benefits.

## **Disability Benefits**

A member eligible for disability benefits must be in active service and have a total and permanent disability that prevents the member from engaging in any occupation or performing any work for remuneration or profit for the remainder of the member's life. The disability must not be caused by the member's own negligence or willful self infliction. A duty disability is directly due to and caused by actual performance of employment with the Police Department. A non-duty disability arises from any other cause than a duty disability.

There is no age or service requirement for a duty disability pension. A member eligible for a duty disability pension, as determined by the Medical Board of the Retirement System and the Retirement Board, will receive a pension equal to 50% of the member's Final Compensation.

To be eligible for a non-duty disability pension, a member must have 10 or more years of creditable service. A member eligible for a non-duty disability pension, as determined by the Medical Board of the Retirement System and the Retirement Board, will receive a pension equal to 30% of the member's Final Compensation but in no event shall the disability pension be less than the amount the member would be entitled to as a pension if they retired on the same date with equivalent age and creditable service.

A disability pension shall be paid to eligible members for so long as the total and permanent disability shall continue. The pension may be subject to offset or reduction by amounts paid or payable under Workers' Compensation law. A disability retiree may be required by the Retirement Board to undergo periodic medical examinations.

## **Partial Lump-sum Option Payment (PLOP)**

A Partial Lump-sum Option Payment (PLOP) is available to members who have one or more years of creditable service beyond their eligible retirement date. A member with one or more years of creditable service beyond their eligible retirement date may elect a lump-sum equal to

12 times the initial monthly base pension they would have received without making the PLOP election.

A member with two or more years of creditable service beyond their eligible retirement date may elect a lump-sum equal to 24 times the initial monthly base pension they would have received without making the PLOP election.

A member with three or more years of creditable service beyond their eligible retirement date may elect a lump-sum equal to 36 times the initial monthly base pension they would have received without making the PLOP election.

When a member makes an election to receive a PLOP, the member's base pension calculated at the time of retirement will be actuarially reduced to reflect the PLOP payment. The reduction in a member's retirement benefit with a PLOP is dependent upon the member's age, marital status and the amount of the PLOP.

## **Survivor Benefits**

Upon the death of a member in service or of a member after retirement, there shall be paid the following:

If the member dies in service and has less than 5 years of creditable service, the member's surviving spouse shall be paid, in a lump sum, the amount of the member's contributions plus interest.

If the member dies in service and has at least 5 but less than 20 years of creditable service, the member's surviving spouse may elect, in lieu of the lump sum return of contributions plus interest, a pension equal to 50% of the member's accrued pension as computed for normal retirement. The effective date of the election shall be the latter of the first day of the month after the member's death or the first day of the month following what would have been the member's early retirement date.



If the member dies in service and has at least 20 years of creditable service, the member's surviving spouse may elect, in lieu of the lump sum return of contributions plus interest, the larger of the 50% pension as computed above or a pension determined on a joint and survivor's basis from the actuarial value of the member's accrued pension at the date of death.

If the member retired and did not elect an optional annuity in lieu of a normal pension, the surviving spouse shall receive a pension payable for life equaling 50% of the member's normal retirement benefit as of the member's actual retirement date plus cost of living adjustments.

If the member retired and elected an optional spousal annuity, the surviving spouse shall receive the same amount as the annuity being paid to the member and will be paid such amount for the lifetime of such surviving spouse.

A funeral benefit of \$1,000.00.

When a surviving spouse receives Workers' Compensation benefits on account of the death of a member in service, the amounts of any payments under this section may be subject to offset or reduction by amounts paid or payable under any Workers' Compensation law.

Upon the death of a member, if there is no surviving spouse or if the total amount paid to the member and/or the member's surviving spouse is less than the member's accumulated contributions, an amount equal to the difference shall be paid to the member's designated beneficiary or, if none, to the member's estate. A payment to a designated beneficiary shall constitute full and final payment of any and all claims for benefits from the Retirement System.

A surviving spouse shall not be entitled to benefits unless the spouse was married to the member at the time of retirement.

### **Cost of Living Adjustments**

Members, including surviving spouses, may receive an annual cost-of-living adjustment in an amount not to exceed 3% of their respective base pension. Statutes require that the Retirement System remain actuarially sound and that the Retirement Board must act upon the advice of a qualified actuary when granting cost of living adjustments. To be eligible for the cost of living increase, which is normally granted on the June 1 benefit check, the member's pension must have commenced by December 31 of the prior year.

### **Supplemental Retirement Benefits**

Retired members with 15 years of creditable service and eligible surviving spouses receive a supplemental retirement benefit, currently in the amount of \$160.00 monthly, in addition to pension benefits.

### **Resignation or Termination**

Upon resignation or termination of a member with less than 5 years of creditable service, the member will be paid the amount of the member's accumulated contributions plus interest, if any, and the return of contributions shall be in lieu of any and all benefits to which the member might be entitled.

With 5 or more years of creditable service, a member may choose to leave their accumulated contributions in the Retirement System fund and receive a pension upon the member's normal retirement date or upon the member's early retirement date subject to any applicable adjustments.

Any member who receives a refund of their member contributions, thereby terminating their membership in the Retirement System, and who later returns to membership on or after August 28, 2013 due to re-employment will become a Tier II member.

## Retirement Board

The Retirement Board is composed of nine members, two are appointed by the Board of Police Commissioners, two are appointed by the City Council and five are elected by the membership of the Retirement Systems. The elected members must include one member of the Civilian Employees' Retirement System, one member retired from active service in the Police Retirement System, and one active member of the Police Retirement System who has not attained the rank of Sergeant or higher. Elections are held annually and board members are elected to serve for three-year terms.

The above summary is not intended to serve as a legal document or substitute for the law. In all circumstances the language of the actual text of the law and the policies adopted by the Retirement System Board will take precedence. Copies of sections 86.1310 to 86.1640 of the Revised Statutes of Missouri, which govern the Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri are available on our web site at [www.kcpers.org](http://www.kcpers.org) or upon request at the KCPERS office.



# Statistical Section

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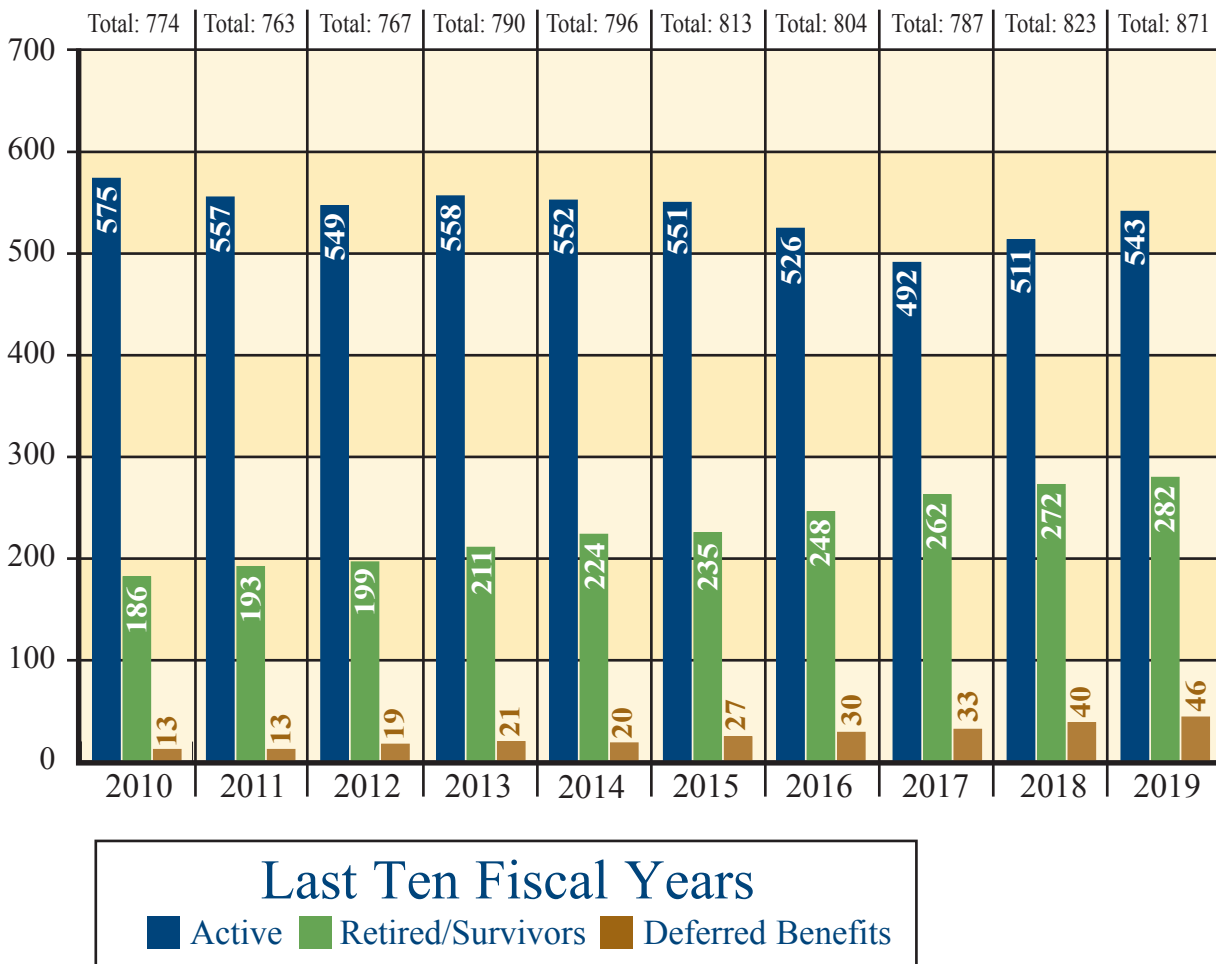
# Statistical Summary

The Civilian Employees' Retirement System of the Police Department of Kansas City, Missouri has implemented the provisions of GASB Statement No. 44, Economic Condition Reporting: The Statistical Section. GASB Statement No. 44 established reporting requirements related to the supplementary information presented in this section.

Each of the schedules in the statistical section contain ten years of historical data to provide more comprehensive comparisons and track the progress of changes to member demographics and plan benefits.

All of the member demographic and benefit data used in the statistical section was obtained from internal sources. Participant data is separated into active, retired/survivor, and deferred categories where appropriate. Retirement benefit data is separated into service retirement, duty disability retirement, and non-duty disability retirement categories where appropriate.

## Membership in Retirement Plan



# Schedule of Changes in Plan Net Position

Last Ten Fiscal Years

Fiscal Year	2010	2011	2012	2013	2014
<b>Additions:</b>					
Member Contributions	\$1,311,963	\$1,383,479	\$1,224,736	\$1,296,963	\$1,313,816
City Contributions	3,329,727	3,185,041	3,146,124	3,283,458	4,122,375
Net Investment Income	19,545,133	11,852,884	(613,908)	8,385,124	9,764,444
<b>Total Additions to Plan Net Position</b>	<b>24,186,823</b>	<b>16,421,404</b>	<b>3,756,952</b>	<b>12,965,545</b>	<b>15,200,635</b>
<b>Deductions:</b>					
Benefits	4,519,593	4,875,154	4,786,286	5,249,218	5,929,841
Refunds	269,586	131,072	183,861	249,244	322,680
Administrative	117,579	116,767	117,078	141,472	125,025
<b>Total Deductions from Plan Net Position</b>	<b>4,906,758</b>	<b>5,122,993</b>	<b>5,087,225</b>	<b>5,639,934</b>	<b>6,377,546</b>
<b>Change in Net Position</b>	<b>\$19,280,065</b>	<b>\$11,298,411</b>	<b>\$(1,330,273)</b>	<b>\$7,325,611</b>	<b>\$8,823,089</b>

Fiscal Year	2015	2016	2017	2018	2019
<b>Additions:</b>					
Member Contributions	\$1,323,061	\$1,287,388	\$1,253,047	\$1,271,683	\$1,415,677
City Contributions	4,930,686	5,048,167	5,063,240	4,994,191	4,778,854
Net Investment Income	6,779,599	(794,103)	11,420,358	11,686,727	5,721,238
<b>Total Additions to Plan Net Position</b>	<b>13,033,346</b>	<b>5,541,452</b>	<b>17,736,645</b>	<b>17,952,601</b>	<b>11,915,769</b>
<b>Deductions:</b>					
Benefits	6,185,573	6,887,482	6,888,499	7,424,849	7,974,964
Refunds	134,780	333,464	296,738	340,830	221,447
Administrative	112,924	126,924	120,257	147,653	136,633
<b>Total Deductions from Plan Net Position</b>	<b>6,433,277</b>	<b>7,347,870</b>	<b>7,305,494</b>	<b>7,913,332</b>	<b>8,333,044</b>
<b>Change in Net Position</b>	<b>\$6,600,069</b>	<b>\$(1,806,418)</b>	<b>\$10,431,151</b>	<b>\$10,039,269</b>	<b>\$3,582,725</b>

# Schedule of Deductions from Plan Net Position for Benefits and Refunds by Type\*

Last Ten Fiscal Years

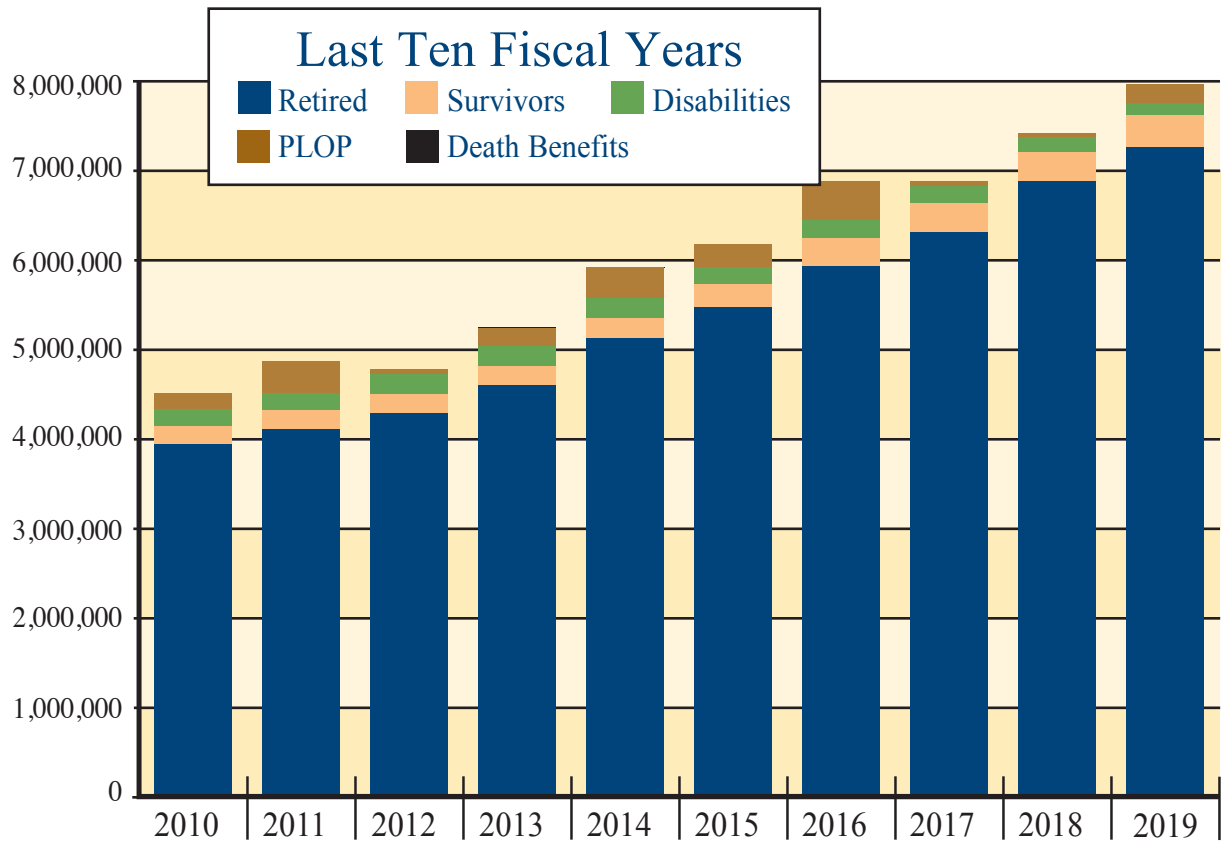
Fiscal Year	2010	2011	2012	2013	2014
<b>Type of Benefit:</b>					
Retired	\$3,941,128	\$4,116,608	\$4,296,304	\$4,602,158	\$5,134,903
Survivors	201,307	207,306	208,118	212,112	221,915
Disabilities	191,868	190,725	220,350	225,046	217,811
PLOP	183,290	354,515	56,514	205,902	351,212
Death Benefits	2,000	6,000	5,000	4,000	4,000
<b>Total Benefits</b>	<b>4,519,593</b>	<b>4,875,154</b>	<b>4,786,286</b>	<b>5,249,218</b>	<b>5,929,841</b>
<b>Type of Refund:</b>					
Separation	183,517	122,076	183,861	214,453	305,683
Death	86,069	8,996	–	34,791	16,997
<b>Total Refunds</b>	<b>269,586</b>	<b>131,072</b>	<b>183,861</b>	<b>249,244</b>	<b>322,680</b>

Fiscal Year	2015	2016	2017	2018	2019
<b>Type of Benefit:</b>					
Retired	\$5,482,025	\$5,935,608	\$6,316,121	\$6,885,723	\$7,268,058
Survivors	249,449	313,054	314,748	324,404	349,025
Disabilities	195,869	199,546	200,112	161,161	139,058
PLOP	253,230	431,847	50,518	47,561	214,822
Death Benefits	5,000	7,427	7,000	6,000	4,000
<b>Total Benefits</b>	<b>6,185,573</b>	<b>6,887,482</b>	<b>6,888,499</b>	<b>7,424,849</b>	<b>\$7,974,964</b>
<b>Type of Refund:</b>					
Separation	134,780	333,464	296,738	312,050	\$211,625
Death	–	–	–	28,780	9,823
<b>Total Refunds</b>	<b>134,780</b>	<b>333,464</b>	<b>296,738</b>	<b>340,830</b>	<b>\$221,447</b>

\*Benefit amounts include \$160 supplemental benefit.

\*Benefit amounts include cost of living adjustments.

## Schedule of Deductions from Plan Net Position for Benefits and Refunds by Type\* (Continued)



\* Benefit amounts include \$160 supplemental benefit.

\* Benefit amounts include cost of living adjustments.

# Schedule of Retired Members by Type of Benefit

April 30, 2019

Amount of Monthly Benefit*	Total Monthly Benefits*	Total Number of Recipients	Type of Benefit			
			Retired	Surviving Spouses	Duty Disability	Non-Duty Disability
\$0 to \$500	6,536	17	15	2		
\$501 to \$750	13,383	21	15	6		
\$751 to \$1,000	17,572	20	17	1		2
\$1,001 to \$1,500	40,767	32	26	5		1
\$1,501 to \$2,000	58,609	33	29	2	1	1
\$2,001 to \$2,500	83,780	37	36	1		
\$2,501 to \$3,000	96,070	35	33	1		1
\$3,001 to \$3,500	91,823	28	26	2		
\$3,501 to \$4,000	71,606	19	18	1		
\$4,001 to \$4,500	80,707	19	19			
\$4,501 to \$5,000	46,871	10	10			
\$5,001 to \$5,500	15,647	3	3			
\$5,501 to \$6,000	34,107	6	6			
\$6,000 and Over	12,830	2	2			
<b>Totals</b>	<b>670,308</b>	<b>282</b>	<b>255</b>	<b>21</b>	<b>1</b>	<b>5</b>

\*Benefit amounts include \$160 supplemental benefit.

\*Benefit amounts include cost of living adjustments.

# Schedule of Average Monthly Base Benefit Amounts\*

Ten Years Ended April 30, 2019

## Years Credited Service

Members Retiring During	5-10	10-15	15-20	20-25	25-30	30+	All Members
<b>Fiscal Year Ending 04/30/10</b>							
Average monthly benefit	\$511	686	1,072	1,600	2,555	3,010	2,196
Average final compensation	\$3,360	2,872	3,646	3,898	4,495	4,435	4,122
Number of retirees	2	2	2	2	7	9	24
<b>Fiscal Year Ending 04/30/11</b>							
Average monthly benefit		\$959	1,562	1,665	2,395	2,964	2,047
Average final compensation		\$3,198	4,739	3,698	4,415	5,264	4,507
Number of retirees		1	4	2	3	3	13
<b>Fiscal Year Ending 04/30/12</b>							
Average monthly benefit	\$570	511	1,095	3,208		2,762	1,307
Average final compensation	\$4,214	2,542	3,135	7,024		4,794	4,002
Number of retirees	3	3	1	1		2	10
<b>Fiscal Year Ending 04/30/13</b>							
Average monthly benefit	\$293	2,014	1,513	1,571	3,320	3,216	2,054
Average final compensation	\$2,562	9,225	5,132	4,258	6,326	4,942	5,005
Number of retirees	2	1	4	3	2	4	16
<b>Fiscal Year Ending 04/30/14</b>							
Average monthly benefit		\$762	1,006	1,770	2,422	2,283	1,593
Average final compensation		\$3,553	2,881	4,794	4,860	4,162	4,220
Number of retirees		5	1	5	3	2	16
<b>Fiscal Year Ending 04/30/15</b>							
Average monthly benefit	\$450	1,534		1,569	2,385	3,119	1,964
Average final compensation	\$2,593	5,441		3,817	4,249	5,043	4,286
Number of retirees	2	2		4	2	4	14
<b>Fiscal Year Ending 04/30/16</b>							
Average monthly benefit	\$336	575	1,062	2,129	2,212	3,979	1,847
Average final compensation	\$2,594	2,509	3,385	4,963	4,570	6,199	4,195
Number of retirees	2	2	4	3	4	3	18
<b>Fiscal Year Ending 04/30/17</b>							
Average monthly benefit	413	928	1,405	3,814	3,659	2,958	2,393
Average final compensation	2,763	4,352	4,190	8,569	7,048	4,576	5,411
Number of retirees	2	3	4	4	3	5	21
<b>Fiscal Year Ending 04/30/18</b>							
Average monthly benefit	572	676	927	2,017	2,513	4,796	1,726
Average final compensation	4,148	3,427	3,264	4,447	4,570	6,532	4,189
Number of retirees	2	2	3	2	4	1	14
<b>Fiscal Year Ending 04/30/19</b>							
Average monthly benefit		759	1,012	2,003	2,901	3,924	2,829
Average final compensation		3,037	2,990	4,088	6,575	5,836	5,223
Number of retirees		2	1	1	3	6	13

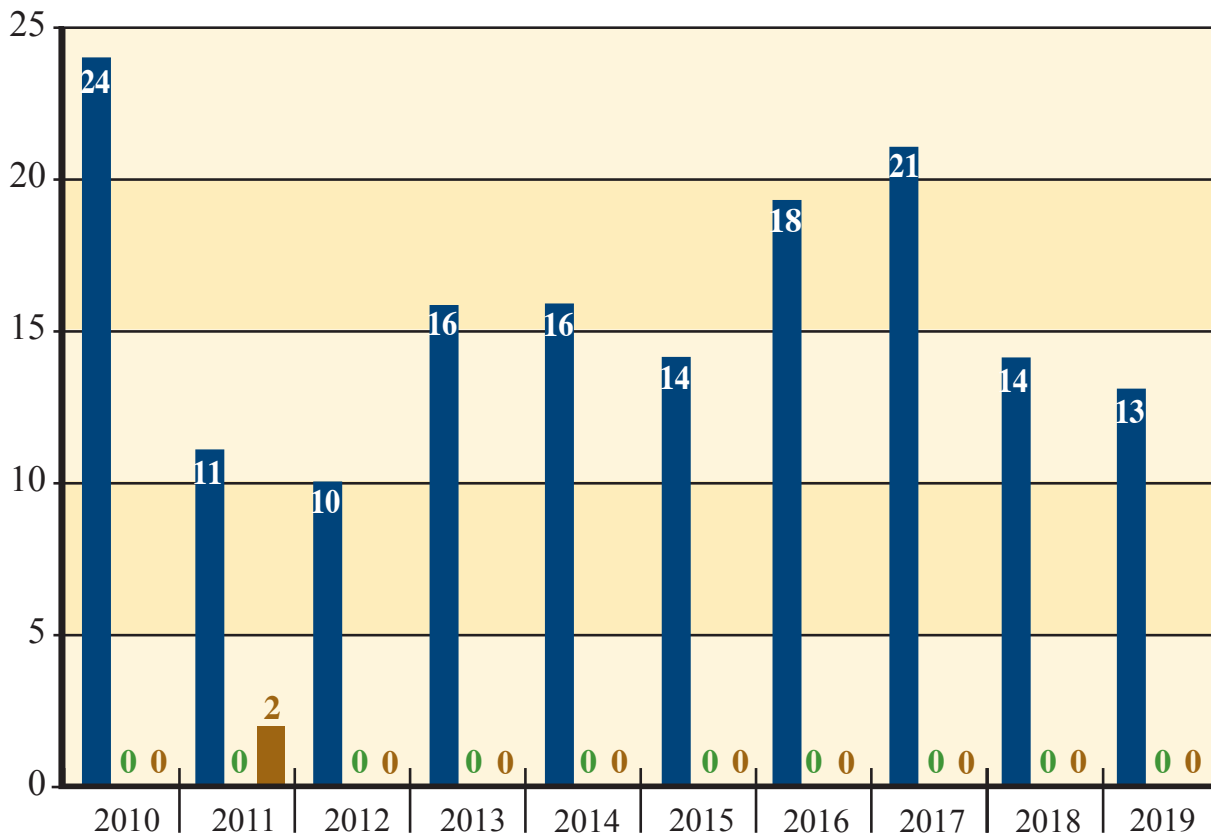
\*Benefit amounts do not include supplemental benefits or cost of living adjustments.

\*Benefit amounts are after reductions for optional benefits.

# New Pensions Started

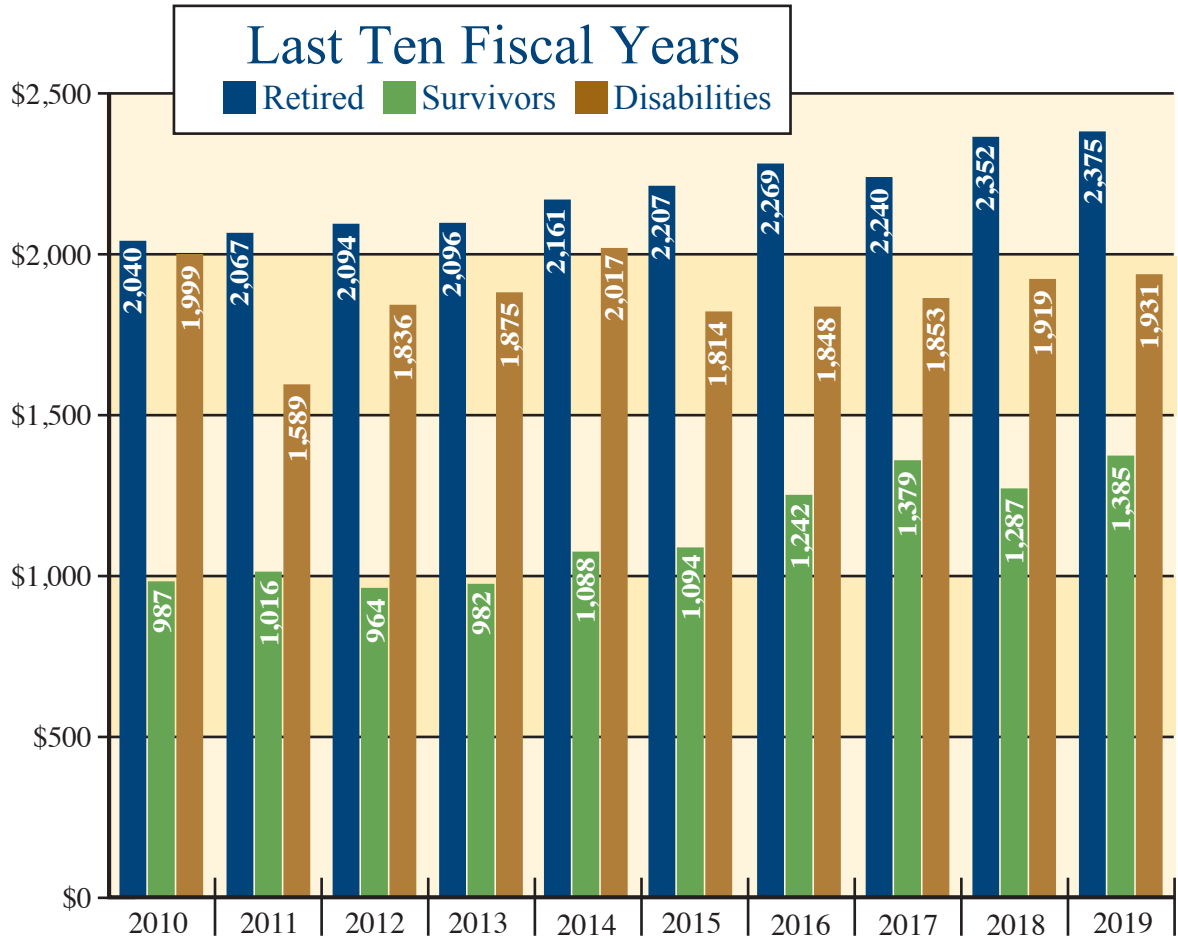
## Last Ten Fiscal Years

■ Service ■ Duty ■ Non-Duty





# Average Monthly Benefit\*



\* Benefit amounts include \$160 supplemental benefit

\* Benefit amounts include cost of living adjustments

## Cost of Living Increases

Ten Year History

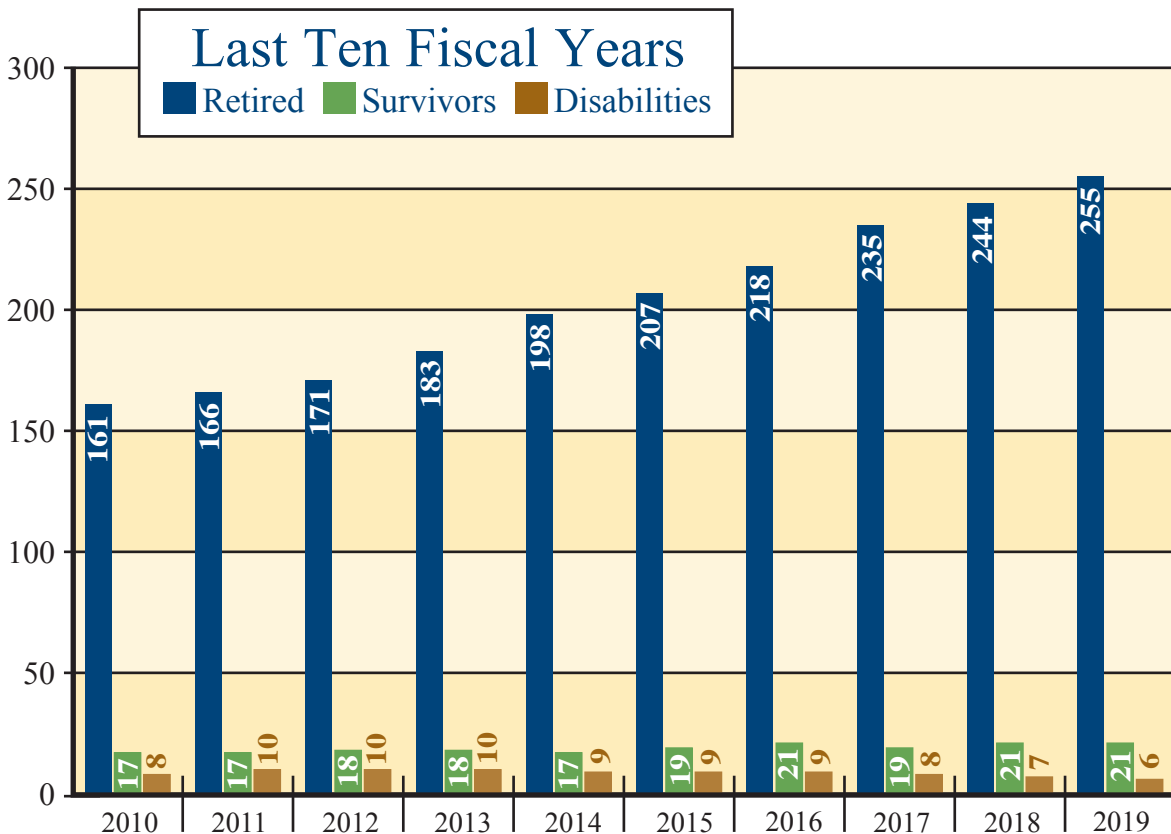
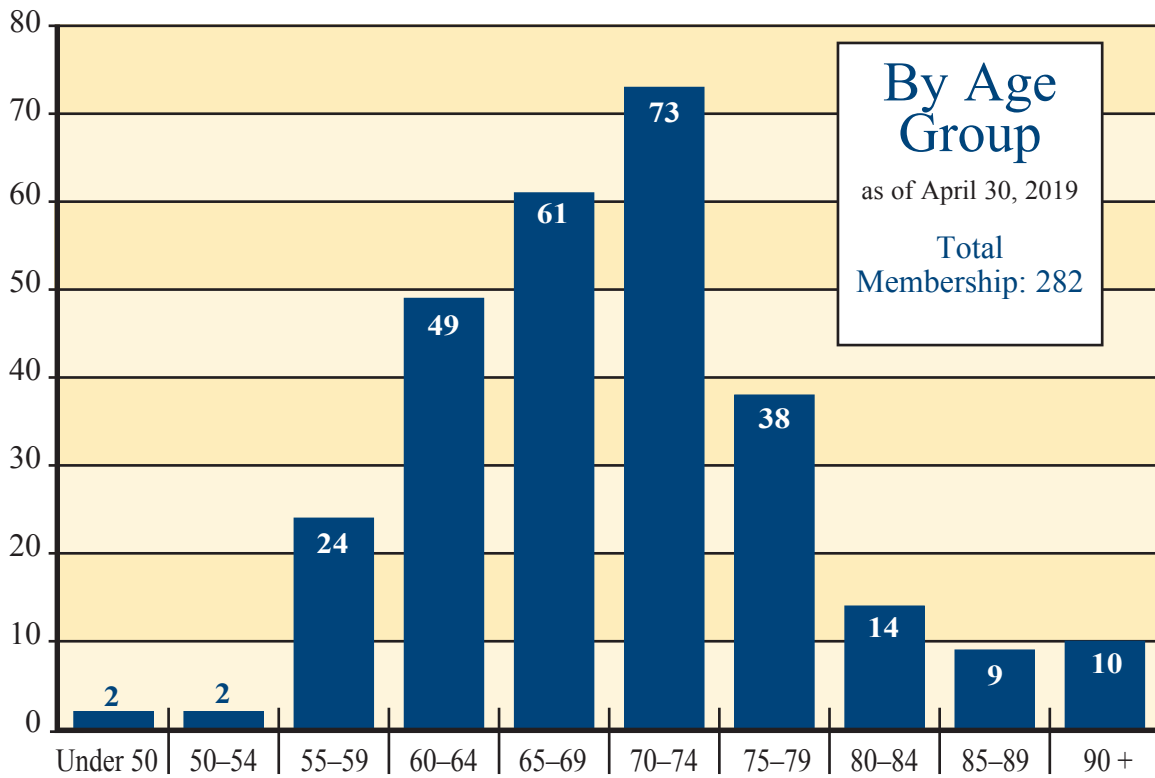
Fiscal Year	% Increase to Monthly Base Pension
2010	3.00%
2011	0.00%
2012	3.00%
2013	3.00%
2014	3.00%
2015	2.50%
2016	2.50%
2017	2.00%
2018	2.50%
2019	1.00%

## Supplemental Retirement Benefit

History of Increases

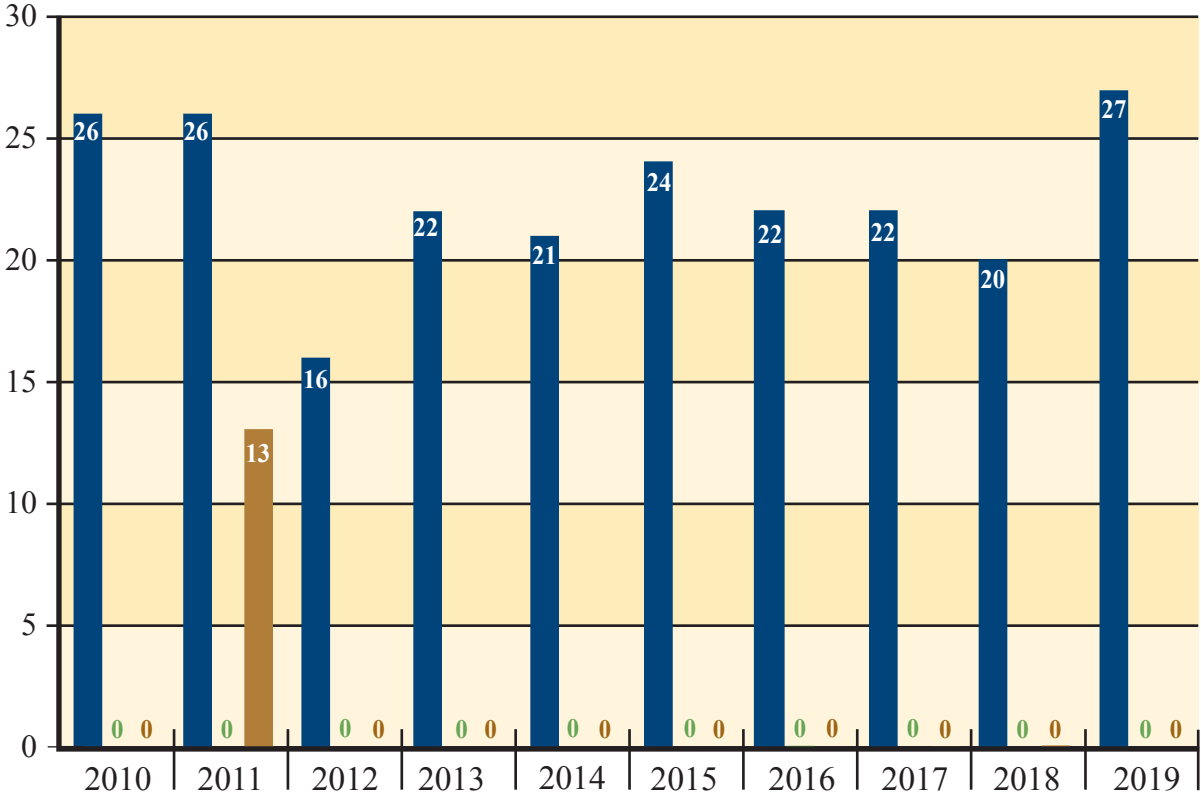
Fiscal Year	Monthly Benefit Amount	Annual Benefit Amount
1993	\$50.00	\$600.00
2000	120.00	1,440.00
2001	160.00	1,920.00

# Membership Receiving Benefits

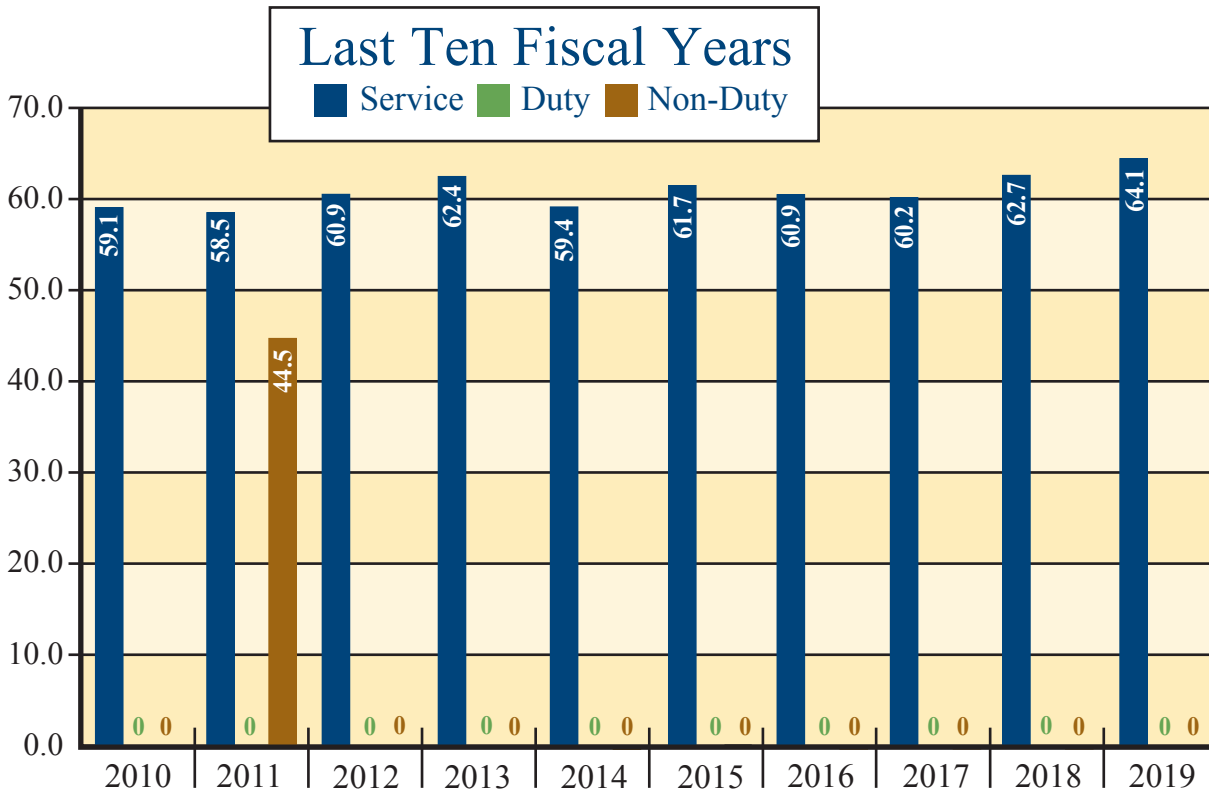


# Average Years of Service at Retirement

Last Ten Fiscal Years  
■ Service ■ Duty ■ Non-Duty



# Average Age at Retirement



## Average Age of Retirees as of April 30, 2019

**Service** **70.1**  
 (255 retired members ranging in age from 53 to 101)

**Duty Disability** **59.0**  
 (1 retired member age 59)

**Non-Duty Disability** **59.4**  
 (5 retired members ranging in age from 44 to 76)





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# KCPERS

Kansas City Police Employees' Retirement Systems

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Kansas City, MO 64137