

### **DEAR ACTIVE MEMBERS AND RETIREES:**

The Board of Trustees of the Police and Fire Retirement System of the City of Detroit is pleased to submit to you the comprehensive annual financial report for the fiscal year ended June 30, 2004.

### **FINANCIAL RESULTS**

This year was an especially good year for the Retirement System in the financial markets after four very difficult years in a row. The US stock market as measured by the S&P 500 stock index posted a gain of 19.1% for the year. The fixed income markets were challenged to deliver returns in the face of the continuous and systematic increases in short term interest rates imposed by the Federal Reserve throughout the year. Investment grade fixed income as measured by the Lehman Aggregate bond index delivered a modestly positive 0.3% return for the year. Mortgages as measured by the Lehman Mortgage index performed slightly better with an annual return of 2.2%. The bright spot of the fixed income market for the year was high yield with a return for the CSFB High Yield index of 11.7%. Real estate as measured by the NCREIF property index returned 7.5% for the year.

In 1996 the Board of Trustees adopted the policy recommended by its actuary of computing the recognized rate of return by using a "smoothing" formula to average the

market value rate of return over three years on a dollar weighted basis. For the current year the recognized rate of return was 1.2% which reflects the averaging of negative returns achieved in the prior two years which were carried over to the current year. Without this carry forward the Retirement System earned 14.7% for the year or 1.9 times the system's actuarial assumed rate of 7.8%. Superior returns from the Board's allocation to stocks, high yield bonds and real estate propped up the meager but positive returns from investment grade fixed income.

Commencing with the current fiscal year, the System obtained the capability to calculate the total fund and composite asset class investment returns using the AIMR compliant time weighted method. This is the method that is used to report the broad market averages such as the Dow Jones Industrial Average, S&P 500 and the like. The AIMR compliant time weighted rate of return earned by the Retirement System for the current fiscal year was 16.5%. This return ranks the Retirement System in the top 25% of all public employee retirement systems in the country.

The Board's asset allocation is built upon the foundation that the obligations of the Retirement System to pay the benefits promised to its members and retirants are very long term obligations. Accordingly, the Board of Trustees must make investment decisions which it believes will be the most beneficial to

the Retirement System over many years, not just one or two years.

### **BENEFITS PAID**

The Retirement System and its assets exist to pay the benefits which its members have earned. The fund balance of the Retirement System on June 30, 2004 was \$3.1 billion. During the fiscal year ended June 30, 2004 the Retirement System paid

\$200,381,990 in benefits to retirants and beneficiaries, plus

\$47,129,942 in lump sum defined contribution plan benefits

### **OTHER ACCOMPLISHMENTS**

In addition to the financial results achieved, other significant accomplishments of the Board of Trustees and staff during this past year included:

The System hired a new master securities custodian saving \$500,000 per year over its former custodian

The System obtained the capability to calculate the total fund and composite asset class investment returns using the AIMR compliant time weighted method.

The System continued publishing its newsletter twice per year, expanding its scope and content.

The administrative staff of the Retirement System handled over 15,000 telephone requests and personal visits from members and

retirees, up significantly from the prior year

The System's internet web site ([www.rscd.org](http://www.rscd.org)) was enhanced to provide a benefit estimate function which can be accessed by members of the System.

Further enhancements to the System's state-of-the-art computer systems were implemented to support the System's internet web site as well as provide electronic access to member files.

The System continued to provide a toll-free telephone number (1-800-339-8344).

At June 30, 2004 the System had 5,060 active employee members and 8,328 retirees and beneficiaries.

### **CONTENTS OF THE REPORT**

This is a consolidated report of the Defined Benefit Plan and the Defined Contribution Plan of the Retirement System. The report consists of six (6) sections:

- I. **INTRODUCTORY SECTION** contains the Board of Trustees letter of transmittal, lists Retirement System Board members, and summarizes the Plan Benefit provisions.
- II. **FINANCIAL SECTION** contains the Independent Auditors report and the financial statements of the System.

## BOARD OF TRUSTEES LETTER CON'T

### III. ACTUARIAL & STATISTICAL SECTION

contains the results of the annual valuation and statistical tables which contain significant data pertaining to the Police and Fire Retirement System.

### IV. INVESTMENT SECTION

summarizes investment activities and identifies the System's advisors and consultants.

### V. SPECIAL INFORMATION SECTION

contains the "Safe Harbor Explanation" provided to recipients of distributions from qualified plans in order to satisfy section 402(f) of the Internal Revenue Code.

### VI. QUESTION & ANSWER SECTION

contains commonly asked Retirement System related questions.

### ACCOUNTING SYSTEM AND REPORTS

These financial statements have been prepared in accordance with generally accepted accounting principles applicable to governmental units. Effective with the 1994-95 fiscal year, in accordance with standards promulgated by the Governmental Accounting Standards Board (GASB), the Board of Trustees adopted the Market Value basis of reporting for investments, replacing book value reporting. Accordingly, all schedules presented in this report reflect the changes in market value for all Retirement System assets.

### REVENUES

The reserves needed to fund retirement benefits are accumulated through the collection of employer and employee contributions and from income on investments. Employer contributions for the 2003-2004 fiscal year totaled \$69,475,202 and employee contributions were \$10,318,299. Recognized investment income for the fiscal year was \$40.4 million resulting in an interest credit to Defined Contribution Plan accounts (annuity) for the 2004-2005 fiscal year of 1.2%.

### EXPENSES

Benefit payments are the primary disbursements of a Retirement System. Consequently, recurring benefit payments prescribed by the plan, refunds of contributions from the Defined Contribution Plan and the cost of administering the System comprise the total expenses. Administrative expenses are funded entirely from investment income.

Benefits disbursed during the 2003-2004 fiscal year totaled \$200.4 million paid to fulfill the System's recurring obligation to its retirees and beneficiaries. Defined Contribution Plan refunds were \$47.1 million. Benefits plus defined contribution plan refunds paid during the 2003-2004 fiscal year represented approximately 8% of the assets of the Retirement System.

### FUNDING AND RESERVES

The trust funds consist of contributions and earnings that are accumulated by the Retirement System in order to meet current and future benefit obligations to retirees and beneficiaries. A higher level of funding and a larger accumulation of assets leads to a greater potential for higher investment income. Continuous improvement in the funding of the System is the primary objective of the Board of Trustees.

As of June 30, 2004, the fund balances of the assets of the Retirement System totaled \$3.1 billion and the actuarial accrued liabilities were \$3.9 billion resulting in a funding deficit (excess of liabilities over assets) of \$783 million or 25.3% of the assets of the System.

### INVESTMENTS

The Retirement System invests all available funds in order to maximize both current income and long term appreciation. The primary objective of the System's investment policy is to assure that the System meets its responsibilities for providing all promised retirement benefits. The Board of Trustees invests all available funds in a diversified portfolio of investments with the objective of maximizing the overall long term appreciation of the Retirement System's assets while generating sufficient current income to pay the benefits which the members of the System have earned. The portfolio is

diversified to provide the highest possible total return on the System's assets with the least exposure to risk.

### ACKNOWLEDGMENTS

The preparation of this report reflects the combined efforts of the Retirement Systems' staff under the direction of the Board of Trustees. It is intended to provide complete and reliable information as a basis for making management decisions, to disclose compliance with legal provisions, and as a means of disseminating vital and pertinent information to all active and retired members of the Police and Fire Retirement System of the City of Detroit. This report is being distributed to all active members and retirees plus other interested parties.

Respectfully submitted,

Board of Trustees  
Police and Fire Retirement System  
of the City of Detroit

**ELECTED EMPLOYEE MEMBERS:**

MARK KNOWLES  
**Fire Sergeant,**  
Fire Department  
Term expires June 30, 2004

JOHNNY GOLDEN  
**Sergeant,**  
Police Department  
Term expires June 30, 2004

WILLIAM L. FAIRWEATHER  
**Battalion Fire Chief,**  
Fire Department  
Term expires June 30, 2005

LAURA ISOM  
**Inspector,**  
Police Department  
Term expires June 30, 2005

GEORGE ORZECH  
**Fire Lieutenant,**  
Fire Department  
Term expires June 30, 2006

PAUL STEWART  
**Police Officer,**  
Police Department  
Term expires June 30, 2006

**EX-OFFICIO MEMBERS:**

KWAME M. KILPATRICK  
**Mayor**

SHARON MCPHAIL  
**Council Designate,**  
City Council

CLARENCE WILLIAMS  
**Treasurer**

ELLA BULLY-CUMMINGS  
**Chief of Police**

TYRONE C. SCOTT  
**Fire Commissioner**

**OFFICERS:**

SEAN K. WERDLOW  
**CFO/Finance Director**  
Ex-officio Secretary

NICHOLAS DEGEL  
**Executive Secretary**

WALTER STAMPOR  
**Assistant Secretary**

**ACTUARY:**

GABRIEL, ROEDER,  
SMITH & CO.

**MEDICAL DIRECTOR:**

REGINALD E. O'NEAL, D.O.

**PERFORMANCE**

**EVALUATION:**

SMITH BARNEY

**LEGAL ADVISOR:**

RONALD ZAJAC

**REAL ESTATE**

**CONSULTANT:**

THE TOWNSEND GROUP

**MASTER CUSTODIAN:**

STATE STREET CORPORATION

**FULL SERVICE**

**CONSULTANT:**

NORTH POINT ADVISORS

SUMMARY OF PLAN BENEFIT PROVISIONS

**AGE AND SERVICE RETIREMENT**

**ELIGIBILITY** – 25 years of service regardless of age.

**ANNUAL AMOUNT** – An annuity equal to the actuarial equivalent of the member’s accumulated contribution account plus a defined benefit, which, when added to the annuity, will provide the following:

- **Pre-1969 Members** 2.5% of AFC times the first 25 years of service, with a maximum allowance of 15/22 of a police officer’s or firefighter’s annual rate of compensation.
- **1969 Plan Members** 2.5% of AFC times the first 25 years of service plus 2.1% of AFC times each of the next 10 years of service.

Members may elect to receive their accumulated contribution account in a lump sum after 25 years of service. The defined benefit at retirement is then reduced by the actuarial equivalent of the amount of principal withdrawn. No reduction is made with regard to the interest portion of the withdrawal.

Pre-1969 plan members may elect 1969 plan benefits at the time of retirement.

**TYPE OF AVERAGE FINAL COMPENSATION (AFC)** – Average of the current compensation for the ranks held in each of the last five years (last three years for DPCOA, Executive members and their Fire equivalents) plus longevity. Pension benefits for nonunion employees may not be diminished due to a reduction in compensation because of fiscal emergency. AFC includes prior longevity distributions during the averaging period in accordance with the following schedule: 1% of compensation after 5 years of service, 2% after 11 years, 3% after 16 years and 4% after 21 years.

**DEFERRED RETIREMENT VESTED BENEFIT**

**ELIGIBILITY** – Age 40 with 8 years of service, or if a DPOA Member or their Fire equivalents who terminate employment on or after August 29, 2003 with ten years of credited service regardless of age.

**ANNUAL AMOUNT** – Same as regular retirement but based on average final compensation and credited service at the time of termination.

**BENEFIT COMMENCEMENT** – **Members hired prior to 7/1/85:** Unreduced benefit begins at the age when the member would have first been eligible for regular retirement had the member continued in City service. **DPOA Members and their Fire equivalents hired after 6/30/85:** Unreduced benefit begins at age 62. All members may elect a reduced benefit payable immediately.

**DUTY DISABILITY RETIREMENT**

**ELIGIBILITY** – No age or service requirements.

**ANNUAL AMOUNT** – A basic benefit of 50% of final compensation and a supplemental benefit of 16 2/3% of final compensation. After 24 months, members disabled from any occupation continue to receive both benefits, otherwise, members receive only the 50% benefit. Upon attaining 25 years of service, members receive only the basic benefit of 50%. Members convert to regular retirement at age 65. Workers Compensation payments are offset.

Members who filed for duty disability retirement prior to July 1, 1995, for DPOA members and fire equivalents or prior to June 30, 1998, for all others receive 66 2/3% of final compensation payable to the eligibility date for regular retirement. After the eligibility date for regular retirement, benefit is computed as a regular retirement benefit. Workers Compensation payments are offset.

## SUMMARY OF PLAN BENEFIT PROVISIONS CON'T

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### NON-DUTY DISABILITY RETIREMENT

**ELIGIBILITY** – 5 years of service.  
**ANNUAL AMOUNT** – Computed as a regular retirement benefit, but based on average final compensation and credited service at the time of disability. Minimum benefit is 20% of average final compensation.

### DUTY DEATH BEFORE RETIREMENT

**ELIGIBILITY** – No age or service requirement.  
**ANNUAL AMOUNT** – Widow receives 5/11 of a patrolman's or fireman's compensation and each child under age 18 receives 1/10 of such compensation with a maximum total of 7/33 of such compensation. If there is no widow, each child receives 1/4 of such compensation with a maximum total of 1/2 of such compensation. If there is no widow or children, each dependent parent receives 1/6 of such compensation. Worker's compensation payments are offset.

### NON-DUTY DEATH BEFORE RETIREMENT

**ELIGIBILITY** – No age or service requirement.  
**ANNUAL AMOUNT** – Same as regular retirement benefit to a widow or dependent widower, but reduced in accordance with a 100% joint and survivor option election. Minimum benefit is 20% of average final compensation. Each child under 18 receives 1/7 of a patrolman's or fireman's compensation with a maximum total of 2/7 of such compensation. If there is no spouse or children, each dependent parent receives 1/7 of such compensation.

### POST RETIREMENT COST-OF-LIVING ADJUSTMENTS

**PRE-1969 PLAN MEMBERS:** Allowances increase in proportion to active member compensation for the corresponding rank.  
**POST-1969 PLAN MEMBERS:** Pensions increase by 2.25% of the **original** pension amount. LSA and DPCOA members, and their Fire equivalents, who retire July 1, 1998 or later and DPOA members and their Fire equivalents, who retire July 1, 2001 or later the 2.25% annual increase shall be compounded.

### MEMBER CONTRIBUTIONS

5% of covered compensation payable until first eligible for regular retirement.