

City of Atlanta
Firefighters' Pension Fund

Actuarial Valuation Report
as of
January 1, 2007



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January 7, 2008

Board of Trustees
City of Atlanta Firefighters' Pension Fund
c/o Administrative Services, Inc.
2187 Northlake Parkway, Suite 106
Tucker, GA 30084

Ladies and Gentlemen:

This report presents the results of the actuarial valuation of the City of Atlanta Firefighters' Pension Fund as of January 1, 2007. The purpose of this report is to provide a summary of the funded status of the plan as of January 1, 2007, to determine the minimum required contribution for the 2008 plan year, and to determine the annual required contribution and accounting disclosures pursuant to Governmental Accounting Standard Nos. 25 and 27 (GASB 25/27).

Recommended Contribution

Currently, the plan receives contributions from the City of Atlanta and from employees. Employees contribute either 6% or 7% of base salary, depending on whether the employee has any beneficiaries who would be eligible for death benefits under the plan. The City contributes the amount that is actuarially determined as a level percentage of payroll, where the unfunded accrued liability is scheduled to be eliminated as of January 1, 2024 and payroll is assumed to increase at the rate of 4.00% per year. The contribution is based on the actuarial valuation results as of January 1 of the preceding plan year.

For the 2008 plan year, the minimum required contribution is 55.79% of payroll after taking into account expected employee contributions of 6.68% of payroll. This amount represents a decrease of 10.69% of payroll from the required contribution for the 2007 plan year.

The minimum required contribution decreases or increases due to experience gains and losses, respectively. The primary source of experience gains and losses is the investment return. As of December 31, 2006, an asset and income statement was not available from the plan's auditor. Therefore, we have based the December 31, 2006 on the best information that was available as of the date of this report.

During 2006, the market value of assets gained 9.55% as compared with an assumed return of 7.75%. However, rather than reflect the entire amount of the unrealized gains and losses immediately, the actuarial value of assets is based on a five-year phase-in of the unrealized

appreciation. On this basis, the actuarial value of assets gained 12.34% for the year, which was well above the assumed 7.75% return.

We will continue to monitor the assumptions used to determine the City's contribution and will make changes as necessary to reflect future expectations.

Contents of the Report

A summary of the results of the valuation is presented in Table I, while Table II provides a historical record of the City's contribution percentage. A detailed breakdown of the liabilities of the plan by type of benefit is presented in Table III. Information for the auditors can be found in Tables IV and V. Tables VI through VIII provide information about the fund's assets. In particular, Table VI provides a breakdown of the fund assets by investment type, and Tables VII and VIII provide a historical record of the growth, expenditures, and annual yields of the fund. Tables IX through XII provide a variety of useful information concerning the participant population. Finally, Table XIII provides a summary of the assumptions and methods used to complete the valuation and Table XIV provides a summary of the plan provisions.

Certification

To the best of our knowledge, this report fairly and accurately represents the liabilities of the plan as of January 1, 2007 based on the participant data and asset information provided by the City of Atlanta and the plan provisions and actuarial assumptions set forth herein. We believe that these assumptions are reasonable in the aggregate and represent our best estimate of anticipated experience. All calculations set forth herein conform to generally accepted actuarial principles and practices and comply with our current understanding of the requirements of the Georgia Code and the Governmental Accounting Standards Board.

Respectfully submitted,

Charles T. Carr
Consulting Actuary
Enrolled Actuary No. 05-04927



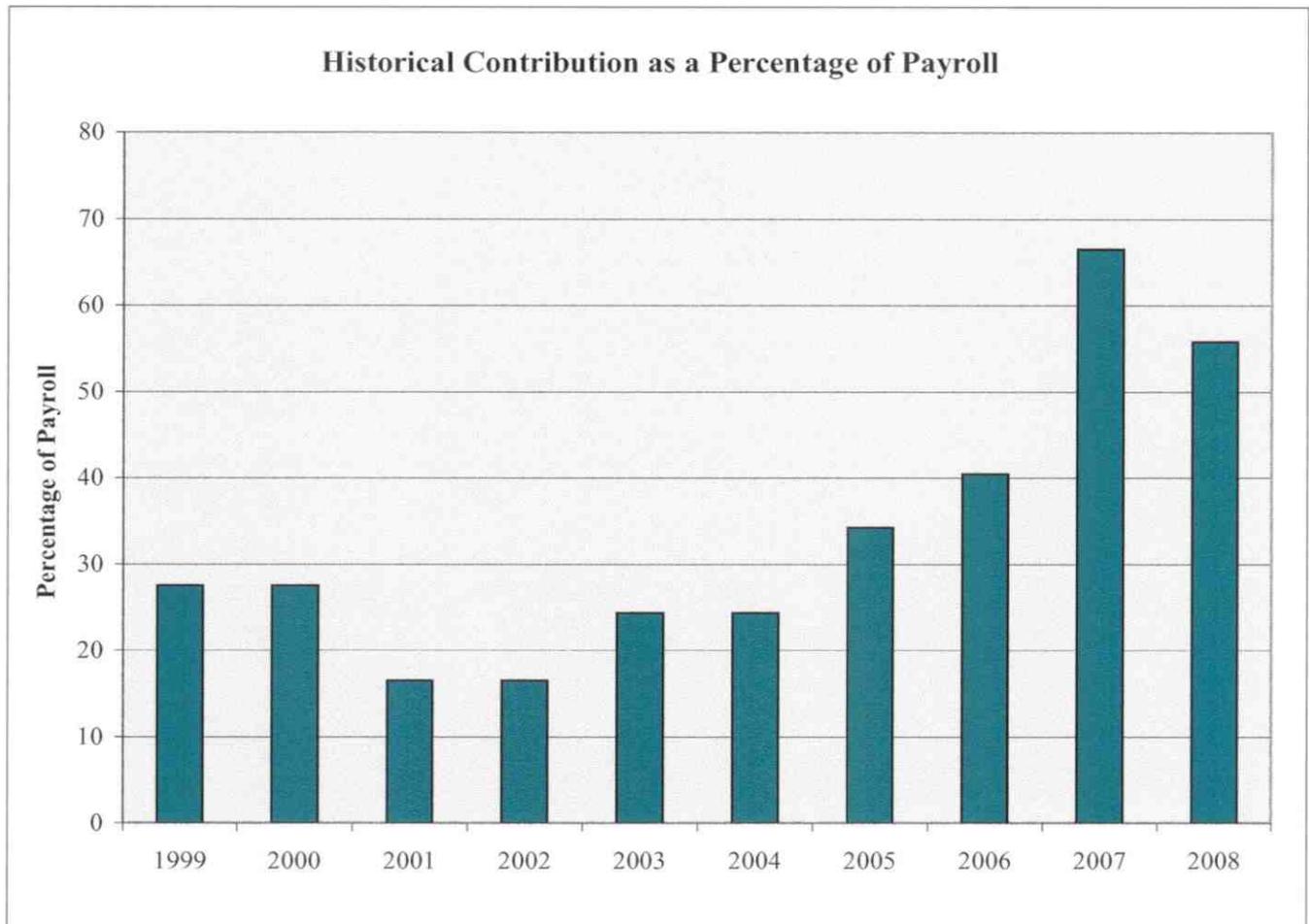
SUMMARY OF VALUATION RESULTS

TABLE I

	<u>As of January 1, 2006</u>	<u>As of January 1, 2007</u>
1. Number of Participants		
a. Active Participants		
i. Fully Vested	545	566
ii. Partially Vested	84	137
iii. Non-Vested	232	294
iv. Sub-total	<u>861</u>	<u>997</u>
b. Deferred Vested Participants	0	0
c. Retired Participants		
i. Service Retirement	447	487
ii. Disability Retirement	155	156
iii. Beneficiaries	212	220
iv. Sub-total	<u>814</u>	<u>863</u>
d. Total Participants	<u>1,675</u>	<u>1,860</u>
2. Expected Annual Compensation *	\$36,440	\$45,686
3. Development of Required Contribution *		
a. Actuarial Accrued Liability	\$557,706	\$577,271
b. Actuarial Value of Assets	(\$334,290)	(\$371,456)
c. Unfunded Actuarial Accrued Liability (UAAL)	<u>\$223,416</u>	<u>\$205,815</u>
d. Amortization Payment Towards UAAL	\$17,682	\$15,992
e. Normal Cost	<u>\$10,056</u>	<u>\$13,687</u>
f. Initial Annual Cost	<u><u>\$27,738</u></u>	<u><u>\$29,679</u></u>

	<u>For the 2007 Plan Year</u>	<u>For the 2008 Plan Year</u>
4. Minimum Required Contribution		
a. Level Percent Amortization of UAAL	46.66 %	33.66 %
b. Normal Cost Percentage	26.53 %	28.81 %
c. Total Contribution Percentage	<u>73.19 %</u>	<u>62.47 %</u>
d. Effective Employee Contribution	<u>(6.71)%</u>	<u>(6.68)%</u>
e. Minimum Required Employer Contribution	<u>66.48 %</u>	<u>55.79 %</u>

* dollar amounts are shown in 000's



<u>Plan Year</u>	<u>Employer Contribution Percentage</u>	<u>Plan Year</u>	<u>Employer Contribution Percentage</u>	<u>Plan Year</u>	<u>Employer Contribution Percentage</u>
1999	27.53%	2003	24.30%	2007	66.48%
2000	27.53%	2004	24.30%	2008	55.79%
2001	16.50%	2005	34.22%		
2002	16.50%	2006	40.44%		

LIABILITIES AS OF January 1, 2007

TABLE III

	Retirement Benefits	Disability Benefits	Withdrawal Benefits	Pre-Ret. Death Benefits	Return of Employee Contributions	Total
1. Present Value of Future Benefits						
a. Active participants	\$321,782	\$8,871	\$727	\$7,433	\$257	\$339,070
b. Def. vested participants	\$0	\$0	\$0	\$0	\$0	\$0
c. Retired participants:						
Retirees	\$228,916	\$66,848	\$0	\$0	\$0	\$295,764
Beneficiaries	\$37,224	\$0	\$0	\$0	\$0	\$37,224
d. Total	\$587,922	\$75,719	\$727	\$7,433	\$257	\$672,058
2. Entry Age Accrued Liability						
a. Active participants	\$233,257	\$5,464	\$309	\$5,126	\$127	\$244,283
b. Def. vested participants	\$0	\$0	\$0	\$0	\$0	\$0
c. Retired participants:						
Retirees	\$228,916	\$66,848	\$0	\$0	\$0	\$295,764
Beneficiaries	\$37,224	\$0	\$0	\$0	\$0	\$37,224
d. Total	\$499,397	\$72,312	\$309	\$5,126	\$127	\$577,271
3. Entry Age Normal Cost						
	\$11,931	\$669	\$101	\$391	\$69	\$13,161
4. Present Value of Vested Benefits						
a. Active participants	\$174,471	\$6,157	\$175	\$4,631	\$246	\$185,680
b. Def. vested participants	\$0	\$0	\$0	\$0	\$0	\$0
c. Retired participants:						
Retirees	\$228,916	\$66,848	\$0	\$0	\$0	\$295,764
Beneficiaries	\$37,224	\$0	\$0	\$0	\$0	\$37,224
d. Total	\$440,611	\$73,005	\$175	\$4,631	\$246	\$518,668
5. Present Value of Accrued Benefits						
a. Active participants	\$187,704	\$6,157	\$294	\$4,683	\$127	\$198,965
b. Def. vested participants	\$0	\$0	\$0	\$0	\$0	\$0
c. Retired participants:						
Retirees	\$228,916	\$66,848	\$0	\$0	\$0	\$295,764
Beneficiaries	\$37,224	\$0	\$0	\$0	\$0	\$37,224
d. Total	\$453,844	\$73,005	\$294	\$4,683	\$127	\$531,953

** all amounts are shown in 000's*

	For the 2006/07 Fiscal Year	For the 2007/08 Fiscal Year
A. Number of Plan Participants as of Preceding January 1		
a. Retirees and beneficiaries receiving benefits	814	863
b. Terminated plan participants entitled to but not yet receiving benefits	0	0
c. Active plan participants	861	997
d. Total	1,675	1,860

B. Development of Annual Required Contribution (ARC) *

a. Employer normal cost:		
i. Total normal cost (EOY)	\$10,234	\$13,933
ii. Expected employee contribution	(\$2,588)	(\$3,231)
iii. Employer normal cost	\$7,646	\$10,702
b. Amortization of UAAL:		
i. PV of future benefits	\$623,628	\$672,058
ii. PV of future employer normal costs	(\$47,644)	(\$70,263)
iii. PV of future employee contributions	(\$18,278)	(\$24,524)
iv. Actuarial accrued liability (AAL)	\$557,706	\$577,271
v. Actuarial value of assets	(\$334,290)	(\$371,456)
vi. Unfunded AAL (UAAL)	\$223,416	\$205,815
vii. Amortization of UAAL	\$18,081	\$16,354
c. Amortization of NPO	\$0	\$0
d. ARC	\$25,727	\$27,056
(Item B.a.iii. plus item B.b.vii. plus item B.c.)		

C. Annual Pension Cost and Net Pension Obligation (NPO) *

a. ARC	\$25,727	\$27,056
b. Interest on NPO	\$0	\$0
c. Adjustment to ARC	\$0	\$0
d. Annual Pension Cost	\$25,727	\$27,056
e. Contributions made (w/interest to EOY)	(\$25,727)	(\$27,056)
f. Increase(decrease) in NPO	\$0	\$0
g. NPO (beginning of year)	\$0	\$0
h. NPO (end of year)	\$0	\$0

* dollar amounts are shown in 000's

The City's fiscal year runs from July 1 through June 30.

D. Schedule of Employer Contributions **

Year Ended December 31	Annual Required Contribution	Percentage Contributed	Annual Pension Cost	Percentage Contributed
2003	\$9,681	100%	\$9,681	100%
2004	\$17,452	100%	\$17,452	100%
2005	\$14,040	100%	\$14,040	100%
2006 ***	\$8,284	100%	\$8,284	100%
2007 ***	\$25,727	100%	\$25,727	100%
2008 ***	\$27,056	100%	\$27,056	100%

*** As of July 1, 2006, the City's fiscal year runs from July 1 through June 30.

E. Schedule of Funding Progress **

Actuarial Valuation Date	(1) Actuarial Value of Assets	(2) Actuarial Accrued Liability (AAL)	(3) Unfunded AAL (UAAL) (2) - (1)	(4) Funded Ratio (1) ÷ (2)	(5) Covered Payroll	(6) UAAL as % of Covered Payroll (3) ÷ (5)
1/1/2002	\$326,620	\$370,291	\$43,671	88.2%	\$36,803	118.7%
1/1/2003	\$320,193	\$413,191	\$92,998	77.5%	\$38,335	242.6%
1/1/2004	\$321,908	\$417,092	\$95,184	77.2%	\$38,303	248.5%
1/1/2005	\$325,630	\$445,777	\$120,147	73.0%	\$38,774	309.9%
1/1/2006	\$334,290	\$557,706	\$223,416	59.9%	\$36,440	613.1%
1/1/2007	\$371,456	\$577,271	\$205,815	64.3%	\$45,686	450.5%

F. Additional Information

Valuation date	January 1, 2006	January 1, 2007
Actuarial cost method	Individual entry age	Individual entry age
Amortization method	Level percent closed	Level percent closed
Remaining amortization period	45 years from 1/1/1979	45 years from 1/1/1979
Asset valuation method	Five-year smoothed market	Five-year smoothed market
Actuarial assumptions:		
Investment rate of return *	7.75%	7.75%
Projected salary increases *	4.00%	4.00%
* Includes inflation at:	3.00%	3.00%
Cost-of-living adjustments	3.00%	3.00%

** dollar amounts are shown in 000's.

1. Actuarial Present Value of Accrued Benefits

	<u>As of January 1, 2006</u>	<u>As of January 1, 2007</u>
a. Vested Benefits:		
i. Participants currently receiving benefits	\$291,838	\$332,988
ii. Other participants	\$207,506	\$185,680
iii. Sub-total	\$499,344	\$518,668
b. Non-Vested Benefits	\$10,855	\$13,285
c. Total Benefits	<u>\$510,199</u>	<u>\$531,953</u>
d. Market Value of Assets	\$364,130	\$394,886
e. Funded Ratio	71.37%	74.23%

2. Statement of Change in Actuarial Present Value of Accrued Benefits

a. Actuarial Present Value as of January 1, 2006	\$510,199
b. Increase (Decrease) During 2006 Plan Year Due to:	
i. Interest	\$39,540
ii. Benefits accumulated	\$5,707
iii. Benefits paid	(\$23,493)
iv. Plan amendments	\$0
v. Changes in actuarial assumptions or methods	\$0
vi. Net increase (decrease)	<u>\$21,754</u>
c. Actuarial Present Value as of January 1, 2007	\$531,953

3. Items Affecting Calculation of Actuarial Present Value of Accrued Benefits

- a. Plan provisions reflected in the accrued benefits (see Table XIV on page 18)
- b. Actuarial assumptions and methods used to determine present values (see Table XIII on page 16)

	<u>As of January 1, 2006</u>	<u>As of January 1, 2007</u>
1. Market Value of Assets (in 000's)		
a. Cash and cash equivalents (1%)	\$45,114	} \$3,593
b. Government bonds & notes (0%)	\$55,026	
c. Corporate bonds (99%)	\$43,473	
d. Equities (0%)	\$190,476	
e. Repurchase agreements (0%)	\$0	\$0
f. Real estate (0%)	\$0	\$0
g. Mortgages (0%)	\$50,000	\$0
h. Accrued income receivable (0%)	\$1,465	\$0
i. Contributions receivable (0%)	\$86	\$0
j. Other assets (0%)	\$1,565	\$0
k. Benefits and accounts payable (0%)	(\$22,572)	\$0
l. Other liabilities (0%)	(\$503)	\$0
m. Market value of assets	\$364,130	\$394,886

2. Actuarial Value of Assets (in 000's)

a. Market value of assets	\$364,130	\$394,886
b. Five-year phase-in of net investment appreciation:		
i. 2002	\$27,490	\$5,498
ii. 2003	(\$36,134)	(\$14,454)
iii. 2004	(\$23,808)	(\$14,285)
iv. 2005	(\$8,249)	(\$6,599)
v. 2006	(\$2,164)	(\$1,731)
vi. Total unrecognized losses(gains)	(\$29,840)	(\$23,430)
c. Actuarial Value of Assets	\$334,290	\$371,456
(Item a. plus item b., but within an 80-120% corridor of item a.)		

Notes:

The percentages in parentheses indicate the proportion of assets committed to each type of investment as of January 1, 2007.

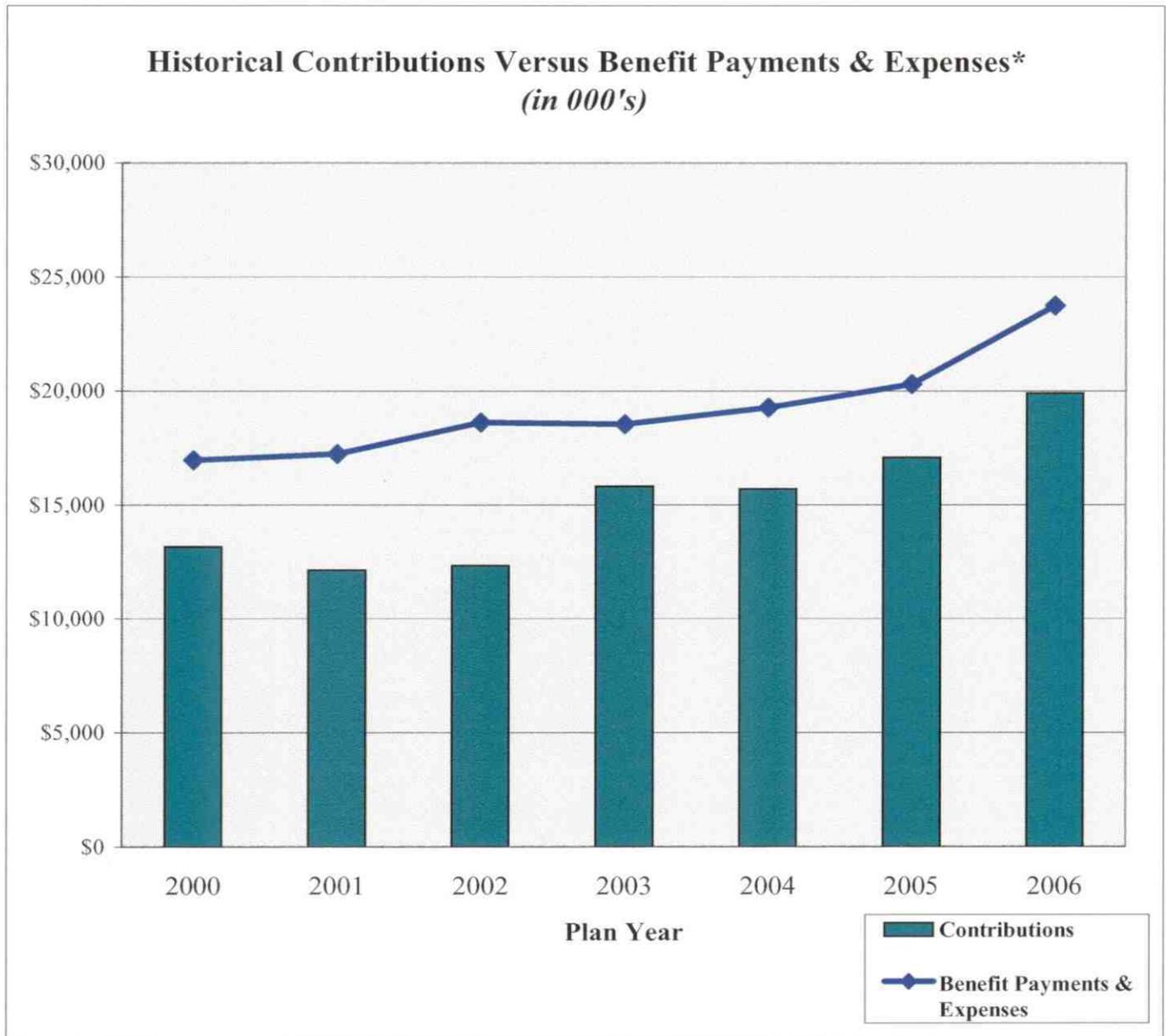
Audited asset information was not available after December 31, 2005.



Plan Year	Market Value as of January 1	Actuarial Value as of January 1	Benefit Payments	Expenses	Contributions	Market Value Yield	Actuarial Value Yield
2000	\$298,815	\$289,054	\$16,432	\$523	\$13,157	4.74%	7.86%
2001	\$309,105		\$16,771	\$462	\$12,117	1.21%	7.86%
2002	\$307,689	\$326,620	\$17,518	\$1,088	\$12,314	-5.88%	-0.04%
2003	\$283,481	\$320,193	\$18,346	\$184	\$15,800	15.50%	1.39%
2004	\$324,477	\$321,908	\$19,139	\$121	\$15,681	9.14%	2.28%
2005	\$350,391	\$325,630	\$19,938	\$356	\$17,071	4.86%	3.67%
2006	\$364,130	\$334,290	\$23,493	\$242	\$19,890	9.55%	12.34%
2007	\$394,886	\$371,456					

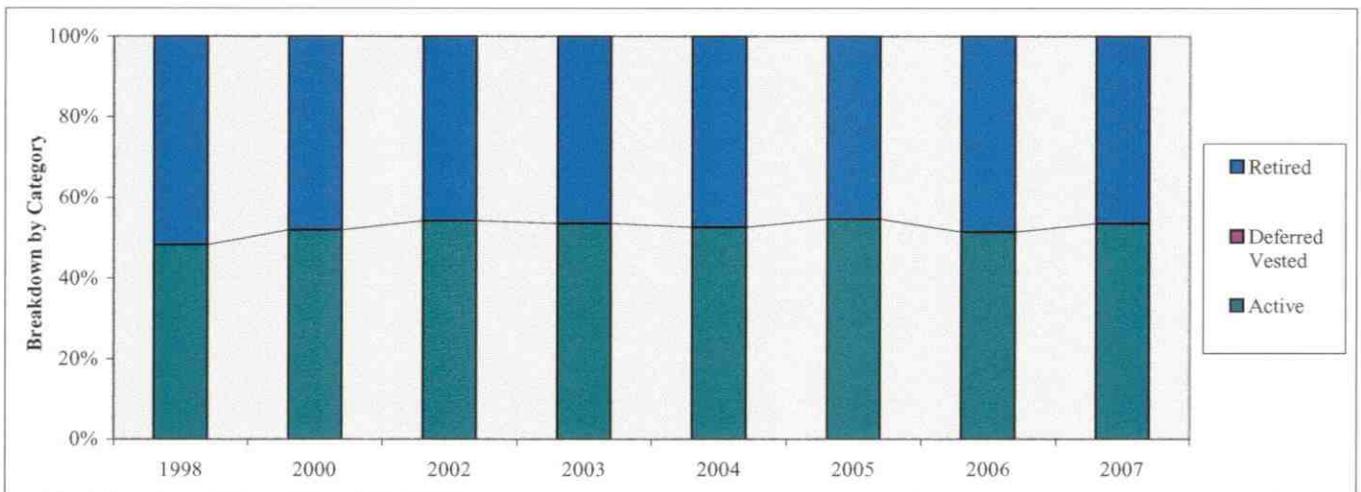
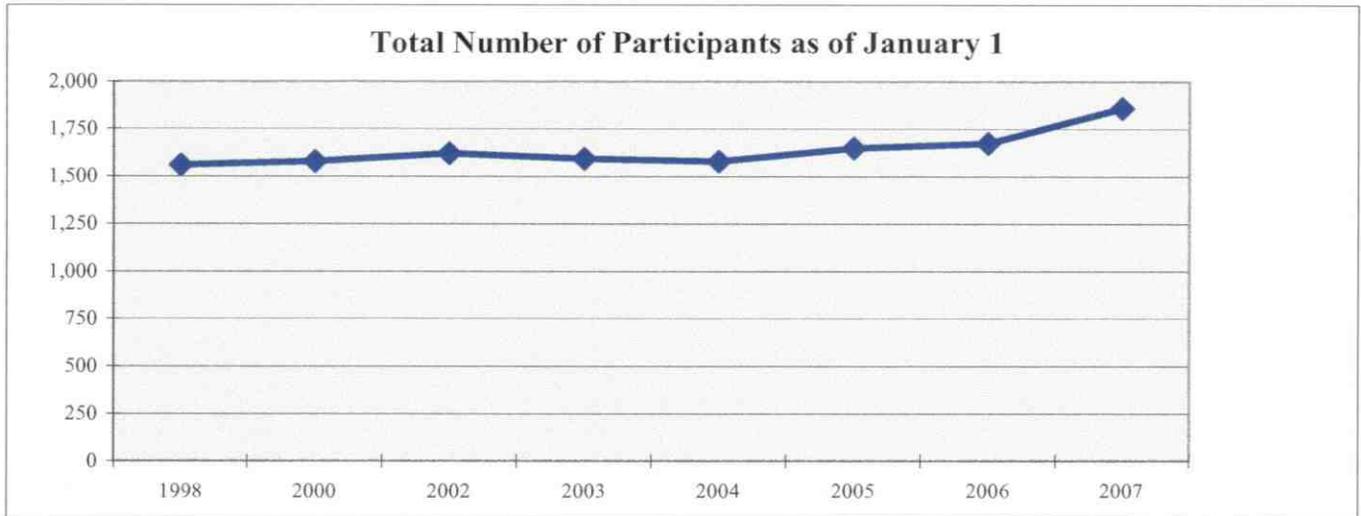
* all dollar amounts are shown in 000's

Audited asset information was not available after December 31, 2005.



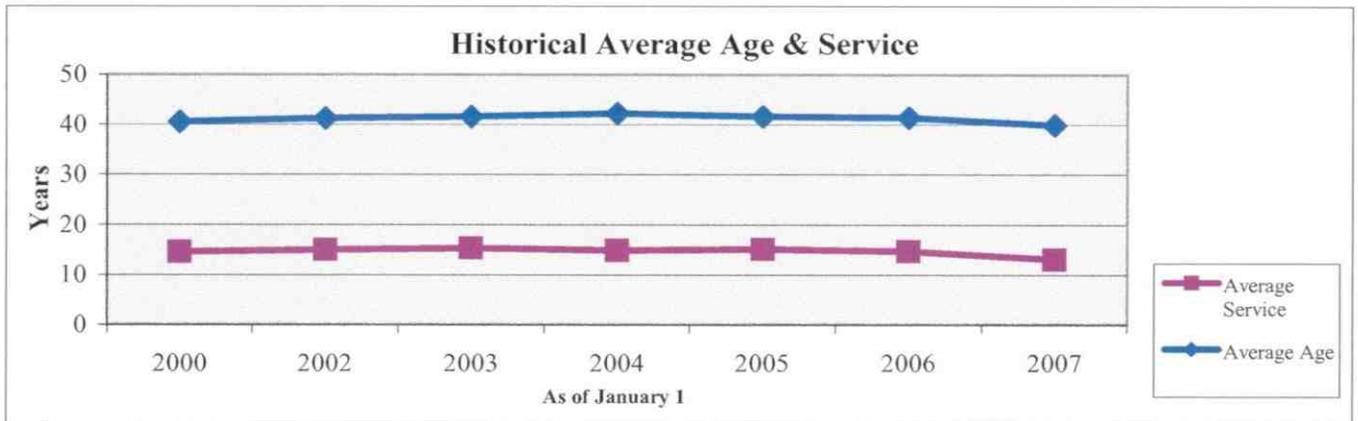
* Please reference Table VII on page 10 for the historical benefit payments, expenses, and contributions.

Audited asset information was not available after December 31, 2005.

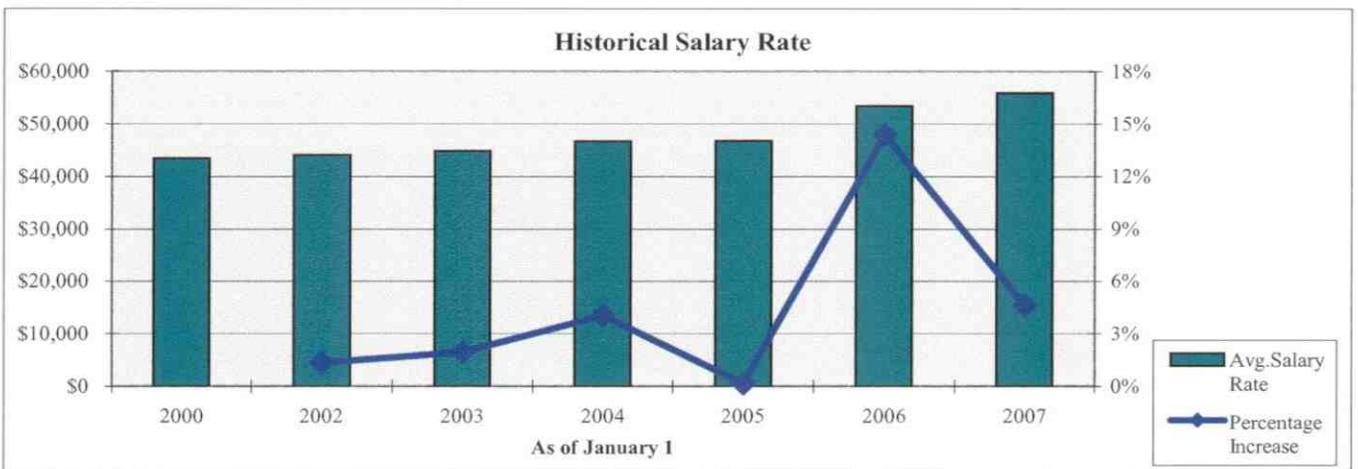


	As of January 1, 2006	As of January 1, 2007
1. Active Participants		
a. Fully Vested	545	566
b. Partially Vested	84	137
c. Non-Vested	232	294
d. Sub-total	861	997
2. Deferred Vested Participants *	0	0
3. Retired Participants		
a. Service Retirement	447	487
b. Disability Retirement	155	156
c. Beneficiaries	212	220
d. Sub-total	814	863
4. Total Participants	1,675	1,860

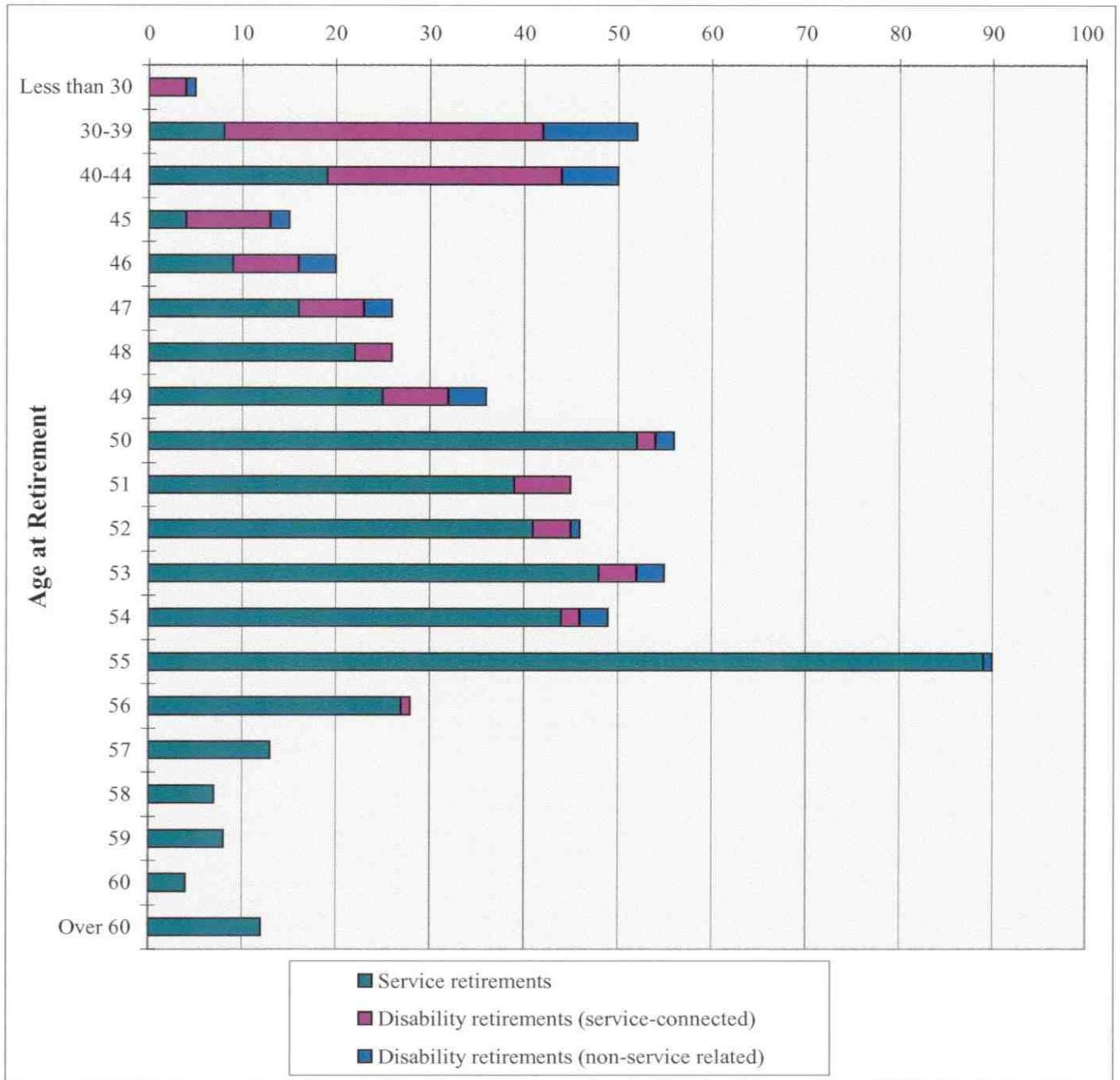
* information is not readily available concerning the deferred vested participants



Date	Average Service Earned	Average Attained Age	Date	Average Service Earned	Average Attained Age
1/1/2000	14.5	40.5	1/1/2005	15.1	41.6
1/1/2002	15.0	41.3	1/1/2006	14.7	41.4
1/1/2003	15.3	41.6	1/1/2007	13.1	39.9
1/1/2004	14.9	42.2			



Date	Average Salary Rate	Increase from Prior Year	Date	Average Salary Rate	Increase from Prior Year
1/1/2000	\$43,395	-	1/1/2005	\$46,708	0.16%
1/1/2002	\$43,970	1.33%	1/1/2006	\$53,415	14.36%
1/1/2003	\$44,828	1.95%	1/1/2007	\$55,881	4.62%
1/1/2004	\$46,634	4.03%			



Note: Results are based on retiree data as of January 1, 2007.

Average benefit being paid to members on service retirement is \$3,007.26 per month.

Average benefit being paid to members on disability retirement is \$2,419.19 per month.

Average benefit being paid to beneficiaries is \$1,257.56 per month.

AGE-SERVICE-SALARY TABLE

TABLE XII

Attained Age	Completed Years of Service										Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
Under 25	25	32	4	0	0	0	0	0	0	0	61
Avg.Pay	26,387	32,905	33,847	0	0	0	0	0	0	0	51,334
25 to 29	19	71	21	0	0	0	0	0	0	0	111
Avg.Pay	28,250	35,774	38,412	0	0	0	0	0	0	0	42,210
30 to 34	16	65	49	13	0	0	0	0	0	0	143
Avg.Pay	27,968	36,383	43,000	47,295	0	0	0	0	0	0	43,577
35 to 39	16	31	43	49	35	1	0	0	0	0	175
Avg.Pay	28,671	39,003	42,496	49,783	54,702	48,214	0	0	0	0	49,669
40 to 44	6	9	15	40	68	40	0	0	0	0	178
Avg.Pay	28,621	35,387	46,606	50,989	54,169	57,356	0	0	0	0	51,722
45 to 49	0	3	4	10	32	60	53	1	0	0	163
Avg.Pay	0	35,318	48,224	51,023	53,869	58,024	58,861	47,894	0	0	56,330
50 to 54	0	1	1	7	11	39	80	1	0	0	140
Avg.Pay	0	156,717	41,970	49,442	49,317	56,976	62,137	73,672	0	0	59,671
55 to 59	0	0	0	1	0	8	9	3	3	0	24
Avg.Pay	0	0	0	52,393	0	58,946	65,903	64,598	69,252	0	63,277
60 to 64	0	0	0	0	0	0	0	1	0	1	2
Avg.Pay	0	0	0	0	0	0	0	69,232	0	60,799	65,016
65 to 69	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0	0
Avg.Pay	0	0	0	0	0	0	0	0	0	0	0
Total	82	212	137	120	146	148	142	6	3	1	997
Avg.Pay	27,736	36,547	42,411	50,021	53,865	57,551	61,153	64,099	69,252	60,799	55,881

1. Actuarial Cost Method

Individual entry age normal cost method

2. Decrements

- **Mortality**

Sex-distinct mortality rates set forth in the 1983 Group Annuity Mortality Table

- **Disability**

Sex-distinct disability rates derived from the 1974 study of disability experience under the Social Security system; 67% of disabilities are assumed to be service-connected. A sample of disability rates is set forth in the following tables:

Male Rates

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
20	0.120%	30	0.190%	40	0.396%	50	1.044%
25	0.149%	35	0.264%	45	0.616%	55	1.818%

Female Rates

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
20	0.060%	30	0.154%	40	0.382%	50	0.914%
25	0.089%	35	0.262%	45	0.580%	55	1.532%

- **Permanent Withdrawal from Active Status**

Withdrawal rates were derived from a study of actual plan experience covering the period 1982 through 1986. A sample of withdrawal rates is set forth in the following table:

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
20	5.454%	30	3.615%	40	1.804%	50	1.210%
25	4.218%	35	2.866%	45	1.313%	55	0.000%

- **Retirement**

Retirement is assumed to occur in accordance with the rates set forth in the following table, except that 100% retirement is assumed to occur upon the attainment of 30 years of service:

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
45	3%	49	3%	53	20%	57	10%
46	3%	50	3%	54	30%	58	10%
47	3%	51	10%	55	50%	59	10%
48	3%	52	15%	56	50%	60	100%

3. Interest Rate

- **Used for Calculating All Liabilities (including GASB 25/27 liabilities)**
7.75% per annum

4. Cost-of-Living Adjustment for Retirement Benefits

For purposes of determining the annual cost-of-living adjustment for retirees, the Consumer Price Index is assumed to increase at the rate of 3.00% per year.

5. Salary Increases

Individual salaries have been assumed to increase at the rate of 4.00% compounded annually.

6. Unused Vacation

All participants are assumed to have accumulated 30 days of unused vacation upon termination employment, retirement, or death.

7. Payroll Increase

Total payroll has been assumed to grow at the rate of 4.00% per year for purposes of amortizing the unfunded actuarial accrued liability as a level percentage of payroll.

8. Surviving Beneficiaries

Those active participants who are making the additional 1% employee contribution to provide a survivor benefit to their eligible beneficiaries are assumed to have only one surviving beneficiary of the opposite sex of the employee. Males are assumed to be three years older than females for this purpose.

9. Expenses

All costs and liabilities have been loaded by 1.00% to cover anticipated administrative expenses. In addition, the interest rate set forth in item 3. above is assumed to be net of investment expenses and commissions.

10. Assets

The actuarial value of assets is equal to the market value of assets adjusted to reflect a five-year phase-in of the net investment appreciation (or depreciation).

1. Monthly Accrued Benefit

For participants who are covered by the '05 Amendment:

3% of Average Monthly Earnings multiplied by up to 26.667 years of Creditable Service

For all other participants:

2% of Average Monthly Earnings multiplied by Creditable Service earned through February 28, 2001 plus 3% of Average Monthly Earnings multiplied by Creditable Service earned thereafter

2. Normal Retirement Age and Benefit

- **Age**

Any age with at least 30 years of Creditable Service (*only for participants covered by the '05 Amendment*); or

Age 55 with at least 10 years of Creditable Service; or

Age 65 with at least 5 years of Creditable Service

- **Amount**

Monthly Accrued Benefit

- **Form of Payment**

Life annuity (*for those participants without an eligible beneficiary*); or

75% joint and contingent annuity (*for those participants with an eligible beneficiary; benefits continue in equal shares to the participant's dependent children upon the death of the participant's spouse or domestic partner or, for participants not covered by the '86 Amendment, upon the remarriage of the participant's spouse or domestic partner*)

Note: All annuity forms of payment include an automatic cost-of-living adjustment effective each January 1 based on the increase in the Consumer Price Index as of the preceding November 1 and limited to 3%. All annuity forms of payment also provide a minimum payout equal to the employee's accumulated contributions, with interest credited after 1985 at the rate of 5% per year (or less than 5% with respect to any year during which the trust fund earns less than 5% on its investments).

3. Early Retirement Age and Benefit

- **Age**
Any age with at least 10 years of Creditable Service
- **Amount**
Monthly Accrued Benefit (*payable at age 55*); or
Monthly Accrued Benefit reduced by ½% for each of the first 60 months and by ¼% for each additional month by which the participant's Early Retirement Age precedes age 55 (*payable at Early Retirement Age*); or
Monthly Accrued Benefit reduced by ¼% for each month by which the participant's Early Retirement Age precedes age 55 (*payable at Early Retirement Age and only applicable if the participant was hired prior to April 1, 1978 and has earned at least 25 years of Creditable Service*)
- **Form of Payment**
Same as for Normal Retirement

4. Delayed Retirement Age and Benefit

- **Age**
After Normal Retirement Age
- **Amount**
Monthly Accrued Benefit
- **Form of Payment**
Same as for Normal Retirement

5. Disability Retirement Eligibility and Benefit

- **Eligibility**
All active participants are eligible if the disability is service-connected;
At least five years of Creditable Service is required otherwise.
- **Condition**
The participant must become "totally and permanently disabled" and must remain so disabled until age 55. "Totally and permanently disabled" means the participant is in a continuous state of incapacity due to illness or injury, is prevented from performing his regular assigned or comparable duties during the first 12 months of his disability, and is thereafter prevented from engaging in any occupation for which he is or becomes reasonably qualified by education, training, or experience. With respect to participants who are not covered by the '86 Amendment, the participant must only be prevented from performing his regular assigned or comparable duties during the entire period of his disability.

Disability Retirement Eligibility and Benefit (continued)

- **Amount**

- For participants who incur a catastrophic injury in the line of duty:*

- 100% of the top salary for the grade and position occupied by the participant at the time of disability

- For participants who are covered by the '86 Amendment:*

- Greater of 50% of Average Monthly Earnings at the time of disability or Monthly Accrued Benefit, offset by worker's compensation payments such that the combination of payments does not exceed 75% of the participant's salary at the time of disability (*payable until the earlier of recovery from disability or age 55*); and

- Monthly Accrued Benefit based on Average Monthly Earnings at the time of disability and Creditable Service including the period during which the participant was disabled, but excluding any cost-of-living adjustments that were previously applied to the participant's disability payments (*payable at age 55*)

- For all other participants with a service-connected disability:*

- Greater of 70% of the top salary for the grade and position occupied by the participant at the time of disability or Monthly Accrued Benefit, offset by worker's compensation payments such that the combination of payments does not exceed 100% of the participant's salary at the time of disability

- For all other participants:*

- Monthly Accrued Benefit, offset by worker's compensation payments such that the combination of payments does not exceed 100% of the participant's salary at the time of disability

- **Form of Payment**

- Same as for Normal Retirement

6. Deferred Vested Benefit

- **Age**

- Any age with at least five years of Creditable Service

- **Amount**

- Monthly Accrued Benefit multiplied by the participant's Vested Percentage and payable at age 60

- **Form of Payment**

- Same as for Normal Retirement

7. Pre-Retirement Death Benefit

For participants who die in the line of duty and who are covered by the '86 Amendment:

- 100% of the participant's base salary at the time of his death, offset by worker's compensation or other payments received for line of duty injuries prior to the participant's death (*payable for the first two years after the participant's death*); and
- 75% of the Monthly Accrued Benefit (*payable thereafter*)

For all other participants who die in the line of duty:

- 100% of the participant's base salary at the time of his death, offset by worker's compensation or other payments received for line of duty injuries prior to the participant's death (*payable for the first two years after the participant's death*); and
- 75% of the greater of: (a) the Monthly Accrued Benefit, or (b) 70% of the top salary for the grade and position occupied by the participant at his death (*payable thereafter*)

For all other participants:

- 75% of the Monthly Accrued Benefit

8. Vested Percentage

Retirement benefits become vested in accordance with the following schedule:

Years of Creditable Service	Vested Percentage
Less than five	0%
At least five, but less than six	25%
At least six, but less than seven	30%
At least seven, but less than eight	35%
At least eight, but less than nine	40%
At least nine, but less than 10	45%
At least 10	100%

9. Average Monthly Earnings

The participant’s Average Monthly Earnings is equal to: (a) the average of the participant’s Base Salary for the highest 36 consecutive months during his period of Creditable Service; plus (b) the difference between the highest and lowest daily rate of pay during such 36-month period multiplied by the days of unused sick leave and divided by 36; plus (c) a credit based on accumulated unused vacation.

10. Base Salary

The employee’s basic salary excluding overtime pay and other special compensation; pursuant to IRC section 401(a)(17), total annual plan compensation is limited to \$200,000 as indexed.

11. Employee Contribution

All participating employees must make the required pre-tax contribution to the plan. The required contribution is 7% of basic salary for those participants who have an eligible beneficiary for death benefits and 6% of basic salary for all other participants. An eligible beneficiary is the participant’s legal spouse, registered domestic partner, or unmarried child under the age of 18. The participant must have been married or registered to his legal spouse or domestic partner for at least one year prior to his death in order for such individual to be an eligible beneficiary. *(Prior to March, 1994, the required contribution was 1% higher for all participants and the contribution was made on an after-tax basis.)*

12. Creditable Service

Creditable Service includes “base creditable service” and an “unused sick leave service credit,” plus military service as required by federal law. Base creditable service is granted for all periods of full-time employment as a firefighter with the City of Atlanta provided that the employee has made the required contribution for such period of service. An unused sick leave service credit is granted by dividing the participant’s days of unused sick leave by the number of work days set forth in the following chart:

Years of Base Creditable Service	Work Days
Less than five	239
At least five, but less than 10	236
At least 10, but less than 15	233
At least 15, but less than 20	230
At least 20	226

Creditable Service *(continued)*

Creditable Service also includes other service with the City of Atlanta if the relevant contributions are transferred into this plan and may include prior service with the State of Georgia, Fulton County, DeKalb County, or as a teacher in a public school system or private college or university within the State of Georgia if the required contribution is made to the plan.

13. Participation Requirement

All full-time firefighters employed by the City of Atlanta are eligible to participate in the plan.

14. Plan Effective Date

April 1, 1978