

EXECUTIVE SUMMARY
CITY OF STAMFORD
AND STAMFORD MUNICIPAL SUPERVISORY EMPLOYEES' UNION
COUNCIL #4, AFSCME, AFL-CIO

October 25, 2023

The City of Stamford and the Stamford Municipal Supervisory Employees' Union reached a three-year successor agreement to the agreement that expired on June 30, 2023. The parties commenced negotiations on April 14, 2023, held nine formal and several off the record bargaining sessions in reaching this three-year agreement. There are 128 employees in the bargaining unit.

The general wage increases negotiated are within the ranges negotiated recently for comparable municipalities and reflect the recent higher inflationary trends. Employee medical premium cost shares will increase by one-half percent effective July 1, 2024, to 18% and another one-half percent effective July 1, 2025, to 18.5%.

The CERF pension plan has been closed to employees in this bargaining unit since April 3, 2012, with all new hires since that date participating in a 457 plan. The City has agreed to increase the City's matching contribution by one-half percent to 6% from 5.5% effective July 1, 2023. Out of the 128 employees in this bargaining unit 66 employees remain in CERF with 62 employees participating in the 457 receiving a City matching contribution.

We believe that this agreement is a fair and reasonable outcome for all parties.

A summary of the major terms of the agreement and associated cost are highlighted below.

- **Term:** July 1, 2023 – June 30, 2026.
- **Wages:** July 1, 2023 3.0%,
July 1, 2024, 3.0% plus a one-time non-pensionable payment of \$325.00,
July 1, 2025 3.0%.
(see attached cost analysis for general wage increase; onetime payment cost \$41,925)
- **Defined Contribution Plan (457/401-a):** Increase the City's matching contribution by 0.5% to a maximum of 6% effective July 1, 2023 **(FY23/24 , F24/25 & FY 24/25 three-year cost \$121,986).**
- **CERF:** A CERF participating employee promoted into this bargaining unit shall receive the same pension multiplier as other bargaining unit employees for each year of credited service in the bargaining unit rather than the multiplier from the prior bargaining unit from which promoted **(see attached Milliman report).**
- **Medical Insurance:**
Effective July 1, 2024, an increase of 0.5% to 18% and effective July 1, 2025, an increase of 0.5% to 18.5%.
(FY24-25 & FY 25-26 two-year cost savings \$50,128).

City of Stamford
and
Stamford Municipal Supervisory Employees Union
Local #2657 of
Council #4, American Federation of State, County and Municipal Employees, AFL-CIO

TENTATIVE AGREEMENTS
AND
OFF THE RECORD PROPOSAL OF THE CITY OF STAMFORD ON WAGES

October 20, 2023

1. Term: Three-year agreement July 1, 2023, through June 30, 2026.
2. **Open Item Wages:**

July 1, 2023	3.0%
July 1, 2024	3.0% and a one-time non-pensionable payment of \$325 (lump sum payment equals .25% of the average MAA salary).
July 1, 2025	3.0%

3. Amend Article II, section 2.3 as follows:

~~The Employer shall provide each employee with a copy of this Agreement within one hundred twenty (120) calendar days of the signing of the agreement. New employees shall receive a copy from the employer on or before their first day of work.~~ **Within ten (10) calendar days of the signing of the Agreement, the Employer shall post and maintain an electronic copy of this agreement on the City website or other platform which can be accessed by employees. The Employer shall notify the Union President when the Agreement has been posted and provide the Link to access the Agreement.**

4. Amend Article III, Section 3.1 as follows:

The principle of seniority shall govern and control in all cases and matters relating to decrease in the work force, preference in assignment to stand-by and overtime, and vacation selection. Promotions shall be in accordance with the Classified Service Rules of the City of Stamford as amended.

5. Amend Article III, Section 3.5 as follows:

In the event an employee is placed on layoff, the employee will be paid for all accrued vacation leave time. Further, the employee shall receive severance pay in the amount of two (2) weeks of salary for each year of service to the City, up to a maximum of 16 (sixteen) weeks. Following the expiration of the employee's active City health insurance, the employee will be eligible to continue health care

coverage pursuant to the provisions of the Consolidated Omnibus Reconciliation Act of 1986 (“COBRA”), as amended, and the requirements and limitations thereof. The City will waive the employee’s COBRA premiums for a period of six (6) months following the Separation Date (the “COBRA Benefits”); provided, however, the City’s obligation to waive COBRA premiums will cease in the event that the employee becomes eligible for similar alternative health coverage. The employee must notify the City within one (1) week of becoming eligible for such alternative health coverage. In accepting such severance package, the employee and union agree to waive any and all grievance rights under the collective bargaining agreement. Further, the employee agrees to sign waivers releasing the City from any and all claims related to the layoff.

6. Amend Article IV, Section 4.1 as follows:

A. Employees covered by this Agreement are broken into three (3) categories: exempt employees, exempt employees eligible for additional compensation and non-exempt employees.

B. Non-exempt employees listed in Appendix D (excluding those designated below in Section C. below), will receive overtime, computed at the rate of one and one-half (1½), for hours actually worked in excess of their normal work week. An employee may request to substitute compensatory time off in lieu of overtime payment, calculated at rate of one and one-half (1½) hours for each overtime hour worked in excess of their normal workweek. If a department lacks the necessary funds, compensatory time will be substituted in lieu of overtime pay. The employee may accrue compensatory time up to the maximum allowed by law. All accrued compensatory time must be exhausted prior to an employee utilizing his/her vacation leave time.

C. Exempt employees listed in Appendix C may be eligible for additional compensation as follows. Employees in the listed classifications who are required to work on snow removal, leaf pick-up, flood and hurricane damage or any other natural disaster, or any other day that has been declared an emergency by the Mayor, shall be paid their regular straight time hourly rate for all hours worked. If such work is performed on a holiday, the employee will also receive their holiday pay. Further, exempt employees in the classification listed in Appendix C who are called in after normal hours for Department emergencies, as determined in the sole discretion of the employee’s Director (Director of Legal Affairs, Director of Administration, Superintendent of Schools, Director of Operations and Director of Public Safety, Health and Welfare), shall be paid their straight time hourly rate for all hours worked. Determinations of emergencies made by the employee’s Director are not subject to the grievance and arbitration procedure.

7. Amend Article V, Section 5.0 as follows:

The following shall be paid holidays:

New Year's Day
Martin Luther King Day*
President's Day*
Good Friday*
Memorial Day
Juneteenth Day
Fourth of July

Labor Day
Columbus Day*
Veteran's Day*
Thanksgiving Day
Day after Thanksgiving
Christmas Eve after 12:00 Noon
Christmas Day

*Exempt employees only, have the ability, with the approval of their director or their designee, to work ~~up to three (3) of~~ the designated holidays. In return for working, the individual will be permitted to "float" the holiday.

8. Amend Article XVI, Section 16.0 as follows:

b. ~~Effective May 3, 2012~~, no employee shall have the benefit of a take home City vehicle, other than in emergency situations.

9. Amend Article IX, Section 9.4 as follows:

The parties agree that the disciplinary process outlined above supersedes and replaces all disciplinary procedures set forth in the ~~Civil Classified Service Rules Personnel Procedures~~.

10. Amend Article II, as follows:

Section 2.0

The Employer agrees to deduct, from the pay of all existing and new employees covered by this Agreement, who authorize such deductions from their wages, such membership dues as may be fixed by the Union. ~~Employees electing not to be members of the Union shall pay as a condition of continued employment a service fee to the Union, which shall always be equal to the current rate of dues and initiation fees uniformly required of its members. Such deductions shall continue for the duration of this Agreement or by any extension thereof.~~

Section 2.1

Upon receipt of an employee's signed authorization to deduct membership dues or voluntary fees, the Employer agrees to deduct from the pay of the employee an amount as established and periodically adjusted by the union. Such deductions shall continue unless the Employer is notified, in writing, by ~~Council 4~~ the union, that the employee is no longer a member. ~~Council 4-The Union~~ reserves the right to modify and or replace ~~any such the deduction~~ authorization form.

The parties recognize that the authorization of the Union to payroll deductions is an agreement solely between the Union and its members which the member may revoke consistent with the Union's membership rules. Should a bargaining unit member approach the Employer or its agent to terminate or modify his or her contractual relationship with the Union, that bargaining unit member will be directed to communicate such intent directly with the Union.

The employer agrees to deduct from the pay of each employee who has signed an authorized payroll deduction card, a sum certified by the Secretary/Treasurer of the Union as Union dues. Such deduction will be periodically made from the payroll at times agreed upon by the Employer and the Union, and the total deductions so made shall be mailed or electronically delivered to AFSCME Council 4 on a weekly/bi-weekly/monthly basis. Such deduction shall continue for the duration of this Agreement and/or any extension hereof unless otherwise notified by Council 4.

11. Article II, add a new Section 2.6 as follows:

The City will furnish regular dues reports in compliance with Connecticut PA 21-25.

12. Amend Article 10, Section 10.4 A.2 as follows:

Each employee hired after ratification April 3, 2012, shall not become members of the CERF, but shall be eligible to contribute to a 457 deferred compensation plan. The City shall match the employee's contribution by way of a contribution to a 401(a)-money purchase plan. The City's contribution shall not exceed five and one-half percent (5.5%) of the employees' annual wages. The 401a contributions will be made within thirty (30) days of the close of each quarter. ~~Effective July 1, 2023, the City's contribution shall increase to six percent (6%).~~

13. Amend Article XVII, Section 17.0 as follows:

Upon approval of the Board of Representatives of the City of Stamford this Agreement shall go into effect on, ~~July 6, 2020~~ July 1, 2023, except as otherwise provided for herein. ~~It is understood that the provisions of this collective bargaining agreement shall be paid retroactively unless otherwise noted. retroactivity does not apply to premium time, differential, holiday or any payment other than basic wages and longevity.~~

14. Eliminate Article XVII, Section 17.3:

15. Amend the first paragraph of Article XI, Section 11.2 as follows:

The City shall provide an MAA Training and Tuition Fund in the amount of Fifty-Five Thousand Dollars (\$55,000) per fiscal year, for those employees meeting the requirements

contained herein. Any monies remaining in the fund as of June 30th of each fiscal year will be forfeited.

16. Amend Article XIV, Section 14.0 as follows:

All employees are covered by the City of Stamford Drug and Alcohol Policy incorporated herein as Appendix E.

17. Amend Article IV, Section 4.1 by adding a new section D as follows:

Nothing in this Agreement prevents the parties from entering into agreements for increased compensation for employees who are requested to complete projects that are above and beyond an employee's defined job duties.

18. Add a new paragraph to Section 8.4 of Article VIII as follows:

Upon providing the Union and members with ninety (90) days written notice, the City may implement, on a one-time basis, a five-day payroll lag without further negotiations with the Union. The lag shall be implemented by delaying the delivery of each weekly paycheck by one (1) business day until a five-day lag has been accomplished. For example, upon implementation of the payroll lag the weekly paycheck that would be due on a Friday will be issued on the following Monday. Thereafter, the next four (4) successive weekly paychecks will be issued on Tuesday, Wednesday, Thursday and Friday, thereby creating a five-day payroll lag. At termination of employment with the City, the employee shall be paid the five-days of payroll lag with one's final paycheck which will be paid with the first full payroll period following the date of termination. Following the implementation of the payroll lag, newly hired employees will receive their first paycheck on a five-day lay basis. In the event the City elects to implement the payroll lag in a manner different than provided in this paragraph, the City will be required to negotiate and reach agreement with the Union on the alternative implementation prior to its implementation.

19. Amend Article X, Section 10.4 P as follows:

For anyone promoted from another union into the MAA, where they were previously participants of the CERF plan, they will maintain the multiplier they had prior to the time they were promoted into the MAA, and they will pay the same ~~6%~~ **6.25%** as all other MAA members. They will be subject to the Pension Promotion Rule described below. For anyone promoted from another union into the MAA, where they were not previously participants of the CERF plan, shall not participate in the CERF plan but may elect to participate in the 457-match plan. (For example, if an employee who is in the IUOE and who is participating in the 457 is selected for a new position in the MAA, the person will only be eligible for the 457 plan.) **Effective July 1, 2023, any employee who is promoted (or who had been previously promoted) into a position represented by the MAA bargaining unit, and who continues to participate in CERF, shall receive the pension multiplier in effect for current MAA participants for each year of service credit in a MAA represented position. Service**

credit earned prior to promotion shall remain as set forth in the prior collective bargaining agreement from which promoted.

A current participant in the CERF plan who is promoted will have to choose one of the following options with respect to their pension on the new salary:

- i. Pay the City (buy-back) the value of the higher pension, to a maximum of ten (10) years of service. For example, if the difference between the current salary and the new salary is \$10,000, and the person has twelve (12) years of service, the employee would pay the City the employee's contribution, at 6.25% per year, for the time. In this example, the cost would be \$6,000 (6.25% at 10 years x \$10,250). The employee would immediately be entitled to a base salary for pension purposes based on their new salary. Moreover, the person would not be eligible to receive the pension on the new salary until after he/she is in the new position for one (1) year. The City will allow the buy-back through payroll deductions over one year or from rollover from the 457 plan.
- ii. Choose a graduated six (6) year schedule for the increase in salary to be used in the calculation of base annual salary for pension purposes. No portion of the increase will be incorporated into pension calculation during the first year following the promotion, 20 percent will be incorporated in the 2nd year, 40 percent will be incorporated in the 3rd year, 60 percent in the 4th year, 80 percent in the 5th year, and 100 percent will be incorporated in the 6th and subsequent years following the promotion in accordance with IRS regulations (see attached).
- iii. The employee can freeze their pension at the salary of the pre-promotion position, and not make any further pension contribution on the increase in salary attributed to the promotion. The employee may elect to participate in the 457-match plan.

20. Amend Article X, Section 10.7 by adding the as following:

Effective July 1, 2024, to 18% and effective July 1, 2025, to 18.5%.

21. Amend Article VIII by creating a new Section 8.7 as follows:

Section 8.7

- A. The allocation of a classification to a salary grade shall initially be established by the City and finalized after negotiations with the Union. The following compensable factors shall be considered in determining a position's allocation to a salary grade:
 - (i) internal equity among similar positions within the bargaining unit.
 - (ii) the position's wage competitiveness with similar or related positions in municipalities in the greater Stamford area.
 - (iii) the specialized skills, technical knowledge, education, and experience necessary to meet the minimum qualifications for the position including any special occupational certifications.

(v) the degree to which the position is free to develop answers to problems encountered ranging from solving problems by following routine instructions with no deviation to solving problems within broader confines of organizational policy, sound business judgment, and the regulatory framework of the organization; including the complexity and uniqueness of the problems normally encountered by the position.

(vi) the accountability or the measured effect on the job on end results including the magnitude or size of the area in which the job operates (single unit, department, or city-wide), whether the job has a direct, controlling, or primary impact or an interpretive, advisory, or facilitating role.

(vii) the degree to which the position can act without consulting higher authority.

(viii) the number of employees supervised by the position and the extent that such position(s) have subordinate supervisory responsibilities.

B. In the event City and the Union reach an impasse in determining the appropriate salary grade the dispute shall be submitted to arbitration under the provisions of Article XII, section 12.2. After consideration of the evidence and arguments presented, the arbitrator(s) shall issue a decision based on the criteria as set forth in paragraph B.

C. The Union or a department head, may request that the Director of Human Resources direct that a job analysis be performed of an existing classification where in the opinion of the Union, employee, or department head, the job duties or level of the work has increased substantially. Upon completion of the job analysis, any proposed changes to the classification shall be submitted to the Personnel Commission for their adoption or notation. Any proposed change in the salary grade proposed by the City or Union shall become final upon the agreement of the City and Union. In the event of a dispute between the City and the Union as to whether substantial job duties or level of work exist, or as to the appropriate salary grade, such dispute shall be submitted to arbitration pursuant to paragraph B.

For The City of Stamford

For AFSCME Local 2657, Council 4

Alfred Cava

Paul R Lavallee

10/24/2023
Date

10/24/2023
Date

MAA Tentative Agreement Estimated Wage Cost Summary
Figures Include both City and BOE MAA Employee Wages

Estimated Retro Wages
(Includes all wages)

			Contingency			Future Obligation				Grand Total
Estimated Wage Basis	% Increase		Increase 1 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/24 - 6/30/25)	Increase 3 (7/1/25 - 6/30/26)	Medicare and FICA (7.65%)	Total Future Obligation	Total All Funding Sources
Increase 1 (7/1/23 - 6/30/24)	3.000%	16,449,171	\$493,475	\$37,751	\$531,226	\$493,475	\$493,475	\$75,502	\$1,062,452	\$1,593,678
Increase 2 (7/1/24 - 6/30/25)	3.000%	16,942,647	\$0	\$0	\$0	\$508,279	\$508,279	\$77,767	\$1,094,326	\$1,094,326
Increase 3 (7/1/25 - 6/30/26)	3.000%	17,450,926	\$0	\$0	\$0	\$0	\$523,528	\$40,050	\$563,578	\$563,578
Totals			\$493,475	\$37,751	\$531,226	\$1,001,755	\$1,525,282	\$193,318	\$2,720,355	\$3,251,581

MAA Tentative Agreement Estimated Wage Cost Summary
COS Employees Only

Estimated Retro Wages
(Includes all wages)

			Contingency			Future Obligation				Grand Total
Estimated Wage Basis	% Increase		Increase 1 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/24 - 6/30/25)	Increase 3 (7/1/25 - 6/30/26)	Medicare and FICA (7.65%)	Total Future Obligation	Total All Funding Sources
Increase 1 (7/1/23 - 6/30/24)	3.000%	15,567,468	\$467,024	\$35,727	\$502,751	\$467,024	\$467,024	\$71,455	\$1,005,503	\$1,508,254
Increase 2 (7/1/24 - 6/30/25)	3.000%	16,034,492	\$0	\$0	\$0	\$481,035	\$481,035	\$73,598	\$1,035,668	\$1,035,668
Increase 3 (7/1/25 - 6/30/26)	3.000%	16,515,526	\$0	\$0	\$0	\$0	\$495,466	\$37,903	\$533,369	\$533,369
Totals			\$467,024	\$35,727	\$502,751	\$948,059	\$1,443,525	\$182,956	\$2,574,539	\$3,077,291

MAA Tentative Agreement Estimated Wage Cost Summary
BOE Employees Only

Estimated Retro Wages
(Includes all wages)

			Contingency			Future Obligation				Grand Total
Estimated Wage Basis	% Increase		Increase 1 (7/1/23 - 6/30/24)	Medicare and FICA (7.65%)	Total Contingency	Increase 2 (7/1/24 - 6/30/25)	Increase 3 (7/1/25 - 6/30/26)	Medicare and FICA (7.65%)	Total Future Obligation	Total All Funding Sources
Increase 1 (7/1/23 - 6/30/24)	3.000%	881,704	\$26,451	\$2,024	\$28,475	\$26,451	\$26,451	\$4,047	\$56,949	\$85,424
Increase 2 (7/1/24 - 6/30/25)	3.000%	908,155	\$0	\$0	\$0	\$27,245	\$27,245	\$4,168	\$58,658	\$58,658
Increase 3 (7/1/25 - 6/30/26)	3.000%	935,400	\$0	\$0	\$0	\$0	\$28,062	\$2,147	\$30,209	\$30,209
Totals			\$26,451	\$2,024	\$28,475	\$53,696	\$81,758	\$10,362	\$145,816	\$174,290



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milliman.com

October 25, 2023

PERSONAL & CONFIDENTIAL

Mr. Alfred Cava
Director of Human Resources
City of Stamford
Via email

Re: The Classified Employees' Retirement Trust Fund of the City of Stamford
Proposed Plan Changes for Members of the MAA Group

Dear Al:

At your request, we have analyzed the financial impact of the following proposed retirement plan change for the MAA group.

Proposal 1: Any member of the CERF plan who is promoted from another union into the MAA will have their CERF benefit determined using a bifurcated benefit multiplier: their pre-MAA service will be multiplied by the benefit multiplier that applies to their pre-MAA union, and their MAA service will be multiplied by the benefit multiplier that applies to MAA members. Currently, such a member has their entire service multiplied by the benefit multiplier that applies to their pre-MAA union.

Under the current plan provisions, members who are promoted into the MAA after 6/16/2018 keep the multiplier that was in effect immediately prior to promotion, and that non-MAA multiplier continues to be used after their promotion. Proposal 1 would change their post-promotion multiplier to the MAA multiplier, which is currently 2%. Our valuation and the associated projections do not assume any future transfers into the MAA will occur, so we analyzed this change by looking at the impact on the 14 current active members that have transferred into the MAA since 6/16/2018. The attached exhibit shows the increase in the Accrual Liability and Total Normal Cost for these members. The individual impact varies depending on the member's age and service, as well on as their pre-transfer multiplier. Those who were already at the 2% multiplier pre-transfer are not impacted. Those who are younger and have more post-promotion service have a larger increase in liability. Across the entire group, the proposed change increases the July 1, 2022 Accrued Liability by approximately \$95,900 and the Total Normal Cost by approximately \$6,300.

If the attached exhibit is distributed, it must be distributed with a copy of this letter in its entirety.

Methodology

Except as noted above, our calculations are based on the actuarial methods and assumptions used for our July 1, 2022 valuation and assume the plan changes were made effective on that date. The actual cost will depend on the final form of the plan change, the effective date, and the eligible members at that time. The proposed changes do not materially impact the analysis of risk that was presented in the July 1, 2022 valuation report.

It is certain that actual experience will not conform exactly to the assumptions used in this analysis. To the extent future experience deviates from those assumptions, the results of this analysis could vary from the results presented here. Future actuarial measurements may differ significantly from the current measurements 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. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete and our calculations may need to be revised.

The results were developed using models intended for valuations that use standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice (ASOP). The models, including all input, calculations, and output may not be appropriate for any other purpose.

Milliman's work is prepared solely for the internal business use of the City of Stamford. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product, and Milliman may include a legend on its reports so stating. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions: (a) the City may provide a copy of Milliman's work, in its entirety, to the City's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the City; and (b) the City may

Mr. Alfred Cava
October 25, 2023
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provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law. No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

We have not explored any legal issues with respect to the proposed plan changes. We are not attorneys and cannot give legal advice on such issues. The consultants who worked on this assignment are pension actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel. The signing actuary is independent of the plan sponsor. I am not aware of any relationship that would impair the objectivity of my work. I am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Please let me know if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Rebecca".

Rebecca A. Sielman, FSA
Consulting Actuary

RAS 47 SCE MAA CostEst 062023 RAS revised2.docx

The Classified Employees' Retirement Trust Fund of the City of Stamford
Illustration of Cost Impact of Proposed Change #1
Based on July 1, 2022 Valuation

Proposed Change #1: Transfers into the MAA will use their prior union multiplier for service prior to transfer and the MAA multiplier for service after transfer

Listing of members that were promoted into the MAA after June 16, 2018

Member	Current Age	Current Service	Current Multiplier	July 1, 2022	Increase in AL	% Change in AL from baseline	July 1, 2022	Increase in	% Change in NC from baseline
				Baseline Accrued Liability (AL)	Due to Proposed Change #1		Total Normal Cost (NC)	NC Due to Proposed Change #1	
1	32	5	1.50%	42,600	9,800	23%	7,000	1,600	22%
2	31	8	1.75%	86,500	5,700	7%	8,100	500	6%
3	34	3	1.75%	25,800	6,200	24%	7,400	1,800	24%
4	35	8	1.75%	108,300	8,300	8%	9,900	700	7%
5	47	21	1.75%	292,400	6,900	2%	9,000	200	2%
6	53	21	1.75%	473,400	13,800	3%	15,200	300	2%
7	54	26	1.75%	477,100	7,600	2%	11,800	100	1%
8	55	16	1.75%	327,900	16,000	5%	13,600	500	4%
9	55	21	1.75%	269,200	10,000	4%	8,800	300	3%
10	70	13	1.75%	226,700	11,600	5%	14,100	300	2%
11	44	25	2.00%	348,200	0	0%	8,200	0	0%
12	57	34	2.00%	476,500	0	0%	7,200	0	0%
13	58	37	2.00%	476,700	0	0%	7,100	0	0%
14	59	25	2.00%	<u>506,800</u>	<u>0</u>	0%	<u>10,700</u>	<u>0</u>	0%
Total				4,138,100	95,900	2%	138,100	6,300	5%

This work product was prepared solely for the City for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

This exhibit should only be distributed with a copy of the accompanying letter dated 10/25/2023 in its entirety.

10/25/2023