

Tentative Agreement
between
THE CITY OF WEST HAVEN
and
WEST HAVEN POLICE, LOCAL #895, UPSEU-C.O.P.S.

July 21, 2023

The City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. hereby reach a Tentative Agreement relative to the City of West Haven Police Pension Plan. The negotiating committee for the City agrees to recommend that the Tentative Agreement be ratified by the City Council and by the State of Connecticut's Municipal Accountability Review Board ("MARB") as required by MARB's Policies and Procedures. The negotiating committee for the Union agrees to recommend that the Tentative Agreement be ratified by its members.

1. Add as **APPENDIX A** [new] to the City of West Haven Police Pension Plan.

Effective as soon as practicable and retroactive to July 1, 2023, all members hired after November 1, 2009 will transfer to the City of West Haven Police Defined Benefit (DB) Plan, except as provided in Section 1(e) below, with the following plan provisions:

Employee contributions to DB plan	9% (on ratification)
Normal retirement eligibility	age 55 with 25 years of service; max age 65
Benefit multiplier	2.00%
Final Salary	Participant's annual compensation on final day of Participant's employment
Normal form of annuity	single life annuity
COLA	0.00%

- a) Affected Employees shall retain their vested Defined Contribution (DC) employer match balance and may use those DC funds, or other funds, to purchase past service back to the date of hire by contributing 8% of their base salary for each year of service purchased.
- b) All other DB plan provisions will be the same as those for employees hired prior to November 1, 2009.
- c) Purchased service from November 1, 2009 until implementation of the proposed plan changes will be included for purposes of benefit eligibility, benefit accrual, and vesting.
- d) No additional contributions for prior service will be necessary for service prior to the date of transfer to the DB plan.
- e) Current employees hired since November 1, 2009 who are over age forty (40) as of July 1, 2023, can elect to remain in the DC plan. Election must be made by October 1, 2023. Employees hired after July 1, 2023, who are at or over age forty (40), can elect the Defined Contribution plan or Defined Benefit plan when hired.
- f) Term of the Defined Benefit Plan shall be July 1, 2023 through June 30, 2028.

2. Effective as soon as practicable and retroactive to July 1, 2023, eligible employees hired prior to 11/1/09, shall be entitled to a Deferred Retirement Option Plan (DROP) as described below:

- Participants must have 25 years of continuous service and be eligible for normal retirement under the Police Defined Benefit Plan.
 - i. Participants with 25 years of service may elect to be in the DROP for up to 60 months.
 - ii. Participants with 26 – 29 years of service can elect a DROP period up to 36 months.
 - iii. Participants with 30 years of service can elect a DROP period of up to 12 months.

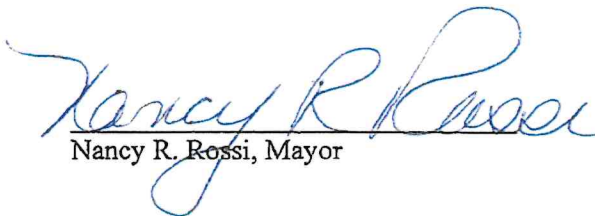
- Percentage of accrued benefit credited to DROP account annually 100%
- Interest credited on DROP account 0%
- Employee contribution rate during DROP period 0%

3. Officers hired prior to November 1, 2009, shall, upon completion of 25 years of service receive a 5% increase in their pension calculation from 60% to 65%.


4. Officers hired prior to November 1, 2009 shall contribute 10.0% of base pay for their pension contribution, effective on ratification.

5. Officers who retire with thirty (30) years of service or more, will receive the retiree medical benefits provided for in the Collective Bargaining Agreement with no premium cost share obligation.

FOR THE CITY


Nancy R. Rossi, Mayor

FOR THE UNION



West Haven City Council
Notice/Agenda Special Meeting August 15, 2023

Notice

In accordance with Rule #11 of the Rules Governing the actions of the City Council, Mayor Nancy R. Rossi has called a Special Meeting of the West Haven City Council to be held at 7:00 p.m. on Tuesday, August 15, 2023 at the 3rd Floor, City Council Chambers, City Hall.

The purpose of this Special Meeting is as Follows:

Discussion and Action on the Tentative Agreement between the City of West Haven and the West Haven Police Department, Local #895, UPSEU-C.O.P.S.

AGENDA

7:00 P.M. SPECIAL MEETING

- 1.) Call to Order
- 2.) Pledge
- 3.) Roll Call
- 4.) Clerk to read call of Special Meeting
- 5.) Discussion and Action on the Tentative Agreement between the City of West Haven and the West Haven Police Department, Local #895, UPSEU-C.O.P.S.
- 6.) Adjournment

OFFICE OF THE MAYOR
2023 AUG 13 AM 11:24

Peter Massaro
Chairman, City Council

Stacy Riccio
Clerk of the City Council

Diane Ascenzia
Administrative Assistant

From: Jenn Castelhana

Sent: Thursday, August 10, 2023 1:54 PM

To: Chris Hodgson <chodgson@berchemmoses.com>; Chief Joseph Perno (WHPD) <jperno@whpd.com>; Deputy Chief Flemmig <cflemmig@whpd.com>; Tom McCarthy <TMccarthy@westhaven-ct.gov>; Nancy R. Rossi <nrossi@westhaven-ct.gov>; Pamela A. Alvino <palvino@westhaven-ct.gov>

Subject: RE: Pension Plan presentations for approval

The approximate cost of each item in the final tentative agreement (attached) is as follows:

1. \$1 million cost to the City over 20 years
2. Cost neutral
3. \$2.6 million cost to the City over 20 years
4. \$300,000 saving to the City over 20 years
5. \$1.5 million cost to the City of 20 years

Approximate overall cost to the City over 20 years is \$4.8 million.

Jennifer M. Castelhana, FSA, EA, MAAA
Principal and Consulting Actuary
Pronouns: She/Her/Hers

Milliman
+1 860 687 0103 Office
+1 860 748 8646 Mobile

milliman.com | [email](mailto:)

Total Cost	\$	4,800,000
Time Frame	\$	20 years
	\$	240,000

RE: Pension Plan presentations for approval



Joseph Perno <jperno@whpd.com>

To David Taylor

Reply Reply All Forward [Share icon] [More icon]

Mon 8/7/2023 10:45 AM

You replied to this message on 8/7/2023 12:06 PM.

David,

The agreed upon cost for recruitment and training of a new Officer is \$120,000.00 for the first year. This cost is incurred from the following: approx. 46 weeks of salary (academy and O.I.T.), academy cost, recruitment costs, Officer's salary and OT for both recruitment and the 12 weeks of O.I.T. as well as the benefits provided by CBA.

The Department has averaged 4-5 Officers per year for the last 8 years leaving for the purpose of "no pension". This does not reflect the number of potential recruits that did not choose to be considered by WHPD during the recruitment process.

The main focus of offering a pension is to have stability in the ranks. With the anticipated adopting of a pension this should, in all practicality, stop the "revolving door of Officers" which we have been experiencing since (2009-2010) after the pension was no longer offered.

Hope this helps.

Joe

Cost	\$	120,000	per Officer
Average		4.50	per year
	\$	540,000	Cost per year

To the Honorable City Council of the City of West Haven:

Your Committee on Finance to whom was referred the matter of the Tentative Agreement between The City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. relative to the City of West Haven Police Pension Plan.

Reports that the committee met on the 15th day of August 2023 to consider said matter.

It is the _____ opinion of the committee that the following motion be presented:

AUTHORIZING RESOLUTION OF THE
City of West Haven City Council

WHEREAS the City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. have entered into a tentative agreement relative to the City of West Haven Police Pension Plan, and

WHEREAS the City Council of the City of West Haven is required to approve the tentative agreement in accordance with Connecticut General Statutes Section 7-474;

WHEREAS the Mayor and her administration have executive duties for administering contractual relationships;

RESOLVED, the tentative Agreement relative to the City of West Haven Police Pension Plan, attached hereto, is approved and the Mayor or her designee is authorized to execute a final agreement.

FURTHER RESOLVED, that Nancy R. Rossi, as Mayor of The City of West Haven, is authorized and directed to execute and deliver any and all documents related to this Resolution on behalf of the City of West Haven and to do and perform all acts and things which she deems to be necessary or appropriate to carry out the terms of such documents, including, but not limited to, executing and delivering all agreements and documents contemplated by such documents.

SECONDED BY: _____

APPROVED: _____ OR DENIED _____

VOICE VOTE: _____ OR ROLL CALL _____

CHAIRMAN OF THE COMMITTEE: _____



City of West Haven

Analysis of Pension cost vs. Savings

Cost

The tentative agreement will cost the city \$4.6M over the next 20 year per our actuarial analysis.

On average, that is \$230K per year.

Cost Avoidance

Over the past 8 years, WHPD has experienced turnover of 4-5 officers per year with the reason given for leaving as "no pension plan."

The city spends \$120K per person to train a new Police officer.

Summary

If we can reduce the number of officers that leave our police force by 2 per year, this plan will pay for itself.

If we can reduce the number of officers that leave our police force by 4-5 per year, the plan will save the city money.

With every reduction in turnover, our police force is better experienced and closer to being fully staffed.

Robert Fazzino, President
Joseph D'Amato, Vice President
Craig Thompson, Secretary
William Maruottolo, Treasurer
Christopher Nolan, Executive
Jay Masi, Trustee



October 4th, 2023

To Members of the Marb,

On September 14, 2023 at the monthly MARB meeting the presentation of the tentative agreement (TA) for the West Haven Police Pension contract was on the agenda. During the presentation of this TA there was a great deal of critical information that was not mentioned, misrepresented or explained. This letter stands to clarify the majority of those items. To start, The West Haven Police Department has two contracts, our working contract and our pension contract. Our working contract was settled last year with the mentioned wage increase.

The Local 895 Police Union pension contract expired on December 31, 2016 and has been open since. So, this TA was done in collective bargaining. The union body has had a couple of offers to close the contract over the last 6 plus years with no changes to the contract and not adding the 401k members to the pension but has refused in hopes of negotiating the 401k members back into the document. Throughout those years the Union made repeated attempts to negotiate with the city but was stalled. In November of 2022, the Union board met with the city attorney, Chris Hodgson, and other City Hall staff, including the mayor to begin negotiations. The push for these negotiations was for retention and hiring purposes as the Police Department is having difficulty recruiting officers due to the lack of a pension and low salaries compared to other departments in the State. The wage increase that was negotiated last year to make the Police Department's wages across all ranks to make West Haven PD comparable to the median salary of surrounding departments, this has helped but more needs to be done to be competitive with hiring.

Since the Police Department has converted to a 401k back in 2010 (retroactive to November of 2009) there have been 112 people hired and the PD has lost 49 of those 401k members, 46 of which had left for other policing jobs with the primary reason for leaving being wages and/or lack of pension. Of the remaining three, one left on an injury and unable to work as a Police Officer any longer. He was given 19 months of disability pay and had to find a new job because there is no long term disability for 401k members. The lack of disability should a member get injured is also a major concern for officers and would be a moot point should this pension be reinstated. This officer was in his mid 20s when he sustained this injury while in an altercation with a combative suspect. The public safety field is not an office job. Given the cost to get an officer hired, through academy and on the road only to have them leave for other agencies has been proven to be a cost that well exceeds a million dollars since the inception of the 401k.

Continuing with retention, there is a need to keep the members employed with the department on the top end. As of today, there are 27 members that are eligible to retire and an additional five in under two years. The department is having difficulty getting people to apply let alone replace people who are leaving on the top end. Given each pension member a 5% bump at 25

years of service is an incentive to get people to stay past 20 years. A point that was misunderstood was that this 5% bump changed the multiplier for the remaining years, that is not the case. The 5% is a one time bump at the completion of 25 years, making the 25 year mark 65% instead of 60. Should the member remain with the department the multiplier would remain at 3% each year after, making 30 years and 80% pension. The medical was even more an incentive to stay to complete 30 years. In speaking with the union body, the majority of those 32 people were now strongly considering staying at the department for a 30 year career. The members currently have a 20% cap on their medical contributions after completing 20 years of service. This is an added benefit that can be negotiated on in the pension contract with and MOU to the working contract. The experience and knowledge that the department is and will be losing on the veteran members is irreplaceable. All that being said, the TA did its job with the theory of retaining existing members and getting 401k members back on the pension should it be approved.

In the last five years 12 members have retired, all having more than 20 and less than 30 years on the job to go to other agencies to continue their career. The reason for them leaving was financial. They shared that it would be better off financially by leaving after 20 years of service and doing 10 years somewhere else than staying at the Police Department for 30 years based on the current pension language. The current pension document has not been modified in 30 years.

There was a comment made at the meeting about each existing pension member getting a bump in rank after 25 years, this is no longer the case and was stopped back in 1999. There are only 8 members of the pension, excluding the chiefs, that will still receive this benefit.

On August 15th, the union body held a vote for this TA and it was approved 95-2 in favor of the agreement. In the weeks leading up to the vote the union board had the union attorneys and representatives from the pension company attend the union meetings and explain and answer any questions anyone had. In addition to that, the union board created a spreadsheet that was sent out to the body so that everyone could have a rough estimate as to the cost of purchasing their years of service would be. In addition to all of the above, the board sat with individuals to go over the TA and costs. All members were encouraged to seek the advice of a financial planner since everyone's financial situation is different.

Members of the union board did research through the IRS website, consulted with Empower, who manages the 401k, as well as consulted with financial planners who were all in agreeance that there is no tax consequences with the use of 401k monies to purchase time back so long as their payments are made "trustee to trustee." This means that the money would not be withdrawn but rather rolled over from one qualified retirement plan to another. The 401k was not mandatory until several years ago and the percentage is the minimum unless changed by the employee. The current 401k plan allows for an 8% match of the members gross pay, including overtime. Given that this has overtime included the math was convoluted because some work more than others. This is the reason for the flat 8% per year at that year's salary for each individual officer. Ther overwhelming majority of the members participated in the 401k, however there are several who did not.

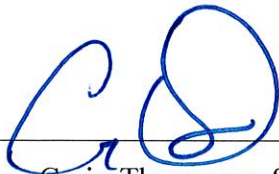
I thank everyone for their time and hopefully this has addressed the majority if not all of our questions. Should there be any further questions the union is available for questions.



Robert Fazzino, President



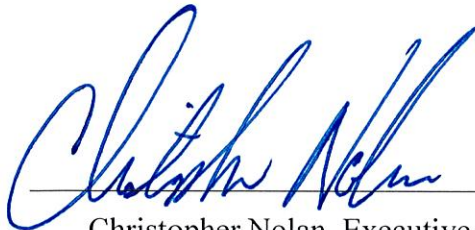
Joseph D'Amato, Vice President



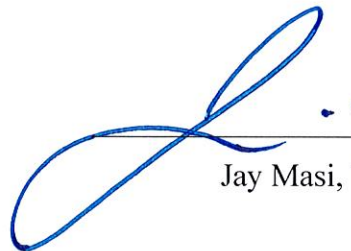
Craig Thompson, Secretary



William Maruottolo, Treasurer



Christopher Nolan, Executive



Jay Masi, Trustee



United Public Service Employees Union

Tentative Agreement
between
THE CITY OF WEST HAVEN
and
WEST HAVEN POLICE, LOCAL #895, UPSEU-C.O.P.S.

July 21, 2023

The City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. hereby reach a Tentative Agreement relative to the City of West Haven Police Pension Plan. The negotiating committee for the City agrees to recommend that the Tentative Agreement be ratified by the City Council and by the State of Connecticut's Municipal Accountability Review Board ("MARB") as required by MARB's Policies and Procedures. The negotiating committee for the Union agrees to recommend that the Tentative Agreement be ratified by its members.

1. Add as **APPENDIX A** [new] to the City of West Haven Police Pension Plan.

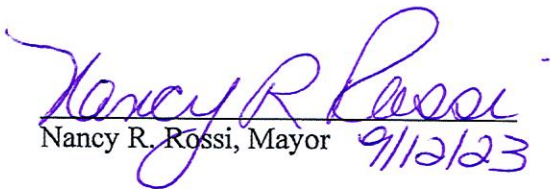
Effective as soon as practicable and retroactive to July 1, 2023, all members hired after November 1, 2009 will transfer to the City of West Haven Police Defined Benefit (DB) Plan, except as provided in Section 1(e) below, with the following plan provisions:

Employee contributions to DB plan	9% (on ratification)
Normal retirement eligibility	age 55 with 25 years of service; max age 65
Benefit multiplier	2.00%
Final Salary	Participant's annual compensation on final day of Participant's employment
Normal form of annuity	single life annuity
COLA	0.00%

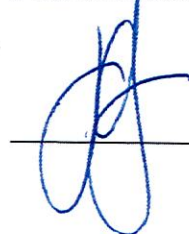
- a) Affected Employees shall retain their vested Defined Contribution (DC) employer match balance and may use those DC funds, or other funds, to purchase past service back to the date of hire by contributing 8% of their base salary for each year of service purchased.
- b) All other DB plan provisions will be the same as those for employees hired prior to November 1, 2009.
- c) Purchased service from November 1, 2009 until implementation of the proposed plan changes will be included for purposes of benefit eligibility, benefit accrual, and vesting.
- d) No additional contributions for prior service will be necessary for service prior to the date of transfer to the DB plan.
- e) Current employees hired since November 1, 2009 who are over age forty (40) as of July 1, 2023, can elect to remain in the DC plan. Election must be made by October 1, 2023. Employees hired after July 1, 2023, who are at or over age forty (40), can elect the Defined Contribution plan or Defined Benefit plan when hired.
- f) Term of the Defined Benefit Plan shall be July 1, 2023 through June 30, 2028.

2. Effective as soon as practicable and retroactive to July 1, 2023, eligible employees hired prior to 11/1/09, shall be entitled to a Deferred Retirement Option Plan (DROP) as described below:
 - Participants must have 25 years of continuous service and be eligible for normal retirement under the Police Defined Benefit Plan.
 - i. Participants with 25 years of service may elect to be in the DROP for up to 60 months.
 - ii. Participants with 26 – 29 years of service can elect a DROP period up to 36 months.
 - iii. Participants with 30 years of service can elect a DROP period of up to 12 months.
 - Percentage of accrued benefit credited to DROP account annually 100%
 - Interest credited on DROP account 0%
 - Employee contribution rate during DROP period 0%
3. Officers hired prior to November 1, 2009, shall, upon completion of 25 years of service receive a 5% increase in their pension calculation from 60% to 65%.
4. Officers hired prior to November 1, 2009 shall contribute 9.5% of base pay for their pension contribution, effective on ratification.
5. Officers who retire with thirty (30) years of service or more, will receive the retiree medical benefits provided for in the Collective Bargaining Agreement with no premium cost share obligation.

FOR THE CITY


 Nancy R. Rossi, Mayor 9/12/23

FOR THE UNION


 _____ 9/12/23

MILLIMAN'S SUMMARY OF PENSION COSTS FOR JULY 21, 2023
TENTATIVE AGREEMENT WITH LOCAL #985, UPSU-C.O.P.S.

August 15, 2023

1. It will cost the City approximately One Million Dollars (\$1,000,000) over 20 years to transfer employees hired after November 1, 2009, into the Defined Benefit Plan with a 2% benefit multiplier based on their annual compensation on their last day of employment, age 55 with 25 years of service; maximum age 65.
2. Providing the Deferred Retirement Option Plan ("DROP") for employees hired prior to November 1, 2009, is cost neutral on average to the City.
3. It will cost the City approximately Two Million Six Hundred Thousand Dollars (\$2,600,000) over 20 years to provide that officers hired prior to November 1, 2009, shall upon completion of 25 years of service, receive a 5% increase in their pension calculation from 60% to 65%.
4. The City will save approximately Three Hundred Thousand Dollars (\$300,000) over 20 years if officers hired prior to November 1, 2009, contribute 9.5% of base pay for their pension contribution.
5. It will cost the City approximately One and One Half Million Dollars (\$1,500,000) over 20 years to allow officers who retire with 30 years of service or more to receive retiree medical with no premium cost share.
6. Milliman believes the total package will cost the City Four Million and Eight Hundred Thousand Dollars (\$4,800,000) over 20 years.

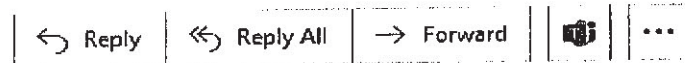
RE: Pension Plan presentations for approval



Joseph Perno <jperno@whpd.com>

To David Taylor

You replied to this message on 8/7/2023 12:06 PM.



Mon 8/7/2023 10:45 AM

David,

The agreed upon cost for recruitment and training of a new Officer is \$120,000.00 for the first year. This cost is incurred from the following: approx. 46 weeks of salary (academy and O.I.T.), academy cost, recruitment costs, Officer's salary and OT for both recruitment and the 12 weeks of O.I.T. as well as the benefits provided by CBA.

The Department has averaged 4-5 Officers per year for the last 8 years leaving for the purpose of "no pension". This does not reflect the number of potential recruits that did not choose to be considered by WHPD during the recruitment process.

The main focus of offering a pension is to have stability in the ranks. With the anticipated adopting of a pension this should, in all practicality, stop the "revolving door of Officers" which we have been experiencing since (2009-2010) after the pension was no longer offered.

Hope this helps.

Joe

Cost	\$	120,000	per Officer
Average		4.50	per year
	\$	540,000	Cost per year

From: Jenn Castelhana

Sent: Thursday, August 10, 2023 1:54 PM

To: Chris Hodgson <chodgson@berchemmoses.com>; Chief Joseph Perno (WHPD) <jperno@whpd.com>; Deputy Chief Flemmig <cflemmig@whpd.com>; Tom McCarthy <TMccarthy@westhaven-ct.gov>; Nancy R. Rossi <nrossi@westhaven-ct.gov>; Pamela A. Alvino <palvino@westhaven-ct.gov>

Subject: RE: Pension Plan presentations for approval

The approximate cost of each item in the final tentative agreement (attached) is as follows:

1. \$1 million cost to the City over 20 years
2. Cost neutral
3. \$2.6 million cost to the City over 20 years
4. \$300,000 saving to the City over 20 years
5. \$1.5 million cost to the City of 20 years

Approximate overall cost to the City over 20 years is \$4.8 million.

Jennifer M. Castelhana, FSA, EA, MAAA
Principal and Consulting Actuary
Pronouns: She/Her/Hers

Milliman
+1 860 887 0103 Office
+1 860 748 8646 Mobile

milliman.com | [email](mailto:)

Total Cost	\$	4,800,000
Time Frame	\$	20 years
	\$	240,000



August 28, 2023

PERSONAL & CONFIDENTIAL

Mr. David Taylor
Acting Director of Finance
City of West Haven
355 Main Street
West Haven, CT 06516

Re: City of West Haven Police Pension Plan
Retirement Plan Analysis for Police Employees

Dear David:

At the City's request, we have analyzed the impact of the proposed changes to the Police pension plan as outlined in the Tentative Agreement between the City of West Haven and the West Haven Police, Local #895, UPSEU-C.O.P.S. The attached exhibit shows the results of our analysis.

The baseline results in the attached exhibit reflect the changes adopted by the City that were effective July 1, 2022. The details of those changes are outlined below.

All active employees received an increase in base compensation equal to \$10,000, plus an additional 2.5% of compensation. Because Cost of Living Adjustments (COLAs) for retirees are directly tied to salary increases for current employees, this change also impacted the benefits currently being paid to members in pay status.

The resulting COLAs for members in pay status were as follows:

- Members in pay status hired prior to July 1, 1993 received a COLA equal to 50% of the dollar amount of annual compensation increase granted to active employees holding a rank equivalent to the rank held by the retired member. Since rank information was not readily available at the time of this analysis we assumed that the COLA would equal 50% of the average dollar amount of annual compensation increase for all active employees. The average dollar increase for all active employees was approximately \$12,200, resulting in a COLA of approximately \$6,100 for each member in this group. All future COLAs remained unchanged.
- Members in pay status hired on or after July 1, 1993 receive a COLA equal to 50% of the percentage compensation increase granted to active employees. Therefore, the COLA was equal to 50% of 2.50%, or 1.25%. All future COLAs remained unchanged.

Mr. David Taylor
August 28, 2023
Page 2

In addition, the City elected to reset the amortization period to 15 years and lower the interest rate assumption to 6.90% as of July 1, 2022. Our projections reflect actual asset performance through July 1, 2022. **If the attached exhibit is distributed, please include a copy of this cover letter in its entirety.**

The results included herein were developed using models intended for valuations that use standard actuarial techniques as well as a model to develop long term funding projections. 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. The models, including all input, calculations, and output may not be appropriate for any other purpose.

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.

Except as noted above, our calculations are based on the actuarial methods and assumptions we used for our July 1, 2020 valuation and assume the plan changes were made effective on that date. In addition, our calculations are based on the census data that we used in our July 1, 2020 actuarial valuation except we have reflected the \$10,000 increase in base compensation plus an additional 2.5% of compensation and resulting Cost of Living Adjustments granted to retirees as of July 1, 2022. The actual cost will depend on the final form of the plan changes, the effective date, and the eligible members at that time.

The long range forecasts assume that the City will pay the Actuarially Determined Contribution each year, the assets will return 6.90% on a market value basis each year, and there are no future changes in the plan provisions, actuarial methods, or assumptions. Terminating and retiring active members are assumed to be replaced by new hires with the same age / pay / gender characteristics as those hired in the past few years.

The proposed plan change materially impacts the analysis of risks faced by the plan that was presented in our most recent actuarial valuation report. By allowing newer hires to enter the plan, the ratio of market value of assets to payroll will decrease and reduce the maturity risk of the plan. The other risks that were identified in our most recent actuarial valuation report are not materially impacted by this proposed change.

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. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

Mr. David Taylor
August 28, 2023
Page 3

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.

Milliman's work is prepared solely for the internal business use of the City of West Haven. 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 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.

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 "Jenn".

Jennifer M. Castelhano, FSA
Consulting Actuary

City of West Haven Police Pension Plan

Cost Impact of Proposed Pension Plan Changes

Based on July 1, 2020 Valuation

Proposed Change 1 Employees hired after 11/1/2009 will enter the DB plan with the following provisions and have the option to purchase service back to date of hire by contributing 8.0% of their base salary for each year of service purchased. For purposes of this analysis, we have assumed that all employees will purchase all service back to date of hire.

Employee contributions to DB plan	9.00%
Normal retirement eligibility	age 55 with 25 years; max 65
Benefit multiplier	2.00%
Salary averaging period	1 year
Normal form of annuity	single life annuity
COLA	none

All other DB plan provisions are the same as those for employees hired prior to 11/1/2009. Purchased service is included for purposes of benefit eligibility, benefit accrual, and vesting.

Proposed Change 2 Eligible employees hired prior to 11/1/09, shall be entitled to a Deferred Retirement Option Plan (DROP) as described below

Participants must have 25 years of continuous service and be eligible for normal retirement under the Police Defined Benefit Plan.

Participants with 25 years of service may elect to be in the DROP for up to 60 months.

Participants with 26 – 29 years of service can elect a DROP period up to 36 months.

Participants with 30 years of service can elect a DROP period of up to 12 months.

Percentage of accrued benefit credited to DROP account annually	100%
Interest credit on DROP account	0%
Employee contribution rate during DROP period	0%

Proposed Change 3 Employees hired prior to November 1, 2009 shall receive a 5% increase in their pension calculation from 60% to 65% upon completion of 25 years of service.

Proposed Change 4 Officers hired prior to November 1, 2009 will increase their pension contributions from 9.0% to 9.5% of base pay.

Fiscal Year	2024-25	2025-26	2026-27	2027-28	2028-29
Baseline Actuarially Determined Contribution	\$4,771,000	\$5,418,000	\$5,857,000	\$6,749,000	\$6,937,000
Cost/(savings) to City - Change 1	16,000	34,000	56,000	71,000	96,000
Cost/(savings) to City - Change 2*	0	0	0	0	0
Cost/(savings) to City - Change 3	0	119,000	152,000	329,000	390,000
Cost/(savings) to City - Change 4	(24,000)	(24,000)	(24,000)	(22,000)	(21,000)
Actuarially Determined Contribution after changes	4,763,000	5,547,000	6,041,000	7,127,000	7,402,000
Total Cost/(Savings) to City	(8,000)	129,000	184,000	378,000	465,000

* The actual cost of the DROP plan cannot be determined until the utilization of the DROP is known. However, the DROP was designed to be cost neutral to the City on average.

The results above reflect the changes outlined in Scenario 1 of our analysis dated May 31, 2022 with the amortization period reset to 15 years as of July 1, 2022. In addition, we have updated our analysis to reflect an interest rate of 6.90% for all scenarios. The City granted all active employees a \$10,000 increase in base compensation plus an additional 2.5% of compensation and granted retirees Cost of Living Adjustments as they are directly tied to salary increases for active employees. The City adopted these changes effective July 1, 2022.

This projection is based on the results of the July 1, 2020 actuarial valuation and assumes that there are no future changes in the actuarial methods or assumptions or in the plan provisions unless otherwise noted above. Our projections reflect actual asset performance through July 1, 2022. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets. Terminating and retiring active members are assumed to be replaced by new hires with the same age / pay / gender characteristics as those hired in the past few years. For purposes of this analysis, the amortization period declines to 1 year to illustrate the progress of the plan towards becoming fully funded; in actual practice the amortization period will not be less than 10 year to shield the City from contribution volatility.

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.

Summary of Cost Impact of Pension Plan Agreement with the Police Department

General Topic	Change	Fiscal Impact				
		FY 23-24	FY 24-25	FY 25-26	FY 26-27	FY 27-28
Wages	General Wage Increases %	NA	NA	NA	NA	NA
	Cost of General Wage Increase in \$	\$ -	\$ -	\$ -	\$ -	\$ -
	Cost of Step Yearly Increment Changes in \$ (Yr 1 budget at top step)	\$ -	\$ -	\$ -	\$ -	\$ -
Healthcare		NA	NA	NA	NA	NA
Pension - provided by Actuary, see note and Actuarial report	Employees hired after 11/1/2009 will enter the DB plan with the following provisions and have the option to purchase service back to date of hire by contributing 8.0% of their base salary for each year of service purchased. For purposes of this analysis, we have assumed that all employees will purchase all service back to date of hire.	16,000	34,000	56,000	71,000	96,000
	Eligible employees hired prior to 11/1/09, shall be entitled to a Deferred Retirement Option Plan (DROP)	-	-	-	-	-
	Employees hired prior to November 1, 2009 shall receive a 5% increase in their pension calculation from 60% to 65% upon completion of 25 years of service.	-	119,000	152,000	329,000	390,000
	Officers hired prior to November 1, 2009 will increase their pension contributions from 9.0% to 9.5% of base pay.	(24,000)	(24,000)	(24,000)	(22,000)	(21,000)
Net Annual Cost (Savings) Impact on ADC for 5-year plan		\$ (8,000)	\$ 129,000	\$ 184,000	\$ 378,000	\$ 465,000
Sick Leave	Current provisions: ____ New provisions: ____ Cost/(Savings)	NA	NA	NA	NA	NA
	Vacation Leave	Current provisions: ____ New provisions: ____ Cost/(Savings)	NA	NA	NA	NA
Other Measures						
Decreased Turnover	Cost Avoidance of recruitment and training due to officer resignations.	\$ (240,000)	\$ (240,000)	\$ (240,000)	\$ (240,000)	\$ (240,000)
Total Savings anticipated		\$ (240,000)	\$ (240,000)	\$ (240,000)	\$ (240,000)	\$ (240,000)
Net Expected Cost (Savings) Impact on 5-Year Plan		\$ (248,000)	\$ (111,000)	\$ (56,000)	\$ 138,000	\$ 225,000

Notes:

Actuarial impact provided by Milliman. These numbers require context. Please refer to analysis and cover letter provided by Milliman for important details and notes regarding their calculations.

The City of West Haven has experienced turnover of 4 - 5 officers per year for the last 8 years with the reason of "no pension plan" given by the officer. Although this is a cost of \$540K annually, this presentation conservatively considers reducing that number by 2 officers per year.

The net result is cost-neutral over this horizon.

|

Style Definition: Heading 1

Style Definition: TOC 1: Line spacing: Double, Tab stops: 1.25", Left + 6.09", Right, Leader: ...

**THE CITY OF WEST HAVEN POLICE DEPARTMENT
PENSION PLAN**

|

~~January July 1, ~~2009-2023~~~~ – December 31, ~~2016~~2028

08/16/2010

4854-2082-4962, v. 1

THE CITY OF WEST HAVEN POLICE DEPARTMENT

PENSION PLAN

<u>ARTICLE</u>	<u>PAGE</u>
1. DEFINITIONS.....	1
2. ELIGIBILITY.....	6
3. FUNDING POLICY: CONTRIBUTIONS.....	7
4. RETIREMENT DATES.....	9
5. CALCULATION OF RETIREMENT BENEFIT.....	10
6. DISABILITY RETIREMENT.....	13
7. FORMS OF PAYMENT OF RETIREMENT BENEFIT.....	16
8. RETIREMENT BENEFIT FOR TERMINATED VESTED PARTICIPANTS.....	18
9. DEATH BENEFITS.....	21
10. ADMINISTRATION.....	24
11. AMENDMENT OR TERMINATION OF PLAN.....	28
12. ALLOCATION OF ASSETS.....	30
13. MERGER OR CONSOLIDATION OF PLANS.....	31
14. FUND.....	32
15. LIMITATION ON BENEFITS.....	33
16. MISCELLANEOUS PROVISIONS.....	34
<u>ARTICLE</u>	<u>PAGE</u>
<u>ARTICLE 1</u> DEFINITIONS.....	<u>1</u>
<u>ARTICLE 2</u> ELIGIBILITY.....	<u>6</u>

Formatted: Font: CG Times, 12 pt, Underline, Font color: Auto

Formatted: Font: CG Times, 12 pt, Underline, Font color: Auto

ARTICLE 3 FUNDING POLICY AND CONTRIBUTIONS7

ARTICLE 4 RETIREMENT DATES9

ARTICLE 5 CALCULATION OF RETIREMENT BENEFIT10

ARTICLE 6 DISABILITY RETIREMENT13

ARTICLE 7 FORMS OF PAYMENT OF RETIREMENT BENEFIT16

ARTICLE 8 RETIREMENT BENEFIT FOR TERMINATED
VESTED PARTICIPANTS18

ARTICLE 9 DEATH BENEFITS21

ARTICLE 10 ADMINISTRATION24

ARTICLE 11 AMENDMENT OR TERMINATION OF PLAN28

ARTICLE 12 ALLOCATION OF ASSETS30

ARTICLE 13 MERGER OR CONSOLIDATION OF PLANS31

ARTICLE 14 FUND32

ARTICLE 15 LIMITATION ON BENEFITS33

ARTICLE 16 MISCELLANEOUS PROVISIONS34

APPENDIX A POST NOVEMBER 1, 2009 HIRES39

Formatted: Line spacing: Double, Tab stops: 1.25", Left

PREAMBLE

This plan contains provisions which have previously been governed by the West Haven City Charter (1980), an ordinance of the City of West Haven on Police Disability Benefits, and the Collective Bargaining Agreements between the City of West Haven and West Haven Police, Local #895 of Connecticut Council of Police Unions #15, AFSCME, AFL-CIO. Pursuant to negotiations between the City and Local #895 and a resolution of the City Council, the Police Relief Fund is being amended and restated in its entirety, and is being renamed The City of West Haven Police Department Pension Plan (the "Plan"). This Plan does not modify the benefits, rights or obligations of Participants who commenced receiving benefits under the Police Relief Fund prior to its adoption, and such benefits, rights and obligations shall be determined exclusively under the plan in effect prior thereto.

ARTICLE 1
DEFINITIONS

Section 1.01 Accrued Benefit. A Participant's Accrued Benefit, at any given point in time, shall be as set forth in Section 5.01.

Section 1.02 Bargaining Agreement. The Bargaining Agreement in effect from time to time between West Haven Police Local #895 and the City.

Section 1.03 Beneficiary. Any person or persons designated by the Participant, or otherwise entitled, to receive any benefit hereunder not received by the Participant or the Participant's Surviving Spouse.

Section 1.04 Board. The City of West Haven Board of Police Commissioners.

Section 1.05 City. The City of West Haven.

Section 1.06 Compensation. The Participant's base salary rate, excluding all additional payments such as extra duty, overtime, longevity or shift premiums.

Section 1.07 Domestic Relations Order. Any judgment, decree or order (including approval of a property settlement agreement) which relates to the provision of child support, alimony payments, or marital property rights to a spouse, former spouse, child, or other dependent of a Participant and is made pursuant to a State domestic relations law.

Section 1.08 Effective Date. ~~January 1, 2009-July 1, 2023~~ – December 31, ~~2016~~2028.

Section 1.09 Employee. Any regular, full-time, permanent, investigatory and uniformed member of the City of West Haven Police Department who is duly sworn and vested with police powers. ~~hired before November 1, 2009.~~

Section 1.10 Employee Contributions. Contributions described in Section 3.03(a) and (b).

Section 1.11 Final Salary. The Participant's annual Compensation on the final day of the Participant's employment.

Section 1.12 Final Adjusted Salary. For a Participant employed prior to January 1, 1999, who has completed twenty-five (25) or more Years of Service, the Participant's Final Adjusted Salary shall be the annual Compensation of an Employee holding the next higher rank to that held by the Participant prior to retirement. A Participant holding the rank of Chief prior to retirement shall not be entitled to a Final Adjusted Salary regardless of the Participant's Years of Service. For any Participant who commences employment on or after January 1, 1999, there shall be no Final Adjusted Salary and the Participant's benefits shall be determined by reference to Final Salary only.

Section 1.13 Fund. The funds held by the Funding Agent derived from contributions made pursuant to the Plan, any property into which the same or any part thereof may be converted, and any increment thereto or income thereon.

Section 1.14 Funding Agent. The City Finance Director or any other trustee, insurance company or other person, or any combination of the foregoing, which is maintaining custody of the funds which derive from contributions made pursuant to the Plan and from which benefits shall be paid, or any successor to such person.

Section 1.15 Funding Agreement. The agreement of trust and/or group annuity contract pursuant to which the Funding Agent maintains custody of the Fund.

Section 1.16 Leave of Absence. Any one of the following:

- (a) paid leave granted by the City;
- (b) leave for jury duty;
- (c) service in the Armed Forces of the United States under circumstances which entitle the Participant to reemployment upon completion of military service under the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994, so long as reemployment occurs within ninety (90) days following the completion of said military service (except if the period is extended due to a disability incurred in the course of such service);
- (d) leave pursuant to the Family and Medical Leave Act.

Section 1.17 Local #895. West Haven Police Local #895 of Connecticut Council of Police Unions #15, AFSCME, AFL-CIO.

Section 1.18 Participant. An Active Participant is an Employee participating in the Plan pursuant to Article 2 hereof. A Retired Participant is a former Employee who has retired and is receiving benefits pursuant to the Plan.

Section 1.19 Plan. The City of West Haven Police Department Pension Plan as set forth herein and as hereafter amended.

Section 1.20 Plan Administrator. The Plan Administrator shall be the Trustees of the Plan as defined in Section 1.24.

Section 1.21 Plan Year. The twelve-month period commencing July 1 and ending June 30.

Section 1.22 Prior Plan. The City of West Haven Police Relief Fund, as set forth in the City Charter, various Collective Bargaining Agreements existing from time to time, the Manual of the Department of Police Service (the “Blue Book”) and past practice prior to the Effective Date.

Section 1.23 Spouse or Surviving Spouse. The Spouse or Surviving Spouse of the Participant at the time of the Participant's retirement, provided that a former spouse will be treated as the Spouse or Surviving Spouse to the extent provided under a Domestic Relations Order.

Section 1.24 Trustees. The Commissioners of the Board and the President of Local #895 or his designee, which designee shall be a member of the Executive Board of Local #895.

Section 1.25 Year of Service. An annual period during which a Participant performs active service with the City. The first such annual period shall begin on the date on which a Participant commences employment with the City, and subsequent annual periods shall begin on each anniversary thereof. Credit will be given for partial Years of Service, expressed in months

and rounded to the nearest completed whole month. Time spent on a disability retirement shall not be included for purposes of calculating Years of Service. Time spent on Leave of Absence shall be included for purposes of calculating Years of Service.

Section 1.26 Other Definitions. The following words and phrases, when capitalized, shall have the meaning described elsewhere in the Plan unless a different meaning is plainly implied by the context:

	<u>Section</u>
Death Benefit	9.01
Retirement Benefit	5.02
Retirement Date	4.01
Normal Retirement Date	4.02
Late Retirement Date	4.03
Disability Retirement Date	4.04
Permanent and Total Disability	6.01
Service Connected Disability	6.01
Service Connected Death Benefit	9.02
Terminated Vested Participant	8.01

ARTICLE 2
ELIGIBILITY

Section 2.01 Eligibility to Participate. Each Employee who was a Participant in the Prior Plan shall continue as a Participant. Any other Employee shall become a Participant on the date that the Employee commences employment. ~~Regular, full-time, permanent, investigatory and uniformed members hired after November 1, 2009 shall not be eligible to participate in the City of West Haven Police Department Pension Plan and shall participate in the City of West Haven Pension Plan (defined contribution 401(k) plan).~~

Section 2.02 Termination of Participation. A person shall cease to be an Active Participant upon ceasing to be an Employee.

Section 2.03 Reemployment. If an individual leaves the service of the West Haven Police Department and is later reemployed, said individual shall become a Participant in the Plan effective as of the date of reemployment.

ARTICLE 3
FUNDING POLICY AND CONTRIBUTIONS

Section 3.01 The Fund. The City shall maintain a fund pursuant to one or more Funding Agreements with one or more Funding Agents for the purpose of receiving, administering, investing and reinvesting contributions made hereunder, and the proceeds thereof, and for the purpose of providing for the payment of the benefits provided under the Plan.

Section 3.02 Contributions by the City. The City shall contribute to the cost of the Plan by making periodic contributions to the Funding Agent taking into consideration actuarial calculations. An actuarial valuation of the Plan shall be conducted at least once in every five (5) years as required by Conn. Gen. Stat. § 7-450a.

Section 3.03 Employee Contributions.

- (a) Prior to January 1, 1999, each Participant shall contribute to the Plan the annual amount of seven percent (7%) of Compensation for the Plan Year.
- (b) On and after January 1, 1999, each Participant shall contribute to the Plan the annual amount of seven and one-half percent (7.5%) of Compensation for the Plan Year.
- (c) Effective July 1, 2010, each Participant shall contribute to the Plan the annual amount of eight percent (8%) of Compensation for the Plan Year.
- (d) Effective July 1, 2012, each Participant shall contribute to the Plan the annual amount of eight and one-half percent (8.5%) of Compensation for the Plan Year.
- (e) Effective July 1, 2014, each Participant shall contribute to the Plan the annual amount of nine percent (9%) of Compensation for the Plan Year.

(f) Effective July 1, 2016, each Participant shall contribute to the Plan the annual amount of nine and one-half percent (9.5%) of Compensation for the Plan Year.

(g) Effective on ratification, Participants hired prior to November 1, 2009, shall contribute to the Plan the annual amount of ten percent (10%) of Compensation for the Plan Year.

(h) Effective on ratification, Participants hired on or after November 1, 2009, shall contribute to the Plan the annual amount of nine percent (9%) of Compensation for the Plan Year.

Section 3.04 Liability for Pensions. Except as may be provided by law, the City shall not be liable to pay any pension except such pension as shall be payable in accordance with the terms of the Plan.

Section 3.05 Expenses of Administration. All expenses of the administration of the Plan, as well as the expenses of administration of the Fund, shall be paid from the Fund.

ARTICLE 4
RETIREMENT DATES

Section 4.01 Retirement Date. A Participant's Retirement Date shall be the Participant's Normal Retirement Date (as defined in Section 4.02), Late Retirement Date (as defined in Section 4.03), or Disability Retirement Date (as defined in Section 4.04), whichever is applicable to the particular Participant.

Section 4.02 Normal Retirement Date. ~~A~~For Participant's hired prior to November 1, 2009, the Normal Retirement Date shall be the earlier of:

- (a) A Participant's sixty-fifth (65th) birthday; or
- (b) The date on which the Participant completes twenty (20) Years of Service.
- (d) For Participants hired on or after November 1, 2009, the Normal Retirement Date shall be the earlier of:
 - i) A Participant's sixty-fifth (65th) birthday, or
 - ii) Participants reaching age fifty-five (55) with twenty-five (25) years of service.

Formatted: Superscript

Formatted: Indent: Left: 0", Hanging: 1.5", Tab stops: Not at 1.5"

Section 4.03 Late Retirement Date. A Participant may remain in the service of the City after the Participant's Normal Retirement Date. In such event, the Participant's Late Retirement Date shall be the final day of Participant's employment.

Section 4.04 Disability Retirement Date. A Participant's Disability Retirement Date shall be the date on which a Participant is placed on Disability Retirement due to a Service Connected Disability, pursuant to Article 6 of this Plan.

ARTICLE 5
CALCULATION OF RETIREMENT BENEFIT

Section 5.01 Accrued Benefit. The Accrued Benefit of a Participant, at any date of determination, shall be a monthly annuity commencing at the Participant's Normal Retirement Date in a monthly amount equal to one-twelfth of the sum of

- (a) two and one-quarter percent (2.25%) of such Participant's Final Salary, or Final Adjusted Salary, if applicable, multiplied by Years of Service, provided the Participant has at least ten (10) Years of Service, plus
- (b) three percent (3.0%) of such Participant's Final Salary, or Final Adjusted Salary, if applicable, multiplied by Years of Service in excess of twenty (20), provided that in no event shall the Accrued Benefit be less than \$2,000/year, nor more than seventy five percent (75%) of a Participant's Final Salary, or Final Adjusted Salary if applicable, and at twenty-five (25) years of service up to sixty-five percent (65%) of Final Salary or Adjusted salary, if applicable.

Formatted: Indent: Left: 0", Hanging: 1"

For the purpose of this Section, Year of Service shall be as defined in Section 1.25 and shall include credit for partial Years of Service pursuant to said Section.

For Participants hired on or after November 1, 2009, two percent (2%) of such Participant's Final Salary multiplied by years of service, provided the Participant has at least ten (10) years of service. Additional terms for including Participants hired on or after November 1, 2009, are attached as Appendix A.

Section 5.02 Retirement Benefit. The Retirement Benefit shall be the Participant's Normal Retirement Benefit (as calculated in accordance with Section 5.03), Late Retirement Benefit (as calculated in accordance with Section 5.04), Service Connected Disability Retirement Benefit (as calculated in accordance with Section 5.05) or Retirement Benefit for Terminated

Vested Participants (as calculated in accordance with Section 8.06); whichever is applicable to the particular Participant.

Section 5.03 Calculation of Normal Retirement Benefit. A Participant's Normal Retirement Benefit shall be the Accrued Benefit calculated as of the Participant's Normal Retirement Date.

Section 5.04 Calculation of Late Retirement Benefit. A Participant who continues to be an Employee of the City after the Participant's Normal Retirement Date shall receive a Late Retirement Benefit, payable commencing on the Participant's Late Retirement Date, which shall be the Accrued Benefit calculated in accordance with Section 5.01 as of the Participant's Late Retirement Date.

Section 5.05 Calculation of Service Connected Disability Retirement Benefit. A Participant who is eligible for a Service Connected Disability, pursuant to Article 6, shall receive a Service Connected Disability Retirement, payable commencing on the Participant's Disability Retirement Date, which shall be the greater of the following:

- (a) fifty-five percent (55%) of the Participant's Final or Final Adjusted Salary prior to the disability retirement date; or
- (b) if the Participant retired with a Permanent and Total Disability, seventy-five percent (75%) of such Participant's Final Salary or Final Adjusted Salary prior to the disability retirement date; or
- (c) the amount of the non-disability retirement benefit that the Participant is eligible to receive pursuant to Section 5.01.

The minimum Service Connected Disability Retirement Benefit shall be \$2,000/year and the maximum Service Connected Disability Retirement Benefit shall be seventy-five percent (75%) of the Participant's Final Salary or Final Adjusted Salary.

Section 5.06 Escalation Clause Adjustment for Retirement Benefit.

- (a) The provisions of this Section shall not apply to the Retirement Benefit of a Terminated Vested Participant.
- (b) For Employees who were hired prior to July 1, 1993, the following escalation provision shall apply. In the event that the annual salary paid to active Employees holding a rank equivalent to the rank held by the Retired Participant is increased, the Retirement Benefit payable to said retired Participant shall be increased in an amount equal to fifty percent (50%) of the actual dollar amount of the increase that the active Employee receives. Said increased Retirement Benefit shall be payable over the same period of time that said active Employee receives the increased annual wage.
- (c) For employees who are hired on or after July 1, 1993, and who retire thereafter, the following escalation provision shall apply. In the event that the annual salaries paid to active Employees are increased by a general wage increase through collective bargaining, the Retirement Benefit payable to retired Participants shall be increased by one-half of the percentage general wage increase. For example, if there is a general wage increase of four percent (4%), Retirement Benefits shall increase by two percent (2%).

(d) There is no escalation benefit for employees hired on or after November 1, 2009.

ARTICLE 6
DISABILITY RETIREMENT

Section 6.01 Service Connected Disability. A Participant who sustains a permanent disability while in the regular performance of police duties, without willful cause or wanton misconduct by the Participant, that renders the Participant physically or mentally unable to perform the regular duties of a police officer, is eligible to retire with a Service Connected Disability. The determination of whether a Service Connected Disability exists and, if applicable, whether the Participant has a Permanent and Total Disability, shall be made in accordance with Section 6.03. Permanent and Total Disability shall mean a disability that renders the Participant unable to engage in any gainful employment. The definitions and standards of the Connecticut Workers' Compensation Act and the Social Security Act shall apply in determining whether a Participant has a Permanent and Total Disability.

Under no circumstances shall a disability resulting from the following causes be considered a Service Connected Disability:

- (a) use of alcohol;
- (b) use of or addiction to narcotics;
- (c) the commission of a felony that results in a conviction, a plea of nolo contendere, or the granting of an application for accelerated rehabilitation.

Section 6.02 Application. An application for a Service Connected Disability Retirement Benefit shall be submitted to the Board. An application shall not be complete until there has been a determination of disability as set forth in Section 6.03. An application for Service Connected Disability Retirement Benefit may be initiated by the Participant or by the

City. An application for Service Connected Disability Retirement shall not be considered complete until there has been a determination of Service Connected Disability in accordance with Section 6.03. The application shall be submitted in writing on the form provided by the City.

Section 6.03 Determination of Disability. An applicant for a Service Connected Disability Retirement Benefit shall be examined by two reputable physicians, one to be selected by the Participant and one to be selected by the City. If these two physicians should disagree as to the capacity of the Participant to perform further police duty, the two shall mutually agree on a third physician to examine the Participant. If, after examining such Participant, two or more of the physicians certify in writing that such Participant is incapacitated to perform further police duty, and the disability is service connected as defined in Section 6.01, the Board shall grant such Participant a Service Connected Disability Retirement. If the applicant claims to suffer from a Permanent and Total Disability, the examining physicians shall also certify whether the participant suffers from such Permanent and Total Disability.

Section 6.04 Annual Medical Examination. For ten (10) years subsequent to the Disability Retirement Date, the Board may require a disability retiree to submit to an annual medical examination, not more than once in any calendar year, by a physician selected by the City and at the City's expense. If the medical examination reveals that the Participant is capable of returning to active duty consistent with standards established by the Police Officer Standards in Training Counsel ("POST") or its successor, the Board may, in its sole discretion, reinstate the Participant and the Participant's Service Connected Disability Retirement Benefit shall cease. If the Participant refuses to submit to a medical examination, or fails to return to duty if so ordered

by the Board, the Board may withhold the Participant's Disability Retirement Benefit until the Participant has complied with the Board's order.

Section 6.05 Reinstatement. A Participant reinstated pursuant to Section 6.04 shall be reinstated at the rank held prior to retirement. None of the time spent on disability retirement shall be counted in determining Years of Service under the Plan. A reinstated Participant shall be subject to the same probationary period as a newly hired employee.

Section 6.06 Offsets. A disability retirement benefit shall be subject to the following offsets:

- (a) A Participant's disability retirement benefit shall be reduced by any payments received under the Workers' Compensation Act and/or Heart and Hypertension Act; provided, however, that there shall be no offset for specific indemnity awards in accordance with Section 31-308 (b) of the Workers' Compensation Act.
- (b) No benefits shall be paid to a surviving spouse or dependents so long or for such period as such surviving spouse or dependents are receiving or are eligible to receive compensation under the Workers' Compensation Act and/or Heart and Hypertension Act.

ARTICLE 7
FORMS OF PAYMENT OF RETIREMENT BENEFIT

Section 7.01 Unmarried Participants - Standard Form of Benefit. The standard form of Retirement Benefit for a Participant who is not married on the Participant's Retirement Date shall be a monthly amount equal to the amount determined in the applicable Section of Article 5, payable as a monthly annuity commencing on said applicable Retirement Date and payable on the first day of each month thereafter during the life of the Retired Participant.

Section 7.02 Married Participants - Standard Form of Benefit - Joint and Survivor Annuity. ~~For Participants hired prior to November 1, 2009, a~~ Participant who is married upon the Participant's Retirement Date shall receive a monthly amount equal to the amount determined in the applicable section of Article 5, in the form of a joint annuity for the life of the Participant commencing on the Participant's Retirement Date and payable monthly thereafter during the life of the Participant, with a survivor annuity for the life of the Participant's Spouse payable monthly commencing after the Retired Participant's death and equal to one hundred percent (100%) of the joint annuity. The Surviving Spouse shall receive the survivor annuity only if the Surviving Spouse was married to the Participant: (a) on the Participant's Retirement Date; and (b) for at least one year immediately preceding the Participant's death. Payment to the Surviving Spouse under this provision shall cease upon the death or remarriage of the Surviving Spouse.

Participants hired on or after November 1, 2009, shall have a single life annuity.

Section 7.03 Children under the Age of Eighteen. After the death of a Retired Participant, and the death or remarriage of a Surviving Spouse who was eligible to receive a benefit pursuant to Section 7.02, if applicable, the Retirement Benefit shall be paid to children of

the Participant until they attain the age of eighteen (18). The Retirement Benefit shall be apportioned equally among any eligible children. The Retirement Benefit shall cease when the youngest eligible child reaches eighteen (18) and ceases to be eligible.

Section 7.04 Latest Date for Commencement of Payment. The Retirement Benefit of a Participant must be distributed, or commence to be distributed, no later than the first day of April following the calendar year in which such individual attains age 70 1/2, or in which he or she retires, if later.

ARTICLE 8
RETIREMENT BENEFIT FOR
TERMINATED VESTED PARTICIPANTS

Section 8.01 Retirement Benefit for Terminated Vested Participants. A Participant who terminates employment with the City prior to the Participant's Normal Retirement Date and who is vested in a benefit, is a Terminated Vested Participant and shall receive a Retirement Benefit for Terminated Vested Participants as defined in Section 8.06.

Section 8.02 Vesting of Benefit, Attributable to City Contribution. A Participant shall be vested in a benefit attributable to City Contributions upon the occurrence of one of the following events:

- (a) Upon completing ten (10) Years of Service; or
- (b) Upon the termination of the Plan as provided in Article 11 hereof.

Until the occurrence of one of such events, the Participant's vested percentage shall be zero percent (0%).

Section 8.03 Vested Percentage in Employee Contribution. A Participant shall always be one hundred percent (100%) vested in the Employee Contributions that a Participant makes to the Plan.

Section 8.04 Computation of Years of Service. For purposes of this Article, all Years of Service shall be included subject to the Break in Continuity of Service rule set forth in Section 8.05.

Section 8.05 Break in Continuity of Service Rule. The following Break in Continuity of Service rule shall apply to the computation of Years of Service pursuant to Section 8.04: If a Participant shall have a period of absence from employment of ninety (90) days or more, which is not an authorized Leave of Absence, then service performed for the City for said calendar year shall not be included in determining the Vested Percentage under 8.02(a).

Section 8.06 Calculation of Retirement Benefit for Terminated Vested Participants. The Retirement Benefit for a Terminated Vested Participant who is vested in a benefit as provided in Section 8.02 shall be a monthly annuity in an amount equal to one-twelfth of two and one quarter percent (2.25%) of such Participant's Final Salary multiplied by Years of Service, two percent (2%) of Final Salary for Participants hired on or after November 1, 2009, calculated as of the date of the Participant's termination of employment. Such benefit shall be determined under Plan provisions in effect on the date of the Participant's termination of employment.

Section 8.07 Time of Commencement and Manner of Payment of Benefit for Terminated Vested Participants. A Terminated Vested Participant may apply, in writing, to the Board to receive a Retirement Benefit upon completion of what would have been the Participant's twentieth (20th) Year of Service. The form of benefit shall be a life annuity and said benefit shall not be subject to escalation pursuant to Section 5.06.

Section 8.08 Return of Employee Contributions. A Participant who terminates without a vested benefit shall receive a refund of the Participant's Employee Contributions to the Plan with interest at the rate of three percent (3%) per annum.

A Participant who terminated with a vested benefit may elect to receive a refund of the Participant's Employee Contributions to the Plan with interest at the rate of three percent (3%)

per annum. Election of such a refund shall cause the Participant to forfeit his or her right to receive a Retirement Benefit.

Section 8.09 Forfeitures. Any forfeitures of contributions shall be used to reduce the amount of contributions by the City. No part of any forfeitures resulting from the application of any provision of the Plan shall be applied to increase the benefit payable to any Participant.

ARTICLE 9
DEATH BENEFITS

Section 9.01 Death Benefit for Participant with Normal Retirement Date. If at the time of a Participant's death the Participant had reached the Participant's Normal Retirement Date, a Death Benefit shall be payable to the Surviving Spouse or children of the Participant until they attain the age of eighteen (18). The amount of such benefit shall be equal to the amount of the Retirement Benefit the Participant would have received if the Participant had retired immediately prior to the Participant's death. The Death Benefit will be payable monthly:

- (a) to the Surviving Spouse of such Participant until the Surviving Spouse's death or remarriage; or
- (b) if no Surviving Spouse qualifies under paragraph (a), the Board shall apportion the Death Benefit among the children of the Participant until they attain the age of eighteen (18).

If no dependent qualifies under paragraph (a) or paragraph (b) to receive the Death Benefit at the time of the Participant's death, the Death Benefit will be payable monthly to the parents of the Participant who were the Participant's dependents until the deaths of the parents.

Section 9.02 Service Connected Death Benefit. When a Participant shall have been killed while in the actual performance of duty, or shall have died from the proximate effects of any injury or ailment sustained while in the actual discharge of such duty, a Service Connected Death Benefit shall be payable to the Surviving Spouse or children of the Participant until they attain the age of twenty-one (21). The amount of such benefit shall be equal to one-twelfth (1/12) of ninety percent (90%) of the Participant's Final Salary or Final Adjusted Salary, if applicable, in effect prior to the Participant's death. Such benefit will be payable monthly:

- (a) to the Surviving Spouse of such Participant until the Surviving Spouse's death or remarriage; or
- (b) if no Surviving Spouse qualifies under paragraph (a), the Board shall apportion the Death Benefit equally among the children of the Participant who are under the age of twenty-one (21).

If no dependent qualifies under paragraph (a) or paragraph (b) to receive the Death Benefit at the time of the Participant's death, the Death Benefit will be payable monthly to the parents of the Participant who were the Participant's dependents until the deaths of the parents.

Section 9.03 Death Benefit for Vested Participant. If at the time of a Participant's death, the Participant would have been eligible for a Retirement Benefit as a Terminated Vested Participant, the Surviving Spouse of the deceased Participant shall be eligible to receive whatever benefit the Participant would have received as a Terminated Vested Participant, under Section 8.06, at such time as the Participant would have been eligible to receive it pursuant to Section 8.07 of this Plan. The Surviving Spouse shall receive this benefit if the Surviving Spouse was married to the Participant for at least one year immediately preceding the Participant's death. Payment to the Surviving Spouse under this provision shall cease upon the death or remarriage of the Surviving Spouse.

Section 9.04 Return of Employee Contributions To Surviving Spouse or Beneficiary. Upon the death of a Participant who has not qualified for a Death Benefit pursuant to Section 9.01, Section 9.02 or Section 9.03 herein, a lump sum equal to the total of Employee Contributions to the Plan made by the Participant shall be paid, with interest at the rate of three percent (3%) per annum, to the Surviving Spouse, or if there is no Surviving Spouse to the

Beneficiary designated by the Participant, or if no Beneficiary has been designated then to the estate of the Participant.

Section 9.05 No Duplication of Benefits. The Death Benefit payable with respect to any particular Participant shall be a benefit described in Section 9.01 or 9.02. In no event will a death benefit be payable under more than one of the above sections on behalf of any one Participant.

Section 9.06 Escalation Clause Adjustment for Death Benefit. The provisions of Section 5.6(a) and (b) shall be applied to increase the Death Benefits provided under Sections 9.01 and 9.02 of this Article.

ARTICLE 10
ADMINISTRATION

Section 10.01 Responsibilities of the Plan Administrator. The Trustees shall be the Plan Administrator of the Plan, and shall have the following powers and responsibilities as Plan Administrator of the Plan:

- (a) To determine benefit rights;
- (b) To adopt such method for the computation of periods of service and participation as shall be permitted by law;
- (c) To instruct the Funding Agent in the disbursement of benefits;
- (d) To make such rules and regulations as it may deem necessary to carry out the provisions of the Plan;
- (e) To employ, where necessary or desirable in the administration of the Plan, actuaries, attorneys, accountants and other individuals, who shall not be fiduciaries merely as a result of their employment hereunder, and to delegate to such individual such powers and responsibilities as it shall determine;
- (f) To determine, in accordance with uniform standards, any question arising in the administration, interpretation and application of the Plan, such determination to be conclusive and binding to the extent the same shall not be plainly inconsistent with the terms of the Plan or any applicable law;
- (g) To decide any disputes which may arise;
- (h) To give instructions and directions to the Funding Agent as necessary;
- (i) To designate, consistent with sound standards, the actuarial bases to be used for all actuarial calculations;

- (j) To keep record of all allocations and designations of fiduciary duties made in accordance with the provisions of this Article; and
- (k) To periodically review the performance of all entities to which the Trustees allocate or delegate responsibilities under this Section and under Section 10.05.

The Trustees may allocate some or all of their powers and responsibilities as Plan Administrator, as enumerated above, to such individuals, committees of individuals, firms or corporations as it shall determine, in which case such individuals, committees of individuals, firms or corporations shall be named fiduciaries. Such allocations shall be made in writing and shall name the entity to whom the allocation has been made and describe the fiduciary duties allocated to it.

Section 10.02 Responsibilities of the City. The City shall have the following powers and responsibilities:

- (a) To amend or terminate the Plan;
- (b) To determine the funding policy of the Plan; and
- (c) To appoint and change the Funding Agent;

The City may allocate some or all of its powers and responsibilities under this Section to such individuals, committees of individuals, firms or corporations as it shall determine. Such allocations shall be made in writing and shall name the entity to whom the allocation has been made and describe the duties allocated to it.

The City shall hire an outside firm to advise the City on the investment of pension funds.

Section 10.03 Responsibilities of the Funding Agent. The Funding Agent shall have the following powers and responsibilities:

- (a) To maintain custody of the Fund;

- (b) To manage and control the investment of the Fund;
- (c) To disburse benefits as instructed by the Plan Administrator or their agent under Section 10.01;
- (d) To perform any other functions which are specifically allocated to it in its agreement with the City.

The City shall hire an outside firm to advise the City on the investment of pension funds.

Section 10.04 Limitation of Responsibilities. The responsibility of the City, Plan Administrator, and Funding Agent, or any individuals, committees of individuals, firms or corporations, to which responsibilities are allocated, or who are designated to perform fiduciary responsibilities, as provided herein, shall be limited to that expressly granted and neither the City, Plan Administrator, and Funding Agent, nor any such individuals, committees of individuals, firms or corporations shall be responsible except for his, her, its or their own acts or omissions.

Section 10.05 Finality of Plan Administrator's Determinations and Authority. In exercising its powers and responsibilities as the Plan Administrator, the Trustees, or, when appropriate, the individuals, committees of individuals, firms or corporations to whom any power and responsibility is allocated, shall have full and uncontrolled discretion to make any determination or decision and, when made, such determination and decision shall be final, conclusive and binding.

Section 10.06 City to Act by City Council. Whenever the City is required to make any appointment or allocate or delegate any responsibilities, such action may be taken by the City Council. Without limiting the generality of the foregoing, the City Council may confer upon any

individual, committee of individuals, firm or corporation further power to delegate responsibilities.

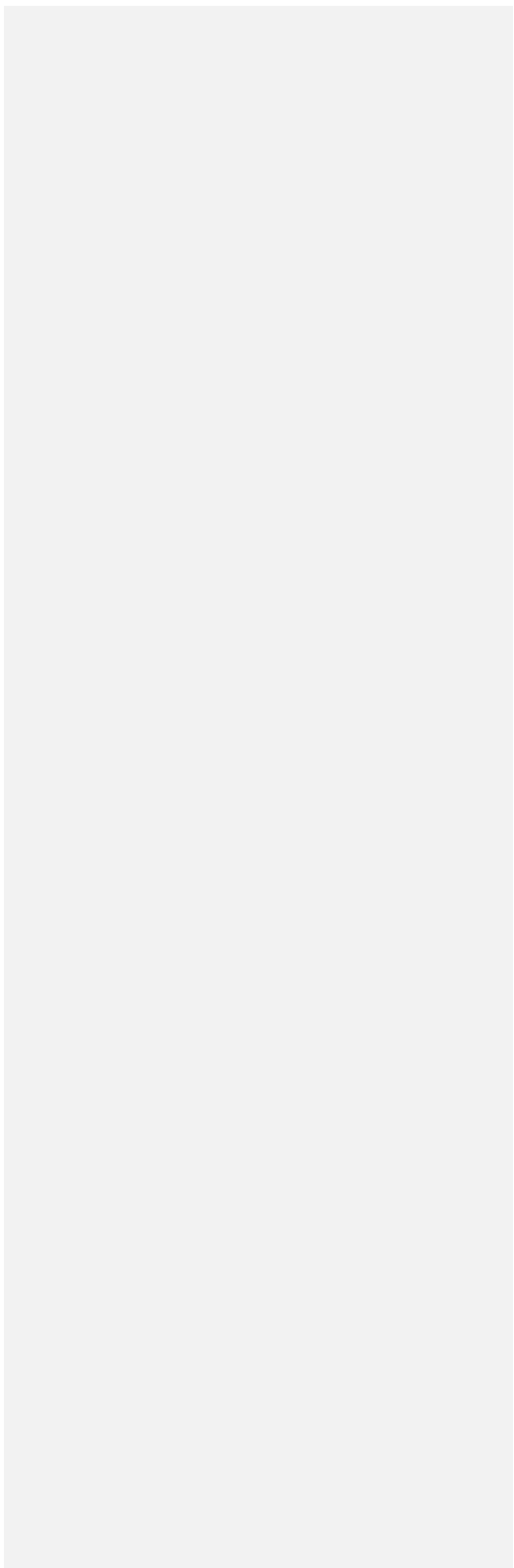
ARTICLE 11
AMENDMENT OR TERMINATION OF PLAN

Section 11.01 Right to Amend Plan. The City reserves the right at any time and from time to time, subject to the approval of the City Council, to amend, in whole or in part, any or all of the provisions of the Plan by notice thereof in writing delivered to the Funding Agent, provided that (a) no amendment that affects Participants who are employed in the bargaining unit represented by Local #895 shall be made which conflicts with the Bargaining Agreement in effect on the effective date of such amendment, and (b) no such amendment shall authorize or permit, at any time prior to the satisfaction of all liabilities with respect to the Plan, any part of the Fund to be used for or diverted to purposes other than for the exclusive benefit of the persons covered by the Plan.

No such amendment shall have the effect of retroactively changing, or depriving Participants, Beneficiaries and contingent annuitants of, rights already accrued under the Plan, provided that any amendment may be made retroactively which is necessary to bring the Plan into conformity with governmental regulations in order to qualify or maintain the qualification of the Plan for tax exemptions.

Section 11.02 Right to Terminate Plan. The City reserves the right to terminate the Plan with respect to its Employees and Participants at any time, subject to the approval of the City Council, provided that no such termination that affects Participants who are employed in positions represented by Local #895 shall be made which conflicts with the Bargaining Agreement in effect on the effective date of such termination. Any such termination shall be set out in an instrument in writing executed on behalf of the City, by action of the City Council, and this Plan shall be deemed to have been terminated with respect to the City in the manner and to

the extent set forth in such instrument, accompanied by a duly certified copy of a resolution of the City Council.



ARTICLE 12
ALLOCATION OF ASSETS

Section 12.01 Allocation of Assets. In the event of termination of the Plan, each Participant's Accrued Benefit, or in the event of the termination of the Plan with respect to a group of Participants which constitutes a partial termination of the Plan, the Accrued Benefit of each Participant affected by such partial termination, calculated as of the date of such event, shall become fully vested and nonforfeitable to the extent funded by plan assets. To the extent that the Plan is not sufficiently funded to pay all Accrued Benefits that are due Participants under this Section, the Plan shall allocate plan assets in accordance with section 4044 of ERISA.

Section 12.02 Impossibility of Diversion of Assets. Notwithstanding anything in this Plan which might be construed to the contrary, it shall be impossible at any time prior to the satisfaction of all liabilities with respect to Participants for any part of the corpus or income of the Fund to be used for, or diverted to, purposes other than for the purposes herein stated.

Section 12.03 Permanent Discontinuance of Contributions. In the event contributions hereto are permanently discontinued, the provisions of Section 12.01 shall apply as of the date of discontinuance.

ARTICLE 13
MERGER OR CONSOLIDATION OF PLANS

Section 13.01 Successor Employer. In the event of the dissolution, merger, consolidation or reorganization of the City, provision may be made by which the Plan will be continued by the successor, and, in that event, such successor shall be substituted for the City under the Plan. The substitution of the successor shall constitute an assumption of Plan liabilities by the successor, and the successor shall have all the powers, duties and responsibilities of the City under the Plan.

ARTICLE 14
FUND

Section 14.01 Appointment and Transfer of Funds. To carry out the provisions of the Plan, the City will provide for the custody and investment of the funds which arise from contributions pursuant to the Plan and for the payment of benefits under the Plan by agreement with such Funding Agent as it may from time to time determine, which agreement shall constitute a part of the Plan.

Section 14.02 Successor Funding Agent; Miscellaneous. The City in its sole and absolute discretion reserves the right at any time and from time to time to designate a successor Funding Agent; to enter into and make amendments to such contracts or agreements with the Funding Agent as it may deem desirable to accomplish the objectives of the Plan; to provide for the payment thereafter of the contributions hereunder to another Funding Agent; and to require a Funding Agent to transfer funds arising from contributions pursuant to the Plan to another Funding Agent, provided that the City shall have no power to perform any of such actions in such manner as will cause or permit any part of the funds accumulated pursuant to the Plan to be diverted to purposes other than for the exclusive benefit of Participants or their Beneficiaries, survivors or estates, retired employees or their Beneficiaries or as will cause or permit any portion of such funds to revert to or become the property of the City prior to the satisfaction of the liabilities under the Plan.

ARTICLE 15
LIMITATION ON BENEFITS

Section 15.01 Limitation on Benefits. No benefit provided in the Plan may exceed the maximum permissible amount as defined and required by section 415 of the Internal Revenue Code and the Regulations thereunder, the terms of which are specifically incorporated herein by reference. The definitions contained in section 415 of the Code and Regulations shall apply in determining the maximum permissible amount of a Participant's allowable benefit regardless of any different definitions contained elsewhere in the Plan. The basic limitation on benefits required by the Code and Regulations applies regardless of whether any Participant is or ever has been a Participant in another qualified plan maintained by the City. If any Participant is or ever has been a Participant in another qualified plan or a welfare benefit fund, as defined in section 419(e) of the Code, or an individual medical account, as defined in section 415(1)(2) of the Code, the overall limitation on benefits required by the Code and Regulations is also applicable to that Participant's benefits.

ARTICLE 16
MISCELLANEOUS PROVISIONS

Section 16.01 Exclusive Benefit. This Plan shall be for the exclusive benefit of Participants and their Beneficiaries and all of the funds held by the Funding Agent shall be exclusively devoted to such purpose. No portion of any such funds shall revert to or become the property of the City prior to the termination of the Plan and the satisfaction of all liabilities with respect to Participants and their Beneficiaries.

Section 16.02 Nonalienation of Benefits. No benefit at any time under the Plan shall be subject in any manner to alienation, sale, transfer, assignment, pledge, attachment, or encumbrances of any kind. Any attempt to alienate, sell, transfer, assign, pledge or otherwise encumber any such benefits, whether presently or thereafter payable, shall be void. No retirement benefit or the Fund shall in any manner be liable for or subject to the debts or liability of any Employee, Terminated Vested Participant, Participant, Beneficiary or pensioner entitled to any retirement benefit. If the Employee, Participant, former Participant, Beneficiary or pensioner shall attempt to or shall alienate, sell, transfer, assign, pledge or otherwise encumber his/her benefit under the Plan or any part thereof, or if by reason of bankruptcy or other event happening at any time, such benefits would devolve upon anyone else or would not be enjoyed by him/her, then the City, in its discretion, may terminate his/her interest in any such benefit, and hold or apply it to or for the benefit of such person, his/her Spouse, children, or other dependent or any of them, in such manner as the City may deem proper.

The preceding paragraph shall not apply to the creation, assignment or recognition of a right to any benefit payable with respect to a Participant pursuant to a domestic relations order.

Section 16.03 Facility of Payment. If the City shall receive evidence satisfactory to it that any person entitled to receive any benefit hereunder is, at the time when such benefit becomes payable, physically, mentally or legally incompetent to receive such benefit and to give a valid receipt therefor and that another individual or institution is then maintaining or has custody of such person and that no guardian, committee or other representative of the estate of such person shall have been duly appointed, the City may cause payment of such benefit to such individual or institution maintaining or having the custody of such person, and the receipt of such individual or institution shall be a valid and complete discharge for the payment of such benefit. If a person dies before cashing any or all of the checks representing a payment or payments due to him/her under the Plan, such payment or payments so payable to such deceased person shall be made in the discretion of the City either to:

- (a) The person or persons who would be entitled to the deceased person's personal property under the laws of the State of Connecticut (which shall also fix the proportionate interest of such persons) if the Participant had died intestate a resident of Connecticut at the time for such payment under the provisions of the Plan; or
- (b) Such relative or relatives of the deceased person by blood, marriage, or adoption as the City may select; or
- (c) The estate of the deceased person.

Section 16.04 No Right to Continued Employment. Nothing in this Plan shall be construed as giving any Employee of the City the right to be retained in the City's employ or the right to any payment whatsoever except to the extent of the benefits provided for in the Plan. The City expressly reserves the right to dismiss any Employee at any time without liability for the effect which such dismissal might have upon the Employee as a Participant in this Plan.

Section 16.05 Sufficiency of Fund. All benefits payable under this Plan shall be paid or provided for solely from the Fund or from accounts segregated from the Fund in accordance with the Plan. The City shall not be liable for the payment thereof.

Section 16.06 Claims Procedure. Any denial of a claim for benefits under the Plan shall be stated in writing by the Trustees and delivered or mailed to the Participant or Beneficiary whose claim for benefits has been denied. Within sixty (60) days after receiving the notification of such denial, any such Participant or Beneficiary may notify the Trustees in writing of his/her desire for a review of such decision. Upon such notification, the Trustees shall schedule a review proceeding at which the Participant shall restate his/her arguments for such claim to a representative of the Trustee, and at which the Corporation Counsel for the City or his designee and the Funding Agent shall be heard. The Trustees' decision following such hearing shall be made within ninety (90) days and shall be communicated in writing to the Participant or Beneficiary. Said ninety-day period may be extended by the Trustees in the event that additional time is required for investigation of the claim.

Section 16.07 Qualified Plan. The Plan is intended to be a governmental plan under section 414(d) of the Internal Revenue Code, and "qualified" as such under section 401(a) of the Internal Revenue Code. Any associated trust to the Plan is intended to comply with all provisions of the Internal Revenue Code and Employee Retirement Income Security Act of 1974 relating to such plans and trusts. All questions shall be resolved to be consistent with such intent.

Section 16.08 Return of City Contributions Under Special Circumstances. Any City contribution made under a mistake of fact may be returned to the City within one year of such contribution.

Section 16.09 Governing Law. The provisions of the Plan shall be construed, administered and enforced according to the laws of the State of Connecticut.

Section 16.10 Gender and Number. Words used in the masculine include the feminine gender. Words used in the singular or plural shall be construed as if plural or singular, respectively, where they would so apply.

Section 16.11 Titles. Titles of articles and notes in margins are inserted for convenience and shall not affect the meaning or construction of the Plan.

SIGNATURES

IN WITNESS WHEREOF, the parties have caused their names to be signed this _____ day of _____, ~~2011~~2023.

CITY OF WEST HAVEN

**WEST HAVEN POLICE LOCAL #895,
COUNCIL #15, AFSCME, AFL-CIO**

By: _____
~~John M. Picard~~Nancy R. Rossi
Mayor

By: _____
~~Walter S. Casey~~
President

By: _____
~~Henry Szadkowski~~Lee K. Tiernan
~~Assistant~~ Corporation Counsel

By: _____
~~Robert Urrata~~

By: _____
~~John Karajanis~~Joseph S. Perno
Chief of Police

By: _____
~~Richard Gudis~~Ronald Suraci
~~AFSCME Council 15~~UPSEU-COPS

By: _____
~~Anne Marie Paone Mullin~~Pamela A. Alvino
Director of Personnel &
Labor Relations

By: _____

By: _____

By: _____

By: _____

APPENDIX A
POST NOVEMBER 1, 2009 HIRES

Effective as soon as practicable after ratification, all participants hired on or after November 1, 2009, will transfer to the City of West Haven Police Defined Benefit (DB) Plan as set forth in the Police Pension Plan. In addition, the parties agree as follows:

- a) Affected Employees shall retain their vested Defined Contribution (DC) employer match balance and may use those DC funds, or other funds, to purchase past service back to the date of hire by contributing 8% of their base salary for each year of service purchased.
- b) All other DB plan provisions will be the same as those for employees hired prior to November 1, 2009.
- c) Purchased service from November 1, 2009, until implementation of the proposed plan changes will be included for purposes of benefit eligibility, benefit accrual, and vesting.
- d) No additional contributions for prior service will be necessary for service prior to the date of transfer to the DB plan.
- e) Current employees hired since November 1, 2009, who are over age forty (40) as of July 1, 2023, can elect to remain in the DC plan. Election must be made by December 31, 2023. Employees hired after July 1, 2023, who are at or over age forty (40), can elect the Defined Contribution plan or Defined Benefit plan when hired.

MEMORANDUM OF UNDERSTANDING

The City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. hereby enter into a Memorandum of Understanding to modify the Collective Bargaining Agreement with a term of July 1, 2018 – June 30, 2025, subject to the approval of MARB, the parties agree as follows:

- 1. The parties agree to modify Article 24, Section 24.1 as follows:

24.1 Pension Plan:

- A. The Pension Plan restatement of January 1, 1999, as negotiated and updated from time to time by the City and the Union shall govern all retirement benefits and pension matters for current full-time, permanent uniformed and investigatory employees of the West Haven Police Department. Retirement benefits and pension matters for individuals who are already retired shall be governed by the policies and procedures in effect at the time of their retirement. ~~Any employee hired after November 1, 2009, will be enrolled into the City of West Haven's 401k plan, not the pension plan mentioned above. The City will provide disability insurance to members hired after November 1, 2009.~~

- 2. The parties agree to add a new section Article 24, Section 24.2 (F):

- F. Officers who retire with thirty (30) years of service or more, will receive the retiree medical benefits provided for in the Collective Bargaining Agreement with no premium cost share obligation.

FOR THE CITY

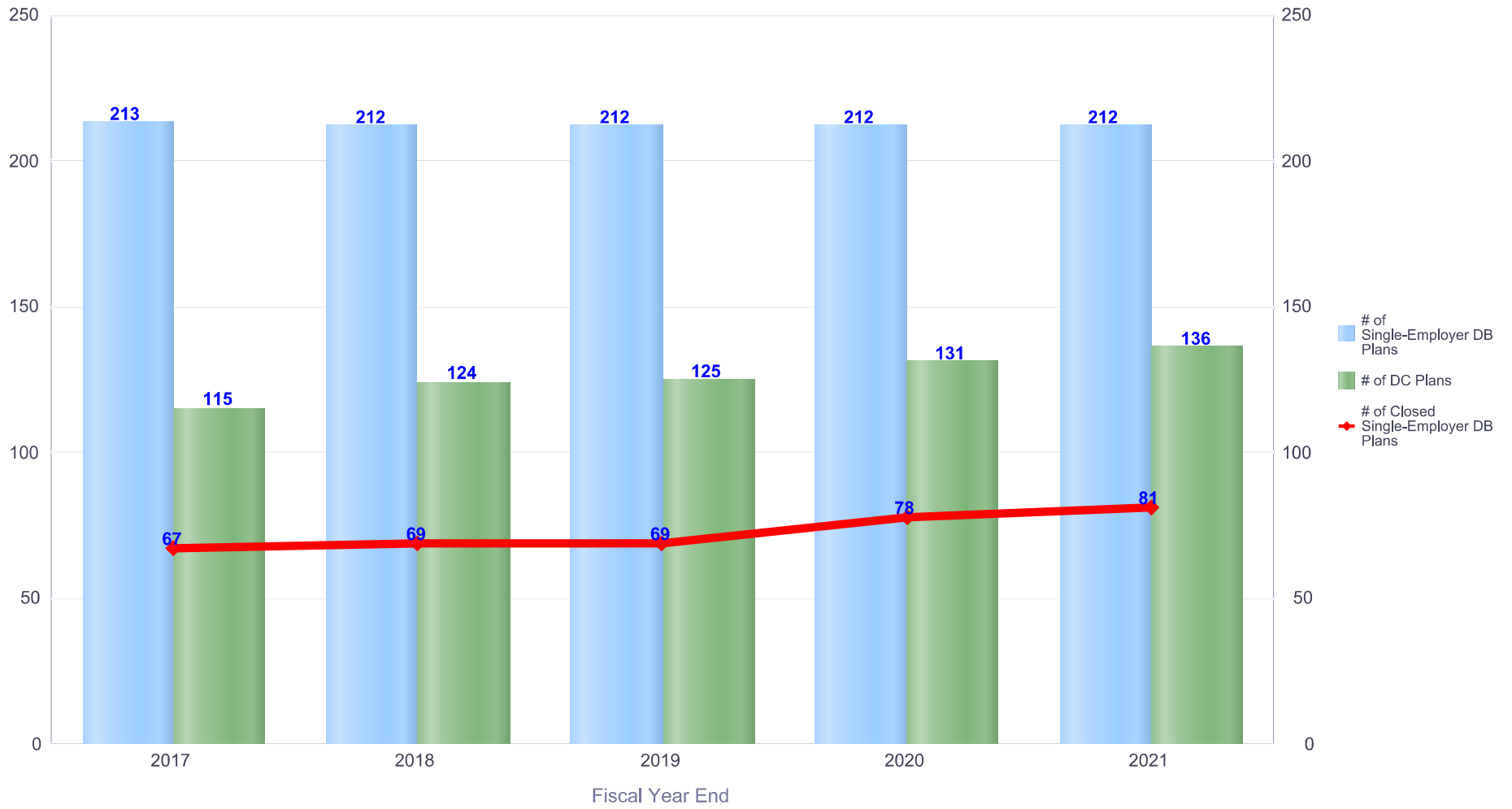
FOR THE UNION

Nancy R. Rossi, Mayor

	State of CT Municipalities							
	Town / Police Pension Plans							
	Based on Either July 1, 2019, 2020, or 2021 Valuations							
			Police			All Town EE's		
			Defined	Defined		Defined	Defined	
		Total Defined	Benefit	Benefit		Benefit	Contribution	
	Town	Benefit Plan(s)	Plans	Closed		Plans	Plans	CMERS
	TOTAL	212	35	44		69	123	47
			DB Plans	Closed	Open			
1	Police with DB Plans		35	11	24			
	Closed DB Plan to DC Plans			8				
	Closed DB Plan to MERS plan			3				
			DB Plans	Closed	Open			
2	All EE's with DB Plans		69	27	42			
	Closed DB Plan to DC Plans			22				
	Closed DB Plan to MERS plan			5				
3	Towns with Pension Plans:		Pension Plans					
	All EE's - DC Plan or MERS		14					
	Pension Plan with DC Plan		6					
	Pension Plan with MERS Plan		8					

City of West Haven						
Neighboring Towns - Police Pension Plans						
Based on Either July 1, 2019, 2020, or 2021 Valuations						
		Defined	Defined		Defined	
	Total Defined	Benefit	Benefit	Number	Contribution	
Town	Benefit Plan(s)	Plans	Closed	of Members	Plans	CMERS
Branford	2					
	Police	1	no	106		
	Volunteer Fire	1	no	237		
Clinton	3					X
	Police	1	no	54		
	BOE Non Certified	1	no	130		
	Volunteer Fire	1	yes	39		
East Haven	0					X
Guilford	4					
	Police	1	no	71		
	Town Employees	1	no	131		
	BOE Non Certified	1	no	176		
	Volunteer Fire	1	no	98		
Madison	3					2
	Police	1	no	62		
	Retirement Plan for Employees	1	no	All Groups - 389		
	Volunteer Fire	1	yes	104		
Milford	1					
	City Retirement System	1	no	All Groups - 1,527		
North Branford	3					2
	Police	1	yes	31		
	Town Employees	1	yes	83		
	Volunteer Fire	1	no	169		
North Haven	5					
	Police	1	no	107		
	Town Employees	1	no	340		
	Firefighters	1	yes	66		
	Elected Officials	1	no	5		
	Volunteer Fire	1	76	76		
Orange	2					1
	Police	1	yes	48		
	Town Employees	1	yes	70		
Stratford	1					1
	All Employees	1	no	All Groups - 848		
Shelton	0					1 X
Wallingford	2					
	Consolidated Pension Plan	1	no	All Groups - 1,303		
	Volunteer Fire	1	no	128		
Woodbridge	0					X
West Haven	2					1
	Police	1	yes	221		
	Firefighters	1	yes	45		

Number of Defined Benefit and Defined Contribution Pension Plans for CT Municipalities



DB = Defined Benefit, DC = Defined Contribution

PENSIONS: Type and Number of Plans *

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
ANDOVER			✓
ANSONIA	2		✓
ASHFORD		1	
AVON	2	2	
BARKHAMSTED		1	
BEACON FALLS			✓
BERLIN	1	1	
BETHANY	1	2	✓
BETHEL	2	1	
BETHLEHEM	1		✓
BLOOMFIELD	2		
BOLTON		1	
BOZRAH			✓
BRANFORD	2		✓
BRIDGEPORT	4		✓
BRIDGEWATER		1	
BRISTOL	1		
BROOKFIELD	2	1	
BROOKLYN	2		
BURLINGTON	2	1	
CANAAN		2	
CANTERBURY			✓
CANTON	2	2	
CHAPLIN		1	
CHESHIRE	3	3	
CHESTER	2		
CLINTON	3		✓
COLCHESTER	1	1	
COLEBROOK		1	
COLUMBIA		1	
CORNWALL		2	
COVENTRY	1		
CROMWELL	1		
DANBURY	7	1	
DARIEN	2	1	

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
DEEP RIVER	2	1	✓
DERBY	1		✓
DURHAM	1	1	
EAST GRANBY		2	
EAST HADDAM	1	2	✓
EAST HAMPTON	1	1	
EAST HARTFORD	1	1	
EAST HAVEN			✓
EAST LYME	1	1	
EAST WINDSOR	1		
EASTFORD		1	
EASTON	1	1	✓
ELLINGTON	1	1	✓
ENFIELD	2		
ESSEX	3		✓
FAIRFIELD	2	1	
FARMINGTON	1	1	
FRANKLIN		1	
GLASTONBURY	1	1	
GOSHEN	1	1	
GRANBY	1		
GREENWICH	1	1	
GRISWOLD			✓
GROTON	1		
GUILFORD	4		
HADDAM	2	1	
HAMDEN	1		✓
HAMPTON		1	
HARTFORD	2	1	✓
HARTLAND		1	
HARWINTON	1		
HEBRON		1	
KENT		1	
KILLINGLY	1		
KILLINGWORTH	2	1	

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
LEBANON			✓
LEDYARD	1	1	
LISBON			✓
LITCHFIELD	2	1	
LYME		2	
MADISON	3	2	
MANCHESTER	1	1	✓
MANSFIELD			✓
MARLBOROUGH			
MERIDEN	3	1	
MIDDLEBURY	1	1	
MIDDLEFIELD			✓
MIDDLETOWN	1		
MILFORD	1		
MONROE	2	1	✓
MONTVILLE			✓
MORRIS	2		
NAUGATUCK	2	4	
NEW BRITAIN	2		✓
NEW CANAAN	1	1	
NEW FAIRFIELD	2		✓
NEW HARTFORD	1	1	
NEW HAVEN	2		
NEW LONDON	2	1	✓
NEW MILFORD	1		
NEWINGTON	4	1	
NEWTOWN	1	2	
NORFOLK	1	1	
NORTH BRANFORD	3	2	
NORTH CANAAN		1	
NORTH HAVEN	5		
NORTH STONINGTON			3
NORWALK	4	1	
NORWICH	2		
OLD LYME			2

PENSIONS: Type and Number of Plans *

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
OLD SAYBROOK	2	1	
ORANGE	2	1	
OXFORD			
PLAINFIELD	1		
PLAINVILLE	2	1	
PLYMOUTH	2		✓
POMFRET		1	
PORTLAND	2	1	
PRESTON			
PROSPECT		1	✓
PUTNAM	1		
REDDING		1	✓
RIDGEFIELD	3	1	
ROCKY HILL	4	1	
ROXBURY		2	
SALEM		1	
SALISBURY	1	1	
SCOTLAND			
SEYMOUR			✓
SHARON		1	
SHELTON		1	✓
SHERMAN	1	1	
SIMSBURY	3		
SOMERS	3		
SOUTH WINDSOR	2	1	
SOUTHBURY	1	1	
SOUTHINGTON			✓
SPRAGUE			
STAFFORD	1	2	
STAMFORD	4	1	
STERLING		1	
STONINGTON	1		✓
STRATFORD	1	1	
SUFFIELD	1	1	
THOMASTON	1		

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
THOMPSON	1		✓
TOLLAND		1	
TORRINGTON	2	1	
TRUMBULL	2	2	
UNION		1	
VERNON	3	14	
VOLUNTOWN		1	
WALLINGFORD	2		
WARREN	1	1	
WASHINGTON	1	1	
WATERBURY	1		
WATERFORD	1		✓
WATERTOWN	2		✓
WEST HARTFORD	1		
WEST HAVEN	2	1	
WESTBROOK	3		
WESTON			✓
WESTPORT	5	2	
WETHERSFIELD	1	1	
WILLINGTON	1		
WILTON	1	1	
WINCHESTER	1	1	✓
WINDHAM	4		✓
WINDSOR	1	1	✓
WINDSOR LOCKS			✓
WOLCOTT	2	1	
WOODBIDGE			✓
WOODBURY	1		
WOODSTOCK			✓

	Defined Benefit	Defined Contribution	Cost Sharing (CMERS)*
** Total **	212	136	47

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
ANSONIA	City Employees' Retirement Plan	✓	22	✓					7/1/2019	5,878,317	59.9%	311,296	194.5%
	Police Retirement Plan	✓	20			✓			7/1/2019	3,920,374	15.5%	279,465	105.3%
AVON	Retirement Plan for Town Employees	✓	92	✓					7/1/2020	42,980,721	59.1%	3,718,708	100.0%
	Retirement Plan For Board of Education of Town of Avon	✓	185					✓	7/1/2020	16,767,188	101.0%	797,132	100.0%
BERLIN	Town of Berlin Defined Benefit Plan	✓	30	✓					7/1/2020	10,030,139	19.1%	1,762,733	124.0%
BETHANY	Bethany Volunteer Fire Association Plan						✓		7/1/2020	497,451	57.4%	47,160	87.7%
BETHEL	Town of Bethel Town Retirement Plan	✓	224	✓					7/1/2020	42,312,113	94.2%	1,385,784	91.1%
	Town of Bethel Police Retirement Plan	✓	59			✓			7/1/2020	20,684,320	84.3%	907,506	118.1%
BETHLEHEM	Town of Bethlehem LOSAP		116				✓		7/1/2020	3,038,745	0.0%	0	
BLOOMFIELD	The Town of Bloomfield Retirement Income Plan		524	✓					1/1/2020	77,964,120	86.5%	3,204,805	100.0%
	The Town of Bloomfield Police Retirement Income Plan		81			✓			1/1/2020	45,035,860	68.7%	2,023,800	100.0%
BRANFORD	Branford Police Employees Retirement Plan		106			✓			7/1/2019	37,281,216	80.9%	1,178,590	132.4%
	Branford Volunteer Fire Plan		237				✓		1/1/2021	1,552,746	96.3%	65,330	133.2%
BRIDGEPORT	Public Safety Plan A	✓	573			✓	✓		6/30/2021	262,916,170	64.1%	8,879,528	100.7%
	Police Retirement Plan B - post 6/3/81 employees	✓	135			✓			6/30/2021	75,907,152	96.6%	1,552,459	100.0%
	Firefighters' Retirement Plan B - post 12/31/83 employees	✓	74				✓		6/30/2021	35,446,852	123.4%	0	
	Janitors And Engineers Retirement Fund	✓	15					✓	6/30/2021	5,483,098	0.0%	1,200,266	34.2%
BRISTOL	City of Bristol Retirement System		1,927	✓					7/1/2020	516,832,011	156.2%	0	
BROOKFIELD	Town of Brookfield Pension Plan		309	✓					1/1/2020	60,821,729	123.5%	1,381,793	100.0%
	Length of Service Award for the Volunteer Fire Department		201				✓		1/1/2020	2,844,791	0.0%	0	
BROOKLYN	Retirement Plan For Town of Brooklyn		130	✓					7/1/2020	7,894,060	88.7%	400,294	100.0%
	Fire Department Service Award Program For Town of Brooklyn		80				✓		1/1/2020	1,571,621	0.0%	123,607	49.5%
BURLINGTON	Town of Burlington Employees Pension Plan		24		✓				7/1/2020	3,519,224	115.6%	214,187	127.3%
	Town of Burlington Constables Plan		7			✓			7/1/2020	1,304,363	111.2%	66,846	170.4%
CANTON	Town of Canton Employee Retirement Plan	✓	111	✓					1/1/2021	23,217,863	92.0%	1,222,927	100.0%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
CANTON	Town of Canton Volunteer Firefighters and Ambulance Retirement Plan	✓	26				✓		1/1/2021	482,801	91.1%	26,348	100.0%
CHESHIRE	Town of Cheshire Pension Plan	✓	483	✓					7/1/2020	70,353,504	77.5%	2,167,287	93.2%
	Town of Cheshire Pension Plan For Police Personnel	✓	86			✓			7/1/2020	58,266,793	56.7%	2,008,256	100.0%
	Town of Cheshire Volunteer Fire Plan		161				✓		7/1/2020	4,777,352	60.4%	265,069	100.0%
CHESTER	Town of Chester Employee Retirement Plan		32	✓					1/1/2021	2,828,452	90.8%	146,394	100.0%
	Town of Chester Volunteer Firefighter Retirement Plan		70				✓		7/1/2019	832,528	117.4%	20,717	147.6%
CLINTON	Police Employees' Retirement Plan		54			✓			7/1/2020	23,643,116	73.4%	1,032,780	100.0%
	Board of Education Noncertified Personnel Pension Plan		130					✓	7/1/2020	8,515,444	88.9%	491,221	100.0%
	Town of Clinton Volunteer Firefighters' Pension	✓	39				✓		7/1/2020	973,547	17.0%	78,002	100.0%
COLCHESTER	Town of Colchester Police Pension Plan	✓	9			✓			7/1/2020	4,163,943	93.5%	150,425	100.3%
COVENTRY	Retirement Plan For Employees of The Town of Coventry		217	✓					7/1/2020	21,706,341	83.9%	724,037	100.0%
CROMWELL	Town of Cromwell Pension Plan		361	✓					7/1/2020	31,301,119	101.3%	905,856	100.0%
DANBURY	General Employees' Pension Plan		1,094	✓					7/1/2020	161,238,356	83.8%	5,115,000	100.0%
	Post 1967 Fire Pension Plan	✓	186				✓		7/1/2019	115,902,079	82.2%	2,749,000	100.0%
	Post 1983 Police Pension Plan		203			✓			7/1/2019	82,383,209	76.5%	3,213,000	100.0%
	Post 1967 Police Pension Plan	✓	94			✓			7/1/2019	61,636,145	70.4%	1,170,000	100.0%
	Pre 1967 Fire Pension Plan	✓	15				✓		7/1/2019	5,100,316	38.4%	644,000	100.0%
	Pre 1967 Police Pension Plan	✓	16			✓			7/1/2019	3,754,341	53.0%	822,000	100.0%
	Post 2011 Fire Pension Plan		31				✓		7/1/2020	1,854,692	94.2%	105,000	262.7%
DARIEN	Town of Darien Town Pension Fund		667	✓					7/1/2019	93,463,708	111.1%	2,306,412	100.0%
	Town of Darien Police Pension Fund		108	✓					7/1/2019	53,721,748	114.1%	645,987	100.0%
DEEP RIVER	Town of Deep River Employee's Retirement Plan	✓		✓					7/1/2020	2,968,437	31.7%	153,049	100.0%
	Firefighters' Merit Plan		55				✓		7/1/2020	927,147	70.2%	48,559	100.0%
DERBY	City of Derby Public Employee Retirement System		234	✓					7/1/2019	22,380,757	83.9%	994,770	19.1%
DURHAM	Retirement Plan For Employees of The Town of Durham	✓	39	✓					7/1/2020	5,166,558	87.9%	157,795	100.0%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
EAST HADDAM	East Haddam Volunteer Fire Plan		57				✓		6/30/2021	761,886	126.7%	13,849	428.0%
EAST HAMPTON	East Hampton Employees' Retirement Plan		353	✓					7/1/2020	47,216,047	83.6%	1,252,872	101.3%
EAST HARTFORD	East Hartford Employees' Retirement Plan		1,186	✓					7/1/2020	487,188,000	55.0%	17,509,000	100.0%
EAST LYME	Employee Pension Plan Ga-1006		275	✓					1/1/2021	30,850,331	103.2%	1,401,531	91.3%
EAST WINDSOR	Town of East Windsor Pension Plan		432		✓	✓		✓	7/1/2020	39,302,721	93.5%	1,413,241	100.0%
EASTON	Town of Easton Retirement Plans I and II	✓	157		✓			✓	7/1/2020	22,549,104	107.1%	467,000	107.1%
ELLINGTON	Town of Ellington Length of Service Award Program		224				✓		8/1/2020	2,187,720	59.0%	86,968	247.2%
ENFIELD	Town of Enfield Pension Plan Gr-1663		1,102	✓					7/1/2020	90,221,410	111.7%	2,171,190	100.0%
	Town of Enfield Police Department Pension Plan - Gr2299		180			✓			7/1/2020	77,189,000	108.5%	1,946,492	100.0%
ESSEX	Town of Essex Employees' Retirement Plan		73		✓			✓	7/1/2020	5,323,539	94.0%	273,467	128.2%
	Town of Essex Police Retirement Plan		8			✓			7/1/2020	2,218,581	95.9%	146,598	202.3%
	Town of Essex Merit Service Plan		75				✓		7/1/2020	1,537,710	98.2%	67,372	174.2%
FAIRFIELD	Town of Fairfield Town Employees Retirement Plan	✓	1,015		✓			✓	7/1/2020	256,353,000	96.4%	5,717,000	99.9%
	Town of Fairfield Police and Fire Retirement Plan		416			✓	✓		7/1/2020	229,469,000	98.4%	6,223,000	100.0%
FARMINGTON	Town of Farmington Retirement Income Plan		697	✓					7/1/2020	137,163,808	78.1%	4,190,387	100.0%
GLASTONBURY	Town of Glastonbury Pension Plan		923	✓					7/1/2020	252,780,014	82.1%	9,832,273	110.7%
GOSHEN	Town of Goshen Pension Plan	✓	3	✓					7/1/2020	65,655	0.0%	0	
GRANBY	Town of Granby Pension Plan		118	✓					7/1/2020	24,532,056	98.8%	700,257	95.4%
GREENWICH	Retirement System of The Town of Greenwich	✓	2,153	✓					7/1/2020	678,384,856	93.7%	26,100,000	100.0%
GROTON	Town of Groton - Retirement System		659	✓					7/1/2020	145,420,521	95.2%	3,773,000	100.0%
GROTON (CITY)	City of Groton Retirement Plan		390	✓					7/1/2019	101,275,697	102.9%	1,936,300	97.5%
GUILFORD	Town of Guilford Employees Pension Plan		131		✓		✓		7/1/2020	38,851,707	96.7%	1,142,823	100.0%
	Town of Guilford Police Retirement Fund		71			✓			7/1/2020	32,118,825	93.4%	808,481	100.0%
	Town of Guilford Public School Employees (Non-Certified) Pension Plan		176					✓	7/1/2020	18,151,930	88.6%	860,000	100.0%
	Guilford Volunteer Fire Dept. Plan		98				✓		7/1/2020	3,563,144	0.0%	0	

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
HADDAM	Town of Haddam Employee Pension Plan	✓	45	✓					6/30/2021	5,104,453	114.4%	358,931	100.0%
	Town of Haddam Volunteer Firefighter's Plan		139				✓		6/30/2021	2,509,256	87.7%	124,277	69.3%
HAMDEN	Retirement Plan of The Town of Hamden	✓	1,095	✓					7/1/2020	474,264,812	42.9%	23,427,618	100.7%
HARTFORD	City MERF		5,576	✓					7/1/2020	1,601,358,000	74.9%	51,040,000	100.0%
	RAF/PBF/FRF pre 5/1/1947 PLAN	✓	32	✓					7/1/2020	1,542,000	0.0%	202,000	100.0%
HARWINTON	Town of Harwinton Pension Trust		17	✓					7/1/2020	2,295,408	112.4%	152,611	114.5%
KILLINGLY	Town of Killingly Retirement Income Plan		202	✓					7/1/2020	6,702,317	125.0%	199,506	100.0%
KILLINGWORTH	Town of Killingworth Defined Benefit Plan		20	✓					7/1/2019	2,808,998	100.3%	104,421	100.0%
	Town of Killingworth Defined Benefit Plan- Volunteer Fire Company		97				✓		7/1/2019	2,134,916	73.3%	89,177	100.0%
LEDYARD	Town of Ledyard Pension Plan		243	✓					7/1/2020	31,904,254	100.3%	1,098,284	100.0%
LITCHFIELD	Town of Litchfield Municipal Employees Retirement Plan	✓	164	✓					7/1/2020	19,360,202	98.8%	559,267	100.0%
	Volunteer Fire Dept. Supplemental Retirement Plan		284				✓		7/1/2020	4,912,035	102.6%	120,000	100.0%
MADISON	Retirement Plan For The Employees of The Town of Madison		389	✓					7/1/2020	33,263,700	77.5%	1,511,805	100.0%
	Town of Madison Police Department Retirement Plan		62			✓			7/1/2020	20,842,966	80.8%	755,497	100.0%
	Volunteer Fire Dept. Supplemental Retirement Program	✓	104				✓		7/1/2020	1,956,643	92.1%	83,799	100.0%
MANCHESTER	Town of Manchester Retirement Plan		1,274		✓	✓		✓	7/1/2020	254,280,377	79.7%	6,568,677	100.0%
MERIDEN	Meriden Employees' Retirement Plan	✓	1,072	✓					7/1/2020	240,240,757	75.7%	5,698,548	100.4%
	Meriden Police Pension Plan	✓	179			✓			7/1/2020	123,267,689	61.0%	5,025,146	100.0%
	Meriden Firemen's Pension Plan	✓	158						7/1/2020	90,947,221	61.4%	3,514,375	100.0%
MIDDLEBURY	Town of Middlebury Retirement Plan	✓	81	✓					6/30/2021	23,193,087	96.3%	679,401	100.0%
MIDDLETOWN	City of Middletown Retirement System		1,099	✓					7/1/2020	442,908,000	123.4%	4,271,000	100.0%
MILFORD	City of Milford Retirement System		1,527	✓					7/1/2020	448,053,000	97.1%	12,787,000	71.2%
MONROE	Town of Monroe Board of Education Plan		172					✓	7/1/2020	15,110,052	103.1%	345,033	100.0%
	Town of Monroe Retirement Income Plan	✓	133		✓				7/1/2020	14,665,772	107.7%	297,075	100.0%
MORRIS	Town of Morris Pension Plan		22	✓					7/1/2020	2,015,058	85.4%	84,523	196.6%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
MORRIS	Volunteer Fire Plan	✓	27				✓		7/1/2020	130,802	101.9%	3,648	505.8%
NAUGATUCK	The Borough of Naugatuck Employee Pension Plan	✓	748	✓					7/1/2020	148,895,330	94.9%	4,920,900	100.7%
	The Borough of Naugatuck Fire Plan	✓	68				✓		7/1/2020	46,562,121	99.5%	1,032,700	100.0%
NEW BRITAIN	New Britain Firemen's Pension Fund	✓	191				✓		7/1/2020	115,519,000	78.7%	2,231,000	76.2%
	New Britain Policemen's Pension Fund	✓	236			✓			7/1/2020	103,076,000	68.1%	2,378,000	71.5%
NEW CANAAN	Town of New Canaan Retirement Plan		780	✓					7/1/2020	144,196,065	124.9%	1,543,662	100.0%
NEW FAIRFIELD	Town of New Fairfield Town Employees Retirement Plan		90	✓					7/1/2020	12,412,553	99.3%	390,232	100.0%
	New Fairfield Board of Education Retirement Income Plan		213					✓	7/1/2020	11,493,917	97.5%	407,582	100.0%
NEW HARTFORD	Town of New Hartford Pension Plan	✓	100	✓					7/1/2019	5,987,317	95.0%	252,265	100.0%
NEW HAVEN	Pension Fund For New Haven Policemen And Firemen		2,067			✓	✓		7/20/2018	986,532,771	39.8%	39,595,014	100.0%
	City Employees' Retirement Fund of New Haven		2,085	✓					7/1/2020	505,540,316	46.1%	22,665,766	100.1%
NEW LONDON	City of New London Contributory Pension Program		284	✓					7/1/2020	43,641,028	84.2%	1,318,000	165.7%
	City of New London Noncontributory Pension Program	✓	25	✓					7/1/2019	5,285,783	0.0%	968,000	63.6%
NEW MILFORD	Town of New Milford Pension Plan		793	✓					6/30/2021	84,246,568	86.0%	2,757,783	100.0%
NEWINGTON	Town of Newington Police Officers' Pension Plan		139			✓			7/1/2020	77,176,000	84.3%	3,304,000	100.0%
	Town of Newington Municipal Employees' Pension Plan	✓	256	✓					7/1/2020	51,964,000	61.5%	2,413,000	100.0%
	Town of Newington Administrative Employees' Pension Plan	✓	38	✓					7/1/2020	12,481,000	49.5%	652,000	100.0%
	Town of Newington Volunteer Firefighters' Pension Plan	✓	102				✓		7/1/2019	1,359,000	53.4%	102,000	100.0%
NEWTOWN	Town of Newtown Retirement System		518	✓					7/1/2020	68,341,637	87.7%	2,474,344	100.0%
NORFOLK	Town of Norfolk Pension Plan	✓	10	✓					7/1/2021	623,016	309.8%	14,200	1,126.8%
NORTH BRANFORD	Retirement Plan For Employees of The Town of North Branford - Police	✓	31			✓			7/1/2020	11,930,909	57.2%	866,502	100.0%
	Retirement Plan For Employees of The Town of North Branford - Municipal Employees	✓	83	✓					7/1/2020	9,518,525	48.7%	474,637	100.0%
	Retirement Plan For Employees of North Branford - Firefighters		169				✓		7/1/2020	5,414,663	60.0%	322,512	100.0%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
NORTH HAVEN	Pension Plan For General Employees of The Town of North Haven		340	✓				✓	7/1/2021	71,720,461	93.7%	2,241,383	84.1%
	Town of North Haven Police Department Pension Plan		107			✓			7/1/2021	39,086,151	84.8%	1,586,586	88.1%
	Town of North Haven Firefighters' Pension Plan	✓	66				✓		7/1/2021	24,389,902	95.7%	962,841	99.0%
	Town of North Haven Pension Plan - Elected Officials		5						7/1/2021	2,709,004	0.0%		
	Town of North Haven Volunteer Firefighters' Pension Plan		76				✓		7/1/2021	1,689,482	72.0%	28,773	100.0%
NORWALK	Employees' Pension Plan		1,162	✓					7/1/2020	272,031,098	89.2%	5,582,196	100.0%
	Police Benefit Fund		385			✓			7/1/2020	172,641,245	89.2%	4,436,790	100.0%
	Fire Benefit Fund		295				✓		7/1/2020	139,041,285	95.3%	2,791,766	100.0%
	Food Service Employees' Plan		110						7/1/2020	4,540,731	79.2%	267,840	100.0%
NORWICH	City of Norwich Employees' Retirement Fund		1,265	✓					7/1/2019	325,019,000	69.1%	12,759,000	100.1%
	City of Norwich Volunteer Firefighters' Relief Plan		183				✓		1/1/2020	7,039,000	55.9%	335,000	100.0%
OLD SAYBROOK	Town of Old Saybrook Retirement Plan		196		✓	✓		✓	7/1/2020	29,161,349	100.0%	786,169	95.6%
	Town of Old Saybrook Fire Company #1 Retirement Plan		118				✓		7/1/2020	2,755,452	66.3%	160,226	114.8%
ORANGE	Retirement Plan For Police Officers of Town of Orange	✓	48			✓			1/1/2021	33,754,462	60.4%	1,505,002	100.0%
	Town of Orange Employee Pension And Retirement Income Plan	✓	70	✓					1/1/2021	11,217,372	74.5%	475,355	100.0%
PLAINFIELD	Town of Plainfield Employees' Retirement Plan		400	✓					7/1/2019	29,467,226	110.0%	1,365,794	128.7%
PLAINVILLE	Town of Plainville Retirement Plan For Policemen		76			✓			7/1/2020	21,315,763	96.5%	623,374	100.0%
	Town of Plainville Retirement Plan - Municipal Employees	✓	105	✓					7/1/2020	17,006,816	92.5%	445,424	100.0%
PLYMOUTH	Town of Plymouth Pension Plan	✓	77	✓					7/1/2020	11,964,698	34.9%	772,087	110.5%
	Town of Plymouth Board of Education Pension Plan	✓	66					✓	7/1/2020	8,632,749	60.4%	338,430	99.3%
PORTLAND	Town of Portland Defined Benefit Plan		148	✓					7/1/2020	31,344,783	76.4%	1,189,199	92.3%
	Portland Volunteer Fire Department Plan		57				✓		7/1/2020	1,320,194	34.4%	74,286	105.9%
PUTNAM	Town of Putnam Pension Plan		258	✓					7/1/2020	13,711,592	139.6%	113,901	0.0%
RIDGEFIELD	Retirement Plan of Ridgefield-Town		646		✓			✓	7/1/2020	70,675,135	116.9%	1,232,190	96.6%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
RIDGEFIELD	Retirement Plan of Ridgefield-Police Plan	✓	71			✓			7/1/2020	37,965,227	113.0%	528,949	92.3%
	Retirement Plan of Ridgefield-Fire Plan	✓	47				✓		7/1/2020	22,486,062	115.4%	147,041	106.2%
ROCKY HILL	Town of Rocky Hill General Employees Pension Plan				✓			✓	9/1/2020	48,301,058	108.4%	458,990	93.7%
	Town of Rocky Hill: Police Officer Pension Plan					✓			9/1/2020	32,853,506	100.2%	787,467	26.1%
	Town of Rocky Hill Firefighters Pension Plan						✓		7/1/2020	2,711,175	68.7%	167,283	16.8%
	Town of Rocky Hill: Ambulance Pension Plan								7/1/2020	1,160,367	85.2%	72,542	4.6%
SALISBURY	Town of Salisbury Pension Plan	✓	5	✓					1/1/2020	1,588,205	84.7%	123,668	100.0%
SHERMAN	Town of Sherman Pension Plan	✓	32	✓					7/1/2021	984,722	134.8%	-26,897	
SIMSBURY	General Government Retirement Income Plan		236		✓				7/1/2020	38,887,402	78.1%	1,272,157	100.0%
	Board of Education Retirement Income Plan	✓	341					✓	7/1/2020	37,497,789	81.0%	1,296,230	100.0%
	Police Retirement Income Plan		73			✓			7/1/2020	24,588,644	90.5%	809,664	100.0%
SOMERS	Town of Somers Board of Education Plan	✓	89					✓	7/1/2020	6,501,455	103.5%	210,321	100.0%
	Town of Somers Town Plan		55		✓	✓			7/1/2019	5,103,237	120.0%	132,085	100.0%
	Town of Somers Firefighters' Plan		103				✓		7/1/2020	346,877	128.6%	5,921	100.0%
SOUTH WINDSOR	South Windsor Town Plan		174	✓					7/1/2020	48,426,833	86.8%	1,602,021	184.3%
	South Windsor Board of Education Plan		156	✓					7/1/2020	19,595,133	100.4%	570,615	100.0%
SOUTHBURY	Town of Southbury Retirement Income Plan		196	✓					7/1/2020	29,798,225	93.8%	1,046,562	108.2%
STAFFORD	Town of Stafford Pension Plan	✓	288	✓					1/1/2020	29,865,052	68.2%	1,336,734	100.0%
STAMFORD	Police Pension Trust Fund		628			✓			7/1/2020	309,600,755	75.4%	11,190,000	100.0%
	Classified Employees Retirement Trust Fund		1,418	✓					7/1/2020	302,863,254	99.6%	8,064,000	100.0%
	Firefighter's Pension Trust Fund		479				✓		7/1/2020	235,352,289	79.2%	10,569,000	100.0%
	Custodian And Mechanics Retirement Trust Fund		881						7/1/2020	96,063,277	108.0%	2,505,000	100.0%
STONINGTON	Town of Stonington Retirement Plan	✓	324	✓					7/1/2021	40,873,765	104.0%	951,997	100.0%
STRATFORD	Town of Stratford Employees' Retirement Plan		848	✓					7/1/2020	334,208,067	90.3%	6,610,201	100.0%
SUFFIELD	Town of Suffield Retirement Plan	✓	324	✓					7/1/2019	47,451,680	91.8%	1,670,344	100.0%
THOMASTON	Town of Thomaston Retirement Plan	✓	147	✓					1/1/2021	22,447,857	100.2%	522,281	122.5%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
THOMPSON	Town of Thompson Board of Education Retirement System		87					✓	7/1/2020	7,320,424	116.3%	124,944	100.0%
TORRINGTON	City of Torrington Police And Firemen's Retirement Fund	✓	260			✓	✓		7/1/2020	108,775,754	71.7%	4,279,729	100.3%
	City of Torrington Municipal Employees' Retirement Fund	✓	225		✓				7/1/2020	53,621,536	91.4%	1,241,462	101.0%
TRUMBULL	Town of Trumbull Police Benefit Retirement Plan	✓	125			✓			7/1/2020	94,915,950	95.2%	2,999,000	100.0%
	Town of Trumbull Retirement Plan		781		✓			✓	7/1/2020	93,129,210	52.6%	5,322,000	100.0%
VERNON	Town Pension Plan		722		✓			✓	1/1/2020	86,063,561	63.3%	2,733,202	100.0%
	Police Pension Plan		113			✓			1/1/2020	47,574,207	54.0%	1,993,154	100.0%
	Volunteer Fire Dept. Retirement Plan		166				✓		1/1/2020	2,365,584	109.9%	106,269	100.0%
WALLINGFORD	Town of Wallingford Consolidated Pension Plan		1,303	✓					7/1/2019	307,758,000	87.0%	9,194,000	100.0%
	Town of Wallingford Volunteer Firefighters Plan		128				✓		7/1/2019	1,453,000	128.9%	13,000	100.0%
WARREN	Town of Warren Pension Plan	✓	10	✓					6/30/2021	749,510	95.9%	81,513	76.1%
WASHINGTON	Town of Washington Retirement Plan	✓	47	✓					1/1/2020	4,155,745	111.0%	63,302	197.5%
WATERBURY	City of Waterbury Retirement Fund		4,051	✓					7/1/2020	668,907,000	72.3%	21,829,000	100.0%
WATERFORD	Town of Waterford Pension Trust Fund Plan	✓	10	✓					7/1/2019	931,582	68.6%	59,870	137.0%
WATERTOWN	Town of Watertown-Police Employees		68			✓			1/1/2020	34,079,900	84.9%	1,165,983	100.0%
	Town of Watertown-General Town Employees		236	✓					1/1/2020	30,140,345	94.9%	721,026	100.0%
WEST HARTFORD	Town of West Hartford Pension Fund		2,103	✓					7/1/2019	538,229,000	50.1%	25,439,000	100.0%
WEST HAVEN	City of West Haven Police Pension Fund	✓	221			✓			7/1/2020	151,850,643	92.3%	2,411,601	100.0%
	City of West Haven Allingtown Fire District Plan	✓	45				✓		7/1/2019	33,457,698	35.1%	2,404,702	130.5%
WESTBROOK	Westbrook Retirement Plan		166	✓					7/1/2021	11,533,383	125.7%	283,477	100.0%
	Westbrook Volunteer Firefighters' Pension Fund		69				✓		7/1/2021	2,111,603	103.3%	127,010	100.0%
	Town of Westbrook - Police Pension Plan		11			✓			7/1/2021	361,995	80.8%	23,360	100.0%
WESTPORT	Town of Westport - Police Pension Plan		160			✓			7/1/2020	118,064,469	107.1%	3,267,889	100.0%
	Town of Westport Fire Pension Fund		139				✓		7/1/2020	97,194,176	110.2%	2,386,794	100.0%
	Town of Westport Municipal Interim Pension Fund		551		✓			✓	7/1/2020	79,626,245	127.2%	1,286,345	100.0%
	Town of Westport - Non Union Pension Plan	✓	163						7/1/2020	73,023,221	68.4%	1,689,358	100.0%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Sponsoring Entity	Plan Name	Closed Plan *	# of Members	Group(s) Covered **					Date of Last Valuation	Total Pension Liability (TPL)	% of Pension Liability Funded	FYE 2021 Municipal Actuarially Determined Contribution (ADEC)	Municipal Contribution Made as a % of ADEC
				All	T	Police	Fire	O					
WESTPORT	Town of Westport Public Works Pension Plan	✔	48						7/1/2020	20,183,939	132.5%	38,378	100.0%
WETHERSFIELD	Town of Wethersfield Pension Plan	✔	547	✔					7/1/2020	143,058,258	86.0%	3,631,285	100.3%
WILLINGTON	Town of Willington Pension Fund		2	✔					6/30/2021	578,283	94.9%	10,920	188.6%
WILTON	Wilton Employees' Retirement Plan	✔	528	✔					7/1/2020	134,050,203	113.2%	1,957,101	0.2%
WINCHESTER	Town of Winchester Employees' Retirement Plan	✔	89	✔					1/1/2020	14,063,414	75.3%	651,693	100.2%
WINDHAM	Town of Windham Retirement Income Plan-Police		89			✔			7/1/2019	29,291,152	96.8%	1,346,549	100.0%
	Town of Windham Retirement Income Plan-Municipal		204		✔				1/1/2020	28,353,547	80.8%	1,087,197	100.0%
	Town of Windham Retirement Income Plan-Fire		61				✔		7/1/2019	16,810,518	98.1%	691,420	100.0%
	Town of Windham Retirement Income Plan-Board of Education		274					✔	7/1/2020	13,877,978	85.5%	528,128	100.0%
WINDSOR	Town of Windsor Connecticut Retirement Plan	✔	473	✔					7/1/2020	100,958,994	83.7%	2,089,210	100.0%
WOLCOTT	Town of Wolcott Town and Police Plan	✔	149		✔	✔			1/1/2021	35,136,798	77.6%	1,287,726	100.0%
	Town of Wolcott Board of Education		184					✔	9/1/2020	16,737,055	128.2%	583,536	100.0%
WOODBURY	Town of Woodbury Pension Plan		104	✔					7/1/2021	13,296,925	72.2%	581,649	108.3%
Grand Total										17,520,237,901	81.9%	553,513,569	99.4%

Note: For Municipalities with multiple defined benefit plans, the data is sorted by TPL (highest to lowest).
 * A checkmark for "closed plan" indicate that the pension plan is closed and does not accept new entrants.
 ** All = All Eligible, T = Town Employees, PS = Public Safety (Police or Fire, etc.)

Pension Funding Information For Defined Benefit Pension Plans of Connecticut Municipalities

Below is a list of municipalities and their related pension plans for which pension bonds have been issued as of June 30, 2021

Municipality	Name of Plan	Date Issued	Amount Issued
Bridgeport	Public Safety Plan A	August-2000	\$350,000,000
		October-2019	\$125,405,000
Hamden	Hamden Employee Retirement Plan	February-2015	\$125,000,000
Naugatuck	Employee Plan, Fire Plan	October-2003	\$49,000,000
Stratford	Stratford Employees Retirement Plan	August-1998	\$95,000,000
		October-2013	\$161,000,000
Waterbury	Waterbury Retirement Fund	September-2009	\$313,000,000
West Haven	West Haven Police Pension Fund	September-2002	\$67,000,000

Note: The municipalities listed above reported outstanding pension obligation bonds as of June 30, 2021

Other Post-Employment Benefits (OPEB) Data

Sponsoring Entity	Plan Name	Pay-As-You-Go Funding	Types of Benefits Provided*			# of Participants	Group(s) Covered **					Date of Last Valuation	Total OPEB Liability	% of OPEB Liability Funded
			Health	Insurance	Other		All	T	PS	Bd of Ed	O			
ANDOVER	Town of Andover OPEB Plan	✔	✔			46				✔		7/1/2020	\$476,821	0.0%
ANSONIA	City of Ansonia OPEB Plan	✔	✔	✔		469	✔					7/1/2019	\$61,773,140	0.0%
ASHFORD	Town of Ashford Post Retirement Healthcare Plan	✔	✔	✔		34				✔		6/30/2021	\$894,977	0.0%
AVON	Avon Board of Education OPEB Plan		✔			487				✔		7/1/2020	\$8,138,956	61.0%
	Town of Avon OPEB Plan		✔			216	✔					7/1/2020	\$32,289,742	32.5%
BEACON FALLS	Town of Beacon Falls OPEB Plan	✔	✔			31	✔					6/30/2021	\$909,693	0.0%
BERLIN	Town of Berlin Post-Retirement Medical Program		✔			684	✔					7/1/2020	\$10,159,544	0.0%
BETHANY	Bethany Public Schools OPEB Plan	✔	✔			51				✔		7/1/2020	\$1,986,827	0.0%
BETHEL	Town of Bethel OPEB Plan-Town	✔	✔	✔		427	✔					7/1/2019	\$18,724,474	0.0%
BLOOMFIELD	Town of Bloomfield OPEB Plan		✔	✔		895	✔					7/1/2020	\$104,439,389	15.0%
BOLTON	Town of Bolton OPEB Plan	✔	✔			146	✔					7/1/2019	\$1,855,131	0.0%
BOZRAH	Bozrah Public Schools OPEB Program	✔	✔			48				✔		6/30/2021	\$707,558	0.0%
BRANFORD	Town of Branford Retirement Health Plan		✔			642	✔					7/1/2020	\$27,172,063	138.0%
BRIDGEPORT	City of Bridgeport OPEB Plan		✔			6,561		✔	✔			6/30/2021	\$875,222,480	0.0%
BRISTOL	Bristol Retiree Health Plan		✔			2,086	✔					7/1/2020	\$81,994,973	23.4%
BROOKFIELD	Town of Brookfield OPEB Plan	✔	✔	✔		404	✔					7/1/2020	\$12,432,983	12.9%
BROOKLYN	Brooklyn Public Schools OPEB Plan	✔	✔			78				✔		7/1/2020	\$1,995,794	0.0%
BURLINGTON	Town of Burlington Post-Retirement Medical Insurance Program	✔	✔			36		✔	✔			6/30/2021	\$112,454	0.0%
CANAAN	Town of Canaan OPEB Plan	✔	✔			5					✔	7/1/2019	\$109,213	0.0%
CANTON	Town of Canton OPEB Plan		✔			144				✔		7/1/2020	\$897,749	157.8%
CHAPLIN	Chaplin Public Schools OPEB Program	✔	✔			22				✔		6/30/2021	\$332,021	0.0%
CHESHIRE	Town of Cheshire OPEB Plan - Police		✔			88			✔			7/1/2019	\$10,901,841	6.6%
	Town of Cheshire OPEB Plan - Town		✔	✔		680	✔					7/1/2019	\$20,601,068	3.9%
CHESTER	Chester Public Schools OPEB Program	✔	✔	✔		31				✔		6/30/2020	\$125,978	0.0%
	Town of Chester OPEB Program	✔	✔			6	✔					6/30/2019	\$16,799	0.0%
CLINTON	Town of Clinton Post-Retirement Medical Program - Bd. of Ed	✔	✔	✔		293				✔		7/1/2019	\$6,713,421	1.4%
	Town of Clinton Post-Retirement Medical Program - Town Employees	✔	✔	✔		126	✔					7/1/2020	\$2,926,380	1.4%
COLCHESTER	Town of Colchester OPEB Plan	✔	✔	✔		483	✔					7/1/2019	\$9,020,608	0.0%
COLEBROOK	Town of Colebrook Volunteer Fire Dept. Tax Abatement Program	✔			✔	36						6/30/2020	\$289,359	0.0%
COLUMBIA	Town of Columbia Post-Retirement Medical Insurance Program	✔	✔			100	✔					6/30/2021	\$478,509	0.0%
COVENTRY	Town of Coventry OPEB Plan	✔	✔	✔		110	✔					7/1/2020	\$7,388,867	0.0%

Other Post-Employment Benefits (OPEB) Data

Sponsoring Entity	Plan Name	Pay-As-You-Go Funding	Types of Benefits Provided*			# of Participants	Group(s) Covered **					Date of Last Valuation	Total OPEB Liability	% of OPEB Liability Funded
			Health	Insurance	Other		All	T	PS	Bd of Ed	O			
DARIEN	Town OF Darien OPEB Plan - Police		✔			65			✔			7/1/2019	\$8,065,630	75.5%
	Town of Darien OPEB Plan - Non-Police		✔			607	✔					7/1/2019	\$4,525,615	109.4%
DEEP RIVER	Town of Deep River OPEB Plan	✔	✔			54				✔		7/1/2021	\$211,292	0.0%
DERBY	City of Derby OPEB Plan	✔	✔	✔		316	✔					7/1/2020	\$31,505,139	0.0%
DURHAM	Town of Durham Medical Benefit Plan	✔	✔			28	✔					7/1/2019	\$32,505	0.0%
EAST GRANBY	East Granby Retirees OPEB Plan	✔	✔	✔		131				✔	✔	7/1/2020	\$2,091,452	0.0%
EAST HADDAM	Town of East Haddam Post-Retirement Medical Program	✔	✔			204	✔					6/30/2021	\$1,690,494	0.0%
EAST HAMPTON	Town of East Hampton OPEB Plan-Board of Education	✔	✔			177				✔		7/1/2019	\$4,467,236	0.0%
EAST HARTFORD	Town of East Hartford OPEB Plan	✔	✔	✔		2,339	✔					7/1/2019	\$160,646,000	10.0%
EAST HAVEN	Town of East Haven Board of Education Post Retirement Healthcare Plan	✔	✔			497				✔		7/1/2019	\$31,281,121	0.0%
	Town of East Haven Town Post Retirement Healthcare Plan	✔	✔	✔		403	✔					7/1/2019	\$88,222,527	0.0%
EAST LYME	Town of East Lyme OPEB Plan	✔	✔	✔		570	✔					7/1/2020	\$4,033,419	0.0%
EAST WINDSOR	Town of East Windsor Post-Retirement Medical Program		✔			310		✔	✔	✔	✔	7/1/2020	\$2,413,296	75.2%
EASTFORD	Eastford Public Schools OPEB Program	✔	✔			20				✔		7/1/2020	\$356,519	0.0%
EASTON	Town of Easton OPEB Plan	✔	✔	✔		167	✔					7/1/2020	\$1,937,875	0.0%
ELLINGTON	Town of Ellington Retirement Healthcare Plan	✔	✔	✔		519	✔					7/1/2020	\$6,512,352	0.0%
ENFIELD	Town of Enfield OPEB Plan		✔	✔		1,256	✔					7/1/2019	\$46,738,000	17.2%
ESSEX	Town of Essex Employees' OPEB Plan	✔	✔			72	✔					7/1/2020	\$1,135,388	9.1%
FAIRFIELD	Town of Fairfield OPEB Plan-Board of Education	✔	✔			1,585				✔		7/1/2020	\$20,410,000	0.0%
	Town of Fairfield OPEB Plan-Police & Fire		✔	✔		387		✔	✔			7/1/2020	\$84,206,000	45.7%
	Town of Fairfield OPEB Plan-Town		✔	✔		485		✔				7/1/2020	\$66,387,000	55.0%
FARMINGTON	Town of Farmington Post-Retirement Medical Program (RMP)		✔	✔		1,024	✔					7/1/2019	\$56,695,758	0.0%
FRANKLIN	Franklin Bd. of Education OPEB Plan	✔	✔			22				✔		6/30/2020	\$618,165	0.0%
GLASTONBURY	Town of Glastonbury OPEB Plan		✔	✔		1,081	✔					7/1/2019	\$22,253,737	42.2%
GRANBY	Town of Granby OPEB Plan - Town & Board of Education		✔			342	✔					7/1/2019	\$11,695,367	29.7%
GREENWICH	Retiree Medical and Life Plan (RMLI Plan)		✔	✔		2,426	✔					7/1/2020	\$62,602,461	62.9%
GRISWOLD	Town of Griswold OPEB Plan	✔	✔	✔		348	✔					7/1/2020	\$4,180,137	0.0%
GROTON	Groton Retired Employees Healthcare Plan		✔			1,200	✔					7/1/2020	\$66,155,356	43.6%
GROTON (CITY)	City of Groton OPEB Plan		✔	✔		268	✔					7/1/2019	\$16,352,345	63.4%
GUILFORD	Town of Guilford Retiree Benefit Program	✔	✔	✔		753	✔					7/1/2020	\$25,422,087	0.0%
HAMDEN	Town of Hamden OPEB Plan	✔	✔	✔		2,746	✔					7/1/2019	\$624,844,844	0.0%

Other Post-Employment Benefits (OPEB) Data

Sponsoring Entity	Plan Name	Pay-As-You-Go Funding	Types of Benefits Provided*			# of Participants	Group(s) Covered **					Date of Last Valuation	Total OPEB Liability	% of OPEB Liability Funded
			Health	Insurance	Other		All	T	PS	Bd of Ed	O			
HARTFORD	Hartford OPEB Plan - City Employees		✔	✔		3,120	✔					7/1/2019	\$402,859,000	0.7%
HEBRON	Town of Hebron OPEB Plan		✔	✔		105	✔					7/1/2019	\$1,282,590	0.0%
KILLINGLY	Town of Killingly OPEB Plan		✔	✔		332	✔					7/1/2019	\$7,694,863	13.3%
KILLINGWORTH	Killingworth OPEB Plan	✔	✔			8	✔					7/1/2021	\$168,473	0.0%
LEBANON	Lebanon Board of Education OPEB Plan	✔	✔			147				✔		7/1/2020	\$3,727,345	0.0%
LEDYARD	Town of Ledyard OPEB Plan	✔	✔			278				✔		7/1/2020	\$16,267,950	0.0%
LISBON	Lisbon Public Schools OPEB Program	✔	✔			41				✔		7/1/2019	\$1,698,283	0.0%
LITCHFIELD	Town of Litchfield OPEB Plan - Teacher and Administrators		✔			109	✔					7/1/2020	\$1,405,426	139.7%
MADISON	Town of Madison OPEB Plan	✔	✔			469	✔					7/1/2019	\$27,010,475	0.0%
MANCHESTER	Town of Manchester - OPEB Plan		✔	✔		2,715	✔					7/1/2020	\$210,628,000	2.0%
MANSFIELD	Town of Mansfield Postemployment Healthcare Plan		✔	✔		352	✔					7/1/2020	\$2,970,091	55.4%
MARLBOROUGH	Town of Marlborough OPEB Plan	✔	✔			44	✔					7/1/2019	\$469,909	0.0%
MERIDEN	Meriden Postemployment Healthcare Plan		✔			2,187	✔					7/1/2020	\$90,763,221	49.6%
MIDDLEBURY	Town of Middlebury OPEB Plan	✔	✔			64	✔					7/1/2020	\$9,564,405	0.0%
MIDDLETOWN	The City of Middletown BOE Plan	✔	✔			537				✔		7/1/2020	\$20,168,000	0.0%
	The City of Middletown Plan	✔	✔			1,033	✔					7/1/2020	\$257,588,000	9.9%
MILFORD	Board of Education Retiree Medical Benefit -City of Milford OPEB	✔	✔	✔		1,791				✔		7/1/2020	\$171,682,000	0.0%
	City of Milford Retiree Medical OPEB Plan-		✔	✔		1,411	✔					7/1/2020	\$194,226,000	5.8%
MONROE	Town of Monroe - Police OPEB Plan		✔	✔		48			✔			7/1/2020	\$2,762,677	65.2%
	Town of Monroe Board of Education OPEB Plan	✔	✔			528				✔		7/1/2020	\$15,101,413	0.0%
MONTVILLE	Town of Montville OPEB Plan	✔	✔	✔		286				✔		7/1/2020	\$1,906,947	0.0%
NAUGATUCK	Naugatuck OPEB Plan		✔	✔		1,367	✔					7/1/2020	\$250,145,569	5.3%
NEW BRITAIN	The City of New Britain OPEB Plan		✔			2,413	✔					7/1/2020	\$57,356,000	17.5%
NEW CANAAN	Town of New Canaan OPEB Plan		✔			733	✔					7/1/2020	\$23,994,553	83.5%
NEW FAIRFIELD	Town of New Fairfield OPEB Plan		✔			292	✔					7/1/2019	\$5,387,893	80.3%
NEW HAVEN	City of New Haven OPEB Plan		✔	✔		5,627	✔					7/1/2019	\$834,937,876	0.7%
NEW LONDON	City of New London OPEB Plan		✔			854	✔					7/1/2020	\$27,036,096	4.9%
NEW MILFORD	Town of New Milford OPEB Plan		✔	✔		419	✔					7/1/2020	\$21,138,282	3.8%
NEWINGTON	Town of Newington OPEB Plan		✔	✔		788	✔					7/1/2019	\$22,128,000	50.5%
NEWTOWN	Town of Newtown OPEB Plan		✔			494		✔	✔	✔		7/1/2020	\$8,446,732	48.5%
NORTH BRANFORD	Town of North Branford OPEB Plan		✔	✔		319	✔					6/30/2020	\$4,794,833	105.1%
NORTH HAVEN	Town of North Haven OPEB Plan		✔			963	✔					7/1/2019	\$92,433,591	0.5%

Other Post-Employment Benefits (OPEB) Data

Sponsoring Entity	Plan Name	Pay-As-You-Go Funding	Types of Benefits Provided*			# of Participants	Group(s) Covered **					Date of Last Valuation	Total OPEB Liability	% of OPEB Liability Funded
			Health	Insurance	Other		All	T	PS	Bd of Ed	O			
NORWICH	The City of Norwich, Retiree Health Plan		✓	✓		1,437	✓					7/1/2019	\$65,390,000	50.0%
OLD SAYBROOK	Town of Old Saybrook OPEB Plan	✓	✓	✓		291	✓					7/1/2020	\$10,943,231	0.0%
ORANGE	Town of Orange OPEB Plan-Retirees	✓	✓			351	✓					7/1/2020	\$53,146,347	0.0%
OXFORD	Town of Oxford OPEB Plan	✓	✓	✓		318	✓					7/1/2020	\$3,510,140	0.0%
PLAINFIELD	Town of Plainfield OPEB Plan - Board of Education		✓			295				✓		7/1/2020	\$7,365,120	15.1%
PLAINVILLE	Town of Plainville Healthcare Plan	✓	✓			498	✓					7/1/2020	\$8,964,111	0.0%
PLYMOUTH	Town of Plymouth OPEB Plan	✓	✓			332	✓					7/1/2020	\$14,884,458	0.0%
POMFRET	Town of Pomfret Public Schools OPEB Program	✓	✓			48				✓		6/30/2021	\$8,920,410	0.0%
PORTLAND	Town of Portland OPEB Plan	✓	✓	✓		257	✓					7/1/2020	\$4,541,637	0.0%
PRESTON	Town of Preston OPEB Plan - Public Schools		✓			46				✓		7/1/2020	\$563,850	0.0%
PROSPECT	Town of Prospect-OPEB		✓			22	✓					6/30/2021	\$2,737,352	0.0%
PUTNAM	Town of Putnam Medical Benefit Plan	✓	✓	✓		126						7/1/2019	\$3,936,622	0.0%
REDDING	Town of Redding OPEB Plan		✓	✓		188			✓	✓	✓	7/1/2020	\$3,552,197	14.2%
RIDGEFIELD	Town of Ridgefield OPEB Plan		✓			1,034	✓					7/1/2019	\$32,116,418	24.8%
ROCKY HILL	Town of Rocky Hill OPEB Plan - Board of Education	✓	✓			377				✓		7/1/2020	\$1,184,390	0.0%
	Town of Rocky Hill OPEB Plan - Town		✓			126		✓				7/1/2020	\$21,605,137	14.0%
ROXBURY	Town of Roxbury Post Retirement Health Plan	✓	✓			3	✓					6/30/2021	\$224,901	0.0%
SALEM	Town of Salem Public Schools OPEB Program		✓			43				✓		6/30/2021	\$769,428	0.0%
SCOTLAND	Town of Scotland Board of Education OPEB Plan	✓	✓							✓		6/30/2021	\$102,739	0.0%
SEYMOUR	Town of Seymour Medical Benefit Plan		✓	✓		493	✓					7/1/2019	\$59,880,061	0.3%
SIMSBURY	Town of Simsbury OPEB Plan		✓	✓		1,077	✓					7/1/2019	\$27,660,817	81.9%
SOMERS	Town of Somers OPEB Plan - Town and Board of Education		✓			242				✓		7/1/2020	\$3,017,169	40.7%
SOUTH WINDSOR	Town of South Windsor OPEB Plan		✓			882	✓					7/1/2019	\$12,918,083	34.3%
SOUTHINGTON	Town of Southington OPEB Plan	✓	✓			1,296	✓					7/1/2019	\$49,877,000	0.0%
SPRAGUE	Sprague Public Schools OPEB Plan	✓	✓			27				✓		7/1/2019	\$277,715	0.0%
STAFFORD	Stafford Board of Education OPEB Plan	✓	✓			289				✓		6/30/2021	\$2,645,390	0.0%
STAMFORD	City of Stamford OPEB Plan		✓			4,587	✓					7/1/2020	\$443,258,307	55.7%
STERLING	Sterling Public Schools OPEB Program	✓	✓			27				✓		6/30/2021	\$464,969	0.0%
STONINGTON	Town of Stonington OPEB Plan		✓			431	✓					7/1/2019	\$4,974,784	46.3%
STRATFORD	Stratford OPEB Plan		✓	✓		2,522	✓					7/1/2020	\$288,762,665	2.9%
SUFFIELD	Town of Suffield OPEB Plan		✓			491	✓					7/1/2020	\$18,702,435	88.5%
THOMASTON	Town of Thomaston OPEB Plan - Board of Education	✓	✓	✓		157				✓		7/1/2019	\$7,132,199	0.0%
	Town of Thomaston OPEB Plan - Town		✓			61	✓					7/1/2019	\$14,922,243	3.4%

Other Post-Employment Benefits (OPEB) Data

Sponsoring Entity	Plan Name	Pay-As-You-Go Funding	Types of Benefits Provided*			# of Participants	Group(s) Covered **					Date of Last Valuation	Total OPEB Liability	% of OPEB Liability Funded
			Health	Insurance	Other		All	T	PS	Bd of Ed	O			
TRUMBULL	Town of Trumbull OPEB Plan		✓	✓		1,019	✓					7/1/2020	\$22,239,311	2.9%
UNION	Union Public School OPEB Program	✓	✓			6				✓				
VERNON	Town of Vernon OPEB Plan - Town		✓			841	✓					7/1/2020	\$9,179,797	22.7%
WALLINGFORD	WALLINGFORD OPEB PLAN	✓	✓			1,249	✓					7/1/2019	\$44,924,000	0.0%
WATERBURY	City of Waterbury OPEB Plan	✓	✓	✓		7,342	✓					7/1/2020	\$1,146,822,000	0.0%
WATERFORD	Town of Waterford OPEB Plan		✓	✓		492	✓					7/1/2020	\$25,755,778	35.2%
WATERTOWN	Town of Watertown OPEB Plan		✓	✓		673	✓					7/1/2020	\$94,087,249	0.0%
WEST HARTFORD	Town of West Hartford OPEB Plan		✓			2,881	✓					7/1/2019	\$226,944,000	5.9%
WEST HAVEN	City of West Haven Allintown Fire District Plan	✓	✓	✓		78						7/1/2019	\$30,727,026	0.0%
	City of West Haven OPEB Plan	✓	✓	✓		1,680	✓					7/1/2019	\$321,172,844	0.0%
WESTBROOK	Town of Westbrook OPEB Plan - Board of Education	✓	✓			143				✓		6/30/2019	\$3,871,942	0.0%
	Town of Westbrook OPEB Plan - Town	✓	✓			53	✓					6/30/2019	\$1,045,948	0.0%
WESTON	Town of Weston OPEB Plan		✓	✓		451	✓					7/1/2019	\$9,883,957	124.9%
WESTPORT	Town of Westport OPEB Plan	✓	✓	✓		1,460	✓					7/1/2019	\$129,666,058	80.5%
WETHERSFIELD	Town of Wethersfield OPEB Plan					944	✓					7/1/2019	\$52,180,897	55.9%
WILLINGTON	Town of Willington OPEB Plan - Teachers	✓	✓			61				✓		6/30/2019	\$2,211,111	0.0%
WILTON	Town of Wilton OPEB Plan		✓	✓		767	✓					7/1/2020	\$6,521,220	166.1%
WINCHESTER	Town of Winchester OPEB Plan	✓	✓			130	✓					7/1/2020	\$3,256,148	0.0%
WINDHAM	Town of Windham OPEB Plan	✓	✓	✓		635	✓					7/1/2020	\$13,454,109	0.0%
WINDSOR	Town of Windsor OPEB Plan		✓	✓		851	✓					7/1/2019	\$64,626,468	8.4%
WINDSOR LOCKS	Town of Windsor Locks OPEB Plan		✓			367	✓					7/1/2019	\$3,750,893	125.6%
WOLCOTT	Town of Wolcott OPEB Plan	✓	✓	✓		443	✓					7/1/2020	\$32,718,613	0.0%
WOODBIDGE	Town of Woodbridge OPEB Plan		✓			294	✓					7/1/2020	\$20,731,763	32.7%
WOODBURY	Town of Woodbury OPEB Plan	✓	✓			74	✓					7/1/2020	\$9,308,851	0.0%
WOODSTOCK	Town of Woodstock OPEB Plan - Public Schools	✓	✓			78				✓		6/30/2021	\$172,340	0.0%
Totals													\$9,611,536,909	12.5%

Note: Data based upon information provided in the June 30, 2021 financial audit reports of municipalities.

* Health benefits = medical, dental, vision, prescriptions, etc.; Insurance = Insurance other than health, including life, disability, etc.

** Groups covered: All = All Eligible Participants; T =Town; PS = Public Safety (Police and/or Fire, etc); Bd. of Ed = Board of Education (certified and/or noncertified); O = Other