GRS Gabriel Roeder Smith & Company
Consultants & Actuaries

HOUSTON POLICE OFFICERS' PENSION SYSTEM

ACTUARIAL VALUATION REPORT
FOR THE YEAR BEGINNING JULY 1, 2011

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Board of Trustees
Houston Police Officers' Pension System
602 Sawyer
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Subject: Actuarial Valuation Report as of July 1, 2011

Dear Members of the Board:

We are pleased to present our Report of the actuarial valuation of the Houston Police Officers' Pension System ("HPOPS" or "the System") for the plan year commencing July 1, 2011. This report describes the current actuarial condition of HPOPS, determines the calculated employer contribution rate (the actuarially required rate), and analyzes changes in this contribution rate. Valuations are prepared annually, as of July 1, the first day of the HPOPS plan year.

Financing objectives and funding policy

Under the HPOPS statute, the employer contribution rate is determined actuarially, based on the Board's funding policy and HPOPS' governing law. The contribution rate determined by a given actuarial valuation and implemented by the Board becomes effective twelve months after the valuation date, i.e., the rates determined by this July 1, 2011 actuarial valuation will be used by the Board when determining the employer contribution rate for the year beginning July 1, 2012 and ending June 30, 2013.

Under the 2011 Meet & Confer Agreement between the Board and the City of Houston, a funding schedule was implemented resulting in a minimum $83 million employer contribution for the fiscal year ending June 30, 2012, increasing by $10 million each year thereafter until HPOPS' funded ratio reaches 100%. However, for FY 2012 and FY 2013, the City may contribute $17 million and $8.5 million respectively less than required with any shortfall to be financed at an interest rate of 8.5% and made up for in FY2015. A fixed payment of $103 million is to be made for City Fiscal year 2014. In addition, once the System reaches an 80% funded status, the City will make additional payments in the fiscal year following a determination that the System has fallen below 80%. Finally, once the System reaches the actuarially required rate, the City will pay the actuarially required rate, but not less than 16.00% of payroll.

Given the above schedule, the employer contribution amount for the fiscal year ending June 30, 2013 is not set by this actuarial valuation as of July 1, 2011. Therefore, the actuarially calculated contribution rate from this valuation will not be contributed. Based upon a projected payroll of approximately $390 million, the City's calculated contribution amount should be almost $130 million. Instead, City contributions of $83 million *less the loan amount of $17 million for FY 2012* and $93 million *less the loan amount of $8.5 million* for FY 2013 are to be made under the terms of the above funding schedule. A payment of $103 million is to be made for FY2014.

The contribution rate and liabilities are computed using the Projected Unit Credit (PUC) actuarial cost method. The employer contribution rate is the sum of two pieces: the employer normal cost rate and the amortization rate. The normal cost rate is determined as a percentage of payroll, with the employer normal cost being the difference between the total normal cost and the weighted member contribution rate. The amortization rate is also determined as a level percentage of payroll. It is the amount required to amortize the unfunded actuarial accrued liability (UAAL) over an open period (30 years as of July 1, 2011). The amortization period is set by statute, and was modified under the Meet and Confer.

Progress toward realization of financing objectives

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. In the absence of benefit improvements, it should increase over time, until it reaches 100%. The funded ratio as of July 1, 2011 is 82.8%. The funded ratio measured on the market value of assets drops to 78.7% as of July 1, 2011.

The calculated employer contribution rate for FY 2013 is 32.68%. This rate is greater than the 32.04% rate calculated in the 2010 valuation. This is primarily due to the asset loss in FY 2011 on an actuarial value basis (7.2% versus the 8.5% assumed annual rate-of-return), but it also stems from the calculated contribution rate not being contributed to the System. These losses were partially offset by liability gains driven primarily by salary increases being less than assumed and fewer retirements than expected. Please see Table 6 under Section III of our Report for a detailed analysis of the change in the calculated employer contribution rate from the prior year to this year.

As you know, the contribution rate is determined using an actuarial value of assets rather than market value. The actuarial value of assets recognize 20% of the difference (5 year smoothing) between the market value of assets and the expected actuarial value of assets, based on the assumed valuation rate of return. There are currently $187.4 million in asset losses being deferred that will be recognized in the future and will continue to drive decreases in the funded ratio and increases in the rate required to amortize the UAAL over 30 years unless offset by future gains. As can be seen in Table 7 of Section III, in the absence of any future gains or losses the employer contribution rate is expected to increase to over 35% of payroll before decreasing to just over 32% during the next 10 years as the funded ratio falls to below 80%.

Benefit provisions

The benefit provisions reflected in this valuation are those which were in effect on July 1, 2011. There were no changes in the benefit provisions since the prior valuation. The benefit provisions are summarized in Appendix B of our Report.

Assumptions and methods

Actuarial assumptions and methods are set by the Board of Trustees, based upon recommendations made by the plan's actuary. The assumptions used in this valuation were adopted by the Board based on the recommendations from GRS during the Experience Study following the July 1, 2009 actuarial valuation and there were no changes from those used in the prior valuation.

The results of the actuarial valuation are dependent upon the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities, calculated contribution rates and funding periods. The actuarial calculations presented in our Report are intended to provide information for rational decision making.

The actuarial assumptions and methods used in this report comply with the parameters for disclosure that appear in Governmental Accounting Standards Board (GASB) Statement Number 25.

All assumptions and methods are described in Appendix A of our Report.

Data

Member data for retired, active and inactive members was supplied as of July 1, 2011 by the HPOPS staff. We did not audit this data, but we did apply a number of tests to the data, and we concluded that it was reasonable and consistent with the prior year's data. GRS is not responsible for the accuracy or completeness of the information provided to us.

Asset and financial information as of July 1, 2011 was supplied to us by the HPOPS staff, as well.

Plan Experience

As part of each valuation, we examine the System's experience relative to the assumptions. The aggregate results of these analyses are disclosed in Tables 5 & 6 under Section III of our Report.

Actuarial Certification

All of the tables contained in this actuarial valuation report and in the actuarial section of the HPOPS Comprehensive Annual Financial Report (CAFR) were prepared by Gabriel, Roeder, Smith & Company. Historical information for years prior to 2008 was prepared by the prior actuarial firm and was not subjected to our actuarial review. We certify that the information presented herein is accurate and fairly portrays the actuarial position of HPOPS as of July 1, 2011.

All of our work conforms with generally accepted actuarial principles and practices, and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of State law and the Statements of the Governmental Accounting Standards Board. The undersigned are independent actuaries and consultants. All of the undersigned are Enrolled Actuaries, Members of the American Academy of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries. Finally, all of the undersigned are experienced in performing valuations for large public retirement systems.

Respectfully submitted,
Gabriel, Roeder, Smith & Company

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SECTION I

EXECUTIVE SUMMARY

Executive Summary (dollar amounts are in millions)

Item	July 1, 2011	July 1, 2010
Membership		
• Number of:		
- Active members	5,312	5,347
- Retirees and beneficiaries	3,088	2,985
- Inactive members	33	24
- Total	8,433	8,356
• Annualized Payroll supplied by HPOPS	$ 375,275	$ 365,003
Calculated Contribution rates		
• Employer	32.68%	32.04%
• Member[1]	9.26%	9.22%
Assets ($000s)		
• Market value	$ 3,530,617	$ 2,972,027
• Actuarial value	3,718,052	3,526,703
• Estimation of return on market value	21.0%	13.5%
• Estimation of return on actuarial value	7.2%	4.4%
• Employer contribution	$ 78,287	$ 73,192
• Member contribution	$ 35,122	$ 34,218
• Ratio of actuarial value to market value	105.3%	118.7%
Actuarial Information		
• Employer normal cost %	20.11%	20.20%
• Unfunded actuarial accrued liability (UAAL)	$ 770,090	$ 706,029
• Amortization rate	12.57%	11.84%
• Funding period	30.0 years	30.0 years
• GASB funded ratio	82.8%	83.3%
Projected employer contribution based on calculated rate		
• Fiscal year ending June 30,	2012	2011
• Projected payroll (millions)	$ 388.4	$ 377.8
• Projected employer contribution (millions) (actual contribution rate set by Meet & Confer)	$ 126.9	$ 121.0

[1] Employee contribution rate is 9.00%. Members hired after October 9, 2004 contribute 10.25% of pay.

SECTION II

DISCUSSION

Contribution Requirements

- The above Executive Summary shows the calculated contribution rate for FY 2013 to be 32.68% of payroll
  - An increase from 32.04% for FY 2012
  - The most significant factors in the increase in the rate were the asset loss in FY 2011 on an actuarial value basis and the calculated contribution rate not being contributed to the System. These losses were partially offset by liability gains driven primarily by salary increases being less than assumed and fewer retirements than expected
  - Rates shown on the Executive Summary are calculated rates for the twelve-month period beginning July 1, 2012, based on current board policy
  - Table 6 under Section III of our Report reconciles the calculated contribution rate from the prior valuation date to the current valuation date
- There were no changes to the benefit provisions reflected in this actuarial valuation
- There were no changes to the actuarial assumptions reflected in this actuarial valuation
- The amortization payment is based upon the following assumptions:
  - 30-year open funding period beginning July 1, 2011
  - Dollar contribution amounts increase as a level percentage of payroll
  - Total payroll increases 3.50% per year
  - No future growth in the number of active members is taken into account

Calculation of Contribution Rates

The funds available to pay benefits come from two sources, contributions and investment income on those contributions (the majority of the funds available to pay benefits typically come from investment income). HPOPS receives contributions from two sources, employer contributions which are currently based on a fixed schedule and member contributions which are determined as a percentage of pay. As shown in Table 2 under Section III of our Report, the employer contribution rate has two components:

- The normal cost percentage (NC%)
- The amortization percentage (UAAL%)

The normal cost is the present value of the portion of projected benefits that is attributable to service accrued in the current year. The NC% is shown in Table 4 under Section III of our Report.

Members are required to make employee contributions and only the excess of the NC% over the member contribution rate is included in the employer contribution rate.

The actuarial accrued liability (AAL) is the difference between (i) the actuarial present value of all future benefits for all current participants of the fund, including active, inactive and retired members, and (ii) the actuarial present value of future normal costs. Thus the AAL represents the liability associated with past years. The unfunded actuarial accrued liability (UAAL) is the difference between the AAL and the actuarial value of assets (AVA). It is the shortfall/excess between the liability associated with prior years (the AAL) and the assets actually accumulated (the AVA). This shortfall/excess can arise from several sources, including actuarial gains and losses which are caused by differences between actual experience and the plan's assumptions, changes to the plan's actuarial assumptions, and amendments to the benefit provisions.

The UAAL% is the amount required to fund this difference. It is the amount, expressed as a level percentage of payroll, necessary to amortize the UAAL. The Meet & Confer Agreement has specified that this amortization should be over a period of 30 years beginning July 1, 2011. Item 11a of Table 2 in Section III of our Report shows the UAAL%.

The calculated rate is used in determining the contributions necessary to meet the GASB Annual Required Contribution (ARC) for the twelve-month period beginning July 1, 2012. Note, however, that under the terms of the Meet and Confer Agreement the FY 2013 contribution is already set according to the City's funding schedule.

Financial Data and Experience

As of July 1, 2011, HPOPS has a total market value of about $3.53 billion. Financial information was gathered from the HPOPS staff.

Our Report includes a number of Exhibits related to plan assets. Table 8 under Section III of our Report shows how the total market value is distributed among the various classes of investments. Currently, 26.7% of invested assets are held in equities, compared with 32.2% last year and compared with a 33.5% investment policy target. 27.5% of invested assets are held in fixed income securities, compared with 24.0% last year and compared with a 28.5% investment policy target.

Table 9 under Section III of our Report shows a reconciliation of the market values between the beginning and end of FY2011.

During FY2011, the dollar-weighted total investment return on the market value of assets (MVA) was 20.99%, net of expenses, as shown in Table 11 under Section III of our Report.

In determining the contribution rates and funded status of the System, an actuarial value of assets (AVA) is used, rather than the market value of assets. The AVA recognizes 20% of the difference between the projected actuarial value (based on the annual assumed 8.50% investment return rate) and the market value at the valuation date. This is an approximation of 5-year smoothing and is intended to help reduce the volatility of the contribution rates from year to year.

The development of the AVA is shown in Table 10 under Section III of our Report. The AVA is $3.72 billion. The AVA is 105.3% of the MVA, compared to 118.7% last year.

In addition to the market return, Table 11 also shows the return on the actuarial value of assets for HPOPS. For FY2011, this return was 7.16%. Because this is less than the assumed 8.50% investment return, an actuarial loss occurred increasing the unfunded actuarial accrued liabilities of the System by $47 million as detailed in Table 12. Table 13 shows a historical summary of market and actuarial return rates in recent years.

Member Data

Member data as of July 1, 2011 was supplied electronically by the HPOPS staff. While we did not audit this data, we did perform various tests to ensure that it was internally consistent, consistent with the prior year's data, and was reasonable overall.

Table 19 under Section III of our Report shows the number of members by category (active, inactive, retired, etc.). Tables 20a-d show active member statistics by Group. Tables 17 and 18 show summaries of certain historical data, including membership statistics.

The number of active and DROP members decreased from 5,347 to 5,312 as of July 1, 2011, a 0.65% decrease.

The total payroll shown on the statistical tables is the amount that was supplied by HPOPS, annualized, if necessary. For the cost calculations, the pay amounts were adjusted in accordance with the actuarial assumptions to reflect one year's salary increase.

Total active member payroll increased 2.81% last year, compared with a 2.96% increase the prior year.

The rate of payroll growth is significant because the methodology used in the valuation to amortize the unfunded actuarial accrued liability assumes a growing payroll into the future. If the payroll does not grow at the assumed 3.50% per year average, the current amortization payments may be understated and the funding position of the System will not strengthen over time.

Benefit Provisions

Appendix B of our Report includes a summary of the benefit provisions for HPOPS.

– *Normal Retirement Eligibility*

  - Sworn Prior to October 9, 2004 – 20 years of service
  - Sworn on or after October 9, 2004 – Age 55 with 10 years of service

– *Normal Retirement Benefit*

  - Sworn Prior to October 9, 2004 – 2.75% of average direct pay for the first 20 years of service and 2% for each year after 20
  - Sworn on or after October 9, 2004 – 2.25% for the first 20 years of service and 2% for each year after 20 up to a maximum of 80%

– *Normal Form of Payment* is a 100% Joint & Survivor Annuity for married retirees and Life Annuity for unmarried retirees

– *Employee Contributions* are required

  - Sworn Prior to October 9, 2004 – 9.00% of pay.
  - Sworn on or after October 9, 2004 – 10.25% of pay

– *Post-retirement Cost of Living Adjustments (COLA) are* granted each year on April 1 and is calculated at 80% of the change in the CPI (Consumer Price Index) for the previous calendar year. However, the COLA can never be less than 2.4% or greater than 8.0%. This COLA is applied to retirement, survivor and DROP benefits, and is included in the benefit payment made at the end of April.

– *Insurance Benefit* - Retired members and surviving spouses are entitled to receive an additional stipend of $150.00 per month to help offset the cost of medical insurance premiums

This valuation reflects all benefits offered to HPOPS members. There are no ancillary benefits that might be deemed a HPOPS liability if continued beyond the availability of funding by the current funding source. There were no changes in benefit provisions since the prior valuation.

Actuarial Methods and Assumptions

Appendix A of our Report includes a summary of the actuarial assumptions and methods used in this valuation. Costs are determined using the Projected Unit Credit (PUC) actuarial cost method. The assumed annual investment return rate is 8.50%.

Please see Appendix A of our Report for a complete description of these assumptions. For a detailed analysis of the actuarial assumptions of the System, please see our separate 2010 Experience Investigation Study Report prepared in 2010.

GASB 25 and Funding Progress

Governmental Accounting Standards Board Statement Number 25 (GASB 25) contains certain accounting requirements for HPOPS. In particular, it requires the inclusion of two special schedules in the HPOPS annual report:

1. Schedule of Funding Progress

2. Schedule of Employer Contributions

Information needed to prepare the Schedule of Funding Progress is included in Table 15 under Section III of our Report.

GASB 25 also requires that plans calculate an Annual Required Contribution (ARC), and, if actual contributions received are less than the ARC, this must be disclosed. For this disclosure, HPOPS treats the employer contribution rate established under the Meet & Confer Agreement as the ARC, as long as this produces a funding period of 30 years or less.

Under GASB 25, the ARC must be calculated in accordance with certain parameters. In particular, it must include a payment to amortize the unfunded actuarial accrued liability (UAAL). This amortization payment must be computed using a funding period no greater than 30 years. Further, the amortization payment included in the ARC may be computed as a level dollar amount, or it may be computed as an amount which increases with payroll (level-percentage-of-payroll). However, if payments are computed on a level-percentage-of-payroll approach, the payroll growth assumption may not anticipate future membership growth.

Since the recommended employer contribution rate is computed as a level-percentage-of-payroll using an amortization period of 30 years from the valuation date, the calculated rate meets the definition of an acceptable ARC.

SECTION III

SUPPORTING EXHIBITS

Summary of Cost Items ($000)

	Valuation as of July 1, 2011		Valuation as of July 1, 2010	
	Cost Item	Cost as % of Pay	Cost Item	Cost as % of Pay
	(1)	(2)	(3)	(4)
1. Participants				
a. Active participants, hired post 10/9/2004	1,442		1,333	
b. Active participants enrolled in DROP	1,728		1,740	
c. Other active participants	2,142		2,274	
d. Retirees	2,378		2,290	
e. Disabled retirees	144		140	
f. Beneficiaries	566		555	
g. Inactive, deferred vested	33		24	
h. Total	8,433		8,356	
2. Projected valuation payroll	$ 388,409		$ 377,779	
3. Averages for active members				
a. Average age	42.3		41.9	
b. Average years of service	15.7		15.3	
c. Average pay ($)	$ 73,119		$ 70,652	
4. Present value of future pay	$ 3,208,578		$ 3,156,549	
5. Total normal cost rate	29.37%		29.42%	
6. Present value of future benefits	$ 5,434,463	1399.2%	$ 5,179,097	1370.9%
7. Present value of future normal costs	$ 946,321	243.6%	$ 946,365	250.5%
8. Actuarial accrued liability (6 - 7)	$ 4,488,142	1155.5%	$ 4,232,732	1120.4%
9. Present actuarial assets	$ 3,718,052	957.3%	$ 3,526,703	933.5%
10. Unfunded actuarial accrued liability (UAAL)	$ 770,090	198.3%	$ 706,029	186.9%
11. Funding period	30		30	
12. Employer contribution rate				
a. Normal cost	20.11%		20.20%	
b. Amortization charge	12.57%		11.84%	
c. Total	32.68%		32.04%	
13. Average estimated return				
a. Based on market value	20.99%		13.47%	
b. Based on actuarial value	7.16%		4.43%	
14. GASB 25 funded ratio	82.8%		83.3%	

Calculation of Annual Required Contribution Rate ($000)

			July 1, 2011 (1)	July 1, 2010 (2)
1.	Annualized payroll supplied by HPOPS		$ 375,275	$ 365,003
2.	Projected valuation payroll (adjusted for one-year's payroll increase)		$ 388,409	$ 377,779
3.	Present value of future pay		$ 3,208,578	$ 3,156,549
4.	Employer normal cost rate (Table 4)		20.11%	20.20%
5.	Actuarial accrued liability for active members			
	a.	Present value of future benefits for active members	$ 3,288,241	$ 3,180,414
	b.	Less: present value of future employer normal costs	(642,987)	(649,655)
	c.	Less: present value of future employee contributions	(303,334)	(296,710)
	d.	Actuarial accrued liability	$ 2,341,920	$ 2,234,049
6.	Total actuarial accrued liability for:			
	a.	Retirees and beneficiaries	$ 2,140,816	$ 1,994,545
	b.	Inactive participants	5,406	4,138
	c.	Active members (Item 5d)	2,341,920	2,234,049
	d.	Total	$ 4,488,142	$ 4,232,732
7.	Actuarial value of assets (Table 11)		$ 3,718,052	$ 3,526,703
8.	Unfunded actuarial accrued liability (UAAL) (Item 6d - Item 7)		$ 770,090	$ 706,029
9.	Funding period		30 years	30 years
10.	Assumed payroll growth rate		3.50%	3.50%
11.	Employer Contribution requirement			
	a.	UAAL amortization payment as % of pay	12.57%	11.84%
	b.	Employer normal cost	20.11%	20.20%
	c.	Contribution requirement (a + b)	32.68%	32.04%

Actuarial Present Value of Future Benefits ($000)

		July 1, 2011 (1)	July 1, 2010 (2)
1.	Active members, hired post 10/9/2004		
a.	Retirement benefits	$ 172,521	$ 142,805
b.	Deferred termination benefits	0	0
c.	Refunds	8,277	7,124
d.	Death benefits	19,121	16,271
e.	Disability benefits	20,859	17,875
f.	Total	$ 220,778	$ 184,075
2.	Active members enrolled in DROP		
a.	Retirement benefits	$ 1,894,093	$ 1,828,146
b.	Deferred termination benefits	0	0
c.	Refunds	0	0
d.	Death benefits	31,202	30,289
e.	Disability benefits	0	0
f.	Total	$ 1,925,295	$ 1,858,435
3.	Other active members		
a.	Retirement benefits	$ 1,093,121	$ 1,084,953
b.	Deferred termination benefits	2,655	3,022
c.	Refunds	2,162	2,566
d.	Death benefits	30,994	32,098
e.	Disability benefits	13,236	15,265
f.	Total	$ 1,142,168	$ 1,137,904
4.	Members in Pay Status		
a.	Service retirements	$ 1,836,074	$ 1,703,406
b.	Disability retirements	81,803	78,356
c.	Beneficiaries	222,939	212,783
d.	Total	$ 2,140,816	$ 1,994,545
5.	Inactive members	$ 5,406	$ 4,138
6.	Total actuarial present value of future benefits	$ 5,434,463	$ 5,179,097

Analysis of Normal Cost Rate

			July 1, 2011 (1)	July 1, 2010 (2)
1.	Gross normal cost rate			
	a.	Retirement benefits	27.30%	27.28%
	b.	Deferred termination benefits	0.04%	0.05%
	c.	Refunds	0.29%	0.29%
	d.	Disability benefits	0.72%	0.76%
	e.	Death benefits	1.02%	1.04%
	f.	Total	29.37%	29.42%
2.	Less: weighted average of member contribution rate		9.26%	9.22%
3.	Employer normal cost rate (Item 1f - Item 2)		20.11%	20.20%

Calculation of Total Actuarial Gain or Loss

1.	Unfunded actuarial accrued liability (UAAL) as of July 1, 2010	$	706,029
2.	Total normal cost for year		108,746
3.	Actuarially calculated contribution requirement		(155,871)
4.	Interest on UAAL for one year		60,012
5.	Interest on Item 2 and Item 3 for one-half year		(1,962)
6.	Actuarially expected UAAL as of July 1, 2011 (1+2+3+4+5)	$	716,954
7.	Actual UAAL as of July 1, 2011		770,090
8.	Actuarial gain/(loss) for the period (6 - 7)	$	(53,136)
	SOURCE OF GAINS/(LOSSES)		
9.	Asset gain/(loss) (See Table 13)	$	(46,911)
10.	Impact of contributions less than actuarially required		(42,462)
11.	Changes to Asset Valuation Method		-
12.	Changes Due to Experience Study		-
13.	Total liability gain/(loss) for the period		36,237
14.	Actuarial gain/(loss) for the period	$	(53,136)

Note: Dollar amounts in $000

Change in Calculated Contribution Rate Since the Prior Valuation

1.	Calculated Contribution Rate as of July 1, 2010		32.04%
2.	Change in Contribution Rate During Year		
	a. Change in Employer Normal Cost*	(0.09%)	
	b. Assumption changes	0.00%	
	c. Recognition of prior asset losses (gains)	1.82%	
	d. Actuarial (gain) loss from current year asset performance	(1.05%)	
	e. Actuarial (gain) loss from liability sources	(0.66%)	
	f. Impact of City contributing different than actuarially required	0.73%	
	g. Effect of Payroll growing faster than Payroll Growth Rate	0.08%	
	h. Effect of resetting amortization period to 30	(0.19%)	
	i. Total Change		0.64%
3.	Calculated Rate as of July 1, 2011		32.68%

Near Term Outlook

Valuation as of July 1,	Unfunded Actuarial Accrued Liability (UAAL, in 000s)	Funded Ratio	Calculated Contribution Rate	Funding Period (Years)[2]	Market Value of Fund (in 000s)	For Fiscal Year Ending June 30,	Covered Compensation	Employer Contributions	Employee Contributions	Benefit Payments and Refunds	Net External Cash Flow
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2011	$ 770,091	82.8%	32.68%	30.0	$ 3,530,617	2012	$ 388,409	$ 67,445	$ 35,967	$ 345,750	$ (242,339)
2012	897,671	80.6%	33.81%	30.0	3,578,291	2013	396,117	86,668	36,849	344,268	(220,751)
2013	1,004,263	79.0%	34.82%	30.0	3,652,504	2014	401,626	105,170	37,492	362,673	(220,011)
2014	1,091,653	77.8%	35.42%	30.0	3,733,797	2015	408,405	138,500	38,268	380,088	(203,320)
2015	1,144,313	77.4%	35.36%	30.0	3,839,384	2016	416,033	123,000	39,135	395,999	(233,864)
2016	1,211,396	76.7%	35.42%	30.0	3,922,131	2017	424,438	133,000	40,085	416,662	(243,577)
2017	1,268,473	76.2%	35.22%	30.0	4,001,795	2018	433,616	143,000	41,121	433,753	(249,632)
2018	1,315,295	75.8%	34.75%	30.0	4,081,922	2019	443,506	153,000	42,238	452,369	(257,131)
2019	1,351,419	75.6%	34.06%	30.0	4,161,049	2020	454,163	163,000	43,440	469,145	(262,705)
2020	1,376,276	75.6%	33.14%	30.0	4,241,096	2021	465,613	173,000	44,729	485,926	(268,197)
2021	1,389,170	75.8%	32.02%	30.0	4,322,226	2022	477,945	183,000	46,114	448,666	(219,552)

Statement of Plan Net Assets ($000)

	July 01, 2011 (1)		July 01, 2010 (2)	
A. ASSETS				
1. Current Assets				
a. Cash and short term investments				
1) Cash on hand	$	172	$	559
2) Short term investments		268,819		240,209
b. Accounts Receivable				
1) Members		1,933		1,841
2) Investments		10,075		7,848
3) Due from Brokers		9,315		26,464
4) Other		73		42
c. Total Current Assets	$	290,387	$	276,963
2. Long Term Investments				
a. Fixed Income	$	988,908	$	721,061
b. Equity Securities		962,752		967,066
c. Alternative Investments		1,359,950		1,035,288
d. Foreign Currency Contracts		516		0
e. Total long term investments	$	3,312,126	$	2,723,415
3. Other Assets				
a Collateral on securities lending	$	368,331	$	196,200
b. Furniture, fixtures and equipment, net		0		0
c. Note receivable - City of Houston		0		0
d. Accrued interest on note receivable		0		0
e. Total other assets	$	368,331	$	196,200
4. Prepaid Management Fees	$	150	$	150
5. Total Assets	$	3,970,994	$	3,196,728
B. LIABILITIES				
1. Current Liabilities				
a. Foreign Currency Contracts	$	-	$	1,002
b. Due to Brokers		70,195		25,970
c. Securities Lending Collateral		368,331		196,200
d. Accrued Professional and Investment Fees		1,154		1,036
e. Other Liabilities		697		493
2. Total Liabilities		440,377		224,701
3. Net Assets Held in Trust	$	3,530,617	$	2,972,027
C. ASSET ALLOCATION FOR CASH & LONG TERM INVESTMENTS				
1. Current Assets		8.1%		9.2%
2. Fixed Income		27.5%		24.0%
3. Equity Securities		26.7%		32.2%
4. Alternative Investments		37.7%		34.5%
5. Total		100.0%		100.0%

Reconciliation of Plan Net Assets ($000)

			Year Ending	
			July 1, 2011	July 1, 2010
			(1)	(2)
1.	Market value of assets at beginning of year		$ 2,972,027	$ 2,670,721
2.	Revenue for the year			
	a.	Contributions		
		i. Member contributions	$ 35,122	$ 34,218
		ii. Employer contributions (see note)	78,287	73,192
		iii. Total	$ 113,409	$ 107,410
	b.	Net investment income		
		i. Dividends	$ 18,998	$ 16,608
		ii. Short Term Investments	302	981
		iii. Fixed Income	30,878	29,048
		iv. Net appreciation (depreciation) on investments	594,052	330,724
		v. Securties lending income	599	631
		vi. Securties lending expense	(150)	(158)
		vii. Less investment expenses	(23,038)	(13,338)
		viii. Other	365	72
	c.	Total revenue	$ 735,415	$ 471,978
3.	Expenditures for the year			
	a.	Refunds	$ 420	$ 547
	b.	Benefit payments	172,041	161,735
	c.	Administrative and miscellaneous expenses	4,364	8,390
	d.	Total expenditures	$ 176,825	$ 170,672
4.	Increase in net assets (Item 2c - Item 3d)		$ 558,590	$ 301,306
5.	Market value of assets at end of year (Item 1 + Item 4)		$ 3,530,617	$ 2,972,027

Development of Actuarial Value of Assets ($000)

		July 1, 2011 (1)		July 1, 2010 (2)
1. Actuarial value of assets, at beginning of year	$	3,526,703	$	3,430,946
2. Net new investments				
a. Contributions	$	113,409	$	107,410
b. Benefits paid		(172,041)		(161,735)
c. Refunds		(420)		(547)
d. Total	$	(59,052)	$	(54,872)
3. Assumed investment return rate		8.50%		8.50%
4. Expected return	$	297,260	$	289,298
5. Expected value of assets at end of year	$	3,764,911	$	3,665,372
6. Market value of assets at end of year	$	3,530,617	$	2,972,027
7. Excess of market value over expected value (6)-(5)	$	(234,294)	$	(693,345)
8. 20% adjustment towards market value	$	(46,859)	$	(138,669)
9. Actuarial value of assets at end of year: (5) + (8)	$	3,718,052	$	3,526,703

Estimation of Dollar-Weighted Investment Return ($000)

Item	Market Value	Actuarial Value
(1)	(2)	(3)
1. Assets as of July 1, 2010 (A)	$ 2,972,027	$ 3,526,703
2. Contributions during FY2011	113,409	113,409
3. Benefit payments made during FY2011	172,041	172,041
4. Refunds of contributions during FY2011	420	420
5. Investment return during FY2011	617,642	250,401
6. Assets as of July 1, 2011 (B): (1 + 2 - 3 - 4 + 5)	3,530,617	3,718,052
7. Approximate rate of return on average invested assets		
a. Net investment income	617,642	250,401
b. Net investment return FY 2011	20.99%	7.16%

Investment Experience Gain or Loss ($000)

Item	Valuation as of 6/30/2011	Valuation as of 6/30/2010
(1)	(2)	(3)
1. Actuarial assets, prior valuation	$ 3,526,703	$ 3,430,946
2. Total contributions since prior valuation	$ 113,409	$ 107,410
3. Benefits and refunds since prior valuation	$ (172,461)	$ (162,282)
4. Assumed net investment income at 8.5%		
a. Beginning assets	$ 299,770	$ 291,630
b. Contributions	4,722	4,472
c. Benefits and refunds paid	(7,180)	(6,756)
d. Total	$ 297,312	$ 289,346
5. Expected actuarial assets (Sum of Items 1 through 4)	$ 3,764,963	$ 3,665,420
6. Actual actuarial assets, this valuation	$ 3,718,052	$ 3,526,703
7. Asset gain (loss) since prior valuation (Item 6 - Item 5 - Item 7)	$ (46,911)	$ (138,717)

Note: Dollar amounts in $000

History of Investment Returns

For Fiscal Year Ending	Market Value [1]	Actuarial Value	For Fiscal Year Ending	Market Value [1]	Actuarial Value
(1)	(2)	(3)	(4)	(5)	(6)
June 30, 1976 [2]	8.60%	N/A	June 30, 1994 [2]	2.61%	N/A
June 30, 1977 [2]	2.90%	N/A	June 30, 1995 [2]	12.12%	N/A
June 30, 1978 [2]	2.20%	N/A	June 30, 1996 [2]	17.44%	N/A
June 30, 1979 [2]	7.90%	N/A	June 30, 1997 [2]	17.15%	N/A
June 30, 1980 [2]	7.80%	N/A	June 30, 1998 [2]	14.26%	(0.46%)
June 30, 1981 [2]	11.50%	N/A	June 30, 1999 [2]	15.02%	15.37%
June 30, 1982 [2]	0.30%	N/A	June 30, 2000 [2]	14.80%	15.58%
June 30, 1983 [2]	44.20%	N/A	June 30, 2001 [2]	(3.96%)	11.02%
June 30, 1984 [2]	(7.70%)	N/A	June 30, 2002	(8.80%)	5.25%
June 30, 1985 [2]	24.80%	N/A	June 30, 2003 [2]	4.15%	2.80%
June 30, 1986 [2]	26.70%	N/A	June 30, 2004 [2]	21.68%	6.09%
June 30, 1987 [2]	14.80%	N/A	June 30, 2005	13.40%	3.63%
June 30, 1988 [2]	(0.80%)	N/A	June 30, 2006	11.20%	8.93%
June 30, 1989 [2]	12.80%	N/A	June 30, 2007	17.80%	13.93%
June 30, 1990 [2]	13.80%	N/A	June 30, 2008	0.24%	12.47%
June 30, 1991 [2]	1.89%	N/A	June 30, 2009	(18.55%)	4.15%
June 30, 1992 [2]	11.19%	N/A	June 30, 2010	13.47%	4.43%
June 30, 1993 [2]	14.74%	N/A	June 30, 2011	20.99%	7.16%
			Average Return - last 5	5.72%	8.35%
			Average Return - last 10	6.77%	6.82%
			Average Return - since inception	9.50%	

[1] Dollar-weighted return.
[2] Gross return.

Historical Solvency Test ($000)

	Aggregated Accrued Liabilities for				by Reported Assets		
Valuation Date	Active Members Contributions	Retirees Beneficiaries and Vested Terminations[1]	Members (City Financed Portion)	Actuarial Value of Assets	(5)/(2)	[(5)-(2)]/(3)	[(5)-(2)-(3)]/ (4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
July 1, 1993	$ 114,279	$ 401,989	$ 468,227	$ 947,456	100.0%	100.0%	92%
July 1, 1994	123,471	416,053	460,899	1,038,256	100.0%	100.0%	100%
July 1, 1995	91,687	764,518	343,543	1,168,056	100.0%	100.0%	91%
July 1, 1996	95,615	812,498	350,104	1,329,570	100.0%	100.0%	100%
July 1, 1998	99,298	1,017,723	432,320	1,518,081	100.0%	100.0%	93%
July 1, 1999	107,008	1,157,882	508,939	1,746,312	100.0%	100.0%	95%
July 1, 2000	111,099	1,324,079	531,225	2,013,491	100.0%	100.0%	100%
July 1, 2001	138,248	707,152	1,461,027	2,226,307	100.0%	100.0%	95%
July 1, 2002	145,255	718,779	1,729,696	2,337,157	100.0%	100.0%	85%
July 1, 2003	153,634	838,090	1,883,014	2,394,411	100.0%	100.0%	74%
July 1, 2004	153,088	995,841	2,190,295	2,466,070	100.0%	100.0%	60%
July 1, 2005	249,804	1,259,243	1,883,927	2,508,794	100.0%	100.0%	53%
July 1, 2006	262,514	1,421,330	1,949,301	2,681,375	100.0%	100.0%	51%
July 1, 2007	275,990	1,575,900	2,005,790	3,004,927	100.0%	100.0%	57%
July 1, 2008	294,678	1,726,121	2,058,165	3,337,612	100.0%	100.0%	64%
July 1, 2009	312,489	1,872,226	2,183,786	3,430,946	100.0%	100.0%	57%
July 1, 2010	149,252	1,998,683	2,084,797	3,526,703	100.0%	100.0%	66%
July 1, 2011	160,828	2,146,222	2,181,093	3,718,052	100.0%	100.0%	65%

Note: Dollar amounts in $000

[1] Column (3) included AAL for DROP participants until 2000, now in Column (4)

Schedule of Funding Progress ($000)

Date	Actuarial Value of Assets (AVA)	Actuarial Accrued Liability (AAL)	Unfunded Actuarial Accrued Liability (UAAL) (3) - (2)	Funded Ratio (2)/(3)	Annual Payroll	UAAL as % of Payroll (4)/(6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
July 1, 1993	$ 947,456	$ 984,495	$ 37,039	96.2%	$ 162,143	22.8%
July 1, 1994	1,038,256	1,000,423	(37,833)	103.8%	174,761	(21.6%)
July 1, 1995	1,168,056	1,199,748	31,692	97.4%	182,251	17.4%
July 1, 1996	1,329,570	1,258,217	(71,353)	105.7%	187,134	(38.1%)
July 1, 1998	1,518,081	1,549,341	31,260	98.0%	196,364	15.9%
July 1, 1999 *	1,746,312	1,773,829	27,517	98.4%	246,569	11.2%
July 1, 2000	2,013,491	1,966,404	(47,087)	102.4%	250,691	(18.8%)
July 1, 2001	2,226,307	2,306,427	80,120	96.5%	264,226	30.3%
July 1, 2002	2,337,157	2,593,730	256,573	90.1%	286,150	89.7%
July 1, 2003	2,394,411	2,874,738	480,327	83.3%	300,405	159.9%
July 1, 2004	2,466,070	3,339,224	873,154	73.9%	329,840	264.7%
July 1, 2005	2,508,794	3,392,974	884,180	73.9%	321,057	275.4%
July 1, 2006	2,681,375	3,633,145	951,770	73.8%	327,080	291.0%
July 1, 2007	3,004,927	3,857,680	852,753	77.9%	336,029	253.8%
July 1, 2008	3,337,612	4,078,963	741,351	81.8%	351,525	210.9%
July 1, 2009	3,430,946	4,368,501	937,556	78.5%	366,924	255.5%
July 1, 2010**	3,526,703	4,232,732	706,029	83.3%	377,779	186.9%
July 1, 2011	3,718,052	4,488,142	770,090	82.8%	388,409	198.3%

* Definition of covered payroll changed from base pay to total direct pay less overtime

** Change to Projected Unit Credit cost method. Prior results were provided based on Entry Age Normal.

Historical City Contribution Rates

Valuation Date (1)	Calculated Contribution Rate (2)	Time Period for Contribution Rate (3)	Actual Contribution Rate (4)
July 1, 1990	14.20%	July 1, 1991 through June 30, 1993	14.3%
July 1, 1992	19.00	July 1, 1993 through June 30, 1994	19.0
July 1, 1993	18.00	July 1, 1994 through June 30, 1995	18.0
July 1, 1994	18.00	July 1, 1995 through June 30, 1996	18.0
July 1, 1995	17.40	July 1, 1996 through June 30, 1997	16.2
July 1, 1996	16.20	July 1, 1997 through June 30, 1998	16.2
July 1, 1997	16.80[(1)]	July 1, 1998 through June 30, 1999	15.2
July 1, 1998	16.20	July 1, 1999 through June 30, 2000	12.4
July 1, 1999[(2)]	16.30	July 1, 2000 through June 30, 2001	12.2
July 1, 2000	11.30	July 1, 2001 through June 30, 2002	12.4
July 1, 2001	20.50	July 1, 2002 through June 30, 2003	12.1
July 1, 2002	24.40	July 1, 2003 through June 30, 2004	12.2
July 1, 2003	28.50	July 1, 2004 through June 30, 2005	11.3
July 1, 2004	31.20[(1)]	July 1, 2005 through June 30, 2006	16.5
July 1, 2005	34.00	July 1, 2006 through June 30, 2007	17.7
	34.00	July 1, 2007 through June 30, 2008	18.7
July 1, 2007	32.10	July 1, 2008 through June 30, 2009	19.3
July 1, 2008	30.91	July 1, 2009 through June 30, 2010	19.9
July 1, 2009	31.73	July 1, 2010 through June 30, 2011	20.7
July 1, 2010	32.04	July 1, 2011 through June 30, 2012	N/A
July 1, 2011	32.68	July 1, 2012 through June 30, 2013	N/A

(1) Average for the year

(2) For the period July 1, 1999 through July 1, 2000 the City Contribution rates are shown as a percentage of total direct pay less overtime rather than base pay

Historical Active Participant Data

Valuation Date	Active Count	Average Age	Average Svc	Covered Payroll	Average Salary	Percent Changes
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1988	4,239	35.0	N/A	$121,667	$28,702	1.6%
1989	4,105	35.7	N/A	$122,803	$29,915	4.2%
1990	4,073	36.2	N/A	$126,665[(1)]	$31,099	4.0%
1992	4,120	36.8	N/A	$143,020	$34,714	11.6%
1993	4,498	36.7	N/A	$159,321	$35,420	2.0%
1994	4,705	36.8	N/A	$162,143	$34,462	-2.7%
1995	4,921	36.9	N/A	$174,761	$35,513	3.0%
1996[(2)]	4,395	35.1	N/A	$150,903	$34,335	-3.3%
1997	4,282	35.5	N/A	$149,631	$34,944	1.8%
1998	4,247	35.9	N/A	$153,479	$36,138	3.4%
1999	4,253	36.3	N/A	$187,967[(3)]	$44,196[(3)]	22.3%[(3)]
2000	4,137	36.7	N/A	$179,415	$43,368	-1.9%
2001[(4)]	5,325	40.2	N/A	$264,226[(5)]	$49,620[(5)]	14.4%[(5)]
2002	5,352	40.7	N/A	$286,150	$53,466	7.8%
2003	5,387	41.3	N/A	$300,405	$55,765	4.3%
2004	5,225	41.7	N/A	$329,840	$63,127	13.2%
2005	4,867	42.0	N/A	$321,057[(6)]	$65,966[(6)]	4.5%[(6)]
2006	4,785	42.3	N/A	$327,080	$68,355	3.6%
2007	4,879	42.1	N/A	$336,029	$68,873	0.8%
2008	5,065	42.0	15.7	$351,525	$69,403	0.8%
2009	5,245	41.8	15.4	$366,924	$69,957	0.8%
2010	5,347	41.9	15.3	$377,779	$70,652	1.0%
2011	5,312	42.3	15.7	$388,409	$73,119	3.5%

(1) Reflects the November 1, 1990 pay increase.

(2) For the July 1, 1996 to July 1, 2000 valuations, includes those participants currently accruing benefits (i.e. excludes current

(3) Definition of covered payroll changed from base pay to total direct pay less overtime.

(4) Beginning July 1, 2001, includes active participants eligible for DROP.

(5) Beginning July 1, 2001, the definition of total direct pay changed from the average of the last 26 pay periods to the highest bi-

(6) Beginning October 9, 2004, pensionable pay is the total of the last 26 pay periods, excluding CMEPP and SOSP.

Retirees, Beneficiaries, and Disabled Participants Added to and Removed from Rolls

Valuation July 1,	Added to Rolls: Number	Added to Rolls: Annual Allowances	Removed from Rolls: Number	Removed from Rolls: Annual Allowances	Rolls-End of Year: Number	Rolls-End of Year: Annual Allowances	% Increase in Annual Allowances	Average Annual Allowances
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1993	106	$ 2,172	64	$ 953	1,419	$ 27,286	7.1%	$ 19,229
1994	107	2,425	48	847	1,478	29,464	8.0%	19,935
1995	893	19,109	36	602	2,335	48,624	65.0%	20,824
1996 *	182	3,481	29	618	2,488	52,772	8.5%	21,211
1998	159	3,483	28	589	2,619	63,957	21.2%	24,420
1999	150	3,770	46	1,001	2,723	70,432	10.1%	25,866
2000	233	6,421	36	857	2,920	76,401	8.5%	26,165
2001 **	131	3,755	1,250	33,892	1,801	54,006	(29.3%)	29,987
2002	104	2,809	46	1,113	1,859	55,013	1.9%	29,593
2003	106	2,967	47	1,109	1,918	61,531	11.8%	32,081
2004	220	9,172	33	1,014	2,105	70,307	14.3%	33,400
2005	353	15,962	55	1,776	2,403	86,933	23.6%	36,177
2006	254	10,195	66	2,197	2,549	96,812	11.4%	37,980
2007	175	8,056	49	1,809	2,717	105,481	9.0%	38,823
2008	149	11,889	57	1,995	2,809	115,375	9.4%	41,073
2009	154	9,639	63	2,275	2,900	122,738	6.4%	42,324
2010	165	8,891	56	2,355	3,009	129,274	5.3%	42,963
2011	171	10,567	59	2,218	3,121	137,623	6.5%	44,096

* From June 30, 1996 through June 30, 2001 includes DROP participants.
** Beginning July 1, 2001 excludes active participants eligible for DROP.

Note: Dollar amounts in $000

Membership Data

		July 1, 2011	July 1, 2010	July 1, 2009
		(1)	(2)	(3)
1.	Active members			
	a. Number	5,312	5,347	5,245
	b. Number in DROP	1,728	1,740	1,728
	c. Total payroll ($000)	$ 388,409,256	$ 377,778,615	$ 366,924,317
	Payroll in DROP ($000)	$ 147,732,433	$145,454,000	$ 141,783,378
	d. Average salary	73,119	70,652	69,957
	e. Average age	42.3	41.9	41.8
	f. Average service	15.7	15.3	15.4
2.	Inactive participants			
	a. Vested	33	24	22
	b. Total annual benefits (deferred)	$ 898,045	$ 601,844	$ 551,186
	c. Average annual benefit	27,213	25,077	25,054
3.	Service retirees			
	a. Number	2,378	2,290	2,200
	b. Total annual benefits	$ 108,763,539	$ 102,021,476	$ 95,152,334
	c. Average annual benefit	45,737	44,551	43,251
	d. Average age	63.3	62.9	62.5
4.	Disabled retirees			
	a. Number	144	140	131
	b. Total annual benefits	$ 5,774,687	$ 5,489,800	$ 4,934,979
	c. Average annual benefit	40,102	39,213	37,672
	d. Average age	53.3	52.6	51.9
5.	Beneficiaries and spouses			
	a. Number	566	555	547
	b. Total annual benefits	$ 22,186,944	$ 21,161,225	$ 22,099,785
	c. Average annual benefit	39,200	38,128	40,402
	d. Average age	68.3	67.9	67.8

Distribution of Active Members by Age and by Years of Service

Active Members Sworn Prior to October 9, 2004

Attained Age	0-4 No. & Avg. Comp.	5-9 No. & Avg. Comp.	10-14 No. & Avg. Comp.	15-19 No. & Avg. Comp.	20-24 No. & Avg. Comp.	25-29 No. & Avg. Comp.	30-34 No. & Avg. Comp.	35 & Over No. & Avg. Comp.	Total No. & Avg. Comp.
Under 25									
25-29									
30-34		61	51						112
		$ 64,188	$ 66,871						$ 65,410
35-39		71	261	49					381
		$ 65,113	$ 72,828	$ 81,856					$ 72,552
40-44		42	236	579	37				894
		$ 64,741	$ 72,833	$ 81,678	84,599				$ 78,668
45-49		5	83	390	102	1			581
		$ 62,367	$ 72,452	$ 80,408	$ 84,027	71,185			$ 79,735
50-54		2	6	112	22	3			145
		$ 64,713	$ 66,768	$ 78,090	$ 81,940	$ 76,201			$ 77,982
55-59			2	14	8	2			26
			$ 72,933	$ 77,948	82,737	$ 82,732			$ 79,404
60-64				2	1				3
				$ 74,938	82,152				$ 77,343
65 & Over									
Total		181	639	1,146	170	6			2,142
		$ 64,634	$ 72,249	$ 80,845	$ 83,810	$ 77,542			$ 77,137

Average:

Age	41.8
Service	14.6
Salary	$77,137

Distribution of Active Members by Age and by Years of Service

Active Members Sworn Post October 9, 2004

Attained Age	0-4 No. & Avg. Comp.	5-9 No. & Avg. Comp.	10-14 No. & Avg. Comp.	15-19 No. & Avg. Comp.	20-24 No. & Avg. Comp.	25-29 No. & Avg. Comp.	30-34 No. & Avg. Comp.	35 & Over No. & Avg. Comp.	Total No. & Avg. Comp.
Under 25	26								26
	$ 40,761								$ 39,383
25-29	433	64							497
	$ 50,206	54,415							$ 50,748
30-34	310	181							491
	$ 51,297	55,803							$ 52,958
35-39	133	90	2	1					226
	$ 52,226	$ 56,449	$ 78,507	90,404					$ 54,309
40-44	97	56	1	2					156
	$ 51,283	57,496	56,510	83,263					$ 53,957
45-49	26	15	1	3					45
	$ 48,824	55,880	59,350	81,640					$ 53,598
50-54		1							1
		61,968							61,968
55-59									
60-64									
65 & Over									
Total	1,025	407	4	6					1,442
	$ 50,625	$ 55,978	$ 68,218	83,642					$ 52,322

Average:

Age	31.5
Service	3.1
Salary	$52,322

Distribution of Active Members by Age and by Years of Service

DROP Members

Attained Age	0-4 No. & Avg. Comp.	5-9 No. & Avg. Comp.	10-14 No. & Avg. Comp.	15-19 No. & Avg. Comp.	20-24 No. & Avg. Comp.	25-29 No. & Avg. Comp.	30-34 No. & Avg. Comp.	35 & Over No. & Avg. Comp.	Total No. & Avg. Comp.
Under 25									
25-29									
30-34									
35-39									
40-44					35 $ 81,848				35 $ 81,848
45-49					156 $ 85,011	206 $ 83,750	2 75,679		364 $ 84,246
50-54					50 $ 82,543	539 $ 84,508	150 $ 87,859		739 $ 85,055
55-59					15 $ 82,160	164 $ 84,140	184 $ 89,302	62 $ 89,111	425 $ 87,030
60-64					2 $ 75,684	50 $ 84,655	41 $ 87,320	45 $ 90,656	138 $ 87,274
65 & Over					1 $ 78,597	2 84,330	3 $ 85,869	21 $ 86,187	27 $ 85,733
Total					259 $ 83,845	961 $ 84,290	380 $ 88,420	128 $ 89,174	1,728 $ 85,493

Average:

Age	52.0
Service	27.5
Salary	$85,493

Distribution of Active Members by Age and by Years of Service

Total Active and DROP Members

Attained Age	0-4 No. & Avg. Comp.	5-9 No. & Avg. Comp.	10-14 No. & Avg. Comp.	15-19 No. & Avg. Comp.	20-24 No. & Avg. Comp.	25-29 No. & Avg. Comp.	30-34 No. & Avg. Comp.	35 & Over No. & Avg. Comp.	Total No. & Avg. Comp.
Under 25	26								26
	$ 40,761								$ 39,383
25-29	433	64							497
	$ 50,206	$ 54,415							$ 50,748
30-34	310	242	51						603
	$ 51,297	$ 57,917	$ 66,871						$ 55,271
35-39	133	161	263	50					607
	$ 52,226	$ 60,269	$ 72,872	$ 82,027					$ 65,760
40-44	97	98	237	581	72				1,085
	$ 51,283	$ 60,601	$ 72,764	$ 81,684	$ 83,262				$ 75,218
45-49	26	20	84	393	258	207	2		990
	$ 48,824	$ 57,502	$ 72,296	$ 80,417	$ 84,622	$ 83,689	75,679		$ 80,206
50-54		3	6	112	72	542	150		885
		$ 63,798	$ 66,768	$ 78,090	$ 82,359	$ 84,462	$ 87,859		$ 83,870
55-59			2	14	23	166	184	62	451
			$ 72,933	$ 77,948	$ 82,361	$ 84,123	$ 89,302	$ 89,111	$ 86,591
60-64				2	3	50	41	45	141
				$ 74,938	$ 77,840	$ 84,655	$ 87,320	$ 90,656	$ 87,062
65 & Over					1	2	3	21	27
					$ 78,597	84,330	$ 85,869	$ 86,187	$ 85,733
Total	1,025	588	643	1,152	429	967	380	128	5,312
	$ 50,625	$ 58,643	$ 72,224	$ 80,860	$ 83,831	$ 84,248	$ 88,420	$ 89,174	$ 73,119

Average:

Age	42.3
Service	15.7
Salary	$73,119

APPENDIX A

SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS

Summary of Actuarial Assumptions and Methods

The following methods and assumptions were used in preparing the July 1, 2011 actuarial valuation report.

1. Valuation Date

   The valuation date is as of July 1^{st} , the first day of each plan year. This is the date as of which the actuarial present value of future benefits and the actuarial value of assets are determined.

2. Actuarial Cost Method

   The actuarial valuation uses the Projected Unit Credit (PUC) actuarial cost method. Under this method, the employer contribution rate is the sum of (i) the employer normal cost rate, and (ii) a rate that will amortize the unfunded actuarial accrued liability (UAAL).

   a. The valuation is prepared on the projected benefit basis, under which the present value, at the investment return rate assumed to be earned in the future (currently 8.50%), of each participant's expected benefit payable at retirement or death is determined, based on his/her age, service, sex and compensation. The calculations take into account the probability of a participant's death or termination of employment prior to becoming eligible for a benefit, as well as the possibility of his/her terminating with a service, disability, or survivor's benefit. Future salary increases are also anticipated. The present value of the expected benefits payable for the active participants is added to the present value of the expected future payments to retired participants and beneficiaries to obtain the present value of all expected benefits payable from the System on account of the present group of participants and beneficiaries.

   b. The employer contributions required to support the benefits of the System are determined using a level funding approach, and consist of a normal cost contribution and an accrued liability contribution.

   c. The normal cost is the present value of the portion of projected benefits that is attributable to service accrued in the current year. Under the PUC cost method, if actual plan experience is close to assumptions, the normal cost will increase each year for each employee as he or she approaches retirement age. However, if the age/service/gender characteristics of the active group remain relatively constant, the total normal cost can be expected to remain somewhat level as a percentage of payroll.

d. The accrued liability is the portion of the present value of projected benefits attributable to service credited prior to the valuation date. The unfunded actuarial accrued liability contributions are determined by subtracting the actuarial value of assets from the actuarial accrued liability and amortizing the result over 30 years from the valuation date.

The contribution rate determined by this valuation will not be effective until one year later, but the determination of the rate does not reflect this deferral. It is assumed that there will be no change in the employer normal cost rate due to the deferral, and it is assumed that payments are made uniformly throughout the year.

3. Actuarial Value of Assets

The Actuarial Value of Assets recognizes 20% of the difference between the projected actuarial value and the market value at the valuation date. The returns are computed net of administrative and investment expenses.

4. Economic Assumptions

a. Investment return: 8.50% per year, compounded annually, composed of an assumed 3.00% inflation rate and a 5.50% net real rate of return. This rate represents the assumed return, net of all investment and administrative expenses.

b. Salary increase rate: A service-related component, plus a 2.50% inflation and productivity component, as follows:

Years of Service	Service-related Component	Total Annual Rate of Increase Including 2.50% Inflation & Productivity Component
(1)	(2)	(3)
1	12.00%	14.50%
2	9.00%	11.50%
3	7.25%	9.75%
4	6.00%	8.50%
5	5.50%	8.00%
6	5.00%	7.50%
7	4.25%	6.75%
8	4.00%	6.50%
9	3.50%	6.00%
10	3.25%	5.75%
11	3.00%	5.50%
12	2.75%	5.25%
13	2.50%	5.00%
14	2.25%	4.75%
15	2.00%	4.50%
16	1.75%	4.25%
17	1.50%	4.00%
18 and Over	0.00%	2.50%

c. Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 3.50% per year. This increase rate is solely due to the effect of inflation on salaries, with no allowance for future membership growth.

5. Demographic Assumptions

a. Retirement Rates

	Service	
Age	<25	25+
40-49	3.0%	6.0%
50-54	5.0%	10.0%
55-59	12.0%	24.0%
60-64	15.0%	30.0%
65 +	100.0%	100.0%

b. DROP Participation

100% of eligible active participants are assumed to elect the DROP.

c. DROP Entry Date

Active members (not already in DROP) are assumed to take advantage of the DROP and enter when first eligible. Participants are assumed to elect the maximum duration for the back DROP, up to 20 years.

d. DROP Interest Credit

A minimum of 3.00% interest will be credited to existing DROP accounts with a maximum of 7.00%. If the System's actuary certifies that past service costs are fully funded, the credit may be as high as 10.00%. For this actuarial valuation, the drop interest credit is assumed to be 7.00%

e. Mortality rates (for active and retired members)

- Healthy males – Based on the 1994 Group Annuity Mortality Table for males. Multiplied by 75% for Active members

- Healthy females - Based on the 1994 Group Annuity Mortality Table for females. Multiplied by 75% for Active members

- Disabled males and females – 1987 Commissioners Group Disabled Mortality Table.

Sample rates are shown below:

Age	Healthy Retired Males	Healthy Retired Females	Disabled Males	Disabled Females	Healthy Active Males	Healthy Active Females
(1)	(2)	(3)	(4)	(5)	(2)	(3)
25	0.07%	0.03%	2.82%	2.82%	0.05%	0.02%
30	0.08%	0.04%	2.82%	2.82%	0.06%	0.03%
35	0.09%	0.05%	2.82%	2.82%	0.06%	0.04%
40	0.11%	0.07%	2.82%	2.82%	0.08%	0.05%
45	0.16%	0.10%	2.82%	2.82%	0.12%	0.07%
50	0.26%	0.14%	2.82%	2.82%	0.19%	0.11%
55	0.44%	0.23%	2.82%	2.82%	0.33%	0.17%
60	0.80%	0.44%	3.14%	3.14%	0.60%	0.33%
65	1.45%	0.86%	3.98%	3.98%	1.09%	0.65%
70	2.37%	1.37%	5.71%	5.71%	1.78%	1.03%
75	3.72%	2.27%	8.19%	8.19%	2.79%	1.70%
80	6.20%	3.94%	11.84%	11.84%	4.65%	2.95%

Mortality Improvement: To account for future mortality improvement, the tables for healthy retiree mortality selected above were chosen so that the assumed mortality rates are smaller than the rates observed in the last experience study, covering experience for FY 2005 – FY 2009.

f. Termination Rates and Disability Rates

Termination rates (for causes other than death, disability or retirement):

Termination and disability rates are a function of the member's service. Termination rates are not applied after a member becomes eligible for a retirement benefit, and disability rates are not applied for members in the DROP. Rates at selected ages and service levels are shown below.

Service Based Rates of Termination		
Service	Male	Female
1	2.46%	2.46%
3	2.22%	2.22%
5	1.98%	1.98%
7	1.74%	1.74%
9	1.50%	1.50%
11	1.26%	1.26%
13	1.02%	1.02%
15	0.78%	0.78%
17	0.54%	0.54%
19	0.30%	0.30%
20 +	0.25%	0.25%

Age Based Rates of Disability		
Age	Male	Female
20	0.1622%	0.1893%
25	0.1616%	0.1886%
30	0.1690%	0.1971%
35	0.1865%	0.2176%
40	0.2141%	0.2498%
45	0.2520%	0.2940%
50	0.3001%	0.3501%
55	0.3583%	0.4180%
60	0.4268%	0.4980%

6. Other Assumptions

a. Percent married: 90% of employees are assumed to be married. (No beneficiaries other than the spouse assumed.)

b. Age difference: Male members are assumed to be three years older than their spouses, and female members are assumed to be three years younger than their spouses.

c. Percent electing annuity on death (when eligible): All of the spouses of vested, married participants are assumed to elect an annuity.

d. Percent electing deferred termination benefit: 50% of vested terminating members are assumed to elect a refund rather than take a deferred benefit at age 60.

e. There will be no recoveries once disabled.

f. No surviving spouse will remarry.

g. Assumed age for commencement of deferred benefits: Members electing to receive a deferred benefit are assumed to commence receipt at the first age at which unreduced benefits are available.

h. Administrative expenses: The assumed investment return rate represents the anticipated net return after payment of all investment and administrative expenses.

i. Pay increase timing**:** Beginning of (fiscal) year. This is equivalent to assuming that reported pays represent amounts paid to members during the year ended on the valuation date.

j. Decrement timing: Decrements of all types are assumed to occur mid-year.

k. Eligibility testing: Eligibility for benefits is determined based upon the age nearest birthday and service nearest whole year on the date the decrement is assumed to occur.

l. Decrement relativity: Decrement rates are converted to probabilities in order to account for multiple decrements.

m. Incidence of Contributions**:** Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in our Report, and the actual payroll payable at the time contributions are made.

n. Benefit Service: All members are assumed to accrue one year of service each year. Exact fractional service is used to determine the amount of benefit payable.

7. Participant Data

Participant data was supplied in electronic files. There were separate files for (i) active members, (ii) inactive members, and (iii) members and beneficiaries receiving benefits.

The data for active members included birth date, sex, most recent hire date, salary paid during last fiscal year, hours worked by the employee, and employee contribution amounts. For retired members and beneficiaries, the data included date of birth, sex, amount of monthly benefit, and date of retirement. Also included was the member's Group and for members participating in DROP, their account balances and monthly DROP income.

All healthy and disabled retirees are assumed to have 100% joint and survivor annuities, prorated by the 90% marriage assumption and reflecting the three year spousal age differential described above. All beneficiaries are assumed to have life annuity only benefits.

Salary supplied for the current year was based on the earnings for the year preceding the valuation date. This salary was adjusted by the salary increase rate for one year.

In fiscal years when a 27^{th} pay period occurs the individual pays for employees who were employed throughout the year will be adjusted by multiplying their reported pay by the ratio of 26/27. In years that have only 26 pay periods no adjustment would be needed.

Assumptions were made to correct for missing, bad, or inconsistent data. These had no material impact on the results presented.

APPENDIX B

SUMMARY OF PLAN PROVISIONS

Summary of Plan Provisions

Covered Members	All police officers sworn before September 1, 1975 are covered under Plan 1, except those who elected by December 31, 1981 to participate in Plan 3. All police officers sworn on or after September 1, 1975, but before September 1, 1981 are covered under Plan 2, except those who elected by December 31, 1981 to participate in Plan 3 and those from Police Cadet Classes 70 and 71 who elected to transfer to Plan 1. All other police officers are covered by Plan 3, except those from Police Cadet Classes 70 and 71 who elected to pay additional contributions and transfer to Plan 1.
Final Compensation	
Prior to November 28, 1998	Monthly base salary paid to the participant in his/her last month of service. For any participant from a position held for less than 3 years, final compensation is the average monthly base salary for the 3 years prior to retirement.
After November 28, 1998 but prior to July 1, 2001	Monthly total direct pay less overtime paid to the participant in his/her last month of service. For any participant from a position held for less than 3 years, final compensation is the average monthly base pay for the 3 years prior to retirement plus the other current components of total direct pay.
After July 1, 2001 but prior to October 9, 2004	Highest biweekly pay period (excluding overtime) during the last 26 pay periods annualized. Amounts not paid on a biweekly basis are deducted from period paid. Annual amounts are divided by 26 and added to the highest pay period, including motorcycle allowances.
After October 9, 2004	Average of the last three years of compensation (excluding exempt time, overtime and strategic officer staffing pay). This average will be phased in beginning with the pay period ending after October 9, 2004 until the new definition is fully phased in after 78 pay periods.
Service Retirement	
Eligibility	
▸ Sworn prior to October 9, 2004	20 years of service.
▸ Sworn on or after October 9, 2004	Age 55 with 10 years of service

Benefit

▸ Prior to November 1, 1955	$75 per month plus $2 per month for each year of service in excess of 25 years.
▸ After November 1, 1955 but prior to January 13, 1968	30% of final compensation plus 1 % of final compensation for each year of service in excess of 20 years.
▸ After January 13, 1968 but prior to July 1, 1986	Plans 1 and 2: 30% of final compensation plus 2% of final compensation for each year of service in excess of 20 years. Plan 3: 2% of final compensation for each year of service up to 40 years, reduced 0.42% for each month benefit commencement precedes age 55.
▸ After July 1, 1986 but prior to July 1, 1988	2% of final compensation for each year of service up to 40 years.
▸ After July 1, 1988 but prior to September 1, 1997	45% of final compensation plus 2% of final compensation for each year of service in excess of 20 years; maximum 80% of final compensation. Benefit based on prior formula is payable until July 1, 1991 and recomputed benefit is payable thereafter.
▸ After September 1, 1997 but prior to July 1, 2001	50% of final compensation plus 2% of final compensation for each year of service in excess of 20 years; maximum 80% of final compensation.
▸ After July 1, 2001 but prior to October 9, 2004	55% of final compensation plus 2% of final compensation for service in excess of 20 years. The Pension System recomputed the benefit of each person who retired before July 1, 2001. The retiree's benefit was increased by the result of multiplying the difference between 55% and the percentage used at the time of retirement in computing the retiree's benefit for the first 20 years of service by the base salary of the retiree at the time of retirement. Retroactive cost-of-living increases were not applied to the increased benefit. This recomputed benefit is effective for all payments on or after July 1, 2001.

- After October 9, 2004

Participants sworn prior to October 9, 2004 will receive the highest of the following alternatives using Final Average Compensation effective after October 9, 2004, from October 9, 2004 through October 7, 2007:

1) 2.25% of Final Average Compensation for each of the first 20 years of service plus 2% of Final Average Compensation for each year of service in excess of 20 years, with a maximum of 80% of Final Average Compensation.
2) Benefit participant would have received had participant retired or entered the DROP immediately before October 9, 2004
3) Benefit calculated using a sliding average of the pay received for the pay periods elapsed since October 9, 2004.

New participants after October 9, 2004:
2.25% of Final Average Compensation for each of the first 20 years of service plus 2% of Final Average Compensation for each year of service in excess of 20 years, with a maximum of 80% of Final Average Compensation.

Additional Benefits

An extra monthly benefit of $150.00 is payable for life. Effective November 28, 1998, a $5,000 lump sum is payable upon retirement for members sworn prior to October 9, 2004.

Terminated Vested Pension Benefit

Eligibility

More than 10 but less than 20 years of service. Termination on or after November 28, 1998.

Benefit

2.75% of final compensation times years of service. This benefit commences at age 60 or at termination of service if later.

Deferred Retirement Option Plan (D R O P)

Eligibility

20 years of service and sworn in prior to October 9, 2004.

Benefit

- After September 1, 1995 but prior to September 1, 1997

Eligible participants may elect to participate in the DROP until they leave active service. The member's retirement pension will be calculated based on service and earnings at the time the DROP is elected.

A notional account will be maintained for each DROP participant. This account will be credited with the following amounts while the member is participant of the DROP:

– The member's monthly retirement pension, including applicable cost-of-living adjustments,

– The member's contribution to the Pension System, and

– Investment earnings/losses at the rate of the Pension System's earnings/losses averaged over a five-year period. Effective July 1, 2001, this rate is subject to a minimum of 0%.

A benefit equal to the DROP account balance is paid at the time the member leaves active service. The payment is made as a single lump sum.

If a DROP participant suffers an on-duty disability resulting in the inability to perform his/her usual and customary duties as a police officer or dies in the line of duty, he (or his survivors) are allowed to revoke the DROP election and to receive the more generous on-duty disability or death benefits.

- After September 1, 1997 but prior to December 1, 1998: The Pension System recomputed the benefit of each person who entered the DROP before September 1, 1997. The benefit was increased in the same manner as the retiree's benefit.
- After December 1, 1998 but prior to July 1, 2001: The Pension System recomputed the benefit of each person who entered the DROP before December 1, 1998. The benefit was recalculated based on Total Direct Pay less overtime upon entry to the DROP. This recomputed benefit is effective for all payments on or after December 1, 1998.
- After July 1, 2001 but prior to October 9, 2004: The Pension System recomputed the benefit of each person who entered the DROP before July 1, 2001. The member's benefit was increased by the result of multiplying the difference between 55% and the percentage used at the time of DROP entry in computing the member's benefit for the first 20 years of service by the base salary of the member at the time of DROP entry. Retroactive cost-of-living increases were applied to the increased benefit. The account balance for each participant was recomputed as if this new benefit had been effective since DROP entry.
- After October 9, 2004: A minimum of 3.00% interest will be credited to existing DROP accounts with a maximum of 7.00%. If the actuary certifies that past service costs are fully funded, the credit may be as high as 10.00%.

Benefit Recalculation	Effective July 1, 2001, monthly benefit at retirement will be recalculated to be the greater of (i) current monthly benefit, or (ii) monthly benefit based on service at DROP entry and Final Compensation at retirement date.
Back DROP Option	Effective on July 1, 2001, a back DROP option is available for all eligible participants. The DROP account is recalculated under the option based on what the account balance would have been had the participant elected the DROP earlier than he/she actually did. The initial DROP entry date cannot be backdated prior to September 1, 1995 or prior to 20 years of credited service, and must be on the first of the month selected.

Postretirement Option Plan (PROP)

Eligibility	Retired from DROP and sworn in prior to October 9, 2004.
Benefit	
▸ After November 28, 1998 but prior to July 1, 2001	A retired member is allowed to leave all or a portion of their DROP account in the System. These accounts are credited every calendar year with the 30-year Treasury bond rate as of June of the preceding year.
▸ After July 1, 2001	The interest rate earned on PROP accounts will be the same as the interest rate credited to DROP accounts, including a minimum credited rate of 0%.

Partial Lump Sum Optional Payment (PLOP)

Eligibility	Participant on or after October 9, 2004.
Benefit	
▸ After October 9, 2004	Up to 20% of the actuarial value of the accrued pension at retirement.

Disability Retirement

Eligibility	Effective July 1, 2001, participant partially or totally disabled is eligible for Disability Retirement as defined below: – Total: Disability is defined as “unable to perform his/her usual and customary duties as a police officer”. – Partial: Disability is an impairment which renders the participant unable to work as a police officer and which is expected to last 12 months.

Benefit	
▸ Duty-connected	Total: The service retirement benefit accrued to date of disability (or 20 years, if greater). Partial: 35% of final compensation is payable for life or as long as he remains incapacitated.
▸ Not duty-connected	Total or partial: The disability benefit is 2.75% of final compensation times years of service up to 20, minimum 27.5% of final compensation.
Additional Benefits	For participants before October 9, 2004, an education allowance equal to 100% of final compensation less disability benefit is payable for up to four years for off-duty or duty-related disability. Proportionate members injured while on-duty as a municipal worker will receive immediate off-duty benefit upon Board approval.

Survivor Benefits

Eligibility	Surviving spouses and dependent children and parents of participants, including surviving spouses of retired or disabled participants who were not married at the time of retirement or disability, provided the spouse was married to the participant for at least 5 years at the time of death.
Benefit	
▸ Prior to September 1, 1997	If duty-connected: monthly lifetime benefit equal to 100% of final compensation at date of death. If not duty-connected: monthly lifetime benefit equal to 100% of the service retirement benefit the participant had accrued at the time of death. Spouse's benefit upon death after retirement: monthly lifetime benefit equal to actual benefit payable at time of death. Dependent children's benefit if no surviving spouse: the benefit that would have been payable to the spouse is divided equally among the dependent children. If there is a surviving spouse, the dependent children of Plan 1 and Plan 2 participants receive $25 per month. Dependent children include unmarried children who are under age 18, and for Plan 3, full-time students under age 22, or permanently disabled children.

Dependent parent's income if no surviving spouse or children, but there is a dependent parent: the benefit that would have been payable to the spouse will be paid to the dependent parent.

- After September 1, 1997 but prior to July 1, 2001

The Pension System recomputed the benefit of each survivor whose original benefit was computed prior to September 1, 1997. The benefit was increased in the same manner as the retiree's benefit.

- After July 1, 2001

The Pension System recomputed the benefit of each survivor whose original benefit was computed prior to July 1, 2001. The benefit was increased in the same manner as the retiree's benefit.

Additional Benefits

Effective December 1, 1998, a $5,000 lump sum is paid upon the death of an active member who was sworn in prior to October 9, 2004.

Effective July 1, 2001, an extra monthly benefit of $150.00 is payable for life. Children receiving equivalent of the spouse's benefit do not receive this additional benefit.

Benefit Adjustments

Cost-of-Living

- Prior to October 9, 2004

Monthly benefits for participants receiving payments are increased each April 1 by 2/3 of the increase in the Consumer Price Index for All Urban Consumers (CPI-U) for the preceding calendar year. Effective September 1, 1997 this increase is subject to a minimum of 3.0% per year compounded and a maximum increase of 8.0% per year compounded.

- After October 9, 2004

Monthly benefits for participants receiving payments are increased each April 1 by 80% of the increase in the Consumer Price Index for All Urban Consumers (CPI-U) for the preceding year, with a minimum of 2.4% and a maximum of 8%.

13th Benefit Check

Effective November 28, 1998, a 13th benefit check is paid to current retirees and DROP members when:

– The assets on the fund equal or exceed the liabilities after the 13th benefit check is paid.

– The return on investments for the preceding fiscal year exceeds 9.25%.

– The payment of the benefit will not cause the City of Houston's contribution to the System to increase.

– Effective October 9, 2004, the funded ratio of the plan must be at least 120% for the 13th check to be paid out.

Service Adjustments	Effective November 28, 1998, participants with previous service with the City in non-classified positions may use that service to satisfy the service requirement of 20 years for retirement purposes only. Effective July 1, 2001, participants who have service credit in more than one City of Houston Pension Plan may use their combined service to qualify for DROP participation. Effective July 1, 2001, participants involuntarily transferred to the System from the Houston Municipal Employees System will receive service under this plan for years worked while serving as a City Marshall, Airport Police or Park Police.

Contributions

Employee Contributions

‣ Prior to December 1, 1998	Each participant contributes 8.75% of base salary.
‣ After December 1, 1998 but before October 9, 2004	Each participant contributes 8.75% of average total direct pay less overtime.
‣ After October 9, 2004	
– Members sworn in prior to October 9, 2004	Each participant contributes 9.00% of pay. The additional 0.25% will be credited to the Plan's general fund.
– Others	Each participant contributes 10.25% of pay, which will be credited to the Plan's general fund.
Refunds	Refunds of contributions are made if (i) The participant dies before 10 years of service and the death is not duty-connected, (ii) The participant dies with no eligible survivor, (iii) A Plan 1 or 2 participant leaves service before eligibility for retirement after completing 5 years of service, or (iv) A Plan 3 participant leaves service with less than 20 years of service. Contributions are refunded without interest.

Employer Contribution — The City of Houston will follow the following contribution schedule:

Fiscal Year Ending (June 30th)	City Contribution Amount
2001	$ 30,645,000
2002	32,645,000
2003	34,645,000
2004	36,645,000
2005	36,645,000
2006	16% of total compensation, with a minimum of $53,000,000
2007-2012	$5,000,000 above the prior year's payment

Beginning in Fiscal Year 2013 and continuing until the System's funded ratio is 100%, payments will increase each year by $10,000,000. For FY 2012 and FY 2013, the City may contribute $17 million and $8.5 million respectively less than required with any shortfall to be financed at an interest rate of 8.5% and made up for in FY2015. Once the System's funded ratio is 100%, the City will pay the actuarially required rate, but not less than 16% of covered pay. Therefore, a fixed payment of $103 million is to be made for FY2014 subsequent to the $83 million in FY2012 and $93 million in FY2013, with the above noted caveats.

In addition, on the first day of City Fiscal Year 2012, once the Funded Ratio reaches 80%, if it should ever be subsequently determined that the Funded Ratio has declined below such 80%, then the City Fiscal Year next following such determination, the City shall pay such additional amounts to HPOPS as necessary to increase the Funded Ratio to 80%.

Changes in Plan Provisions from Since the Prior Valuation

There were no changes to the plan provisions from the prior actuarial valuation.