Houston Police Officers' Pension System

ACTUARIAL VALUATION REPORT FOR THE YEAR BEGINNING JULY 1, 2025



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October 21, 2025

Board of Trustees
Houston Police Officers' Pension System
602 Sawyer
Suite 300
Houston, TX 77007

Re: Risk Sharing Valuation Study as of July 1, 2025

Dear Members of the Board:

We are pleased to present our Risk Sharing Valuation Study (RSVS, or sometimes referred to as the actuarial valuation in the report) of the Houston Police Officers' Pension System ("HPOPS" or "the System") for the plan year commencing July 1, 2025. This Report describes the current actuarial condition of HPOPS, determines the calculated employer contribution rate (the actuarially determined rate), and analyzes changes in this contribution rate from the prior year. Valuations are prepared annually, as of July 1st, the first day of the HPOPS plan year. This report was prepared at the request of the Board and is intended for use by the HPOPS staff and those designated or approved by the Board. This report may be provided to parties other than HPOPS staff only in its entirety and only with the permission of the Board, or as required by law.

Financing objectives and funding policy

Under the HPOPS statute, the employer contribution rate is determined actuarially, based on the Board's funding policy and the 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, 2025 actuarial valuation will be used by the Board when determining the employer contribution rate for the year beginning July 1, 2026 and ending June 30, 2027.

While inside the RSVS Corridor, the actual City Contribution Rate will be the greater of the Estimated City Contribution Rate determined below and the Corridor Midpoint that was established in the June 30, 2016 RSVS. However, now that the funded ratio has reached 90% and the Estimated City Contribution Rate has dropped below the Corridor Minimum, the actual City Contribution Rate will be the greater of the Estimated City Contribution Rate and the Corridor Minimum. The Estimated City Contribution Rate (City of Houston) for FY 2027 is 19.81%, which is less than the Corridor Minimum of 27.12%. Thus, the City Contribution rate for FY 2027 is 27.12%.

The Estimated City Contribution Rate and liabilities are computed using the Entry Age Normal (EAN) actuarial cost method. The Estimated City 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 active member payroll, with the employer normal cost being the difference between the total normal cost and the member contribution rate. The amortization rate is determined as a level percentage of active member payroll. It is the amount required to amortize the unfunded actuarial accrued liability (UAAL) over a closed period using the process of "laddering".

The UAAL as of June 30, 2016, as restated in the "Final Risk Sharing Valuation Study as of June 30, 2016" (RSVS Study), which was dated September 28, 2017, is the initial base and is amortized over a closed 30-year period beginning FY2018. Each future valuation will establish either a liability gain layer or a liability loss layer. These layers will represent unexpected increases/decreases in the unfunded actuarial accrued liability (after subtracting out any remaining Legacy Liability or any remaining prior years' liability layers). New loss bases will be amortized over a 30-year period, while new gain bases will be amortized over the remaining amortization period as of one year after the valuation date of the largest remaining loss base (will typically be the initial RSVS base). The amortization of all bases will begin one year after the valuation date using a level percentage of payroll amortization method.

Gains from assets returning 10.50% on a smoothed basis compared to the 7.00% assumed were offset by the impact of the new union contract and the COLA and DROP credit risk sharing provisions. Note that the calculation of the COLA (return on AVA less 5.0% with a minimum of 0.0% and max of 4.0%) means that gains due to asset performance will necessarily result in liability losses due to COLAs being greater than assumed, while asset losses will result in liability gains from COLAs being less than assumed. Please see Table 6 under Section IV of our Report for a detailed analysis of the change in the estimated City contribution rate from the prior year to this year.

The contribution rate is determined using a smoothed (or actuarial) value of assets rather than market value. The actuarial value of assets recognizes at least 20% of the difference (typically referred to as "five-year smoothing") between the market value of assets and the expected actuarial value of assets, based upon the assumed valuation rate of return of 7.00% per annum. There are currently $0.384 billion in asset gains being deferred that will be recognized in the future and will provide tailwinds for the improvement in the funded status and provide a cushion against future asset losses.

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, 2025 is 94.2% which is up compared to last year's funded ratio of 92.0%. The funded status alone may not be appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations.

Benefit provisions

The benefit provisions reflected in this valuation are those which were in effect on July 1, 2025. Benefits for members hired after 2004 were modified by HB 2688 to allow them to retire after 20 years of service any age and to participate in the DROP program. 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 System's actuary. As part of the legislation enacting the 2016 RSVS benefit changes, the investment return assumption (7.0%) was set into statute (Article 6243g-4, Vernon's Texas Civil Statutes). This assumption is now considered a prescribed assumption under the actuarial standards of practice. The assumptions used in this valuation were adopted by the Board based on the recommendations from GRS following the 2022 Actuarial Experience Investigation Study. These assumptions were first used in the 2022 actuarial valuation. Assumption changes from the experience study included updating the salary scale, DROP interest credit, mortality tables, and turnover rates. The combined effect of the assumptions, excluding prescribed assumptions or methods set by law, is expected to have no significant bias (i.e. not significantly optimistic or pessimistic). Since the previous valuation, in accordance with TX House Bill (HB) 2688, the cost method was changed to Entry Age Normal. In addition, the assumptions have been overwritten the first five years to reflect known salary increases beginning July 2025 to reflect the new union contract.

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.

This report was prepared using our proprietary valuation model and related software which in our professional judgment has the capability to provide results that are consistent with the purposes of the valuation and has no material limitations or known weaknesses. We performed tests to ensure that the model reasonably represents that which is intended to be modeled.

The actuarial assumptions and methods used for funding purposes in this Report meet the parameters set by the actuarial standards of practice (ASOPs) and are described in Appendix A of our Report.

Data

Member data for retired, active and inactive members was supplied as of July 1, 2025 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 all financial information as of July 1, 2025 were supplied to us by the HPOPS staff.

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 IV of our Report.

Actuarial Certification

All of the tables contained in this actuarial valuation report and in the actuarial section of the HPOPS Annual Comprehensive Financial Report (ACFR) 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, 2025.

All of our work conforms with generally accepted actuarial principles and practices, and to 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

Joseph P. Newton, FSA, EA, MAAA
Pension Market Leader

Blake Orth, FSA, EA, MAAA
Consultant & Actuary

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SECTION I

RISK SHARING VALUATION STUDY

RISK SHARING VALUATION STUDY DISCUSSION

The purpose of the Risk Sharing Valuation Study (RSVS) is to determine the City Contribution Rate for the fiscal year beginning one year after the valuation date. The initial RSVS study was based on the membership and financial information as of the June 30, 2016 valuation, and the results are detailed in the actuarial impact statement dated September 25, 2017. The initial RSVS determined the Corridor and Corridor midpoint to be used in this and all future RSVS studies.

The first exhibit in this section shows the RSVS Corridor. Column 3 shows the Corridor Midpoint, which for fiscal year 2027, is 32.12% of pay. Columns 2 and 4 show the Corridor Minimum and Corridor Maximum respectively. Column 5 shows the actual City Contribution Rate for the fiscal year.

The next exhibit shows the individual pieces and Estimated City Contribution Rate.

The third exhibit shows the Liability Gain/Loss Layers established by each RSVS. Columns 2 and 3 show the original liability layer and any remaining liability layer respectively. Column 4 is the payment on that particular layer for the fiscal year beginning one year after the valuation date. The payment is determined using a level percentage of payroll and the remaining amortization period is shown in column 5. The payments reflect the one-year delay between the determination of the payment and the beginning of the fiscal year in which the payment is made. The dollar amounts of the payments are summed and then converted to a percentage of payroll based on the projected payroll for the fiscal year beginning one year after the valuation date.

RISK SHARING VALUATION STUDY
CORRIDOR

Fiscal Year Ending	Corridor Minimum	Corridor Midpoint	Corridor Maximum	City Contribution Rate
(1)	(2)	(3)	(4)	(5)
June 30, 2018	26.77%	31.77%	36.77%	31.77%
June 30, 2019	26.85%	31.85%	36.85%	31.85%
June 30, 2020	26.82%	31.82%	36.82%	31.82%
June 30, 2021	26.84%	31.84%	36.84%	31.84%
June 30, 2022	26.92%	31.92%	36.92%	31.92%
June 30, 2023	26.98%	31.98%	36.98%	31.98%
June 30, 2024	27.03%	32.03%	37.03%	32.03%
June 30, 2025	27.07%	32.07%	37.07%	32.07%
June 30, 2026	27.10%	32.10%	37.10%	27.10%
June 30, 2027	27.12%	32.12%	37.12%	27.12%
June 30, 2028	27.13%	32.13%	37.13%	
June 30, 2029	27.13%	32.13%	37.13%	
June 30, 2030	27.13%	32.13%	37.13%	
June 30, 2031	27.14%	32.14%	37.14%	
June 30, 2032	27.14%	32.14%	37.14%	
June 30, 2033	27.14%	32.14%	37.14%	
June 30, 2034	27.15%	32.15%	37.15%	
June 30, 2035	27.14%	32.14%	37.14%	
June 30, 2036	27.14%	32.14%	37.14%	
June 30, 2037	27.14%	32.14%	37.14%	
June 30, 2038	27.14%	32.14%	37.14%	
June 30, 2039	27.13%	32.13%	37.13%	
June 30, 2040	27.14%	32.14%	37.14%	
June 30, 2041	27.13%	32.13%	37.13%	
June 30, 2042	27.13%	32.13%	37.13%	
June 30, 2043	27.13%	32.13%	37.13%	
June 30, 2044	27.13%	32.13%	37.13%	
June 30, 2045	27.13%	32.13%	37.13%	
June 30, 2046	27.13%	32.13%	37.13%	
June 30, 2047	27.13%	32.13%	37.13%	

RISK SHARING VALUATION STUDY
ESTIMATED CITY CONTRIBUTION RATE

Fiscal Year Ending	Employer Normal Cost	Amortization Payment	Estimated City Contribution Rate
(1)	(2)	(3)	(4)
June 30, 2018	13.86%	17.91%	31.77%
June 30, 2019	13.85%	17.89%	31.74%
June 30, 2020	13.51%	18.07%	31.58%
June 30, 2021	13.47%	16.14%	29.61%
June 30, 2022	13.48%	15.74%	29.22%
June 30, 2023	13.48%	13.54%	27.02%
June 30, 2024	14.40%	12.37%	26.77%
June 30, 2025	14.41%	10.44%	24.85%
June 30, 2026	14.45%	8.13%	22.58%
June 30, 2027	14.23%	5.58%	19.81%

RISK SHARING VALUATION STUDY
LIABILITY GAIN OR LOSS LAYERS

Valuation Year Base Established	Original Layer	Remaining Layer as of Valuation Date	Payment for Fiscal Year 2027	Years Remaining From 7/1/2026
(1)	(2)	(3)	(4)	(5)
July 1, 2025	$ (132,862,447)	(132,862,447)	$ (10,190,474)	21
July 1, 2024	(182,044,431)	(194,787,541)	(13,934,348)	21
July 1, 2023	(94,905,692)	(101,539,317)	(7,263,730)	21
July 1, 2022	(110,524,349)	(118,446,693)	(8,473,219)	21
July 1, 2021	(171,779,850)	(184,696,255)	(13,212,456)	21
July 1, 2020	(17,265,778)	(18,652,276)	(1,334,312)	21
July 1, 2019	(124,475,264)	(135,292,952)	(9,678,335)	21
July 1, 2018	(28,335,051)	(31,024,347)	(2,219,362)	21
July 1, 2017	12,356,562	13,776,830	959,072	22
July 1, 2016	1,323,312,199	1,393,355,998	99,675,304	21
Total		489,831,000	34,328,140	
Projected Payroll for Fiscal Year +1			$ 615,274,299	
Amortization Payments as % of Projected Pay			5.58%	
Single Equivalent Amortization Period from the Valuation Date			22.0	

SECTION II

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Item	July 1, 2025	July 1, 2024
Membership (dollar amounts in thousands)		
• Number of:		
- Active members	5,305	5,270
- Retirees and beneficiaries	5,299	5,210
- Inactive members	89	90
- Total	10,693	10,570
• Total annualized salaries supplied by HPOPS	$ 522,692	$ 505,025
Contribution Rates		
• City Contribution Rate	27.12%	27.10%
• Member	10.50%	10.50%
Assets ($000s)		
• Market value	$ 8,269,542	$ 7,779,525
• Actuarial value	7,885,492	7,355,104
• Estimation of return on market value	9.4%	10.9%
• Estimation of return on actuarial value	10.5%	10.1%
• Employer contribution	$ 169,734	$ 162,992
• Member contribution	$ 55,469	$ 53,400
• Ratio of actuarial value to market value	95.4%	94.5%
Actuarial Information ($000s)		
• Employer normal cost %	14.23%	14.45%
• Unfunded actuarial accrued liability (UAAL)	$ 489,831	$ 635,491
• Amortization rate	5.58%	8.13%
• Single equivalent amortization period	22 years	23 years
• Funding period	7 years	12 years
• Funded ratio	94.2%	92.0%
Projected employer contribution		
• Fiscal year ending June 30,	2027	2026
• Projected payroll (millions)	$ 615.3	$ 533.2
• Projected employer contribution (millions)	$ 166.9	$ 144.5

SECTION III

DISCUSSION

CONTRIBUTION REQUIREMENTS

- The above Executive Summary shows the City Contribution Rate for FY 2027 to be 27.12% of active member payroll
  - The Estimated City Contribution Rate was 19.81%, a decrease from 22.58% of active member payroll for FY 2026
  - The final City Contribution Rate is the greater of the Estimated City Contribution Rate or the Corridor Minimum of 27.12%.
  - The gain from assets returning 10.50% on a smoothed basis compared to the 7.00% assumed was partially offset by the impact of the new union contract and the COLA and DROP credit risk sharing provisions.
  - Rates shown on the Executive Summary are calculated rates for the twelve-month period beginning July 1, 2026, based on current board policy
  - Table 6 under Section IV of our Report reconciles the Estimated City Contribution Rate from the prior valuation date to the current valuation date
- Projected FY 2027 payroll was based on the prior year's annualized salaries of the active members as of July 1, 2025 of $522.7 million rolled forward two years at the 2.75% assumed payroll growth rate. Adjustments were also made to reflect increases related to the new union contract.
- Benefits for members hired after 2004 were modified by HB 2688 to allow them to retire after 20 years of service any age and to participate in the DROP program.
- There were no changes to the actuarial assumptions since the previous actuarial valuation, except for reflecting the salary increases from the new union contract.
- The amortization payments are developed based upon the following assumptions:
  - Laddering of bases with initial base set up with the June 30, 2016 RSVS study.
  - 30-year closed funding period for each new loss base with new gains amortized over the remaining period of the largest existing loss base
  - Dollar contribution amounts increase as a level percentage of payroll
  - Total payroll increases 2.75% per year

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 the funding policy prescribed by statute, and member contributions, which are a percentage of pay. As shown in Table 2 under Section IV of our Report, the Estimated 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 IV 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 the 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 and is developed using the process of laddering with the initial base established in the July 1, 2016 RSVS Study and amortized over a closed 30-year period beginning FY2018 as a level percentage of payroll. Each future valuation will establish either a liability gain layer or a liability loss layer. These layers will represent unexpected increases/decreases in the unfunded actuarial accrued liability (after subtracting out any remaining Legacy Liability or any remaining prior years' liability layers). New loss bases will be amortized over a 30-year period, while new gain bases will be amortized over the remaining amortization period as of one year after the valuation date of the largest remaining loss base (typically, the initial RSVS base). The amortization of all bases will begin one year after the valuation date using a level percentage of payroll amortization method. Item 11a of Table 2 in Section IV of our report shows the UAAL%.

While inside the RSVS Corridor, the actual City Contribution Rate will be the greater of the Estimated City Contribution Rate and the Corridor Midpoint that was established in the June 30, 2016 RSVS. However, now that the Estimated City Contribution Rate is below the Corridor Minimum and the funded ratio exceeds 90%, the City Contribution Rate will be equal to the Corridor Minimum of 27.10%.

ASOP 4 requires the disclosure of a Reasonable Actuarially Determined Contribution (ADC) for comparisons to the actual contributions per the funding policy. For purposes of this valuation, the ADC is determined using the same assumptions and methodology as the valuation, with the following exceptions: a 20-year amortization was used which ensures immediate positive amortization of the UAAL, and liabilities were assumed to be fully accrued upon members becoming eligible to enter DROP. We have also incorporated an Output Smoothing Method which will set the ADC equal to the City Contribution Rate if the City Contribution rate exceeds the result of the preliminary calculation above. In this valuation, the City Contribution Rate exceeds the initial reasonable ADC and so the ultimate Reasonable ADC equals the City Contribution Rate of 27.12%.

FINANCIAL DATA AND EXPERIENCE

As of July 1, 2025, HPOPS has a total market value of about $8.27 billion. Financial information was gathered from the HPOPS staff.

Our Report includes a number of Exhibits related to plan assets. Table 8 under Section IV of our Report shows how the total market value is distributed among the various asset classes of investments.

Table 9 under Section IV of our Report shows a reconciliation of the market values between the beginning and end of FY2025.

During FY2025, the dollar-weighted total investment return on the market value of assets (MVA) was 9.39%, net of investment expenses, as shown in Table 11 under Section IV 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 at least 20% of the difference between the projected actuarial value (based on last year's annual assumed 7.00% investment return rate) and the market value at the valuation date. This is an approximation of five 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 IV of our Report. The AVA as of July 1, 2025 increased to $7.89 billion from $7.36 billion as of the last valuation. This year, the AVA is 95.4% of the MVA, compared to 94.5% last year.

In addition to the market return, Table 11 also shows the return on the actuarial value of assets for HPOPS. For FY2025, this return was 10.50%. Because this is greater than the assumed 7.00% investment return, an actuarial gain occurred, decreasing the unfunded actuarial accrued liabilities of the System by $253 million. Table 13 shows a historical summary of market and actuarial return rates in recent years.

MEMBER DATA

Member data as of July 1, 2025 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 IV 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 was 5,305 as of July 1, 2025, compared with 5,270 as of July 1, 2024.

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

Total projected active member payroll increased 15.40% last year, compared with a 0.57% 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 2.75% 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, and a brief summary of the current benefit provisions is provided below.

- *Normal Retirement Eligibility*
  - 20 years of service any age; or
  - Rule of 70 (age plus service greater or equal to 70)
- *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* – 10.50% for all employees.
  - Contributions of employees in DROP are not credited to the DROP account.
- *Post-retirement Cost of Living Adjustments (COLAs)* are granted each year on April 1 and are calculated prospectively at 100% of the 5-year average investment return less 5.0%. However, the COLA can never be less than 0.0% or greater than 4.0%. This COLA is applied to retirement and survivor benefits and is included in the benefit payment made at the end of April.
  - COLA does not apply to DROP benefits.
  - The COLA will begin at age 55 except for line-of-duty survivors and participants or survivors of participants who began receiving benefit prior to June 8, 1995.
- *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. Per TX HB 2688, all participants are now allowed to participate in the DROP program and eligible to retire with 20 years of service.

ACTUARIAL METHODS AND ASSUMPTIONS

Appendix A of our Report includes a summary of the actuarial assumptions and methods used in this valuation Since the previous valuation, in accordance with TX House Bill (HB) 2688, the cost method was changed to Entry Age Normal. In addition, the assumptions have been overwritten the first five years to reflect known salary increases beginning July 2025 to reflect the new union contract, as detailed below. All other assumptions were adopted by the Board based on the recommendations from GRS following the Actuarial Experience Investigation Study, dated September 20, 2022. Please see Appendix A of this report for a complete description of all assumptions.

- Cost method was changed to Entry Age Normal per HB 2688
- Base pay increases for the 5 years beginning July 2025 are 10%, 8%, 6%, 6%, and 6.5%

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions

The determination of the accrued liability and the actuarially determined contribution requires the use of assumptions regarding future economic and demographic experience. Risk measures, as illustrated in this report, are intended to aid in the understanding of the effects of future experience differing from the assumptions used in the course of the actuarial valuation. Risk measures may also help with illustrating the potential volatility in the accrued liability and the actuarially determined contribution that result from the differences between actual experience and the actuarial assumptions.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions due to changing conditions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period, or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The scope of an actuarial valuation does not include an analysis of the potential range of such future measurements.

Examples of risk that may reasonably be anticipated to significantly affect the plan's future financial condition include:

1. Investment risk – actual investment returns may differ from the expected returns;
2. Asset/Liability mismatch – changes in asset values may not match changes in liabilities, thereby altering the gap between the accrued liability and assets and consequently altering the funded status and contribution requirements;
3. Contribution risk – actual contributions may differ from expected future contributions. For example, actual contributions may not be made in accordance with the plan's funding policy or material changes may occur in the anticipated number of covered employees, covered payroll, or other relevant contribution base;
4. Salary and Payroll risk – actual salaries and total payroll may differ from expected, resulting in actual future accrued liability and contributions differing from expected;
5. Longevity risk – members may live longer or shorter than expected and receive pensions for a period of time other than assumed;
6. Other demographic risks – members may terminate, retire or become disabled at times or with benefits other than assumed resulting in actual future accrued liability and contributions differing from expected.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

The effects of certain trends in experience can generally be anticipated. For example, if the investment return since the most recent actuarial valuation is less (or more) than the assumed rate, the cost of the plan can be expected to increase (or decrease). Likewise, if longevity is improving (or worsening), increases (or decreases) in cost can be anticipated.

The City Contribution Rate shown in the Executive Summary may be considered as a minimum contribution rate that complies with HPOPS Statute. The timely receipt of the actuarially determined contributions is critical to support the financial health of the plan. Users of this report should be aware that contributions made at the actuarially determined rate do not necessarily guarantee benefit security.

PLAN MATURITY MEASURES

Risks facing a pension plan evolve over time. A young plan with virtually no investments and paying few benefits may experience little investment risk. An older plan with a large number of members in pay status and a significant trust may be much more exposed to investment risk. Several generally accepted plan maturity measures are described below and are followed by a table showing a history of the measurements.

RATIO OF MARKET VALUE OF ASSETS TO PAYROLL

The relationship between assets and payroll is a useful indicator of the potential volatility of contributions. For example, if the market value of assets is 2.0 times the payroll, a return on assets 5% different than assumed would equal 10% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in plan sponsor contributions as a percentage of payroll.

RATIO OF ACTUARIAL ACCRUED LIABILITY TO PAYROLL

The relationship between actuarial accrued liability and payroll is a useful indicator of the potential volatility of contributions for a fully funded plan. A funding policy that targets a funded ratio of 100% is expected to result in the ratio of assets to payroll and the ratio of liability to payroll converging over time.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

The ratio of liability to payroll may also be used as a measure of sensitivity of the liability itself. For example, if the actuarial accrued liability is 2.5 times the payroll, a change in liability 2% other than assumed would equal 5% of payroll. A higher (lower) or increasing (decreasing) level of this maturity measure generally indicates a higher (lower) or increasing (decreasing) volatility in liability (and also plan sponsor contributions) as a percentage of payroll.

RATIO OF ACTIVES TO RETIREES AND BENEFICIARIES

A young plan with many active members and few retirees will have a high ratio of actives to retirees. A mature open plan may have close to the same number of actives to retirees, resulting in a ratio near 1.0. A super-mature or closed plan may have significantly more retirees than actives, resulting in a ratio below 1.0. For the purposes of this measurement, members of DROP were counted as active members.

RATIO OF NET CASH FLOW TO MARKET VALUE OF ASSETS

A positive net cash flow means contributions exceed benefits and expenses. A negative cash flow means existing funds are being used to make payments. A certain amount of negative net cash flow is generally expected to occur when benefits are prefunded through a qualified trust. Large negative net cash flows as a percent of assets may indicate a super-mature plan or a need for additional contributions.

DURATION OF PRESENT VALUE OF BENEFITS

The duration of the present value of benefits may be used to approximate the sensitivity to a 1% change in the assumed rate of return. For example, duration of 10 indicates that the present value of benefits would increase approximately 10% if the assumed rate of return were lowered 1%.

ADDITIONAL RISK ASSESSMENT

Additional risk assessment is outside the scope of the annual actuarial valuation. Additional assessment may include scenario tests, sensitivity tests, stochastic modeling, stress tests, and a comparison of the present value of accrued benefits at low-risk discount rates with the actuarial accrued liability.

Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions (Continued)

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Ratio of the market value of assets to total payroll	15.40	14.99	13.97	14.40	14.91	11.81	12.48	12.52	10.68	9.73
Ratio of actuarial accrued liability to payroll	15.59	15.40	14.92	15.49	14.88	14.49	14.64	14.74	14.90	14.54
Ratio of actives to retirees and beneficiaries	1.00	1.01	1.02	1.03	1.09	1.15	1.18	1.20	1.22	1.36
Ratio of net cash flow to market value of assets*	-2.8%	-2.7%	-2.5%	-2.6%	-2.8%	-2.9%	-2.7%	10.3%	-6.5%	-2.2%
Duration of the actuarial present value of benefits**	15.47	15.31	15.37	15.25	15.14	15.2	15.11	NA	NA	NA

* The 2018 net cash flow reflects issuance of a $750 million Pension Obligation Bond

**Duration measure not available prior to 2019

LOW-DEFAULT-RISK OBLIGATION MEASURE

Actuarial Standards of Practice No. 4 (ASOP No. 4) was revised and reissued in December 2021 by the Actuarial Standards Board (ASB). It includes a new calculation called a low-default-risk obligation measure (LDROM) to be prepared and issued annually for defined benefit pension plans. The transmittal memorandum for ASOP No. 4 includes the following explanation:

"The ASB believes that the calculation and disclosure of this measure provides appropriate, useful information for the intended user regarding the funded status of a pension plan. The calculation and disclosure of this additional measure is not intended to suggest that this is the "right" liability measure for a pension plan. However, the ASB does believe that this additional disclosure provides a more complete assessment of a plan's funded status and provides additional information regarding the security of benefits that members have earned as of the measurement date."

The LDROM estimates the amount of money the plan would need to invest in low risk securities to provide the benefits with greater certainty. The current model expects lower costs but with higher risk, which creates less certainty and a possibility of higher costs. The LDROM model creates higher expected costs but more predictability when compared to the current model. Thus, the difference between the two measures (Valuation and LDROM) is one illustration of the possible costs the sponsor could incur if there was a reduction in the investment risk in comparison to the current diversified portfolio. However, the downside risk would be limited in the scenarios where the current portfolio would fail to achieve returns in excess of the low-default-risk discount, in this case 5.46%.

The following information has been prepared in compliance with this new requirement. Unless otherwise noted, the measurement date, actuarial cost methods, and assumptions used are the same as for the funding valuation covered in this actuarial valuation report.

A. Low-default-risk Obligation Measure of benefits earned as of the measurement date: $9,041 million
B. Valuation liability at 7% on measurement date: 8,375 million
C. Cost to mitigate investment risk in the HPOPS portfolio: $665 million

The HPOPS benefit structure has several risk sharing provisions that are contingent on the investment returns of the portfolio and thus if the portfolio was changed to expect lower returns, the expected liabilities that are contingent on those returns would also decrease. If these provisions were not contingent on the investment performance, it would have increased the LDROM by another 638 million, meaning these provisions reduced the impact of lowering the discount rate from 7.0% to 5.46% by about half, which is an illustration that half the investment risk is currently being borne by the HPOPS members and not the City.

Discount rate used to calculate LDROM: 5.46% Intermediate FTSE Pension Discount Curve as of June 30, 2025. Other significant assumptions that differ from those used for the funding valuation: Future assumed COLAs would decrease from 2.0% per year to 1.1% per year and the assumed DROP interest crediting rate would decrease from the current 5.60% to 3.97%.

This measure may not be appropriate for assessing the need for or amount of future contributions as the current portfolio is expected to generate significantly more investment earnings than the low-default-risk portfolio. This measure is also not appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligation as this measure includes projections of salary increases and the ability for current members to continue to accrue eligibility and vesting service.

SECTION IV

SUPPORTING EXHIBITS

SUMMARY OF COST ITEMS ($000)
TABLE 1

	Valuation as of July 1, 2025		Valuation as of July 1, 2024	
	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	4,089		3,930	
b. Active participants enrolled in DROP	1,204		1,321	
c. Other active participants	12		19	
d. Retirees	4,100		4,030	
e. Disabled retirees	203		205	
f. Beneficiaries	996		975	
g. Inactive, deferred vested	89		90	
h. Total	10,693		10,570	
2. Projected valuation payroll	$ 615,274		$ 533,184	
3. Averages for active members				
a. Average age	41.2		41.1	
b. Average years of service	13.5		13.5	
c. Average pay ($)	$ 112,876		$ 98,466	
4. Present value of future pay	$ 7,541,477		$ 5,892,842	
5. Total normal cost rate	24.73%		24.95%	
6. Present value of future benefits	$ 10,110,607	1643.3%	$ 9,395,920	1762.2%
7. Present value of future normal costs	$ 1,735,284	282.0%	$ 1,405,324	263.6%
8. Actuarial accrued liability (6 - 7)	$ 8,375,323	1361.2%	$ 7,990,595	1498.7%
9. Present actuarial assets	$ 7,885,492	1281.6%	$ 7,355,104	1379.5%
10. Unfunded actuarial accrued liability (UAAL)	$ 489,831	79.6%	$ 635,491	119.2%
11. Single equivalent amortization period	22		23	
12. Estimated City Contribution Rate				
a. Normal cost	14.23%		14.45%	
b. Amortization charge	5.58%		8.13%	
c. Total	19.81%		22.58%	
13. Actual City Contribution Rate	27.12%		27.10%	
14. Average estimated return				
a. Based on market value	9.39%		10.94%	
b. Based on actuarial value	10.50%		10.11%	
15. Funded ratio	94.2%		92.0%	

CALCULATION OF ACTUARIALLY DETERMINED CONTRIBUTION RATE ($000)
TABLE 2

		July 1, 2025 (1)	July 1, 2024 (2)
1.	Projected valuation payroll (adjusted for two-year's payroll growth)	$ 615,274	$ 533,184
2.	Present value of future pay	$ 7,541,477	$ 5,892,842
3.	Employer normal cost rate (Table 4)	14.23%	14.45%
4.	Actuarial accrued liability for active members		
	a. Present value of future benefits for active members	$ 4,286,806	$ 3,801,200
	b. Less: present value of future employer normal costs	(943,429)	(786,576)
	c. Less: present value of future employee contributions	(791,855)	(618,748)
	d. Actuarial accrued liability	$ 2,551,522	$ 2,395,876
5.	Total actuarial accrued liability for:		
	a. Retirees and beneficiaries	$ 5,801,025	$ 5,571,870
	b. Inactive participants	22,776	22,849
	c. Active members (Item 4d)	2,551,522	2,395,876
	d. Total	$ 8,375,323	$ 7,990,595
6.	Actuarial value of assets (Table 10)	$ 7,885,492	$ 7,355,104
7.	Unfunded actuarial accrued liability (UAAL) (Item 5d - Item 6)	$ 489,831	$ 635,491
8.	Single equivalent amortization period	22	23
9.	Assumed payroll growth rate	2.75%	2.75%
10.	Funded Ratio	94.2%	92.0%
11.	City Contribution Rate		
	a. UAAL amortization payment as % of pay	5.58%	8.13%
	b. Employer normal cost	14.23%	14.45%
	c. Estimated City Contribution Rate (a + b)	19.81%	22.58%
	d. Corridor Minimum	27.12%	27.10%
	e. City Contribution Rate (greater of c and d)	27.12%	27.10%

ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS ($000)
TABLE 3

		July 1, 2025 (1)	July 1, 2024 (2)
1.	Active members, hired post 10/9/2004		
a.	Retirement benefits	$ 2,458,295	$ 1,931,851
b.	Deferred termination benefits	18,402	15,149
c.	Refunds	15,809	13,951
d.	Death benefits	95,967	71,872
e.	Disability benefits	97,169	77,716
f.	Total	$ 2,685,642	$ 2,110,539
2.	Active members enrolled in DROP		
a.	Retirement benefits	$ 1,571,623	$ 1,655,526
b.	Deferred termination benefits	0	0
c.	Refunds	0	0
d.	Death benefits	14,898	15,922
e.	Disability benefits	0	0
f.	Total	$ 1,586,521	$ 1,671,448
3.	Other active members		
a.	Retirement benefits	$ 14,373	$ 18,819
b.	Deferred termination benefits	0	0
c.	Refunds	3	4
d.	Death benefits	267	390
e.	Disability benefits	0	0
f.	Total	$ 14,643	$ 19,213
4.	Members in Pay Status		
a.	Service retirements	$ 5,120,219	$ 4,914,915
b.	Disability retirements	160,047	158,044
c.	Beneficiaries	520,759	498,911
d.	Total	$ 5,801,025	$ 5,571,870
5.	Inactive members	$ 22,776	$ 22,849
6.	Total actuarial present value of future benefits	$ 10,110,607	$ 9,395,919

ANALYSIS OF NORMAL COST RATE
TABLE 4

		July 1, 2025 (1)	July 1, 2024 (2)
1.	Gross normal cost rate		
	a. Retirement benefits	20.88%	20.98%
	b. Deferred termination benefits	0.22%	0.23%
	c. Refunds	0.39%	0.40%
	d. Disability benefits	1.14%	1.25%
	e. Death benefits	1.26%	1.25%
	f. Total	23.89%	24.11%
2.	Plus: Administrative expenses as percentage of payroll	0.84%	0.84%
3.	Less: member contribution rate	10.50%	10.50%
4.	Employer normal cost rate (Item 1f + Item 2 - Item 3)	14.23%	14.45%

CALCULATION OF TOTAL ACTUARIAL GAIN OR LOSS
TABLE 5

1. Unfunded actuarial accrued liability (UAAL) as of July 1, 2024	$	635,491
2. Total normal cost for year		127,367
3. Actuarially calculated contribution requirement		(182,744)
4. Interest on UAAL for one year		44,484
5. Interest on Item 2 and Item 3 for one-half year		(1,905)
6. Actuarially expected UAAL as of July 1, 2025 (1+2+3+4+5)	$	622,693
7. Actual UAAL as of July 1, 2025, Experience only		348,140
8. Actuarial gain/(loss) for the period (6 - 7)	$	274,553
SOURCE OF GAINS/(LOSSES)		
9. Asset gain/(loss) (See Table 12)	$	253,302
10. Impact of contributions different than actuarially determined		42,459
11. COLA & DROP credit different than assumed		(82,341)
12. Other liability gain/(loss) for the period		61,133
13. Experience gain/(loss) for the period	$	274,553
14. 2025 Legislation		36,432
15. Recognition of new union contract		(178,124)
16. Net total gain/(loss) [13 + 14 + 15]	$	132,862

Note: Dollar amounts in $000

CHANGE IN CALCULATED CONTRIBUTION RATE SINCE THE PRIOR VALUATION TABLE 6

1.	Estimated City Contribution Rate as of July 1, 2024		22.58%
2.	Change in Contribution Rate During Year		
	a. Change in Employer Normal Cost	(0.22%)	
	b. Legislative changes/Union negotiations	2.21%	
	c. Recognition of prior asset losses (gains)	(2.76%)	
	d. Actuarial (gain) loss from current year asset performance	(0.55%)	
	e. COLA & DROP credit different than assumed	1.08%	
	f. Actuarial (gain) loss from other liability sources	(1.83%)	
	g. Impact of City contributing different than actuarially determined	(0.67%)	
	h. Effect of Payroll growing slower than Payroll Growth Rate	(0.03%)	
	i. Total Change		(2.77%)
3.	Estimated City Contribution Rate as of July 1, 2025		19.81%

NEAR TERM OUTLOOK
TABLE 7

Valuation as of July 1,	Unfunded Actuarial Accrued Liability (UAAL, in 000s)	Funded Ratio	Actuarial Value of Assets (in 000s)	For Fiscal Year Ending June 30,	Covered Compensation	City Contribution Rate	Employer Contributions	Employee Contributions	Benefit Payments, Refunds, and Administrative	Net External Cash Flow
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2025	$ 489,831	94.2%	$ 7,885,492	2026	$ 572,348	27.1%	$ 155,106	$ 60,097	$ 500,719	$ (285,516)
2026	447,939	94.8%	8,142,136	2027	615,274	27.1%	166,862	64,604	534,704	(303,238)
2027	396,318	95.5%	8,398,414	2028	654,982	27.1%	177,697	68,773	560,666	(314,196)
2028	334,806	96.3%	8,661,296	2029	695,172	27.1%	188,600	72,993	585,986	(324,392)
2029	262,650	97.1%	8,932,033	2030	741,139	27.1%	201,071	77,820	610,717	(331,827)
2030	178,305	98.1%	9,214,031	2031	765,692	27.1%	207,809	80,398	633,455	(345,249)
2031	83,872	99.1%	9,501,885	2032	794,597	27.1%	215,654	83,433	656,463	(357,377)
2032	(21,887)	100.2%	9,797,343	2033	823,301	27.1%	223,444	86,447	677,795	(367,905)
2033	(139,745)	101.4%	10,102,593	2034	853,030	13.3%	113,615	89,568	697,703	(494,519)
2034	(148,672)	101.5%	10,298,240	2035	884,465	12.4%	109,849	92,869	717,208	(514,491)
2035	(150,421)	101.5%	10,486,923	2036	916,562	12.3%	113,140	96,239	711,433	(502,055)

The projections assume the current funding policy and that all assumptions are met, including earning 7% on the actuarial value of assets. Benefit payments associated with members with a current PROP balance are assumed to payout over the member's remaining life expectancy.

STATEMENT OF PLAN NET ASSETS ($000)
TABLE 8

	July 1, 2025	July 1, 2024
A. ASSETS	(1)	(2)
1. Current Assets		
a. Cash and short term investments		
1) Cash on hand	$ 552	$ 484
2) Short term investments	986,874	946,907
b. Accounts Receivable		
1) Members	2,438	2,215
2) Investments	16,769	16,598
3) Due from Brokers	7,458	188
4) Other	37	47
c. Total Current Assets	$ 1,014,128	$ 966,439
2. Long Term Investments		
a. Fixed Income	$ 1,098,525	$ 942,788
b. Equity Securities	2,697,966	2,498,025
c. Alternative Investments	3,451,687	3,368,403
d. Foreign Currency Contracts	0	446
e. Total long term investments	$ 7,248,178	$ 6,809,662
3. Other Assets		
a Collateral on securities lending	$ 98,759	$ 123,836
b. Land and Building	7,625	5,322
c. City of Houston Contribution Receivable	7,440	6,758
d. Right-to-use lease asset	0	2,367
e. Total other assets	$ 113,824	$ 138,283
4. Prepaid Management Fees	0	0
5. Total Assets	$ 8,376,130	$ 7,914,384
B. LIABILITIES		
1. Current Liabilities		
a. Lease Liability	$ 2,099	$ 2,367
b. Due to Brokers	4,096	6,704
c. Securities Lending Collateral	98,759	123,836
d. Accrued Professional and Investment Fees	956	1,381
e. Foreign Currency Contracts	217	0
f. Other Liabilities	461	571
2. Total Liabilities	106,588	134,859
3. Net Assets Held in Trust	$ 8,269,542	$ 7,779,525
C. ASSET ALLOCATION FOR CASH & LONG TERM INVESTMENTS		
1. Current Assets	12.3%	12.4%
2. Fixed Income	13.3%	12.1%
3. Equity Securities	32.7%	32.1%
4. Alternative Investments	41.7%	43.4%
5. Total	100.0%	100.0%

RECONCILIATION OF PLAN NET ASSETS ($000)
TABLE 9

			Year Ending July 1, 2025 (1)	Year Ending July 1, 2024 (2)
1.	a.	Market value of assets at beginning of year	$ 7,779,525	$ 7,208,455
	b.	Adjustment	0	0
	c.	Adjusted Market value of assets	$ 7,779,525	$ 7,208,455
2.	Revenue for the year			
	a.	Contributions		
		i. Member contributions	$ 55,469	$ 53,400
		ii. Employer contributions	169,734	162,992
		iii. Total	$ 225,203	$ 216,392
	b.	Net investment income		
		i. Dividends	$ 59,952	$ 50,327
		ii. Short Term Investments	45,628	44,413
		iii. Fixed Income	42,825	40,823
		iv. Net appreciation (depreciation) on investments	577,810	648,488
		v. Securties lending income	561	803
		vi. Securties lending expense	(140)	(201)
		vii. Less investment expenses	(6,888)	(7,099)
		viii. Other	0	0
	c.	Total revenue	$ 944,951	$ 993,946
3.	Expenditures for the year			
	a.	Refunds	$ 2,458	$ 2,999
	b.	Benefit payments	447,726	415,577
	c.	Administrative and miscellaneous expenses	4,750	4,300
	d.	Total expenditures	$ 454,934	$ 422,876
4.	Increase in net assets (Item 2c - Item 3d)		$ 490,017	$ 571,070
5.	Market value of assets at end of year (Item 1c + Item 4)		$ 8,269,542	$ 7,779,525

DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS ($000)
TABLE 10

	Year Ending June 30, 2025
1. Actuarial value of assets at beginning of year (prior to adjustment)	$ 7,355,104
2. Net new investments	
a. Contributions	$ 225,203
b. Benefits and refunds paid	(450,184)
c. Administrative expenses	(4,750)
d. Subtotal	$ (229,731)
3. Assumed investment return rate for fiscal year	7.00%
4. Assumed investment return rate for fiscal year (Item 1 + Item 2 / 2) x Item 3	$ 506,817
5. Expected Actuarial Value at end of year (Item 1+ Item 2 + Item 4)	$ 7,632,190
6. Market value of assets at end of year	$ 8,269,542
7. Difference (Item 6 - Item 5)	$ 637,352
8. Development of amounts to be recognized as of June 30, 2025:	

Fiscal Year End	Remaining Deferrals of Excess (Shortfall) of Investment Income	Offsetting of Gains/(Losses)	Net Deferrals Remaining	Years Remaining	Recognized for this valuation	Remaining after this valuation
	(1)	(2)	(3) = (1) + (2)	(4)	(5) = (3) / (4)	(6) = (3) - (5)
2021	$ 134,205	$ 0	$ 134,205	1	$ 134,205	$ 0
2022	0	0	0	2	0	0
2023	47,488	0	47,488	3	15,829	31,659
2024	242,728	0	242,728	4	60,682	182,046
2025	212,931	0	212,931	5	42,586	170,345
Total	$ 637,352	$ 0	$ 637,352		$ 253,302	$ 384,050

9. Actuarial value of plan assets, end of year (Item 6 - Item 8)	$ 7,885,492
10. Asset gain (loss) for year (Item 9 - Item 5)	$ 253,302
11. Asset gain (loss) as % of actual actuarial assets	3.21%
12. Ratio of actuarial value to market value	95.4%

Notes: Remaining deferrals in Column (1) for prior years are from last year's report column (6). The number in the current year is the difference between the remaining deferrals in for prior years and the total Excess/(Shortfall) return shown in Item 7.
Column 2 is a direct offset of the current year's excess/(shortfall) return against prior years' excess/(shortfall) of the opposite type.

ESTIMATION OF DOLLAR-WEIGHTED INVESTMENT RETURN ($000)
TABLE 11

Item	Market Value	Actuarial Value
(1)	(2)	(3)
1. Assets as of July 1, 2024	$ 7,779,525	$ 7,355,104
2. Contributions during FY2025	225,203	225,203
3. Benefit payments made during FY2025	447,726	447,726
4. Refunds of contributions during FY2025	2,458	2,458
5. Administrative Expenses during FY2025	4,750	4,750
6. Investment return during FY2025	719,748	760,119
7. Assets as of July 1, 2025: (1 + 2 - 3 - 4 - 5 + 6)	8,269,542	7,885,492
8. Approximate rate of return on average invested assets		
a. Net investment income	719,748	760,119
b. Net investment return FY 2025	9.39%	10.50%

INVESTMENT EXPERIENCE GAIN OR LOSS ($000)
TABLE 12

Item	Valuation as of 6/30/2025	Valuation as of 6/30/2024
(1)	(2)	(3)
1. Actuarial assets, prior valuation	$ 7,355,104	$ 6,876,727
2. Total contributions since prior valuation	225,203	216,392
3. Benefits and refunds since prior valuation	(450,184)	(418,576)
4. Administrative expenses since prior valuaton	(4,750)	(4,300)
5. Assumed net investment income		
a. Beginning assets	514,857	481,371
b. Contributions	7,882	7,574
c. Benefits and refunds paid	(15,756)	(14,650)
d. Administrative expenses	(166)	(151)
e. Total	506,817	474,144
6. Expected actuarial assets (Sum of Items 1 through 5)	7,632,190	7,144,387
7. Actual actuarial assets, this valuation	7,885,492	7,355,104
8. Asset gain (loss) since prior valuation (Item 7 - Item 6)	253,302	210,717

Note: Dollar amounts in $000

HISTORY OF INVESTMENT RETURNS
TABLE 13

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, 1984 [2]	(7.70%)	N/A	June 30, 2005	13.40%	3.63%
June 30, 1985 [2]	24.80%	N/A	June 30, 2006	11.20%	8.93%
June 30, 1986 [2]	26.70%	N/A	June 30, 2007	17.80%	13.93%
June 30, 1987 [2]	14.80%	N/A	June 30, 2008	0.24%	12.47%
June 30, 1988 [2]	(0.80%)	N/A	June 30, 2009	(18.55%)	4.15%
June 30, 1989 [2]	12.80%	N/A	June 30, 2010	13.47%	4.43%
June 30, 1990 [2]	13.80%	N/A	June 30, 2011	20.99%	7.16%
June 30, 1991 [2]	1.89%	N/A	June 30, 2012	2.83%	6.32%
June 30, 1992 [2]	11.19%	N/A	June 30, 2013	7.88%	6.58%
June 30, 1993 [2]	14.74%	N/A	June 30, 2014	17.27%	8.53%
June 30, 1994 [2]	2.61%	N/A	June 30, 2015	0.82%	6.65%
June 30, 1995 [2]	12.12%	N/A	June 30, 2016	(3.19%)	4.43%
June 30, 1996 [2]	17.44%	N/A	June 30, 2017	16.96%	8.99%
June 30, 1997 [2]	17.15%	N/A	June 30, 2018	9.77%	9.46%
June 30, 1998 [2]	14.26%	(0.46%)	June 30, 2019	6.29%	9.07%
June 30, 1999 [2]	15.02%	15.37%	June 30, 2020	1.09%	6.72%
June 30, 2000 [2]	14.80%	15.58%	June 30, 2021	32.25%	11.77%
June 30, 2001 [2]	(3.96%)	11.02%	June 30, 2022	(1.40%)	9.24%
June 30, 2002	(8.80%)	5.25%	June 30, 2023	7.75%	9.36%
June 30, 2003 [2]	4.15%	2.80%	June 30, 2024	10.94%	10.11%
June 30, 2004 [2]	21.68%	6.09%	June 30, 2025	9.39%	10.50%
			Average Return - last 5 years	11.26%	10.19%
			Average Return - last 10 years	8.58%	8.95%
			Average Return - since 1984	8.95%	

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

HISTORICAL SOLVENCY TEST ($000)
TABLE 14

Valuation Date	Aggregated Accrued Liabilities for: Active Members Contributions	Aggregated Accrued Liabilities for: Retirees Beneficiaries and Vested Terminations	Aggregated Accrued Liabilities for: Members (City Financed Portion)	Actuarial Value of Assets	Portions of Accrued Liabilities Covered by Reported Assets: (5)/(2)	Portions of Accrued Liabilities Covered by Reported Assets: [(5)-(2)]/(3)	Portions of Accrued Liabilities Covered by Reported Assets: [(5)-(2)-(3)]/(4)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
July 1, 2006	262,514	1,421,330	1,949,301	2,681,375	100%	100%	51%
July 1, 2007	275,990	1,575,900	2,005,790	3,004,927	100%	100%	57%
July 1, 2008	294,678	1,726,121	2,058,165	3,337,612	100%	100%	64%
July 1, 2009	312,489	1,872,226	2,183,786	3,430,946	100%	100%	57%
July 1, 2010	149,252	1,998,683	2,084,797	3,526,703	100%	100%	66%
July 1, 2011	160,828	2,146,222	2,181,093	3,718,052	100%	100%	65%
July 1, 2012	167,739	2,320,239	2,259,195	3,888,504	100%	100%	62%
July 1, 2013	163,660	2,501,745	2,344,556	4,070,951	100%	100%	60%
July 1, 2014	162,982	2,834,747	2,366,263	4,342,936	100%	100%	57%
July 1, 2015	157,344	3,131,654	2,417,132	4,550,620	100%	100%	52%
July 1, 2016	151,259	3,381,371	2,548,761	4,758,079	100%	100%	48%
July 1, 2017	158,648	3,812,704	2,246,942	4,868,614	100%	100%	40%
July 1, 2018	166,807	4,033,323	2,263,742	5,128,835	100%	100%	41%
July 1, 2019	179,254	4,198,909	2,276,980	5,434,933	100%	100%	46%
July 1, 2020	194,868	4,368,772	2,272,042	5,631,533	100%	100%	47%
July 1, 2021	210,110	4,685,333	2,225,517	6,082,317	100%	100%	53%
July 1, 2022	226,289	5,062,950	2,092,001	6,459,373	100%	100%	56%
July 1, 2023	239,303	5,300,162	2,159,890	6,876,727	100%	100%	62%
July 1, 2024	261,476	5,594,719	2,134,400	7,355,104	100%	100%	70%
July 1, 2025	295,040	5,823,801	2,256,482	7,885,492	100%	100%	78%

SCHEDULE OF FUNDING PROGRESS ($000)
TABLE 15

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, 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[1]	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%
July 1, 2012	3,888,504	4,747,173	858,669	81.9%	389,884	220.2%
July 1, 2013	4,070,951	5,009,961	939,010	81.3%	391,957	239.6%
July 1, 2014	4,342,936	5,363,992	1,021,056	81.0%	399,447	255.6%
July 1, 2015	4,550,620	5,706,130	1,155,510	79.7%	406,233	284.4%
July 1, 2016[2]	4,758,079	6,081,392	1,323,313	78.2%	424,300	311.9%
July 1, 2017	4,868,614	6,218,293	1,349,679	78.3%	440,614	306.3%
July 1, 2018	5,128,835	6,463,872	1,335,037	79.3%	438,396	304.5%
July 1, 2019	5,434,933	6,655,143	1,220,210	81.7%	454,696	268.4%
July 1, 2020	5,631,533	6,835,682	1,204,149	82.4%	471,903	255.2%
July 1, 2021	6,082,317	7,120,960	1,038,643	85.4%	478,530	217.0%
July 1, 2022	6,459,373	7,381,240	921,867	87.5%	476,665	193.4%
July 1, 2023	6,876,727	7,699,355	822,628	89.3%	515,963	159.4%
July 1, 2024	7,355,104	7,990,595	635,491	92.0%	518,914	122.5%
July 1, 2025[3]	7,885,492	8,375,323	489,831	94.2%	598,807	81.8%

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

[2] Change to Ultimate Entry Age Normal cost method and benefit changes to all groups.

[3] Change to Entry Age Normal cost method and benefit changes.

HISTORICAL CITY CONTRIBUTION RATES
TABLE 16

Valuation Date	Calculated Contribution Rate	Time Period for Contribution Rate	Actual Contribution Rate
(1)	(2)	(3)	(4)
July 1, 2006	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	21.4
July 1, 2011	32.68	July 1, 2012 through June 30, 2013	24.0
July 1, 2012	34.50	July 1, 2013 through June 30, 2014	26.4
July 1, 2013	36.01	July 1, 2014 through June 30, 2015	28.8
July 1, 2014	38.18	July 1, 2015 through June 30, 2016	33.8
July 1, 2015	39.59	July 1, 2016 through June 30, 2017	32.9
July 1, 2016	31.77	July 1, 2017 through June 30, 2018	32.1*
July 1, 2017	31.74	July 1, 2018 through June 30, 2019	32.2
July 1, 2018	31.58	July 1, 2019 through June 30, 2020	32.5
July 1, 2019	29.61	July 1, 2020 through June 30, 2021	32.4
July 1, 2020	29.22	July 1, 2021 through June 30, 2022	32.8
July 1, 2021	27.02	July 1, 2022 through June 30, 2023	31.8
July 1, 2022	26.77	July 1, 2023 through June 30, 2024	32.3
July 1, 2023	24.85	July 1, 2024 through June 30, 2025	32.5
July 1, 2024	22.58	July 1, 2025 through June 30, 2026	N/A
July 1, 2025	19.81	July 1, 2026 through June 30, 2027	N/A

* Excludes proceeds from $750 million Pension Obligation Bond as the amount was included in assets to calculate the rate.

HISTORICAL ACTIVE PARTICIPANT DATA
TABLE 17

Valuation Date	Active Count	Average Age	Average Svc	Covered Payroll	Average Salary	Percent Changes
(1)	(2)	(3)	(4)	(5)	(6)	(7)
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%
2012	5,326	42.5	15.7	389,884	73,204	0.1%
2013	5,364	42.6	15.7	391,957	73,072	(0.2%)
2014	5,343	42.6	15.7	399,447	74,761	2.3%
2015	5,261	42.8	15.9	406,233	77,216	3.3%
2016	5,261	42.6	15.7	418,252	79,500	3.0%
2017	5,164	41.7	14.5	417,320	80,813	1.7%
2018	5,226	41.6	14.4	438,396	83,887	3.8%
2019	5,282	41.6	14.3	454,696	86,084	2.6%
2020	5,319	41.5	14.1	471,903	88,720	3.1%
2021	5,238	41.5	14.1	478,530	91,357	3.0%
2022	5,156	41.1	13.7	476,665	92,449	1.2%
2023	5,198	41.2	13.7	515,963	99,262	7.4%
2024	5,270	41.1	13.5	518,914	98,466	(0.8%)
2025	5,305	41.2	13.5	537,066	101,238	2.8%

RETIREES, BENEFICIARIES, AND DISABLED PARTICIPANTS ADDED TO AND REMOVED FROM ROLLS ($000)
TABLE 18

	Added to Rolls		Removed from Rolls		Rolls-End of Year			
Valuation July 1,	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances	% Increase in Annual Allowances	Average Annual Allowances
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
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
2012	180	11,934	71	2,820	3,230	146,737	6.6%	45,429
2013	183	11,674	64	2,345	3,349	156,066	6.4%	46,601
2014	217	13,857	63	2,627	3,503	167,296	7.2%	47,758
2015	288	16,132	65	2,762	3,726	180,666	8.0%	48,488
2016	259	16,357	77	3,291	3,908	193,733	7.2%	49,573
2017	460	26,911	95	4,139	4,273	216,505	11.8%	50,668
2018	221	14,138	98	4,370	4,396	226,273	4.5%	51,473
2019	189	12,198	91	4,344	4,494	234,127	3.5%	52,098
2020	236	14,280	108	4,943	4,622	243,464	4.0%	52,675
2021	287	18,223	123	6,070	4,786	255,617	5.0%	53,409
2022	338	26,332	128	6,379	4,996	275,569	7.8%	55,158
2023	202	19,949	116	6,216	5,082	289,303	5.0%	56,927
2024	231	22,154	103	5,336	5,210	306,120	5.8%	58,756
2025	195	20,954	106	6,268	5,299	320,807	4.8%	60,541

MEMBERSHIP DATA
TABLE 19

	July 1, 2025 (1)	July 1, 2024 (2)	July 1, 2023 (3)
1. Active members			
a. Number	5,305	5,270	5,198
b. Number in DROP	1,204	1,321	1,409
c. Total payroll	$ 537,066,447	$ 518,913,626	$ 515,963,453
Payroll in DROP	$ 145,077,357	$ 156,347,225	$ 166,376,011
d. Average salary	101,238	98,466	99,262
e. Average age	41.2	41.1	41.2
f. Average service	13.5	13.5	13.7
2. Inactive participants			
a. Vested	89	90	78
b. Total annual benefits (deferred)	$ 2,692,844	$ 2,656,081	$ 2,319,666
c. Average annual benefit	30,257	29,512	29,739
3. Service retirees			
a. Number	4,100	4,030	3,940
b. Total annual benefits	$ 257,137,503	$ 245,452,748	$ 232,361,362
c. Average annual benefit	62,716	60,906	58,975
d. Average age	67.6	67.1	66.6
4. Disabled retirees			
a. Number	203	205	198
b. Total annual benefits	$ 10,623,558	$ 10,394,920	$ 9,744,007
c. Average annual benefit	52,333	50,707	49,212
d. Average age	59.8	59.0	58.7
5. Beneficiaries and spouses			
a. Number	996	975	944
b. Total annual benefits	$ 53,045,493	$ 50,272,518	$ 47,197,409
c. Average annual benefit	53,259	51,562	49,997
d. Average age	71.6	71.1	70.7

DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND BY YEARS OF SERVICE
ACTIVE MEMBERS SWORN PRIOR TO OCTOBER 9, 2004 AND NOT CURRENTLY IN DROP
TABLE 20a

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									
45-49					4				4
					129,211				129,211
50-54					4	1			5
					127,481	112,583			124,501
55-59						2	1		3
						120,098	109,234		116,476
60-64									
65 & Over									
Total					8	3	1		12
					$ 128,346	$ 117,593	$ 109,234		$ 124,065

Average:

Age	51.0
Service	24.3
Salary	$124,065

DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND BY YEARS OF SERVICE
ACTIVE MEMBERS SWORN AFTER OCTOBER 9, 2004
TABLE 20b

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	104								104
	58,746								58,745
25-29	555	109							664
	73,678	87,092							75,880
30-34	335	524	64						923
	76,780	91,208	101,779						86,705
35-39	142	312	334	49					837
	77,050	93,022	109,386	119,917					98,416
40-44	76	138	172	473					859
	75,180	93,815	108,991	117,544					108,271
45-49	19	52	61	269					401
	79,352	94,302	109,460	117,133					111,215
50-54	1	19	30	149		1			200
	49,646	91,011	109,634	115,475		111,741			111,927
55-59	2		19	67	1				89
	217,145		106,675	114,715	108,590				115,232
60-64		1		11					12
		124,832		112,363					113,403
65 & Over									
Total	1,234	1,155	680	1,018	1	1			4,089
	$ 74,043	$ 91,786	$ 108,512	$ 117,005	$ 108,590	$ 111,741			$ 95,500

Average:

Age	37.1
Service	9.2
Salary	$95,500

DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND BY YEARS OF SERVICE
CURRENT DROP MEMBERSHIP
TABLE 20c

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					2				2
					171,713				171,713
45-49					147	19			166
					126,386	124,751			126,199
50-54					128	200	27		355
					121,454	120,949	117,025		120,833
55-59					42	187	252	10	491
					117,351	118,789	120,075	123,616	119,424
60-64					6	39	81	34	160
					119,416	116,554	118,094	119,085	117,979
65 & Over						6	9	15	30
						113,498	109,198	114,108	112,512
Total					325	451	369	59	1,204
					$ 123,426	$ 119,735	$ 119,151	$ 118,588	$ 120,496

Average:

Age	55.0
Service	28.3
Salary	$120,496

DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND BY YEARS OF SERVICE
TOTAL ACTIVE AND DROP MEMBERS
TABLE 20d

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	104								104
	58,746								58,745
25-29	555	109							664
	73,678	87,092							75,880
30-34	335	524	64						923
	76,780	91,208	101,779						86,705
35-39	142	312	334	49					837
	77,050	93,022	109,386	119,917					98,416
40-44	76	138	172	473	2				861
	75,180	93,815	108,991	117,544	171,713				108,418
45-49	19	52	61	269	151	19			571
	79,352	94,302	109,460	117,133	126,460	124,751			115,697
50-54	1	19	30	149	132	202	27		560
	49,646	91,011	109,634	115,475	121,636	120,862	117,025		117,685
55-59	2		19	67	43	189	253	10	583
	217,145		106,675	114,715	117,147	118,803	120,032	123,616	118,769
60-64		1		11	6	39	81	34	172
		124,832		112,363	119,416	116,554	118,094	119,085	117,659
65 & Over						6	9	15	30
						113,498	109,198	114,108	112,512
Total	1,234	1,155	680	1,018	334	455	370	59	5,305
	$ 74,043	$ 91,786	$ 108,512	$ 117,005	$ 123,499	$ 119,703	$ 119,125	$ 118,588	$ 101,238

Average:

Age	41.2
Service	13.5
Salary	$101,238

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, 2025 actuarial valuation report.

1. Valuation Date

   The valuation date is as of July 1st, 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 Entry Age Normal (EAN) actuarial cost method allocates the System's actuarial present value of future benefits to various periods based upon service. The portion of the present value of future benefits allocated to years of service prior to the valuation date is the actuarial accrued liability, and the portion allocated to years following the valuation date is the present value of future normal costs. The normal cost is determined for each active member as the level percent of payroll necessary to fully fund the expected benefits to be earned over the career of each individual active member. The normal cost is partially funded with active member contributions with the remainder funded by employer contributions.

   An unfunded accrued liability exists in the amount equal to the excess of accrued liability over valuation assets. The amortization period of the System is the number of years required to fully amortize the unfunded accrued liability, on an actuarial value of asset basis, with the expected amount of employer contributions in excess of the employers' portion of the normal cost.

   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 is equal to the market value of assets less a five-year phase in of the excess (shortfall) between expected investment return and actual income. The actual calculation is based on the difference between actual market value and the expected actuarial value of assets each year, and recognizes the cumulative excess return (or shortfall) over at a minimum rate of 20% per year. Each year a base is set up to reflect this difference. If the current year's base is of opposite sign to the deferred bases then it is offset dollar for dollar against the deferred bases. Any remaining bases are then recognized over the remaining period for the base (5 less the number of years between the bases year and the valuation year). This is intended to ensure the smoothed value of assets will converge towards the market value in a reasonable amount of time. Expected earnings are determined using the assumed investment return rate and the beginning of year actuarial value of assets (adjusted for receipts and disbursements during the year). The returns are computed net of investment expenses.

4. Economic Assumptions

a. Investment return: 7.00% per year, compounded annually, composed of an assumed 2.30% inflation rate and a 4.70% net real rate of return. This rate represents the assumed return, net of all investment expenses.

b. Cost of Living Adjustment (COLA): Monthly benefits for participants receiving payments are increased each April 1 by the five-year average investment return minus 5.00%, with a minimum of 0.00% and a maximum of 4.00%. For this valuation, the annual COLA is assumed to be 2.00%.

c. Salary increase rate: A service-related component, plus a 3.25% component for inflation and productivity, as follows:

Years of Service	Service-related Component	Total Annual Rate of Increase Including 3.25% Inflation & Productivity Component
(1)	(2)	(3)
1	30.00%	33.25%
2	3.00%	6.25%
3	3.00%	6.25%
4	3.00%	6.25%
5	6.00%	9.25%
6	6.00%	9.25%
7	2.00%	5.25%
8	2.00%	5.25%
9	2.00%	5.25%
10	6.00%	9.25%
11	1.00%	4.25%
12	5.00%	8.25%
13	1.00%	4.25%
14	1.00%	4.25%
15	1.00%	4.25%
16	5.00%	8.25%
17	0.00%	3.25%
18 and Over	0.00%	3.25%

To reflect the 2025 union contract, the 3.25% inflation and productivity component has been replaced for the 5 years beginning July 2025 with 10%, 8%, 6%, 6%, and 6.5%.

d. Payroll growth rate: In the amortization of the unfunded actuarial accrued liability, payroll is assumed to increase 2.75% 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 - 29	30+
40-49	3.0%	3.0%	9.0%
50-54	4.0%	6.0%	10.0%
55-59	6.8%	10.2%	17.0%
60-64	9.6%	14.4%	24.0%
65 +	100.0%	100.0%	100.0%

For members in DROP as of July 1, 2016, retirement rates are multiplied by 110% to reflect that future employee contributions are no longer credited to the DROP balance.

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 upon reaching 25 years of service. Participants are assumed to elect the maximum duration for the DROP, up to 20 years.

d. DROP Interest Credit

Interest in the amount of 65% of the five-year average investment return, with a minimum of 2.50%, will be credited to existing DROP accounts on a monthly basis. For this actuarial valuation, the drop interest credit is assumed to be 5.40%.

e. Withdrawal of DROP and PROP Balances

Members are assumed to withdraw balances in equal annual installments over 10 years.

f. Mortality rates (for active and retired members)

- Healthy retirees - The Gender-Distinct Pub-2010 Public Safety Healthy Mortality Tables for males and females. The base rates were multiplied by 116% for males and 108% for females. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

- Disabled males and females – The Gender-Distinct Pub-2010 Public Safety Disabled Retiree Mortality Tables are used without adjustment. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

- Active members - The Gender-Distinct Pub-2010 Below-Median Income Public Safety Mortality Tables are used without adjustment. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

Sample rates are shown below for 2025 (after multipliers):

Age	Healthy Retired Males	Healthy Retired Females	Disabled Males	Disabled Females	Healthy Active Males	Healthy Active Females
(1)	(2)	(3)	(4)	(5)	(6)	(7)
25	0.04%	0.02%	0.09%	0.05%	0.04%	0.02%
30	0.04%	0.02%	0.10%	0.07%	0.04%	0.03%
35	0.04%	0.03%	0.11%	0.10%	0.05%	0.04%
40	0.06%	0.04%	0.14%	0.13%	0.06%	0.05%
45	0.12%	0.08%	0.20%	0.18%	0.09%	0.07%
50	0.18%	0.13%	0.29%	0.25%	0.13%	0.10%
55	0.29%	0.23%	0.39%	0.38%	0.19%	0.14%
60	0.48%	0.39%	0.60%	0.57%	0.29%	0.19%
65	0.84%	0.68%	0.97%	0.87%	0.45%	0.25%
70	1.51%	1.19%	1.58%	1.34%	0.84%	0.51%
75	2.75%	2.08%	2.72%	2.05%	1.59%	1.02%
80	5.01%	3.62%	4.74%	3.36%	3.01%	2.06%

g. Termination Rates and Disability Rates

Termination rates (for causes other than death, disability or retirement) are a function of the member's service and are not applied after a member becomes eligible for a retirement benefit. Disability rates are age-based and not applied for members in the DROP. All disabilities are assumed to be duty-related. Rates at selected ages and service levels are shown below.

Service Based Rates of		
Service	Male	Female
1	3.26%	3.26%
3	2.56%	2.56%
5	2.02%	2.02%
7	1.59%	1.59%
9	1.25%	1.25%
11	0.98%	0.98%
13	0.77%	0.77%
15	0.61%	0.61%
17	0.48%	0.48%
19	0.38%	0.38%
20 +	0.10%	0.10%

Age Based Rates of Disability		
Age	Male	Female
20	0.1149%	0.1149%
25	0.1145%	0.1145%
30	0.1197%	0.1197%
35	0.1321%	0.1321%
40	0.1516%	0.1516%
45	0.1785%	0.1785%
50	0.2126%	0.2126%
55	0.2538%	0.2538%
60	0.3023%	0.3023%

6. Other Assumptions

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

b. Valuation payroll: To determine the amortization rate, the payroll used is the amount budgeted by the City for the fiscal year following the valuation date increased by one year of payroll growth, or 9.5% to reflect the union contract.

c. 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.

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

e. 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 (or when rule of 70 is attained, for those hired after October 9, 2004).

f. There will be no recoveries once disabled.

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: Administrative expenses are accounted for as an explicit component on the normal cost rate.

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, gender, 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, gender, 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 27th 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 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.
On or 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	The earlier of 20 years of service and the age at which the sum of age and years of service is at least 70 (Rule of 70).

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) 2.75% 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	Sworn in before October 9, 2004 and more than 10 but less than 20 years of service. Termination on or after November 28, 1998.
Benefit	
▸ Sworn prior to October 9, 2004	2.75% of final average compensation times years of service. This benefit commences at age 60 or at termination of service if later.
▸ Sworn on or after October 9, 2004	2.25% of final average compensation times years of service. This benefit commences at the age at which the sum of age and years of service is at least 70 (Rule of 70) or at termination of service if later.

Deferred Retirement Option Plan (DROP)

Eligibility	Participants are eligible for DROP upon reaching normal retirement age.
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, limited to 8.75% of pay, 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%.
After July 1, 2016	Participants may participate in the DROP for a maximum of 20 years. Cost of living adjustments will not be granted while still active, and the member's contributions to the Pension System will no longer be credited to the DROP account. DROP accounts will be credited with interest equal 65% of the five-year average investment return, with a minimum of 2.50%.
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. The recalculation provision was discontinued effective July 1, 2016.
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. The Back DROP provision was discontinued effective July 1, 2016.
Postretirement Option Plan (PROP)	
Eligibility	Retired from DROP.
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, a disabled participant is eligible for Disability Retirement as defined below: Disability is defined as "unable to perform his/her usual and customary duties as a police officer".

Benefit	
▸ Duty-connected	The service retirement benefit accrued to date of disability. For participants before October 9, 2004, the disability benefit is 2.75% of final average pay times years of service with a minimum of 55% of final average pay. For participants after October 9, 2004, the disability benefit is 2.25% of final average pay times years of service with a minimum of 45% of final average pay.
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 1and 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.
▸ Between October 9, 2004 and July 1, 2016	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%.
▸ After July 1, 2016	Monthly benefits for participants receiving payments are increased each April 1 by 100% of the five-year average investment return minus 5.00%, with a minimum of 0.00% and a maximum of 4.00%. Members will receive their COLA once they reach age 55.

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	Each participant contributes 9.00% of pay. The additional 0.25% will be credited to the Plan's general fund. 8.75% of pay is used for purposes of crediting eligible DROP accounts
– Members sworn in prior to October 9, 2004	
– Others	Each participant contributes 10.25% of pay, which will be credited to the Plan's general fund.
▸ After July 1, 2016	Each participant contributes 10.50% of pay, which will be credited to the Plan's general fund.
Refunds	Contributions are refunded without interest.

Employer Contribution	The City of Houston will contribute the City Contribution Rate which will consist of a normal cost contribution and a fixed layer closed amortization schedule, with each new loss layer having a 30-year period. Each layer will be assumed to begin with the fiscal year beginning 12 months after the valuation date.

GLOSSARY

GLOSSARY

Actuarial Accrued Liability (AAL): That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

Actuarial Assumptions: Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

Actuarial Cost Method or ***Funding Method:*** A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ADC.

Actuarial Gain or ***Actuarial Loss:*** A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the Fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will shorten the time required for funding of the actuarial balance sheet deficiency while actuarial losses will lengthen the funding period.

Actuarially Equivalent: Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.

Actuarial Present Value (APV): The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)

b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and

c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Actuarial Present Value of Future Plan Benefits: The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, non-retired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would be provide sufficient assets to pay all projected benefits and expenses when due.

Actuarial Valuation: The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB 25, such as the funded ratio and the ADC.

Actuarial Value of Assets or ***Valuation Assets:*** The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ADC.

Actuarially Determined: Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.

Amortization Method: A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.

Amortization Payment: That portion of the pension plan contribution or ADC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

Annual Determined Contribution (ADC): The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB 25. The ADC consists of the Employer Normal Cost and the Amortization Payment.

Closed Amortization Period: A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

Decrements: Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.

Defined Benefit Plan: A retirement plan that is not a Defined Contribution Plan. Typically, a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

Defined Contribution Plan: A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

Employer Normal Cost: The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

Experience Study: A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

Funded Ratio: The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA.

Funding Period or ***Amortization Period:*** The term "Funding Period" is used it two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ADC. This funding period is chosen by the Board of Trustees. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on the statutory employer contribution rate, and assuming no future actuarial gains or losses.

GASB: Governmental Accounting Standards Board.

GASB 67 and ***GASB 68***: Governmental Accounting Standards Board Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

Normal Cost: That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

Open Amortization Period: An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

Unfunded Actuarial Accrued Liability: The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

Valuation Date or Actuarial Valuation Date: The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.



City of Houston
HPOPS
Proposed Risk Sharing Valuation Study
As of July 1, 2025

November 26, 2025

November 26, 2025

Ms. Melissa Dubowski
Director, Finance Department
City of Houston
611 Walker
Houston, TX 77002

Re: HPOPS Proposed Risk Sharing Valuation Study as of July 1, 2025

Dear Melissa:

Texas Revised Statutes article 6243g-4 (the Article) sets forth requirements for a Risk Sharing Valuation Study (RSVS) of the Houston Police Officers' Pension System (HPOPS). The purpose of this study is to determine the City Contribution Rate for the following fiscal year. Definiti LLC was engaged by the City of Houston to perform this proposed Risk Sharing Valuation Study as of July 1, 2025 as the Municipal Actuary. This report provides the results of the Study and is organized as follows:

- Section 1 – Risk Sharing Valuation Study Results
- Section 2 – Actuarial Exhibits
- Section 3 – Summary of Plan Provisions
- Section 4 – Actuarial Methods and Assumptions
- Section 5 – Summary of Valuation Data
- Section 6 – Data Sources
- Section 7 – ASOP 4 Measuring Pension Obligations and Contributions
- Section 8 – ASOP 51 Assessment and Disclosure of Risk

Definiti received Actuarial Data as defined in Section 1-a of the Article and required by Section 9A(a) of the Article. Definiti conducted the proposed RSVS using the Actuarial Data provided and plan provisions as summarized in this report, including those that were part of HB 2688 that was signed into law earlier this year. The analysis presented in this report is based on the interest rate assumption and actuarial cost and asset methods prescribed by the Article. All the assumptions were adopted as part of the 2022 experience study or were part of HB 2688. Except for the salary scale, all the assumptions are reasonable.

Salary increases were recently negotiated to be higher than assumed, but due to regulatory deadlines associated with the timing of assumption changes associated with an experience study, those increases were not reflected in this RSVS. If those higher salary increases were reflected in the RSVS, then the funded status would have been 96.3% and the CCR would be 22.06% of payroll. Given the corridor constraints, the expected result from this year's RSVS is that the City of Houston will contribute the Corridor Minimum regardless of this assumption. These higher salary increases are expected to be reflected in the next RSVS.

Ms. Melissa Dubowski
November 26, 2025

As described in the Article, results of the Risk Sharing Valuation Study performed by the HPOPS actuary will be compared to the results in this report. If the City Contribution Rates differ by greater than two percentage points, then Definiti will attempt to reconcile the results with the HPOPS actuary, or a mathematical average will be used. If the results are within two percentage points, then the HPOPS actuary's results will be used.

The actual costs, City Contribution Rates, and other results could be materially different from those described in this report in the future if actual plan experience differs significantly from the underlying valuation basis. Differences could occur for a number of reasons such as plan experience differing from the underlying demographic and economic assumptions or changes in plan provisions. Due to the limited scope of this report, analysis of the potential range of such future measurements has not been performed.

The results in this report and any measures of funded status are predicated on the notion of the Fund's ongoing operation and should not be relied upon for assessing the sufficiency of plan assets for settlement of plan termination liabilities. The results are also based on third party actuarial software from WinTech.

The information contained in this report was prepared as requested by the City of Houston and solely for the purpose of satisfying the RSVS requirements of the Article and should not be used for any other purpose. As significantly different results from those contained in this report may be needed for other purposes, this report should only be provided to other parties in its entirety.

The signing actuary for this report is a member of the Society of Actuaries and other professional actuarial organizations and meets the "Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion." The undersigned is available to answer questions regarding the information contained in this report or to provide further explanations or details as needed.

Respectfully submitted by Definiti LLC



David A. Sawyer, FSA EA MAAA
Director of Actuarial Services

Risk Sharing Valuation Study Results

Risk Sharing Corridors

The table below contains the Corridor Midpoint, along with the corresponding Minimum and Maximum Contribution Rates using a 5% Corridor Margin as specified in the Article. Based on Definiti's proposed 2025 RSVS results, the City Contribution Rate for FY 2027 is 20.90% of pensionable payroll, which is below the Corridor Minimum. However, the Final City Contribution Rate will be determined after comparing this result with the Fund Actuary's City Contribution Rate.

FY	Corridor Midpoint	Corridor Minimum	Corridor Maximum	Definiti Calculated City Contribution Rate	Final City Contribution Rate
2018	31.77%	26.77%	36.77%	32.18%	31.77%
2019	31.85%	26.85%	36.85%	32.48%	31.85%
2020	31.82%	26.82%	36.82%	32.24%	31.82%
2021	31.84%	26.84%	36.84%	29.86%	31.84%
2022	31.92%	26.92%	36.92%	30.45%	31.92%
2023	31.98%	26.98%	36.98%	27.40%	31.98%
2024	32.03%	27.03%	37.03%	27.87%	32.03%
2025	32.07%	27.07%	37.07%	23.73%	32.07%
2026	32.10%	27.10%	37.10%	27.10%	27.10%
2027	32.12%	27.12%	37.12%	20.90%	
2028	32.13%	27.13%	37.13%		
2029	32.13%	27.13%	37.13%		
2030	32.13%	27.13%	37.13%		
2031	32.14%	27.14%	37.14%		
2032	32.14%	27.14%	37.14%		
2033	32.14%	27.14%	37.14%		
2034	32.15%	27.15%	37.15%		
2035	32.14%	27.14%	37.14%		
2036	32.14%	27.14%	37.14%		
2037	32.14%	27.14%	37.14%		
2038	32.14%	27.14%	37.14%		
2039	32.13%	27.13%	37.13%		
2040	32.14%	27.14%	37.14%		
2041-2047	32.13%	27.13%	37.13%		
2047	32.13%	27.13%	37.13%		
2048	14.17%	9.17%	19.17%		

Risk Sharing Valuation Study Results

City Contribution Rate

The City Contribution Rate is equal to the sum of the Employer Normal Cost and the Amortization Rate from any Liability Layers. Below are the results from Definiti's preliminary RSVS measurements.

FY	Employer Normal Cost	Liability Layer Amortization Rate	Estimated City Contribution Rate
2018	13.24%	18.94%	32.18%
2019	13.74%	18.74%	32.48%
2020	13.58%	18.66%	32.24%
2021	13.50%	16.36%	29.86%
2022	13.55%	16.90%	30.45%
2023	13.54%	13.86%	27.40%
2024	14.76%	13.11%	27.87%
2025	14.64%	9.09%	23.73%
2026	14.52%	12.58%	27.10%
2027	14.67%	6.23%	20.90%
2028			
2029			
2030			
2031			
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2047			
2048			

The FY 2026 liability layer amortization rate was 6.99% in the prior year's RSVS report. After accelerating the amortization bases as required by the Article, this amount increased to 12.58% of payroll.

Actuarial Exhibits

2.1. Fair Value of Assets

	July 1, 2024	July 1, 2025
A. Fair Value of Plan Assets		
1. Cash & Short Term Investments	$ 947,391,000	$ 987,426,000
2. Fixed Income	942,788,000	1,098,525,000
3. Equity Securities	2,498,025,000	2,697,966,000
4. Alternative Investments	3,368,403,000	3,451,687,000
5. Foreign Currency Contracts	446,000	0
6. Accrued City Contributions	6,758,000	7,440,000
7. Accrued Member Contributions	2,215,000	2,438,000
8. Other Receivables	16,833,000	24,264,000
9. Liabilities	(132,492,000)	(104,489,000)
10. Other	129,158,000	104,285,000
11. Total Fair Value	$ 7,779,525,000	$ 8,269,542,000

B. Change in Fair Value	Change
1. Contributions	
a. Members	$ 55,469,000
b. City	169,734,000
c. Total	$ 225,203,000
2. Disbursements	
a. Benefit Payments	$ (450,184,000)
b. Administrative Expenses	(4,750,000)
c. Total	$ (454,934,000)
3. Investment Return	
a. Interest and Dividends	$ 148,966,000
b. Realized and Unrealized Gain/(Loss)	577,810,000
c. Plan Investment Expenses	(7,028,000)
d. Total Return	$ 719,748,000
4. Net Change	$ 490,017,000
5. Average Rate of Return	
a. Average Asset Value	$7,664,659,500
b. Income Net of Investment Expenses	$ 719,748,000
c. Annual Rate of Return - Net of Investment Expenses	9.39%
d. Annual Rate of Return - Gross	9.49%

Actuarial Exhibits

2.2. Actuarial Value of Assets

1. Actuarial Value of Assets, beginning of prior year	$ 7,355,103,018
2. Net Cash Flow	
a. Contributions	$ 225,203,000
b. Benefit Disbursements	(450,184,000)
c. Administrative Expenses	(4,750,000)
d. Net Cash Flow [2.a. + 2.b. + 2.c.]	$ (229,731,000)
3. Expected Investment Return [1. x 0.07] + [2.d. x 0.035]	$ 506,816,626
4. Expected Actuarial Value of Assets at end of year [1. + 2.d. + 3.]	$ 7,632,188,644
5. Market Value of Assets at end of year	$ 8,269,542,000
6. Difference [5. - 4.]	$ 637,353,356

7. Development of Actuarial Value of Assets, end of year

Fiscal Year End	Remaining Deferrals of Excess (Shortfall) of Investment Income	Offsetting of Gains/(Losses)	Net Deferrals Remaining	Years Remaining	Recognized for This Valuation	Remaining after This Valuation
2021	134,205,406	-	134,205,406	1	134,205,406	-
2022	-	-	-	2	-	-
2023	47,488,491	-	47,488,491	3	15,829,497	31,658,994
2024	242,728,085	-	242,728,085	4	60,682,021	182,046,064
2025	212,931,374		212,931,374	5	42,586,275	170,345,099
Total	$ 637,353,356	$ -	$ 637,353,356		$ 253,303,199	$ 384,050,157

8. Actuarial Value of Assets as of July 1, 2024 (5. - 7.)	$ 7,885,491,843
9. Rate of Return on Actuarial Value of Assets (Net of Investment Expenses)	10.5%

Actuarial Exhibits

2.3. Actuarial Accrued Liability

	July 1, 2024	July 1, 2025
A. Discount Rate	7.0%	7.0%
B. Actuarial Accrued Liability		
1. Actives	$2,318,883,571	$2,359,187,297
2. Terminated Vesteds	$22,827,841	$22,831,663
3. Disableds	$157,300,952	$159,602,792
4. Retirees & Beneficiaries	$5,374,747,566	$5,611,130,564
5. Total	$7,873,759,930	$8,152,752,316

C. Change in Actuarial Accrued Liability	2025 Fiscal Year
1. Benefits Accumulated	$127,737,183
2. Benefits Paid	($450,184,000)
3. Decrease in Discount Period	$540,068,431
4. Plan Experience (Gain) / Loss	$119,820,105
5. Actuarial Assumptions	$0
6. Plan Amendments	($58,449,333)
7. Net Change	$278,992,386

D. Actuarial Value of Assets	$7,355,103,018	$7,885,491,843
E. Unfunded Actuarial Liability	$518,656,912	$267,260,473
F. Funded Status	93.4%	96.7%
G. Total Normal Cost % of Payroll[1]	25.02%	25.17%
H. Member Contribution % of Payroll	10.50%	10.50%
I. Employer Normal Cost Rate [G - H]	14.52%	14.67%

[1] Includes administrative expense load equal to 0.84% of payroll for the July 1, 2024 RSVS and July 1, 2025 RSVS.

Actuarial Exhibits

2.4. Liability Layers

Valuation Date Base Established	Initial Amount of Liability Layer (BOY)	Remaining Liability to be Amortized as of 7/1/2025	Remaining Amortization Period as of 7/1/2025		Amortization Amount for FY 2027
07/01/2016	$1,401,245,799	$1,479,625,239	8.91	$	196,664,781
07/01/2017	($6,122,894)	($6,861,516)	8.91	$	(909,555)
07/01/2018	($49,006,657)	($54,327,971)	8.91	$	(7,202,677)
07/01/2019	($101,233,226)	($111,152,255)	8.91	$	(14,738,426)
07/01/2020	($2,328,976)	($2,536,085)	8.91	$	(336,323)
07/01/2021	($238,305,099)	($257,726,330)	8.91	$	(34,182,968)
07/01/2022	($84,522,702)	($90,928,192)	8.91	$	(12,061,615)
07/01/2023	($251,919,786)	($270,033,927)	8.91	$	(35,824,416)
07/01/2024	($169,131,647)	($180,970,862)	8.91	$	(22,478,014)
07/01/2025	($237,827,628)	($237,827,628)	8.91	$	(33,571,179)
Total		$267,260,473		$	35,359,608
Projected Payroll for FY 2027				$	567,744,033
Amortization Amount as a % of FY 2027 Payroll					6.23%

Summary of Plan Provisions

Eligibility and Participation	Any police officer shall automatically become a participant in the plan upon graduation from the police academy.
Final Average Pay (FAP)	The average of the 78 bi-weekly payroll periods of salary prior to termination of employment or DROP date, before reduction for pre-tax employee contributions and salary deferrals but excluding overtime, executive level pay, strategic officer staffing program pay, motorcycle allowance, clothing allowance and mentor pay.
Credited Service	Elapsed time from date of hire, for all periods of service classified as full-time, fully paid, active duty employment with the City of Houston Police Department, but excluding any period of DROP participation.
Retirement Benefit	
Eligibility	Earlier of 20 years of service or the age at which the member attains both age 60 and at least 10 years of service.
Amount	
➢ Sworn prior to October 9, 2004	Accrued benefit of 2.75% of FAP times credited service up to 20 years of service, plus 2.0% of FAP for credited service in excess of 20 years. In addition, the member will receive a $5,000 lump sum.
➢ Sworn after October 9, 2004	Accrued benefit of 2.25% of FAP times credited service up to 20 years of service, plus 2.0% of FAP for credited service in excess of 20 years, up to a maximum of 80% of FAP.
Termination Benefit	
Eligibility	Termination of employment prior to satisfying the retirement eligibility requirements.
Amount	Less than 10 years of service: Lump Sum refund of member contributions without interest. At least 10 but less than 20 years of service: Choice of o Refund of contributions without interest, or o Monthly benefit determined as set forth above payable at normal retirement age

On-Duty Disability

Eligibility	No age or service requirements.
Amount	Officers who are not capable of performing their normal and customary police officer duties receive the greater of their accrued retirement benefit or 45% of FAP (100% of FAP for officers with a Catastrophic Disability). If sworn prior to October 9, 2004, the benefit is the greater of the accrued retirement benefit or 55% of FAP, and the member will receive a $5,000 lump sum.

Off-Duty Disability

Eligibility	No age or service requirements.
Benefit	Officers who are not capable of performing their normal and customary police officer duties receive the greater of their accrued retirement benefit or 22.5% of FAP (27.5% of FAP if sworn prior to October 9, 2004, plus $5,000 lump sum).

Active Member Death

Eligibility	No age or service requirements.
Duty Related Benefit	100% of Final Average Pay (FAP). In addition, if the member was sworn before October 9, 2004, a $5,000 lump sum will be paid, divided equally among eligible survivors.
Non-Duty Related Benefit	Greater of the accrued retirement benefit or Off-Duty Disability benefit. In addition, if the member was sworn before October 9, 2004, a $5,000 lump sum will be paid, divided equally among eligible survivors.
Allocation to Beneficiaries	The benefit amount above is payable to a surviving spouse, or allocated 50% to the surviving spouse with the remaining 50% divided equally among any eligible children, or otherwise paid to any eligible parents.

Retired Member Death

Eligibility	Retired and receiving monthly pension.
Amount	100% of monthly pension the retired member was receiving. The benefit is paid for at least five years following the member's retirement date, even if the beneficiary dies.
Allocation to Beneficiaries	The benefit amount above is payable to a surviving spouse, or allocated 50% to the surviving spouse with the remaining 50% divided equally among any eligible children, or otherwise paid to any eligible parents.

Summary of Plan Provisions

Supplemental Annuity

An extra monthly benefit of $150 is payable for life to any retired or disabled member or to an eligible survivor of a deceased member.

Cost of Living Adjustment

The five-year investment return less 5%. The COLA will be no less than 0% nor greater than 4%. Only retired members or survivors who are age 55 or older, received benefits prior to June 8, 1995, or survivors of members who died in the line of duty will be eligible for the COLA.

DROP

Upon reaching retirement eligibility, members may enter the Deferred Retirement Option Plan (DROP). The member's monthly annuity (without COLA) is added to a notional account. Interest is credited on the account using 65% of the 5-year compound average of the Fund's rate of return, with a minimum of 2.5%. Members may remain in DROP for a maximum of 20 years.

PROP

Members sworn prior to October 9, 2004 may have participated in the Post Retirement Option Plan (PROP) at or after service retirement and prior to July 1, 2017. No new amounts are credited to PROP after that date. Account balances are credited with interest at the same rate credited to DROP balances.

PLOP

Members sworn after October 9, 2004 are eligible for the Partial Lump Sum Option Plan (PLOP) at service retirement eligibility. The member receives a reduced monthly benefit plus a lump sum of up to 20% of the value of the unreduced annuity.

Contribution Rates

Members

10.50% of pensionable pay.

City

The City Contribution Rate from the RSVS applied to pensionable payroll.

Plan Changes

Changes associated with HB 2688 were reflected.

Actuarial Methods and Assumptions

Actuarial Cost Methods

Measurement Date	Census data as of July 1, 2025 for all members. Impact of plan changes measured on future accruals only; no impact to accruals through the valuation date, including for back-DROP accruals based on dates before the valuation date.
Actuarial Value of Assets	Fair market value of assets as of June 30, 2025, less a five-year phase-in of the excess (shortfall) between expected investment return and actual income. The calculation is based on the difference between actual fair market value and the expected actuarial value of assets each year. The cumulative excess return (shortfall) is recognized at a minimum rate of 20% per year. Gains are used to offset outstanding losses, and vice versa, to accelerate the amortization of the deferred gains and losses. Expected earnings are based on the assumed rate of return on investments and are net of investment expenses. The smoothing method was reset as of July 1, 2016.
Actuarial Cost Method	The Entry Age Normal Actuarial Cost Method A method under which the actuarial present value of the projected benefits of each individual included in an actuarial valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit age. The portion of this actuarial present value allocated to a valuation year is called the *normal cost*. The portion of this actuarial present value not provided for at a valuation date by the actuarial present value of future normal costs is called the a*ctuarial accrued liability*.

Key Economic Assumptions

Interest Rate	7.0% as prescribed by the Article.
Inflation	2.30%.
Wage Inflation	2.75%.
Payroll Growth	2.75%.

Individual Pay Increase Rate

A service-related assumption:

Service	*Rate*
1	33.25%
2	6.25%
3	6.25%
4	6.25%
5	9.25%
6	9.25%
7	5.25%
8	5.25%
9	5.25%
10	9.25%
11	4.25%
12	8.25%
13	4.25%
14	4.25%
15	4.25%
16	8.25%
17	3.25%
18+	3.25%

For purposes of providing sensitivity analysis for the recent scheduled increases in salaries, the salary increases, for all active members, were assumed to increase 10%, 8%, 6%, 6%, and 6.5% for the 2026, 2027, 2028, 2029 and 2030 fiscal years and then reverting to the rates in the table above.

DROP Interest Crediting Rate

5.40%.

COLA

4% for FYE 2026, 2.00% thereafter

Actuarial Methods and Assumptions

Demographic Assumptions

Mortality Rates

- Healthy retirees

The PUB-2010 Public Safety Healthy Mortality Tables for males and females. The base rates were multiplied by 116% for males and 108% for females. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

- Disabled males and females

The PUB-2010 Public Safety Disabled Mortality Tables for males and females without adjustment. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

- Active members

The PUB-2010 Public Safety Below-Median Mortality Tables for males and females without adjustment. The rates are projected on a fully generational basis by the ultimate values of scale MP-2020 to account for future mortality improvements.

Retirement Rates

	Service		
Age	***<25***	***25 - 29***	***30+***
40 - 49	3.0%	3.0%	9.0%
50 - 54	4.0%	6.0%	10.0%
55 - 59	6.8%	10.2%	17.0%
60 - 64	9.6%	14.4%	24.0%
65+	100.0%	100.0%	100.0%

For members currently in DROP, the rates above were multiplied by 1.1.

Eligible members are assumed to enter DROP at 25 years of service and remain in DROP until retirement or reaching the maximum 20 years in DROP. The retirement rates are set to 100% after 20 years in DROP.

Actuarial Methods and Assumptions

Disability Rates

Age	Males	Females
20	0.1149%	0.1149%
25	0.1145%	0.1145%
30	0.1197%	0.1197%
35	0.1321%	0.1321%
40	0.1516%	0.1516%
45	0.1785%	0.1785%
50	0.2126%	0.2126%
55	0.2538%	0.2538%
60	0.3023%	0.3023%

1% is added to rates above for post-2004 hires after 20 years of service.

Percentage of Deaths and Disabilities in the Line of Duty

- Deaths 100%
- Disabilities 100%

Termination Rates

Sample Rates

Service	Termination Rate
1	3.26%
3	2.56%
5	2.02%
7	1.59%
9	1.25%
11	0.98%
13	0.77%
15	0.61%
17	0.48%
19	0.38%
20+	0.10%

For participants with at least 10 years of service but less than 20 years, 50% are assumed to elect a contribution refund, and 50% are assumed to elect a deferred monthly benefit. A commencement age of 60 was used for members hired prior to 2004, and a commencement age of 55 was used for members hired in 2004 and later.

Actuarial Methods and Assumptions

Percentage married	90% of participants are assumed to be married. No beneficiaries other than the spouse assumed.
Age difference	Husbands assumed to be three years older than wives.
Child Beneficiaries	Child beneficiaries are assumed to receive payments until age 24.
Development of Valuation Pay	Valuation pay is projected by increasing the annualized prior year pay by one year of payroll growth. Historical valuation pay for years before data was available was regressed with the nominal individual pay increase rate.
Payment of Retiree DROP Balances	Installments over 10 years. The value of the DROP balance is multiplied by a factor of 0.9507 which reflects the difference between the assumed DROP interest crediting rate and the interest rate assumption over the 10-year period.
Administrative Expenses	0.84% of payroll
Funding Policy	The City is assumed to contribute the City Contribution Rate from the prior year's RSVS after application of the Corridor. The actuarially determined City Contribution Rate is measured as the normal cost rate, plus the administrative expenses rate, plus 30-year amortization rate of the Unfunded Actuarial Accrued Liability (UAAL) from the initial RSVS, plus the amortization rates of all subsequently-determined Liability Layers, less the member contribution rate, adjusted with interest to mid-year. The closed amortization rates for the Liability Layers are calculated as a level percent of pay. The initial amortization period for a Liability Loss Layer is 30 years. The initial amortization period for a Liability Gain Layer is equal to the remaining amortization period for the largest remaining Liability Loss Layer.
Benefits Not Valued	Due to limitations of the data received, no adjustment has been made for the difference between pay based on the classified position and executive level pay.

Actuarial Methods and Assumptions

Summary of Assumption Changes

The following changes made in conjunction with the plan change adopted earlier this year in House Bill 2688:

- Retirement behavior for the post-reform hires is now assumed to be the same as the assumptions for the pre-reform hires.
- DROP behavior for the post-reform hires is assumed to be the same as assumed for the pre-reform hires.
- The cost method was changed from Ultimate Entry Age Normal to Individual Entry Age Normal.

There were no other changes in assumptions since the prior year.

Summary of Valuation Data

	July 1, 2024	July 1, 2025
A. Active Members Not in DROP		
1. Number	3,949	4,101
2. Valuation payroll	$362,566,401	$406,765,608
3. Average pay	$91,812	$99,187
4. Average age	36.7	37.2
5. Average service	8.8	9.3
B. Active Members in DROP		
1. Number	1,321	1,204
2. Valuation payroll	$156,347,224	$145,783,329
3. Average pay	$118,355	$121,082
4. Average age	54.3	55.1
5. Average service	27.6	28.3
C. Terminated Vested		
1. Number	90	89
2. Total benefits	$2,656,081	$2,692,846
3. Average Annual benefits	$29,512	$30,257
D. Disabled		
1. Number	205	203
2. Total benefits	$10,394,920	$10,623,549
3. Average Annual benefits	$50,707	$52,333
E. Retired		
1. Number	4,030	4,100
2. Total benefits	$245,452,733	$257,137,488
3. Average Annual benefits	$60,906	$62,716
F. Beneficiaries		
1. Number	975	996
2. Total benefits	$50,272,528	$53,045,498
3. Average Annual benefits	$51,562	$53,259

Notes:

1. DROP Balance values and data for non-vested terminated members are not shown.

Data Sources

Data and inputs used in this report were provided from the following sources:

- Individual census data as of July 1, 2025 was originally provided by the HPOPS actuary on October 8, 2025.
- The HPOPS financial statement was provided on October 8, 2025.
- The provisions of the Article are contained in the enrolled text of Senate Bill 2190, which was signed by the Governor on May 31, 2017 and further modified by House Bill 2688.

ASOP 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions

Actuarial Standards of Practice (ASOP) exist to provide guidance on the techniques, applications, procedures, and methods that reflect appropriate actuarial practices. Periodically, these ASOPs are updated\changed to meet changing times. ASOP No. 4 Measuring Pension Obligations and Contributions was recently amended to require additional calculations and disclosures. Based on the new requirements there are a few new disclosures required for this valuation including a new measure called the Low Default Risk Obligation Measure (LDROM), a reasonable Actuarially Determined Contribution (ADC), and commentary on the adequacy of the current funding policy. These new disclosures do not change the existing funding valuation measurements, but they are intended to provide additional information to the users of the report.

LDROM

The LDROM measure is a measurement of the Benefit Obligation using a low-default risk measure. One approach for this measure is to assume the investment policy was changed such that all assets were invested in instruments with a low probability of default. As the HPOPS COLA and DROP interest rate are linked to the investment returns, such a change in the investment policy would impact those assumptions as well.

For the LDROM measurement, it was assumed that the discount rate would be 5.60%, the COLA assumption after the 4.00% FYE 2026 would be 1.34%, and the DROP interest crediting rate would be 4.0%. The discount rate was based on the June 30, 2025 FTSE Pension Liability Index rounded to the nearest 5 basis point interval, and the other two assumptions are reasonable estimates based on the system earning 5.60%. Because of the risk sharing COLA and DROP provisions, the impact of the reduction in future investment returns is partially offset by a reduction in the future COLA and DROP interest crediting rate.

As expected, because a lower discount rate was used, the LDROM measure is higher than the Actuarial Accrued Liability used for the Funding Valuation. As shown below, the LDROM is $0.530 billion higher (6.5% increase) than the AAL from the RSVS.

($000)

July 1, 2025	ASOP No. 4 LDROM	RSVS	Dollar Difference	Percent Difference
Actuarial Accrued Liability	$8,682,483	$8,152,752	$529,731	6.5%
Discount Rate	5.60%	7.00%		

As noted above, the LDROM measure is a required disclosure, but the funded status of the plan and contribution requirements are determined using the expected rate of return, currently 7.0%. As the 7.0% assumption is based on the HPOPS' actual asset allocation as described in the investment policy statement, it is a more appropriate measure for assessing the long-term actuarial position. The security of the system's benefit promise is determined by current assets held in trust as well as future contribution and investment returns.

ASOP 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions

Reasonable Actuarially Determined Contribution (ADC)

ASOP 4 defines a reasonable ADC and requires the disclosure of a separate ADC if the current ADC does not satisfy all the reasonability requirements. For this year's report, an ADC was determined using the same assumptions and methods used for the RSVS but with a 20 Year UAAL amortization period.

Based on the above method, the City Contribution Rate would be 18.30% of payroll compared to 20.90% of payroll from the RSVS. If the application of the Corridor was then applied to these results including the recognition of the funded status exceeding 90%, the City would contribute the Corridor Minimum of 27.12% of payroll for the fiscal year ending June 30, 2027.

Adequacy of the Funding Policy

The current funding policy is based on a combination of the actuarially determined City Contribution Rate (CCR) and the Article's Corridor structure. As the City Contribution Rate is calculated to cover the normal cost plus fully amortize the Unfunded Actuarial Liability over a 8.91-year period, it is a reasonable calculation. In addition, the application of the Corridor which has resulted in contributions in excess of the CCR has contributed to a funded status that has been increasing in recent years and is headed towards 100%. Based on its design as well as its application, the funding policy is expected to be adequate to satisfy the Pension Obligations.

ASOP 51 Assessment and Disclosure of Risk

The measurement of Pension Obligations and Actuarially Determined Contributions requires assumptions about future economic and demographic variables. The events and anomalies identified below are some of the risks associated with these measurements and how they may impact the pension obligations, funded status, and the adequacy of the funding policy. The assessment and disclosure of these risks and the actual future results may reasonably be expected to differ.

Investment Risk - As the return on the plan trust assets is subject to market return, should the actual rate of return be lower than the expected return the cost of the plan will rise and vice versa.

Asset/Liability Mismatch Risk - The changes in assets are not directly tied to the changes in the value of liabilities in magnitude or direction.

Longevity and other Demographic Risks - Cessation from employment due to termination, disability, death, or retirement may not directly align with the assumptions used to value the Actuarial Accrued Liability (AAL). Actual demographic experience of the plan population may increase or decrease the future measurement of the AAL.

Payroll Risk – The funded status and future Actuarially Determined Contributions Rates (ADCR) are subject to payroll risk. Payroll lower than expected can result in future increases in the ADCR required to amortize the Unfunded Actuarial Accrued Liability and vice versa.

Contribution Risk - The City and members are assumed to make the statutorily required contributions and this valuation has not considered the possibility of unpaid contributions. If contributions are less than expected, the funded status will likely decrease over time. Due to the all the risks mentioned above, even making the statutorily required contributions does not fully guarantee the benefit security.

Understand that the above risks may not be independent of one another. Thus, it is important to discuss any known upcoming changes in the City's financials and the impact on the Fund to better identify associated risks. Any impending changes should be discussed as soon as possible, so corresponding measures may be taken to align the pension plan liabilities with these variations.

Also understand that this valuation did not assess the likelihood or consequences of potential future changes in applicable law that would impact future benefits or funding of the plan. Should applicable law be changed, these changes will be addressed in separate actuarial communications.

ASOP 51 Assessment and Disclosure of Risk

Historical Results

The following information summarizes some of the historical RSVS measurements. This information may be helpful in better understanding the risks of sponsoring this defined benefit pension plan.

Actuarial Liabilities and Assets

The numerical results in this section provides funded status progress since July 1, 2017. The large increase for the fiscal year ending June 30, 2018 was accentuated by the deposit of $750 million of Pension Obligation Bonds. In addition, over this period the favorable investment returns exceeded any unexpected growth in the Actuarial Accrued Liability (AAL) due to experience and assumption changes resulting in a reduction in the Unfunded AAL over this period.

Cash Flows

Negative cash flows indicate benefit payments and expenses exceed the contributions coming into the trust. This may require liquidation of higher returning investments at inopportune times impacting the investment return. Except in 2018, when the proceeds from the Pension Obligation Bonds were deposited, the cash flows have been negative. Negative cash flows are common for mature plans like HPOPS.

Rates of Return

The trust assets are invested in a diversified portfolio. The results of the RSVS assume the trust earns 7% per year over the long-term future, but actual annual returns will differ from the 7% assumption. The historical returns provide information on how these returns have differed from the assumption in recent years. As noted above, returns above the 7% assumption reduce the long-term cost and vice versa.

Maturity Measures

The last section summarizes several maturity measures related to payroll and the inactive members. The ratio of the asset measure to payroll provides information on contribution volatility as it relates to asset returns. The higher the ratio, the larger the increase/decrease in contributions (as a % of payroll) are for unfavorable/favorable investment experience compared to the 7% return assumption.

The ratio of the number of active members to the number of inactive members is important measure of the plan maturity. This ratio will typically decrease as the plan matures over time. As the ratio of active to inactive members decreases, larger increases in contribution rates (as a % of payroll) are typically required to amortize the same percentage increase in UAAL. The ratio of inactive AAL to total AAL is a similar measure of the plan maturity. As the percentage of the inactive member AAL increases, larger increases in contribution rates are typically required to amortize the same percentage increase in UAAL. As plans mature, the contribution volatility for these mature plans becomes more dependent on the investment returns than contribution amounts.

ASOP 51 Assessment and Disclosure of Risk

Historical Results

The table below shows historical measures from the prior Risk Sharing Valuation Studies. This information demonstrates trends in the Plan's funded status, information on the cash flows, volatility of the asset returns and several maturity measures.

($1,000)

Actuarial Liabilities and Assets (BOY - 7/1)	2019	2020	2021	2022	2023	2024	2025
Fair Value of Assets (FVA)	$ 5,674,647	$ 5,572,476	$ 7,137,251	$ 6,861,988	$ 7,208,455	$ 7,779,525	$ 8,269,542
Actuarial Value of Assets (AVA)	$ 5,434,932	$ 5,631,532	$ 6,082,316	$ 6,459,372	$ 6,876,726	$ 7,355,103	$ 7,885,492
Actuarial Accrued Liability (AAL)	$ 6,720,606	$ 6,917,904	$ 7,137,803	$ 7,419,480	$ 7,581,610	$ 7,873,760	$ 8,152,752
Funded Status (AVA/AAL)	80.9%	81.4%	85.2%	87.1%	90.7%	93.4%	96.7%
Unfunded AAL (AAL - AVA)	$ 1,285,674	$ 1,286,372	$ 1,055,487	$ 960,108	$ 704,884	$ 518,657	$ 267,260
Total Normal Cost as % of Payroll	24.00%	24.05%	24.04%	25.26%	25.14%	25.02%	25.17%
Cash Flows (EOY - 6/30)							
Contributions (City + Member)	$ 189,325	$ 198,140	$ 200,843	$ 202,403	$ 212,314	$ 216,392	$ 225,203
Disbursements	$ (341,458)	$ (361,504)	$ (400,995)	$ (379,129)	$ (390,900)	$ (422,876)	$ (454,934)
Positive/(Negative) Cash Flows	$ (152,133)	$ (163,364)	$ (200,152)	$ (176,726)	$ (178,586)	$ (206,484)	$ (229,731)
- as % of Fair Value of Assets	-2.7%	-2.9%	-2.8%	-2.6%	-2.5%	-2.7%	-2.8%
Rates of Return (EOY - 6/30)							
Assumed Rate	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
AVA	9.1%	6.7%	11.8%	9.2%	9.4%	10.1%	10.5%
FVA	6.3%	1.1%	32.3%	-1.4%	7.8%	10.9%	9.4%
Maturity Measures (BOY - 7/1)							
Payroll	$ 446,629	$ 467,257	$ 473,800	$ 476,457	$ 499,038	$ 508,571	$ 528,276
- FVA/Payroll	12.7	11.9	15.1	14.4	14.4	15.3	15.7
- AVA/Payroll	12.2	12.1	12.8	13.6	13.8	14.5	14.9
- AAL/Payroll	15.1	14.8	15.1	15.6	15.2	15.5	15.4
- UAAL/Payroll	2.9	2.8	2.2	2.0	1.4	1.0	0.5
Inactive Member Measures							
- # of Actives/# of Inactives	116.4%	113.9%	108.2%	101.8%	100.8%	99.4%	98.5%
- Inactive AAL/Total AAL	62.4%	63.5%	65.4%	67.5%	69.0%	70.5%	71.1%