



May 28, 2024 E-Mail

Ms. Mya Bernskoetter
 Employer Reporting Analyst
 Missouri Local Government
 Employees Retirement System
 P.O. Box 1665
 Jefferson City, Missouri 65102

Re: City of Gladstone Public Safety Department Split (#0159)

Dear Mya:

As you requested, we have performed actuarial valuations as of February 28, 2023 for the active and deferred members reported as Public Safety members and the remaining active and deferred members of the General department of the City of Gladstone. The results of the actuarial valuations follow (contribution rates shown below are uncapped employer contribution rates):

	Public Safety Subdepartment	Other General Subdepartments	Combined
<u>Member Statistics</u>			
Number Active	9	69	78
Payroll	\$461,770	\$3,866,659	\$4,328,429
Average Pay	51,308	56,039	55,493
Accumulated Contributions (Actives)	13,186	796,775	809,961
Number Deferred	0	46	46
<u>Actuarial Accrued Liabilities (AAL)</u>			
Active AAL	\$247,174	\$10,157,805	\$10,404,979
Deferred AAL	0	2,966,512	2,966,512
Increase AAL - Public Safety Provisions and Assumptions	34,451	0	0
Total AAL	\$281,625	\$13,124,317	\$13,371,491
<u>Actuarial Value of Assets</u>			
Members Deposit Fund (MDF)	\$13,186	\$1,101,538	\$1,114,724
Employer Accumulation Fund (EAF)*	190,355	9,705,973	9,896,328
Total Assets	\$203,541	\$10,807,511	\$11,011,052
Funded Ratio	72.3%	82.3%	82.3%
Unfunded Actuarial Accrued Liability (UAAL)	\$78,084	\$2,316,806	\$2,360,439
<u>Computed Employer Contribution Rate</u>			
Normal Cost Rate	13.50%	12.20%	12.10%
Casualty Rate	0.50	0.50	0.50
Prior Service Cost Rate	<u>1.50</u>	<u>6.20</u>	<u>5.60</u>
Total Employer Contribution Rate (Uncapped)	15.50%	18.90%	18.20%

* Assets allocated to each division are estimated.

The Public Safety subdepartment is valued using public safety benefit provisions (normal retirement and deferred age equal to 55) and public safety assumptions. For members proposed to be covered in the Public Safety subdepartment, the actuarial accrued liability increased by \$34,451 and is amortized over 20 years based on the funding policy for benefit changes.

Please note that the results for the ‘Combined’ department are the same as those reported for the General department in the February 28, 2023 annual actuarial valuation report for the City of Gladstone. However, adding the results for the subdepartments shown on the previous page will not match the combined results due to valuing the Public Safety members alone as Public Safety members and combined as General members.

Per LAGERS staff, EAF assets were split between the two subdepartments so that each subdepartment’s funded percent would be the same as the combined General department based upon the General benefit provisions and assumptions as of February 28, 2023. This would require an accounting transfer based on market value, as of February 28, 2023, of \$189,282 of EAF assets to the Public Safety department with the remainder staying in the General department.

Below are projections needed to comply with Missouri state disclosure requirements (Section 105.665 of the RSMo) regarding the adoption of LAGERS benefits by a political subdivision. Under the Present Plan, members eligible to be considered Public Safety members are valued using General plan provisions and assumptions. Under the Alternate Plan, these members are valued using Public Safety plan provisions and assumptions. The projections below only include members eligible for the Public Safety subdepartment.

Valuation Date	Estimated Projected Payroll	Present Plan			Alternate Plan			Change due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2023	\$ 461,770	12.70%	\$ 58,645	\$ 43,633	15.50%	\$ 71,574	\$ 78,084	2.80%	\$ 12,929	\$ 34,451
2024	474,469	12.70%	60,258	42,053	15.50%	73,543	76,279	2.80%	13,285	34,226
2025	487,517	12.70%	61,915	40,234	15.50%	75,565	74,147	2.80%	13,650	33,913
2026	500,924	12.70%	63,617	38,155	15.50%	77,643	71,659	2.80%	14,026	33,504
2027	514,699	12.70%	65,367	35,796	15.50%	79,778	68,786	2.80%	14,411	32,990
2028	528,853	12.70%	67,164	33,132	15.50%	81,972	65,493	2.80%	14,808	32,361
2029	543,396	12.70%	69,011	30,139	15.50%	84,226	61,746	2.80%	15,215	31,607
2030	558,339	12.70%	70,909	26,791	15.50%	86,543	57,508	2.80%	15,634	30,717
2031	573,693	12.70%	72,859	23,058	15.50%	88,922	52,738	2.80%	16,063	29,680
2032	589,470	12.70%	74,863	18,909	15.50%	91,368	47,391	2.80%	16,505	28,482

The results shown for each employer only include members reported to LAGERS as of the valuation date, February 28, 2023. The methods and assumptions used in the actuarial valuations were the same as those used in the annual actuarial valuations as of February 28, 2023. In particular, the assumed rate of investment return was 7.00% and the assumed rate of payroll growth was 2.75%.



The actuarial valuation results presented on the previous pages are based upon the employer's benefit provisions as of February 28, 2023. A summary follows:

Provisions	ER #0159
Benefit Program	L-6
Final Average Salary*	5 Years
Member Contribution Rate	0%
Retirement Eligibility#	Regular

** All service earned prior to July 1, 2015 is covered under 3 year final average salary.
Members hired prior to July 1, 2015 are covered under the Rule of 80 provision.*

The long-term cost (C) of providing retirement benefits depends only on the benefits (B) that are paid to participants, the expenses (E) of administering the plan, and the investment return (I) generated on invested assets: $C = B + E - I$. For a given level of benefits, the cost of providing those benefits is lowered if administrative expenses are lowered or investment income is increased.


The long-term costs are financed by a series of employer and member contributions. The series of contributions is flexible. If more is contributed in early years, less has to be contributed in later years, and vice-versa. Over time the series of contributions has to have the same value as benefits and expenses. The actuary determines each year's contribution based on a funding method and a set of actuarial assumptions. The chosen funding method and assumptions do not affect the long term cost of providing retirement benefits, but have a strong impact on the series of contributions made to fund the benefits.

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.

Mita Drazilov is a Member of the American Academy of Actuaries, and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Please call if you have any questions.

Sincerely,
Gabriel, Roeder, Smith & Company



Mita D. Drazilov, ASA, FCA, MAAA

MDD:dj

cc: Judith Kermans (GRS)
Michael Gano (GRS)

