



**Cavanaugh Macdonald**  
CONSULTING, LLC

*The experience and dedication you deserve*



**CONNECTICUT POLICE OFFICERS AND  
FIREFIGHTERS SURVIVORS' BENEFIT FUND**

**ACTUARIAL VALUATION REPORT  
PREPARED AS OF JUNE 30, 2023**





# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

February 14, 2024

State of Connecticut  
State Employees Retirement Commission  
55 Elm Street  
Hartford, CT 06106

Members of the Commission:

Connecticut General Statutes Section 7-113 governs the operation of the Connecticut Police Officers and Firefighters Survivors' Benefit Fund (SBF). At the direction of the Commission, the actuary makes periodic valuations of the contingent assets and liabilities of the Benefit Fund. This report provides the results of the actuarial valuation of the SBF prepared as of June 30, 2023. In preparing the valuation, the actuary relied on data provided by the Comptroller's Office. While not verifying data at the source, the actuary performed tests for consistency and reasonableness.

This valuation results in a decrease to the required employer normal contribution rate for the 2025 fiscal year from 1.30% to 0.19% of annual compensation. In addition, each participating employer is also assessed a \$60 per covered employee administrative expense. Please note that the resulting total contribution requirement for New Britain Police is determined by applying the 0.19% of annual compensation plus the \$60 per covered employee expense less \$4,852 due to the annual recognition of the remaining surplus allocated to that employer as of June 30, 2023 with 12-years remaining until settled.

The actuarial assumptions recommended by the actuary and adopted by the Commission are reasonably related to the experience under the System and to reasonable expectations of anticipated experience under the System. The valuation method used is the Entry Age Normal Frozen Initial Liability cost method. Gains and losses under this method will impact the employer normal contribution.

Since the previous valuation, various economic and demographic assumptions have been revised to reflect the results of the experience investigation for the five-year period ending June 30, 2022. The changes adopted by the Commission on February 15, 2024, include adjusting the assumed rates of Withdrawal, Disability, Retirement, Mortality, and Salary Merit to more closely reflect experience.



Members of the Commission  
February 14, 2024  
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This is to certify that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement system and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.

Future actuarial results may differ significantly from the current results 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; 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. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

The actuarial computations presented in this report are for purposes of determining the recommended funding amounts for the System. Use of these computations for purposes other than meeting these requirements may not be appropriate.

The undersigned meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Sincerely yours,

A handwritten signature in blue ink that reads 'John J. Garrett'.

John J. Garrett, ASA, FCA, MAAA  
Principal and Consulting Actuary

A handwritten signature in blue ink that reads 'Edward J. Koebel'.

Edward J. Koebel, EA, FCA, MAAA  
Chief Executive Officer



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## Section I – Summary of Principal Results

### CONNECTICUT POLICE OFFICERS AND FIREFIGHTERS SURVIVORS' BENEFIT FUND

PREPARED AS OF JUNE 30, 2023

1. For convenience of reference, the principal results of the 2022 and the 2023 annual valuations are summarized below. Recommended contributions for each participating employer are provided in Section III.

Valuation Date	June 30, 2023	June 30, 2022
Number of Active Members	669	653
Annual Compensation	\$74,846,889	\$69,935,655
Retired Members:		
Number	451	416
Deferred Vested Members:		
Number	207	182
Annuitant Members:		
Number	110	106
Annual Allowances	\$1,766,100	\$1,502,337
Assets:		
Market Value	\$ 47,868,069	\$ 43,762,175
Actuarial Value	\$ 49,249,371	\$ 45,957,362
Funded Ratio	83.9%	72.5%
<b>For Fiscal Year Ending</b>	<b>June 30, 2025</b>	<b>June 30, 2024</b>
Employer Normal Contribution Rate:	0.19%	1.30%





## Section I – Summary of Principal Results

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2. Schedule A of this report presents the development of the actuarial value of assets.
  
3. Schedule C of the report presents the development of the actuarial assumptions and methods employed. The changes adopted by the Commission on February 15, 2024, include adjusting the assumed rates of Withdrawal, Disability, Retirement, Mortality, and Salary Merit to more closely reflect experience. These assumption changes (mainly due to mortality change) decreased liabilities by \$11.2 million and decreased the Employer Normal Contribution Rate by 1.24%.
  
4. Schedule D gives a summary of the benefit and contribution provisions of the plan. There have been no changes since the previous valuation.





## Section II – Assets

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1. As of June 30, 2023, the total market value of assets amounted to \$47,868,069 as reported by the Comptroller's Office. This represents an investment return of 8.42% for the fiscal year ending June 30, 2023. Schedule B shows receipts and disbursements of the System for the two years preceding the valuation date and a reconciliation of the fund balances at market value.
  
2. Schedule A shows the development of the actuarial value of assets as of June 30, 2023. The actuarial value of assets developed in this valuation is \$49,249,371 reflecting a rate of return on the actuarial value of 6.25% for fiscal year ending June 30, 2023.





## Section III – Contributions Payable By Employer

The following table shows the comparison of the employer normal contribution rate payable by the employer as calculated in the June 30, 2022 and the June 30, 2023 annual valuations. The 2023 valuation results apply to the fiscal year ending June 30, 2025. These amounts include only the employer normal contribution rate. The recommended dollar amount for each entity is determined by applying the normal contribution rate to annual compensation at the beginning of the applicable fiscal year, plus the additional administrative expense of \$60 per covered employee. In addition, New Britain Police will subtract \$4,852 from the amount determined above due to the annual recognition of their surplus balance as of June 30, 2023. The asset surplus for all other towns has been fully recognized and is \$0 in the June 30, 2023 valuation.

### CALCULATION OF ANNUAL NORMAL COST

	June 30, 2023*	June 30, 2022
(1) Actuarial Liabilities		
Present Value of Future Benefits Payable to:		
Present Annuitants	\$ 14,388,704	\$ 12,442,117
Present Retired Members	23,000,529	21,109,421
Present Active Members	17,288,979	25,897,540
Inactive Members	<u>4,043,201</u>	<u>3,961,452</u>
Total Actuarial Liabilities	\$ 58,721,413	\$ 63,410,530
(2) Actuarial Value of Assets	49,249,371	45,957,362
(3) Present Value of Future Contributions by Members	7,989,866	7,617,302
(4) Unfunded Accrued Liability (Surplus) for New Britain	(41,236)	(43,390)
(5) Present Value of Future Employer Normal Costs (1) – (2) – (3) – (4)	\$ 1,523,412	\$ 9,879,256
(6) Present Value of Future Salary	\$ 798,986,553	\$ 761,730,238
(7) Employer Normal Contribution Rate (5) / (6), not less than zero	0.19%	1.30%

\* Reflects new actuarial assumptions from MERS experience study for the 5-year period ending June 30, 2022.







## Section III – Contributions Payable By Employer

### CALCULATION OF ESTIMATED CONTRIBUTIONS BY EMPLOYER\*

Municipality	Active Members	Estimated Contributions for fiscal year ending June 30, 2025
Derby Police	32	\$10,057
Manchester Fire	91	26,705
Middlefield Police	0	0
Milford Fire	109	31,961
Milford Police	110	30,993
New Britain Police	155	40,071
New London Fire	65	17,119
New London Police	66	18,625
Seymour Police	41	12,096
Total	669	\$187,627

\* Estimated contribution amounts shown above include the \$60 administrative fee per active member and the offset for the New Britain Police municipality.





## Section IV – Risk Assessment

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Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we must now include a low-default-risk obligation measure of the Fund's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of this plan.

This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of June 30, 2023 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a low-default-risk obligation measure liability of approximately \$79.0 million.

This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan.





## Schedule A – Development of Actuarial Value of Assets

		June 30, 2023
(1)	Actuarial Value Beginning of Year*	\$45,957,362
(2)	Market Value End of Year	\$47,868,069
(3)	Market Value Beginning of Year	\$43,762,175
(4)	Cash Flow	
	(a) Contributions	\$ 1,789,483
	(b) Disbursements	<u>(1,383,378)</u>
	(c) Net: (4)(a) + (4)(b)	\$ 406,105
(5)	Investment Income	
	(a) Market Total: (2) – (3) – (4)(c)	\$3,699,789
	(b) Assumed Rate	7.00%
	(c) Amount for Immediate Recognition: [(1) x (5)(b)] + [{"(4)(a) + (4)(b)} x (5)(b) x 0.5]	3,231,229
(6)	Expected Actuarial Value End of Year: (1) + (4)(c) + (5)(c)	\$49,594,696
(7)	Phased-In Recognition of Investment Income	
	(a) Difference Between Market & Expected Actuarial Value: (2) – (6)	(1,726,627)
	(b) 20% of Difference: 0.2 x (7)(a)	(345,325)
(8)	Preliminary Actuarial Value End of Year: (6) + (7)(b)	\$49,249,371
(9)	Final Actuarial Value End of Year Using 20% Corridor: Greater of [(8) and .8 x (2)], but no more than 1.2 x (2)	\$49,249,371
(10)	Difference Between Market & Actuarial Values: (2) – (9)	(1,381,302)
(11)	Rate of Return on Preliminary Actuarial Value	6.25%

\* Prior to Corridor Constraints, if applicable





## Schedule B – Summary of Receipts and Disbursements

(Market Value)

	YEAR ENDING	
	June 30, 2023	June 30, 2022
<u>Receipts for the Year</u>		
Contributions:		
Members	\$ 763,711	\$ 719,329
Employer/Transfers	<u>1,025,772</u>	<u>1,021,411</u>
Subtotal	\$ 1,789,483	\$ 1,740,740
Investment Earnings (net of expenses)	3,699,789	(4,308,627)
Other	<u>0</u>	<u>0</u>
<b>Total Receipts</b>	\$ 5,489,272	\$ (2,567,887)
<u>Disbursements for the Year</u>		
Benefit Payments and Refunds	\$ (1,383,378)	\$ (1,399,145)
Other	<u>0</u>	<u>(52,371)</u>
<b>Total Disbursements</b>	\$ (1,383,378)	\$ (1,451,516)
<u>Reconciliation of Asset Balances</u>		
Asset Balance as of the Beginning of Year	\$ 43,762,175	\$ 47,781,578*
Excess of Receipts over Disbursements	<u>4,105,894</u>	<u>(4,019,403)</u>
<b>Asset Balance as of the End of Year</b>	\$ 47,868,069	\$ 43,762,175
Rate of Return	8.42%	(8.99)%

\* Adjusted by \$1 from previous year's valuation report





## Schedule C – Outline of Actuarial Assumptions and Methods

Adopted or reaffirmed by the Commission for the June 30, 2023 and later valuations based on the experience investigation report for the five-year period ending June 30, 2022 which can be found at on the Office of the State Comptroller - Retirement Services Division website.

**VALUATION INTEREST RATE:** 7.00% per annum, compounded annually, net of expenses.

**SALARY INCREASES:** Representative values of assumed annual rates of salary increase are as follows:

Service (in Years)	Annual Rates of		
	Merit & Seniority	Base (Economy)	Increase Next Year
<= 1	6.50%	3.00%	9.50%
2	3.50	3.00	6.50
3	3.00	3.00	6.00
4	2.50	3.00	5.50
5	2.00	3.00	5.00
6	1.50	3.00	4.50
7	1.00	3.00	4.00
8	0.75	3.00	3.75
9	0.50	3.00	3.50
10	0.25	3.00	3.25
11 to 19	0.00	3.00	3.00
20	2.00	3.00	5.00
21 to 23	0.00	3.00	3.00
24	2.00	3.00	5.00
25+	0.00	3.00	3.00

**SEPARATIONS FROM ACTIVE SERVICE OTHER THAN RETIREMENT AND DEATH:** Representative values of the assumed annual rates of separation before service retirement are as follows:

Age	Withdrawal and Vesting		Service Related Disability*
	0 – 4 years	5 – 24 years	
20	5.00%	5.00%	0.10%
25	5.00	5.00	0.10
30	4.00	3.50	0.12
35	3.75	2.00	0.12
40	2.50	1.50	0.21
45	2.50	1.70	0.38
50	2.50	2.50	0.45
55	3.50	0.00	0.25
60	3.50	0.00	0.35
65	0.00	0.00	0.40

\*Non-Service related disability rates for Police Officers and Firefighters are assumed to be zero at all ages.





## Schedule C – Outline of Actuarial Assumptions and Methods

**RETIREMENTS FROM ACTIVE SERVICE:** Representative values of the assumed annual rates of retirement are as follows:

Age	Years of Service						
	5	10	15	20	25	30	35
45					22.00%	17.60%	17.60%
50					22.30	17.60	17.60
55	3.80%	3.80%	6.70%	7.40%	20.60	17.60	17.60
60	2.90	2.90	3.50	8.80	24.80	27.00	27.00
65	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**MERS DROP ELECTION:** For the municipalities that participate in MERS, 33% of eligible members are assumed to enter the MERS DROP Plan. 33% of members who elect DROP are assumed to retire after 2 years, 33% are assumed to retire after 3 years, and 33% are assumed to retire after 4 years. No DROP elections are assumed for members with less than 10 years of service. No DROP elections are assumed for members after age 61.

**MORTALITY:** The Pub-2010 Mortality Tables set-forward one year (except Active Employees) and projected generationally with scale MP-2021:

- Service Retirees: Public Safety, Healthy Retiree Mortality Table.
- Disabled Retirees: Public Safety, Disabled Retiree Mortality Table.
- Beneficiaries: Public Safety, Contingent Annuitant Mortality Table.
- Active Employees: Public Safety, Employee Mortality Table.

In our opinion, the generational projection of the mortality rates with scale MP-2021 provide a sufficient margin in the assumed rates of mortality to allow for additional improvement in mortality experience.

**ASSET METHOD:** Actuarial Value, as developed in Schedule A. The actuarial value of assets recognizes 20% of any difference between actual and expected investment income (gain/loss) in the valuation year. In addition, the actuarial value of assets cannot be less than 80% or more than 120% of the market value of assets.

**VALUATION METHOD:** Entry Age Normal Frozen Initial Liability Cost method. Under this method, actuarial gains and losses will directly impact the normal contribution calculations of the employers. Initial liabilities for employer joining the Fund are determined upon entry and amortized over a 30-year period as a level dollar amount. This amortization amount is required in addition to the normal contribution and administrative expenses of the Fund.

**SPOUSES:** For members who have elected spouse coverage, husbands are assumed to be two years older than their wives.

**PERCENT MARRIED:** 80% of active members are assumed to be married.

**LOADING:** Since some retiree membership data has historically been reported without spousal information, a load has been added to more accurately reflect the potential retiree liability. The load factor is based on the assumed discount rate, post-retirement mortality tables and marital assumptions.





## **Schedule D – Summary of Main Benefit and Contribution Provisions**

The Connecticut Police Officers and Firefighters Survivors' Benefit Fund became effective July 1, 1966. The following summary describes the main membership, benefits and contribution provisions of the Fund as interpreted for the valuation.

### **MEMBERSHIP**

Any municipality may elect or vote to include any of its police officers and/or firefighters as of the next following July 1<sup>st</sup>. Only full-time employees are eligible for membership.

### **BENEFITS**

Survivor benefits are provided upon the death of an active or retired member of the Fund. Benefits are based on the annual rate of full-time pay on the date of death. For retired members, the rate of pay immediately prior to retirement is used.

The annual benefit payable from the date of death is equal to one of the following:

1. To a surviving spouse, an amount equal to 30% of pay.
2. To a surviving spouse with one dependent child under the age of 18, an amount equal to 45% of pay.
3. To a surviving spouse with two or more dependent children under the age of 18, an amount equal to 60% of pay.
4. To one dependent child under the age of 18 in the case where there is no benefit payable to a surviving spouse, an amount equal to 30% of pay.
5. To two or more dependent children under the age of 18 in the case where there is no benefit payable to a surviving spouse, an amount equal to 45% of pay.
6. To a depended parent in the case where there is no benefit payable to a surviving spouse or dependent child, an amount equal to 30% of pay.

Benefits to surviving spouses cease upon death or remarriage. Benefits to dependent children cease at age 18. Benefits to dependent parents cease upon death.

If there are no survivors eligible for a benefit on the date of the member's death, accumulated member contributions without interest are paid to a designated beneficiary of the member's estate.





## **Schedule D – Summary of Main Benefit and Contribution Provisions**

### **CONTRIBUTIONS TO THE FUND**

Active members contribute at the rate of 1.00% of salary. Participating municipalities contribute an amount as determined by the actuarial valuation that is necessary to adequately fund all benefits. An annual administration fee of \$60 per active member is also paid by the employer.







## Schedule E – Detailed Distributions of the Data

Total Active Members as of June 30, 2023  
Distributed by Age Group and Years of Service

Age Group	Derby Police	Manchester Fire	Middlefield Police	Milford Fire	Milford Police	New Britain Police	New London Fire	New London Police	Seymour Police	Total	
										No.	Compensation
Under 25	0	6	0	4	5	8	4	4	1	32	2,298,695
25 to 29	6	19	0	18	14	47	6	10	7	127	11,408,938
30 to 34	3	15	0	15	20	20	11	13	11	108	11,449,970
35 to 39	9	16	0	27	22	34	15	11	0	134	15,867,123
40 to 44	6	8	0	17	21	22	3	12	4	93	11,807,712
45 to 49	3	16	0	15	11	13	5	5	7	75	9,293,201
50 to 54	3	4	0	8	10	8	8	4	8	53	6,707,379
55 to 59	2	5	0	4	3	3	8	5	2	32	3,964,244
60 & Up	0	2	0	1	4	0	5	2	1	15	2,049,627
<b>Total</b>	<b>32</b>	<b>91</b>	<b>0</b>	<b>109</b>	<b>110</b>	<b>155</b>	<b>65</b>	<b>66</b>	<b>41</b>	<b>669</b>	<b>74,846,889</b>

Average Age: 38.1  
Average Service: 10.58  
Average Pay: \$111,879





## Schedule E – Detailed Distributions of the Data

Eligible Retirees and Deferred Vested Members as of June 30, 2023  
Distributed by Age Group

Age Group	Derby Police	Manchester Fire	Middlefield Police	Milford Fire	Milford Police	New Britain Police	New London Fire	New London Police	Seymour Police	Total Count
Under 30	0	0	0	0	2	8	1	2	1	14
30 to 34	2	2	0	2	6	16	1	5	4	38
35 to 39	2	4	0	7	9	11	3	11	2	49
40 to 44	1	1	0	5	3	14	3	2	1	30
45 to 49	0	0	0	5	12	12	2	4	1	36
50 to 54	2	10	1	10	16	12	5	10	3	69
55 to 59	6	23	1	19	23	6	5	15	8	106
60 to 64	3	13	0	27	22	0	8	20	3	96
65 to 69	5	12	0	19	19	1	9	12	2	79
70 to 74	3	8	0	14	8	0	5	4	8	50
75 to 79	1	16	0	8	4	0	10	8	6	53
80 to 84	2	9	0	4	4	0	4	1	0	24
85 to 89	1	3	0	0	0	0	3	1	4	12
90 & Up	0	0	0	0	0	0	1	0	1	2
<b>Total</b>	<b>28</b>	<b>101</b>	<b>2</b>	<b>120</b>	<b>128</b>	<b>80</b>	<b>60</b>	<b>95</b>	<b>44</b>	<b>658</b>

Average Age: 58.0





## Schedule E – Detailed Distributions of the Data

Total Annuitants as of June 30, 2023  
Distributed by Age Group

Age Group	Derby Police	Manchester Fire	Middlefield Police	Milford Fire	Milford Police	New Britain Police	New London Fire	New London Police	Seymour Police	Total	
										No.	Annual Benefit
Under 30	0	0	0	0	1	0	0	2	0	3	35,826
30 to 34	0	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	0	0	0	0	0	0	0	0	0
40 to 44	0	0	0	0	1	0	0	0	0	1	20,793
45 to 49	0	0	0	0	0	1	0	0	0	1	21,790
50 to 54	1	0	0	0	0	0	1	0	0	2	54,764
55 to 59	1	0	0	1	1	0	0	0	0	3	78,493
60 to 64	1	0	0	0	1	0	0	0	0	2	32,756
65 to 69	1	2	0	2	1	0	0	2	4	12	222,573
70 to 74	1	1	0	3	7	0	3	1	1	17	278,481
75 to 79	0	2	0	5	4	0	3	3	2	19	333,645
80 to 84	1	6	0	5	3	1	5	0	0	21	327,176
85 to 89	2	5	0	6	3	0	0	0	1	17	240,371
90 & Up	0	3	0	2	2	0	2	3	0	12	119,432
<b>Total</b>	<b>8</b>	<b>19</b>	<b>0</b>	<b>24</b>	<b>24</b>	<b>2</b>	<b>14</b>	<b>11</b>	<b>8</b>	<b>110</b>	<b>1,766,100</b>

Average Age: 75.8

Average Benefit: \$16,055

