

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

The Board of Trustees of the Policemen and Firemen 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, 2001.

### **FINANCIAL RESULTS**

The past year was another highly challenging and demanding period in the financial markets. The stock market, as measured by the S&P 500 Index, declined 14.8%. Despite this, the Board's long-term asset allocation plan, coupled with active investment management, delivered an overall return on invested assets of 4.2%. The returns from the Board's allocation to bonds and real estate offset the decline in the Board's allocation to stocks.

While this year's total fund investment return is disappointing, it must be considered in a longer-term context. 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.

This annual rate of return is less than the Retirement System has achieved in some time but we must all keep in mind the simple reality that the stock market does not go up each and every year. There are up-years and there are down-years. This was a down-year after several consecutive up-years. The fiscal year ended June 30, 2001, was the first year of single-digit total fund investment returns following six consecutive years of double-digit total fund investment return. From 1995-2001 the total fund investment return was 13.4% or 1.7 times the System's actuarially assumed rate of 7.8%.

The Board's significant financial results achieved during this past year included:

1. The System paid \$179 million in regular retirement benefits, an increase of \$9 million over the prior year plus accrued \$52.3 million in additional retiree (13th check) benefits.
2. The System paid out \$17.8 million in lump sum Defined Contribution Plan (Annuity) benefits.
3. The funded status of the System at June 30, 2001 was 112.6% making the System one of the financially strongest public employee pension funds in the country.
4. The investment income recognized by the System was \$163.4 million.

5. Administrative expenses decreased by \$509,000 or 14% from the prior fiscal year. The administrative expenses of the system continued to be less than one-tenth of one percent of the assets of the System, one of the lowest expense ratios for public employee pension funds in the country. Administrative expenses are paid entirely through investment income.

### **OTHER ACCOMPLISHMENTS**

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

1. The System continued publishing its newsletter twice per year, expanding its scope and content.
2. 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.
3. 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 quicker access to member files.
4. The System continued to provide a toll-free telephone number (1-800-339-8344).

At June 30, 2001, the System had 5,453 active employee members and 8,166 retirees and beneficiaries, a slight increase over the prior year.

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 Board members, and summarizes the Plan Benefit provisions.
- II **FINANCIAL SECTION** contains the financial statements of the System.
- III **ACTUARIAL & STATISTICAL SECTION** contains the results of the annual valuation and statistical tables which contain significant data pertaining to the Policemen and Firemen 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.

## BOARD OF TRUSTEES LETTER CON'T

## VI QUESTION &amp; 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 through income on investments. Employer contributions for the 2000-2001 fiscal year totaled \$14,443,382 and employee contributions were \$10,300,781. Net investment income for the fiscal year was \$163 million resulting in a Defined Contribution Plan accounts (annuity) interest rate for the 2002-2003 fiscal year of 4.2%.

**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 2000-2001 fiscal year totaled \$249.3 million, down slightly from the prior year. Of this amount \$179.2 million was paid to fulfill the System's recurring obligation to its retirants. In addition, the Retirement System accrued \$52.3 million in additional, one-time (13th check) benefits to retirants. Defined Contribution Plan refunds were \$17.8 million, a decrease of \$8.7 million or 32.9% from the prior year.

**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 retirants 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, 2001, the fund balances of the assets of the Retirement System totaled \$3.900 billion and the actuarial accrued liabilities were \$3.463 billion resulting in a funding surplus (excess of assets over liabilities) of \$437 million or 13% 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. The income and capital gains realized from the investment portfolio was \$163.4 million during the 2000-2001 fiscal year.

**ACKNOWLEDGMENTS**

The preparation of this report reflects the combined efforts of the Retirement System's 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 Policemen and Firemen 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  
Policemen and Firemen  
Retirement System of the  
City of Detroit

**ELECTED EMPLOYEE MEMBERS:**

MICHAEL V. NEVIN  
**Fire Fighter,**  
Fire Department  
Term expires June 30, 2001

JOHNNY GOLDEN  
**Sergeant,**  
Police Department  
Term expires June 30, 2001

WILLIAM L. FAIRWEATHER  
**Fire Captain,**  
Fire Department  
Term expires June 30, 2002

LAURA ISOM  
**Inspector,**  
Police Department  
Term expires June 30, 2002

GEORGE ORZECZ  
**Fire Sergeant,**  
Fire Department  
Term expires June 30, 2003

DERRICK ROYAL  
**Police Officer,**  
Police Department  
Term expires June 30, 2003

**EX-OFFICIO MEMBERS:**

DENNIS W. ARCHER  
**Mayor**

GIL HILL  
**Council Designate,**  
City Council

SHAFTER TERRY III  
**Treasurer**

BENNY NAPOLEON  
**Chief of Police**

CHARLES E. WILSON  
**Fire Commissioner**

**OFFICERS:**

J. EDWARD HANNAN  
**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:**

GRAY & COMPANY

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.

**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. **Members 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.  
**1969 PLAN MEMBERS:** Pensions increase by 2.25% of the **original** pension amount each July 1.

### MEMBER CONTRIBUTIONS

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