

<b>Midland Firemen’s Relief and Retirement Fund</b>	
<b>Review Date:</b>	November 2021
<b>Initial Metrics (2019 AV)</b>	Funding Period: Infinite Funded Ratio: 51.1%
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Conduct an independent third-party forensic audit of Midland Fire’s financial records to enhance efficiency of its investment program with increased focus on transparency and accountability.</li> <li>• Conduct a governance audit by an independent third party.</li> <li>• Make use of professional expertise to guide investment program.</li> <li>• Develop a robust Funding Soundness Restoration Plan (FSRP) and Funding Policy that is sustainable and achievable.</li> <li>• Commit to inform plan members of issues facing the fund, including distributing the intensive review to them.</li> <li>• Keep the PRB and the Legislature informed of the progress.</li> </ul>
<b>Updates since intensive review</b>	
<b>Changes</b>	<ul style="list-style-type: none"> <li>• Investment Policy Statement updated.</li> <li>• Selected current auditor to perform the forensic audit and governance audit recommended as part of the PRB Intensive Review. Audit activities were complete as of the end of October 2022, but the audit report is not yet finalized.</li> </ul>
<b>Metrics (2021-2022)</b>	Funding period: no update Funded ratio: no update

<b>Paris Firefighters Relief and Retirement Fund</b>		
<b>Review Date:</b>	October 2019	
<b>Initial Metrics (2016 AV)</b>	Funding period: 41.9 years Funded ratio: 35.64%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Consider increasing contributions to meet short-term funding needs.</li> <li>• Develop a strong funding policy to prevent address long-term funding issues.</li> <li>• Work with actuaries to select an appropriate investment assumption.</li> <li>• Review investment processes to improve asset returns.</li> <li>• Complete the minimum education requirements, seek advice from peer systems, and seek other educational opportunities for board members.</li> <li>• Seek advice from professional advisors and regularly review their performance.</li> </ul>	
<b>Updates since intensive review</b>		
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Lowered assumed rate of return from 7.5% to 7.25%.</li> <li>• Made several investment portfolio changes including adding passive investments.</li> </ul>
	<b>Metrics (2018 AV)</b>	Funding period: 32.1 years Funded ratio: 30.5%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Plan frozen and all current and future members moved into the Texas Municipal Retirement System (TMRS) as of October 1, 2022.</li> <li>• City issued \$12.15M in pension obligation bonds (POBs) to pay down unfunded liabilities.</li> </ul>
	<b>Metrics (2020 AV)</b>	Funding period: 33.6 years Funded ratio: 28.79%

<b>Odessa Firemen’s Relief and Retirement Fund</b>		
<b>Review Date:</b>	October 2019	
<b>Initial Metrics (2018 AV)</b>	Funding period: 47.1 years Funded ratio: 43.08%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Evaluate the appropriate balance of contribution increases and benefit reductions.</li> <li>• Perform <b>scenario testing</b> of different combinations of plan design changes and payment options.</li> <li>• Develop a strong funding policy to restore and maintain fiscal health.</li> <li>• Monitor investment managers performance against benchmarks.</li> <li>• Regularly review outside consulting services.</li> <li>• Adopt an asset allocation plan.</li> </ul>	
<b>Updates since intensive review</b>		
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Increased city contributions from 20% to 26% and lowered employee contributions from 18% to 16%.</li> <li>• Lowered assumed rate of return from 7.75% to 7.5%.</li> </ul>
	<b>Metrics (2020 AV)</b>	Funding period: 37.5 years Funded ratio: 36.81%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Lowered assumed rate of return from 7.5% to 7.0%.</li> <li>• Lowered payroll growth assumption from 3.5% to 3%.</li> </ul>
	<b>Metrics (2022 AV)</b>	Funding period: 34.3 years Funded ratio: 36.48%

<b>Longview Firemen’s Relief and Retirement Fund</b>		
<b>Review Date:</b>	October 2018	
<b>Initial Metrics (2016 AV)</b>	Funding period: 50.7 years Funded ratio: 45.53%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Regularly review actuarial assumptions against experience.</li> <li>• Closely monitor investment performance including expenses and evaluate asset allocation decisions, particularly based on risk.</li> <li>• Develop a more robust investment policy.</li> <li>• Adopt a strong funding policy with an actuarially determined contribution (ADC) structure.</li> <li>• Create a formal risk-/cost-sharing agreement and help reduce uncertainty for stakeholders.</li> </ul>	
<b>Updates since intensive review</b>		
<b>2017-2018</b>	<b>Changes</b>	• Removed deployment pay from benefit calculation and contributions.
	<b>Metrics (2017 AV)</b>	Funding period: 40.2 years Funded ratio: 46.05%
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Assumed rate of return lowered from 8% to 7.5%.</li> <li>• City contributions increased from 18% to 19%.</li> </ul>
	<b>Metrics (2019 AV)</b>	Funding period: Infinite Funded ratio: 39.35%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• City issued \$45.6M in POBs to pay down unfunded liabilities.</li> <li>• With the POB, the amortization period is 27.5 years and city contributions were lowered from 19% of payroll to 12% effective July 21, 2022.</li> <li>• Memorandum of understanding between plan and city agreeing to: <ul style="list-style-type: none"> <li>○ no plan changes until funding period is less than 5 years, and</li> <li>○ no plan changes can result in an increase in the funding period of more than 10 years</li> </ul> </li> </ul>
	<b>Metrics (2021 AV)</b>	Funding period: Infinite Funded ratio: 40.54%

Orange Firemen’s Relief and Retirement Fund		
<b>Review Date:</b>	October 2018	
<b>Initial Metrics (2017 AV)</b>	Funding period: 69.3 years Funded ratio: 49.86%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Closely monitor investment performance including expenses and evaluate asset allocation decisions.</li> <li>• Regularly review outside consulting services.</li> <li>• Regularly review actuarial assumptions against experience.</li> <li>• Develop written funding, investment, and benefit policies to create a formal risk-/cost-sharing agreement and help reduce uncertainty for stakeholders.</li> <li>• Ensure contributions are sufficient for funding needs, particularly consider an ADC structure.</li> </ul>	
Updates since intensive review		
<b>2017-2018</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Plan agreed to consult peer pension systems for possible guidelines or examples of governance policies to help develop a governance policy between the Fund and the city.</li> <li>• Plan agreed to request the actuary to explain benefit reduction proposals to the fund members.</li> <li>• Plan adopted a motion to craft a request for proposal (RFP) for investment consultant services.</li> </ul>
	<b>Metrics (2018 FSRP analysis)</b>	Funding period: 47 years Funded ratio: 54.12%
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Changed investment consultant to lower costs.</li> <li>• Lowered payroll growth assumption from 4% to 2.5%.</li> <li>• Increased city contributions from 14% to 14.5%, and member contributions from 12% to 12.5%.</li> <li>• Actuary performed a benefit analysis on the impact of potential changes in Oct 2019 which projects all the benefit and contribution changes to lower the funding period from infinite to 43.4 years.</li> </ul>
	<b>Metrics (2019 AV)</b>	Funding period: Infinite Funded ratio: 46.28%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Increased city contributions to 18.8% and member contributions to 13.8%.</li> </ul>
	<b>Metrics (2021 AV)</b>	Funding period: 20.7 years Funded ratio: 56.59%

Irving Firemen’s Relief and Retirement Fund		
<b>Review Date:</b>	October 2018	
<b>Initial Metrics (2015 AV)</b>	Funding period: 33 years Funded ratio: 74.92%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Conduct an <b>asset-liability study</b> of potential risks associated with existing asset mix and liabilities. Perform <b>scenario testing</b> of large DROP withdrawals coupled with potential adverse investment experience.</li> <li>• Develop written funding, investment, and benefit policies to create a formal risk-/cost-sharing agreement and help reduce uncertainty for stakeholders.</li> <li>• Ensure contributions are sufficient for funding needs, particularly consider an ADC structure.</li> </ul>	
Updates since intensive review		
<b>2017-2018</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Lowered assumed rate of return from 8.25% to 7.5%.</li> <li>• Lowered payroll growth assumption from 4.25% to 3.5%.</li> </ul>
	<b>Metrics (2017 AV)</b>	Funding period: Infinite Funded ratio: 71.61%
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Lowered assumed rate of return from 7.5% to 7%.</li> <li>• Lowered payroll growth assumption from 3.5% to 2.75%.</li> <li>• Lowered the interest rate on the DROP (currently: 3.3%, from: 6.25%).</li> <li>• Members no longer receive interest on their DROP account when they leave the department.</li> <li>• Final average salary raised from 3 years to 5 years.</li> <li>• Added a second-tier benefit.</li> <li>• City increased contributions from 16.75% to 20.25%.</li> </ul>
	<b>Metrics (2019 AV)</b>	Funding period: 43.6 years Funded ratio: 65.41%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• City issued \$80M in POBs to pay down unfunded liabilities.</li> <li>• City increased its contributions from 20.25% to 26% starting in 2022 and has agreed that any time the ADC is lower than 26%, the city and fund will equally share in payment of the ADC. Any time the ADC is greater than or equal to 26% the members will contribute 13% with the city funding the remaining amount.</li> <li>• Increases to ADC due to benefit enhancements will be paid by the members.</li> </ul>
	<b>Metrics (2021 AV)</b>	<ul style="list-style-type: none"> <li>• Funding period: 37 years</li> <li>• Funded ratio: 63.82%</li> </ul>
	<b>Metrics (2022 Supp. Analysis after paying down unfunded liability with POB proceeds)</b>	<ul style="list-style-type: none"> <li>• Funding period: 23 years</li> <li>• Funded ratio: 91%</li> </ul>

Beaumont Firemen’s Relief and Retirement Fund		
<b>Review Date:</b>	April 2018	
<b>Initial Metrics (2016 AV)</b>	Funding period: 104 years Funded ratio: 67.53%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Develop a funding policy that requires payment of an ADC.</li> <li>• Conduct an <b>asset-liability study</b> of potential risks associated with existing asset mix and liabilities. Perform <b>scenario testing</b> of large PROP withdrawals coupled with potential adverse investment experience.</li> <li>• Adopt a formal <b>risk/cost-sharing framework</b> to guide stakeholders in how benefit and contribution levels will be modified under different economic conditions.</li> </ul>	
Updates since intensive review		
2019-2020	<b>Changes</b>	• Employee and city contributions will increase from 15.5% to 18% in steps until 2023.
	<b>Metrics (2018 AV)</b>	Funding period: Infinite Funded ratio: 55.8%
2021-2022	<b>Changes</b>	• Added a new benefit tier for employees hired after January 1, 2022.
	<b>Metrics (2020 AV)</b>	Funding period: Infinite Funded ratio: 55.44%

Marshall Firemen's Relief and Retirement Fund		
<b>Review Date:</b>	April 2018	
<b>Initial Metrics (2016 AV)</b>	Funding period: 56.4 years Funded ratio: 42.02%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Adopt a formal risk/cost-sharing framework with trigger mechanisms that guide stakeholders in how benefit and contribution levels will be modified under different economic conditions.</li> <li>• Develop a funding policy that requires payment of an ADC, or at minimum, that fully funds the plan over 30 years or less.</li> <li>• Regularly review actuarial assumptions against experience.</li> <li>• Closely monitor investment performance including expenses and evaluate asset allocation decisions.</li> </ul>	
Updates since intensive review		
<b>2018</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Retirement eligibility age moved from 50 to 53 for new hires after December 31, 2018.</li> <li>• Increased 10-year vesting period to 20-year period for new hires after 12/31/2018.</li> <li>• City approved contributions to be made to the fund at the end of the year for vacancies that exist throughout the year effective December 31, 2018.</li> <li>• 0.75% city contribution increase effective January 1, 2019.</li> </ul>
	<b>Metrics</b>	Funding period: No change. Funded ratio: No change.
<b>2019-2020</b>	<b>Changes</b>	• Employee contributions increased from 14% to 16% on January 1, 2021.
	<b>Metrics (2018 AV)</b>	Funding period: 59 years Funded ratio: 36.66%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• Lowered assumed rate of return from 7.5% to 7.25%.</li> <li>• Lowered payroll growth assumption from 4% to 3.75%.</li> </ul>
	<b>Metrics (2020 AV)</b>	Funding period: 41 years Funded ratio: 40.19%

Galveston Employees' Retirement Plan for Police		
<b>Review Date:</b>	January 2018	
<b>Initial Metrics (2017 AV)</b>	Funding period: 48.7 years Funded ratio: 42.1%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Use the <b>FSRP</b> process to develop a <b>funding policy</b> that requires payment of an ADC, or at minimum, that fully funds the plan over <b>30 years or less</b>.</li> <li>• Regularly <b>review actuarial assumptions</b> against experience.</li> <li>• Closely <b>monitor investment performance</b> including expenses and evaluate asset allocation decisions, including from a risk perspective.</li> </ul>	
Updates since intensive review		
<b>2017-2018</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• At the September 2018 PRB Actuarial Committee meeting, both the city and the plan provided the PRB with preliminary proposals for a funding policy that would include paying an ADC with a closed 30-year funding period.</li> </ul>
	<b>Metrics (2018 AV)</b>	Funding period: 31.4 years Funded ratio: 39.31%
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• House Bill 2763 (86R) made statutory funding policy and governance updates to the plan. The bill set member and city contribution rates at 12% and 18%, respectively, through 2024, after which a contribution policy based on an ADC rate will begin. The system adopted a funding policy with an ADC based on a closed layered 30-yr period targeting full funding by 2049.</li> </ul>
	<b>Metrics (2020 AV)</b>	Funding period: 28 years Funded ratio: 36.44%
<b>2021-2022</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• No changes reported to the PRB.</li> </ul>
	<b>Metrics (2021 AV)</b>	Funding period: 27 years Funded ratio: 38.01%



<b>Greenville Firemen's Relief and Retirement Fund</b>		
<b>Review Date:</b>	January 2018	
<b>Initial Metrics (2014 AV)</b>	Funding period: 70.4 years Funded ratio: 48.94%	
<b>PRB Recommendations</b>	<ul style="list-style-type: none"> <li>• Develop and maintain robust FSRP (when necessary) and a funding policy that requires payment of an ADC, or at minimum, that fully funds the plan over 30 years or less.</li> <li>• Regularly review actuarial assumptions against experience.</li> <li>• Closely monitor investment performance including expenses and evaluate asset allocation decisions, including from a risk perspective.</li> </ul>	
<b>Updates since intensive review</b>		
<b>2017-2018</b>	<b>Changes</b>	• System informed the PRB that an RFP had been issued for actuarial services.
	<b>Metrics (2016 AV)</b>	Funding period: 55 years Funded ratio: 47.69%
<b>2019-2020</b>	<b>Changes</b>	<ul style="list-style-type: none"> <li>• City contributions increased from 19.3% to 21.3%.</li> <li>• Removed deployment pay from benefit calculation and contributions.</li> </ul>
	<b>Metrics (2018 AV)</b>	Funding period: 40.7 years Funded ratio: 46.61%
<b>2021-2022</b>	<b>Changes</b>	• Lowered assumed rate of return from 7.75% to 7.5%.
	<b>Metrics (2020 AV)</b>	Funding period: 36.6 years Funded ratio: 42.64%