

**REPORT ON  
THE EIGHTY-FIRST VALUATION OF  
THE EMPLOYEES' RETIREMENT SYSTEM  
OF THE CITY OF PROVIDENCE  
AS OF JUNE 30, 2008**



November 20, 2008

Retirement Board  
Employees' Retirement System of the  
City of Providence  
City Hall  
Providence, Rhode Island 02903

Dear Board Members:

This report presents the results of the eighty-first actuarial valuation of the system, prepared as of June 30, 2008, which develops the appropriation required by the City for the fiscal year beginning July 1, 2009.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully submitted,

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Director and Consulting Actuary

Robert P. Lessard  
Consultant

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REPORT ON THE EIGHTY-FIRST VALUATION OF THE  
EMPLOYEES' RETIREMENT SYSTEM OF THE  
CITY OF PROVIDENCE  
AS OF JUNE 30, 2008

SECTION I - SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the current and preceding valuations are summarized below:

Valuation Date	6/30/2007	6/30/2008
Number of active members		
Vested	1,797	1,827
Nonvested	1,286	1,181
Total	3,083	3,008
Annual salaries of active members	\$ 132,719,426	\$ 133,007,683
Average salary of active members	\$ 43,049	\$ 44,218
Number of retirees and beneficiaries	2,833	2,907
Annual retirement allowances	\$ 69,847,136	\$ 74,288,874
Average retirement allowance	\$ 24,655	\$ 25,555
No. of non-active members w/contributions	179	237
Accumulated member contributions	\$ 3,701,401	\$ 4,556,132
Market value of plan assets (accrual basis)	\$ 464,534,428	\$ 412,429,703
Assets for valuation purposes	\$ 426,054,774	\$ 449,464,313
Unfunded accrued liability	\$ 652,962,042	\$ 715,719,030
Contribution rates required		
Class A	22.89%	24.16%
Class B Fire	73.42%	84.34%
Class B Police	69.41%	70.22%

2. Comments on the valuation results as of June 30, 2008 are given in Section IV and the appropriation payable by the City during the fiscal period beginning July 1, 2009 is set out in Section V.
3. The valuation was based on the assumptions as outlined in Schedule B. The salary scale assumption was modified this year. All other assumptions remained the same.
4. Schedule D of this report presents a summary of the main provisions of the act governing the system, as interpreted in preparing the actuarial valuation. In particular, the valuation reflected the following with respect to annual cost of living adjustments (COLAs):

<u>Group</u>	<u>COLA</u>	<u>Number of Recipients</u>
(a) Class A		
(i) Retired prior to 12/19/1991	- 3%, compounded	602
(ii) Retired after 12/18/1991	- None	1,015
(iii) Special award	- 5%, compounded	<u>4</u>
Total of Class A		1,621
(b) Class B - Police		
(i) Retired prior to 1/1/1990	- 5%, compounded	296
(ii) Retired between 1/1/1990 and 12/18/1991	- 6%, compounded	35
(iii) Retired between 12/19/1991 and 12/31/1992	- 5%, compounded	26
(iv) Retired after 12/31/1992	- 3%, compounded	253
(v) Special award	- 5%, compounded	<u>17</u>
Total of Police		627

<u>Group</u>	<u>COLA</u>	<u>Number of Recipients</u>
(c) Class B - Fire		
(i) Retired prior to 1/1/1990	- 5%, compounded	282
(ii) Retired between 1/1/1990 and 12/18/1991	- 6%, compounded	67
(iii) Retired between 12/19/1991 and 6/30/1992	- 5%, compounded	15
(iv) Retired between 7/1/1992 and 6/30/1995	- 6%, compounded	78
(v) Retired between 7/1/1995 and 3/16/2006	- 3%, simple, on first \$12,000 of annual benefit	116
(vi) Retired after 3/16/2006	- 3%, compounded	56
(vii) Special award	- 5%, compounded	13
Total of Fire		627
(d) Total Number of Class A and Class B retirees and beneficiaries		2,875*

\*Excludes elected officials and 32 Class A and B employees who retired prior to June 30, 2008 but were not processed on the June 30, 2008 payroll.

There is a three-year deferral of the initial COLA for current active members when they retire.

## SECTION II - EMPLOYEE DATA

1. Employee data were furnished by the City Controller.
2. Tables 1 and 2 of Schedule E show the number and annual salaries of active members, while the remaining tables of Schedule E show the number and annual retirement allowances of retirees and beneficiaries as of June 30, 2008.

## SECTION III - ASSETS

1. The amount of the assets taken into account in the valuation was obtained from information submitted by the City Controller.
2. The market value of the assets of the system as of June 30, 2008 on a "cash basis" was \$361,121,167. To convert this amount to an "accrual basis," this amount should be increased by the discounted value of the City's contribution already appropriated for the July 1, 2008 - June 30, 2009 fiscal year (\$55,669,762) but assumed not to be deposited until June 30, 2009. The discounted value of this contribution is \$51,308,536. Therefore, the market value of the assets of the system as of June 30, 2008 on an "accrual basis" was \$412,429,703.
3. The amount of assets used for valuation purposes was determined by the use of a five-year moving average of market values. This procedure produced a value of \$449,464,313 on an "accrual basis." Schedule C outlines the calculation of this adjusted value which was modified for purposes of this year's valuation.

SECTION IV - COMMENTS ON VALUATION

1. Schedule A of this report presents the results of the valuation and shows the present and prospective assets and liabilities of the retirement system of June 30, 2008. Actuarial accrued liabilities consist of \$337,670,610, which equals the actuarial accrued value of prospective benefits of active members; plus \$822,656,601, which equals the present value of obligations to retired members and their beneficiaries; plus \$4,556,132, which equals the value of contributions of non-active members remaining in the fund. These liabilities amount to \$1,165,183,343, which is met by the City and members through annual contributions. Against these prospective liabilities, the system has present assets of \$449,464,313 leaving \$715,719,030 as the unfunded accrued liability.
2. Section V discusses the portion of the total prospective City obligation we recommend for current payment.
3. Schedule G of the report discusses experience gain/(loss) in the last year. The system's actual experience was worse than expected, resulting in a loss of \$41,708,912. Asset experience had a gain of \$4,011,336. Losses from liability were \$45,720,248. Losses from COLA changes increased the unfunded liability by \$15,182,916. For more detail on gain/(loss), please see Schedule G.
4. The actuarial value of assets exceeds the market value by about \$37 million. Although the market value of assets decreased, there was an asset gain due to the deferral of 80% of the loss under the asset smoothing method.



SECTION V - APPROPRIATION PAYABLE BY CITY

1. Schedule A gives the basis for determining the appropriation payable by the City during the fiscal period beginning July 1, 2009. In accordance with the law governing the operation of the retirement system, we recommend contribution rates of 24.16% for Class A members, 84.34% for Class B Fire and 70.22% for Class B Police. These rates are based on amortizing the unfunded accrued liability as of June 30, 2008 on a level percentage-of-payroll basis over a 22-year period (one year less than the amortization period used by the prior actuarial valuation). If these rates are applied to the annual compensation of active members included in the actuarial valuation as of June 30, 2008 and contributions are paid monthly during 2010, contributions payable by the City for the fiscal year beginning July 1, 2009 are as shown below:

<b>Group</b>	<b>Amount</b>
Class A:	
General	\$ 7,945,655
School	7,380,333
Water	2,788,304
Workforce Development (JTPA)	182,532
Fire Civilians	228,905
Police Civilians	737,100
Total Class A	\$ 19,262,829
Class B:	
Fire	\$ 21,846,472
Police	19,223,969
Total Class B	\$ 41,070,441
Grand Total	\$ 60,333,270 (see #2 below)

2. The above contribution includes an additional contribution of \$492,606, which is needed to amortize the remaining deferred contribution as of June 30, 1996 over a 30-year period.
3. The assets and liabilities in the valuation do not take the elected officials' pensions into account. Therefore, in addition, the City should contribute an amount sufficient to provide for the payment of the special pensions to elected officials on a pay-as-you-go basis. Any deficiency which arises on account of elected officials whereby the contribution paid for a fiscal year is not sufficient to cover the special pensions paid that year to such retired members should be met by a special contribution by the City.

### SECTION VI - ACCOUNTING INFORMATION

Based on our interpretation of Statement 25 of the Governmental Accounting Standards Board, the results of the June 30, 2007 and June 30, 2008 actuarial valuations are shown below:

	June 30, 2007	June 30, 2008
1. Normal cost for employees	\$ 10,199,982	\$ 10,221,620
2. Normal cost for employers	\$ 8,708,142	\$ 9,410,520
3. Actuarial liability for active members	\$ 317,417,884	\$ 337,970,610
4. Actuarial liability for retired members	\$ 761,598,932	\$ 827,212,733
5. Total actuarial liability	\$ 1,079,016,816	\$ 1,165,183,343
6. System assets	\$ 426,054,774	\$ 449,464,313
7. Unfunded actuarial accrued liability	\$ 652,962,042	\$ 715,719,030
8. Ratio of assets to actuarial liability	39.49%	38.57%
9. Investment return assumption	8.50%	8.50%
10. Rate of salary increase	graded%*	graded%*

\* See Schedule B

### SCHEDULE OF EMPLOYER CONTRIBUTIONS (dollar amounts in thousands)

Year Ended June 30	Annual Required Contribution	Percentage Contribution
1995	\$21,159	53.81%
1996	\$16,136	100.00%
1997	\$21,089	93.58%
1998	\$35,701	57.52%
1999	\$37,445	56.15%
2000	\$37,415	60.00%
2001	\$38,899	60.60%
2002	\$42,442	64.18%
2003	\$42,008	80.25%
2004	\$46,321	85.99%
2005	\$49,329	92.15%
2006	\$51,454	96.22%
2007	\$50,584	100.20%
2008	\$54,200	100.00%

### SCHEDULE OF FUNDING PROGRESS

(dollar amounts in thousands)

Year Ended June 30	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c)
1994	\$286,956	\$500,119	\$213,163	57.38%	\$84,176	253.23%
1995	\$293,454	\$460,567	\$167,113	63.72%	\$88,335	189.18%
1996	\$287,320	\$699,265	\$411,945	41.09%	\$84,178	489.38%
1997	\$288,800	\$732,373	\$443,573	39.43%	\$88,959	498.63%
1998	\$315,000	\$732,775	\$417,775	42.99%	\$99,182	421.22%
1999	\$325,576	\$746,264	\$420,688	43.63%	\$106,717	394.21%
2000	\$341,817	\$798,292	\$456,475	42.82%	\$114,164	399.84%
2001	\$341,986	\$821,363	\$479,377	41.64%	\$116,493	411.51%
2002	\$340,550	\$867,457	\$526,907	39.26%	\$114,265	461.13%
2003	\$334,929	\$899,336	\$564,407	37.24%	\$115,015	490.72%
2004	\$372,128	\$1,025,345	\$653,217	36.29%	\$115,548	565.32%
2005	\$376,690	\$993,029	\$616,339	37.93%	\$118,825	518.70%
2006	\$393,768	\$1,052,805	\$659,036	37.40%	\$126,458	521.15%
2007	\$426,055	\$1,079,017	\$652,962	39.49%	\$132,719	491.99%
2008	\$449,464	\$1,165,183	\$715,719	38.57%	\$133,008	538.10%

ANNUAL PENSION COST AND NET PENSION OBLIGATION FOR  
FISCAL YEARS BEGINNING JULY 1, 2007 AND JULY 1, 2008

The pension cost and net pension obligation as required by Statement 27 of the Governmental Accounting Standards Board are:

Fiscal year beginning July 1, 2007

Net Pension Obligation (NPO) at June 30, 2007	\$ 122,487,599
a. Annual Required Contribution	54,119,966
b. Interest on NPO	10,411,446
c. Amortization of NPO	<u>(8,538,381)</u>
Annual Pension Cost	55,993,031
Expected Contributions to be Paid (not discounted)	<u>(54,119,966)</u>
Increase in NPO	1,873,065
NPO of June 30, 2008	\$ 124,360,664

Fiscal year beginning July 1, 2008

Net Pension Obligation (NPO) at June 30, 2008	\$ 124,360,664
d. Annual Required Contribution	55,669,762
e. Interest on NPO	10,570,656
f. Amortization of NPO	<u>(8,917,336)</u>
Annual Pension Cost	57,323,082
Expected Contributions to be Paid (not discounted)	<u>(55,669,762)</u>
Increase in NPO	1,653,320
Expected NPO of June 30, 2009	\$ 126,013,984

SCHEDULE A

RESULTS OF THE VALUATION AS OF JUNE 30, 2008  
(Excluding Elected Officer Funds)

	Class A	Class B			Grand Total
		Fire	Police	Total	
1. Actuarial Accrued Liabilities					
(a) Actuarial accrued value of all future benefits payable to active members	\$ 148,182,457	\$ 93,839,064	\$ 95,949,089	\$ 189,788,153	\$ 337,970,610
(b) Actuarial accrued value of benefits payable to retirees and beneficiaries including benefits payable on death	210,875,022	341,257,796	270,523,783	611,781,579	822,656,601
(c) Employee contributions of non-active members	3,850,968	214,562	490,602	705,164	4,556,132
(d) Total accrued actuarial liabilities	\$ 362,908,447	\$ 435,311,422	\$ 366,963,474	\$ 802,274,896	\$ 1,165,183,343
2. Assets of the System	\$ 139,990,326	\$ 167,919,453	\$ 141,554,534	\$ 309,473,987	\$ 449,464,313
3. Unfunded Value of Total Prospective Contributions by the City (1(d) minus 2)	\$ 222,918,121	\$ 267,391,969	\$ 225,408,940	\$ 492,800,909	\$ 715,719,030
4. Amortization (22 years)	\$ 15,706,992	\$ 18,840,655	\$ 15,882,497	\$ 34,723,152	\$ 50,430,144

	Class A	Class B			Grand Total
		Fire	Police	Total	
5. Total Individual Entry Age Normal Cost	\$ 8,862,254	\$ 4,786,959	\$ 4,899,032	\$ 9,695,991	\$ 18,548,245
6. Employee Normal Cost	\$ 5,855,136	\$ 2,285,176	\$ 2,081,308	\$ 4,366,484	\$ 10,221,620
7. Net City Normal Cost with Interest	\$ 3,398,561	\$ 2,827,446	\$ 3,184,513	\$ 6,051,959	\$ 9,410,520
8. Net City Normal Cost without Interest as a Percent of Pay	3.77%	9.66%	10.29%	9.98%	6.26%
9. Amortization of 1995 Deferral	\$ 157,276	\$ 178,371	\$ 156,959	\$ 335,330	\$ 492,606
10. Total City Appropriation (5 plus 8 plus 9)*	\$ 19,262,829	\$ 21,846,472	\$ 19,223,969	\$ 41,070,441	\$ 60,333,270
11. Total Contribution Rate for Fiscal Year Beginning July 1, 2007	24.16%	84.34%	70.22%	77.09%	45.36%
12. Payroll	\$ 79,728,616	\$ 25,903,670	\$ 27,375,097	\$ 53,278,767	\$ 133,007,683

\* Assumed payments throughout 2010

SCHEDULE B

## OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

INTEREST RATE: 8½% per annum, compounded annually for General Funds and School Teacher Funds.

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of withdrawal and deferred retirement, disability, death and service retirement among members in active service are as follows:

CLASS A

Age	Retirement	Disability	
		Ordinary	Accidental
20		.00025	.00010
25		.00030	.00015
30		.00030	.00015
35		.00050	.00025
40		.00080	.00040
45	.0671	.00125	.00060
50	.0925	.00185	.00090
55	.0859	.00255	.00130
59	.1138	.00370	.00185
60	.1229	.00415	.00210
64	.1741	.00625	.00310
65	.2500	.00680	.00340
70	.2500	.00680	.00340
75	1.0000		

Age	Withdrawal and Deferred Retirement	Ordinary and Accidental Death	
		Men	Women
20	.1413	.00035	.00019
25	.1206	.00038	.00021
30	.0644	.00044	.00026
35	.0473	.00077	.00048
40	.0389	.00108	.00071
45	.0272	.00151	.00112
50	.0174	.00214	.00168
54	.0101	.00281	.00232
55		.00303	.00253
60		.00488	.00393
65		.00757	.00582
70		.00992	.00761



CLASS B

Age	Withdrawal and Deferred Disability	Disability		Ordinary and Accidental Death	
		Ordinary	Accidental	Men	Women
20	.0258	.0001	.0008	.00035	.00019
25	.0183	.0001	.0011	.00038	.00021
30	.0104	.0002	.0017	.00044	.00026
35	.0046	.0025	.0023	.00077	.00048
40	.0029	.0004	.0034	.00108	.00071
45	.0024	.0007	.0060	.00151	.00112
50		.0011	.0104	.00214	.00168
55			.0149	.00281	.00232
59			.0194	.00303	.00253
				.00488	.00393

Age	Retirement
40	.07403
45	.07599
50	.08004
55	.08860
59	.10238
60	.25000
64	.25000
65	1.00000

SALARY INCREASES NOT INCLUDING LONGEVITY: Next year - 4.0%, following 4 years - 4.25%, thereafter - 4.5%.

ANNUAL INCREASE IN AMORTIZATION PAYMENT: 5%

LONGEVITY TABLES:

CLASS A:

FOR EMPLOYEE HIRED ON OR PRIOR TO OCTOBER 23, 1999:

YEAR OF SERVICEPERCENTAGE AMOUNT

5 years but less than 10 years	5%
10 years but less than 15 years	6%
15 years but less than 20 years	7%
20 years or more	8%

FOR EMPLOYEES HIRED AFTER OCTOBER 23, 1999:

<u>YEAR OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
7 years but less than 12 years	4%
12 years but less than 17 years	5%
17 years but less than 20 years	6%
20 years or more	7%

CLASS B:FIRE:FOR EMPLOYEE HIRED ON OR PRIOR TO JUNE 30, 1996

<u>YEAR OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
5 years but less than 10 years	8%
10 years but less than 15 years	9%
15 years but less than 20 years	10%
20 years or more	11%

FOR EMPLOYEES HIRED AFTER JUNE 30, 1996

<u>YEAR OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
5 years but less than 10 years	7%
10 years but less than 15 years	8%
15 years but less than 20 years	9%
20 years or more	10%

POLICE:FOR EMPLOYEE HIRED ON OR PRIOR TO JUNE 30, 1998

<u>YEAR OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
0 year but less than 6 years	0%
6 years but less than 11 years	8%
11 years but less than 16 years	9%
16 years but less than 21 years	10%
21 years or more	11%

FOR EMPLOYEES HIRED AFTER JUNE 30, 1998

<u>YEAR OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>
0 year but less than 6 years	0%
6 years but less than 11 years	7%
11 years but less than 16 years	8%
16 years but less than 21 years	9%
21 years or more	10%

DEATHS AFTER RETIREMENT: Based on the RP-2000 Mortality Table producing the following life expectancies.

Age	CLASS A and CLASS B			
	Service		Disability	
	Male	Female	Male	Female
50	30.074	33.268	27.550	30.526
55	25.858	28.686	23.318	26.009
60	21.636	24.272	19.190	21.750
65	17.615	20.126	15.354	17.776
70	13.917	16.270	11.877	14.124

VALUATION METHOD: Individual entry age method. Gains and losses are reflected in the period remaining to liquidate the unfunded accrued liability.

ASSET VALUATION METHOD: Five-year smoothed market value. The actuarial value of assets is determined according to the following general formula, provided such value is within a 20% corridor of the market value:

$$VA = MV - .8I_1 - .6I_2 - .4I_3 - .2I_4$$

where

VA = Valuation assets.

MV = Market value of assets as of the valuation date.

$I_n$  = Investment gain (loss) during  $n^{\text{th}}$  year preceding the valuation date.

PURCHASED SERVICE LOAD: Due to a lack of purchased service data, loads have been added on to Fire and Police service. The loads were determined by retirement trends found in the period from July 1, 2004 to June 30, 2006 and are as follows:

Fire Service Load = +0.63 years of service

Police Service Load = +2.11 years of service

Class A did not receive a load as trends showed the impact of purchased service was insignificant.

SCHEDULE C

## DETERMINATION OF ADJUSTED ASSET VALUE

<b>Reconciliation of Market Value of Plan Assets (accrual basis), 7/1/2004 - 7/1/2008</b>				
	7/1/2004- 6/30/2005	7/1/2005- 6/30/2006	7/1/2006- 6/30/2007	7/1/2007- 6/30/2008
Market value at beginning of period	324,641,608	336,498,228	363,366,076	413,539,963
Contributions during period	55,524,329	60,510,427	61,208,078	65,663,848
Total investment income (from auditor's reports)	26,252,786	35,280,488	58,429,171	10,885,645
Benefit payments and expenses	(68,492,967)	(67,993,906)	(71,717,514)	(79,021,184)
Market value at end of period	336,498,228	363,366,076	413,539,963	361,121,167
Expected market value at end of period	336,113,976	354,486,546	380,440,763	436,774,657
Investment gain/(loss) for the year	384,252	8,879,530	33,099,200	(75,653,490)

<u>Year Ended</u>	<u>Investment Gain / (Loss)</u>		<u>Weight</u>		<u>Weighted Gain / (Loss)</u>
6/30/2008	(75,653,490)	x	0.80	=	(60,522,792)
6/30/2007	33,099,200	x	0.60	=	19,859,520
6/30/2006	8,879,530	x	0.40	=	3,551,812
6/30/2005	384,252	x	0.20	=	76,850
					<u>(37,034,610)</u>

Actuarial Value of Assets = Market Value minus weighted gain / (loss) = 398,155,777

Plus discounted value of contribution due to be paid on June 30, 2008 51,308,536

Total 449,464,313

The return on the actuarial value of assets was 9.90% for the prior plan year. This created an asset gain of about \$4.0 million. The return on a market value basis was about 2.85%.

## SCHEDULE D

### SUMMARY OF MAIN PROVISIONS OF RETIREMENT SYSTEM

#### AS INTERPRETED FOR VALUATION PURPOSES

#### 1 – BENEFITS

Final compensation is the average of the highest three years of base compensation including longevity pay earned by a member during his total service as an employee.

Service is total employment by the City plus any purchased service.

#### Service Retirement Allowance

##### Conditions for Allowance

The minimum age for service retirement for Class A members is age 55 or the age at which 25 years of service (30 years for members hired after July 1, 1995) are completed if earlier, and for Class B members age 55 or the age at which 20 years of service are completed if earlier.

##### Amount of Allowance

##### Provided by Member

An annuity which is the actuarial equivalent of his accumulated contributions at the time of his retirement, and

##### Provided by City

For Class A members hired prior to July 1, 1996:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 1/40 of his final compensation for each year of total service credited not in excess of 20 years plus 1/50 of his final compensation for each year of total service credited in excess of 20 years.

For Class A members hired on or after July 1, 1996:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 1/50 of his final compensation for each year of total service credited.

For Police:

A pension which when added to his normal annuity, exclusive of any excess annuity, equals:

1. For members of the bargaining unit hired on or after September 1, 2001:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 20 years of service	2.5% per year
20 years of service	50%
21 years of service	52%
22 years of service	54%
23 years of service	56%
24 years of service	58%
25 years of service	60%
26 years of service	62%
27 years of service	64%
28 years of service	66%
29 years of service	68%
30 years of service	70%
31 years of service	72%
32 years of service	75%

2. For members of the bargaining unit hired prior to September 1, 2001:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 20 years of service	2.5% per year
20 years of service	50%
21 years of service	52%
22 years of service	54%
23 years of service	56%
24 years of service	58%
25 years of service	65%
26 years of service	62%
27 years of service	64%
28 years of service	66%
29 years of service	68%
30 years of service	75%
31 years of service	72%
32 years of service	80%

For all other Class B:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of  $\frac{1}{40}$  of his final compensation for each year of total service credited not in excess of 20 years plus  $\frac{1}{50}$  of his final compensation for each year of total service credited in excess of 20 years but not in excess of 32 years and 6 months.

Deferred Retirement Allowance

Conditions for Allowance

A member who has completed at least 10 years of service may retire and receive a deferred retirement allowance commencing at the minimum age for service retirement.

Amount of Allowance

Provided by Member

A deferred annuity which is the actuarial equivalent of his accumulated contributions, and

Provided by City

See "Service Retirement Allowance."

Ordinary Disability Retirement Allowance

Conditions for Allowance

For Police:

After 10 years but less than 20 years of service.

For All Others:

After 10 years of service, a member under the minimum age for service retirement may be retired for disability upon his own request or upon the request of the head of the department employing him.

Amount of Allowance

Provided by Member

An annuity which is the actuarial equivalent of his accumulated contributions at the time of his retirement, and

Provided by City

If the member is a Class A member:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of  $\frac{9}{10}$  of  $\frac{1}{50}$  of his final compensation for each year of total service which

would have been credited had he continued in service to the minimum age for service retirement, but such retirement allowance, exclusive of any excess annuity, is not to exceed 45% of his final compensation.

For Police:

A pension which when added to his normal annuity will give a total retirement allowance, equal to a percentage of his final compensation, as described in the following table:

<u>Eligible Years of Service</u>	<u>Percentage</u>
10 years of service	22.50%
11 years of service	24.75%
12 years of service	27%
13 years of service	29.25%
14 years of service	31.50%
15 years of service	33.75%
16 years of service	36%
17 years of service	38.25%
18 years of service	40.50%
19 years of service	42.75%

For All other Class B:

A pension which when added to his normal annuity, exclusive of any excess annuity, will give a total retirement allowance of 9/10 of 1/40 of his final compensation for each year of total service which would have been credited had he continued in service to the minimum age for service retirement, but such retirement allowance, exclusive of any excess annuity, is not to exceed 45% of his final compensation.

## Accidental Disability Retirement Allowance

### Conditions for Allowance

A member may be retired on account of accidental disability occurring in the performance of duty regardless of age or length of service.



Amount of Allowance

Provided by Member

Non-Police:

An annuity that is the actuarial equivalent of his accumulated contributions at the time of his retirement.

Police:

In light of the member's receipt of the pension stated below, the only annuity payable is the actuarial equivalent of any accumulated additional contributions at the time of his retirement.

and

Provided by City

For All:

A pension of 66-2/3% of his final compensation, but not less than the service retirement allowance. Upon the death of a member within 5 years after accidental disability retirement as a result of an accident while in the performance of duty, a pension of one-half of the member's final compensation is paid to his widow until she dies or remarries, at which point the pension is paid to his child or children until they attain age 19.

Accidental Death Benefit

Conditions for Benefit

An accidental death benefit is payable upon the death of any member due to an accident in the performance of duty.

Amount of Benefit

A pension of one-half of the member's final compensation is paid to his widow until she dies or remarries, at which point the pension is payable to his child or children until they attain age 19. If there are no other dependents, the pension is payable to his dependent parents. In addition, a lump sum payment of the member's accumulated contributions is made.

#### Withdrawal or Ordinary Death Benefit

A member who withdraws prior to eligibility for retirement receives his accumulated contributions. Should a member die before retirement his accumulated contributions are paid to his estate or beneficiary; provided, however, if he has attained minimum retirement age and has not made an optional election as described below, and is survived by a spouse, such spouse is entitled, in lieu of the return of the member's accumulated contributions, to a benefit equal to that which would have been payable to such spouse upon the death of the member had the member retired on the day of his death and elected to receive a benefit under the provisions of Option 2, as described below, and nominated his spouse as his designated beneficiary, except that for a Class B member the benefit to the spouse shall not be less than 67½% of the benefit that would have been paid to such retired member without reduction.

#### Benefit upon Death after Retirement

##### For Class A:

Benefits under any option. Also, the excess, if any, of the member's accumulated contributions at retirement over all payments paid out on the member's account.

##### For Class B:

Upon the death of a Class B pensioner, 67½% of his retirement allowance is paid to his widow until she dies or remarries, at which point the benefit is paid to his dependent children until they attain age 18. Also, the excess, if any, of the member's accumulated contributions at retirement over the total of all payments paid out on the member's account.

#### Minimum Benefits

The minimum monthly retirement allowance is \$600, prorated for members whose credited service at retirement is less than 25.

## Special Privileges at Retirement

At retirement, a member may elect to convert his allowance into a benefit of equivalent actuarial value in accordance with one of the options described below:

Option 1. A reduced retirement allowance payable during the retired member's life, with a provision that in case of death before such payments have equaled the present value of his retirement allowance at the date of retirement, the balance shall be paid to the heirs or assigns; or

Option 2. A reduced retirement allowance payable during the retired member's life, with a provision that after his death it shall be continued during the life of and paid to the person nominated by him by written designation at the time of his retirement; or

Option 3. A reduced retirement allowance payable during the retired member's life, with a provision that after his death an allowance at one-half the rate of his reduced allowance shall be continued during the life of and paid to the person nominated by him by written designation at the time of his retirement; or

Option 4. A reduced retirement allowance payable during the retired member's life, with some other benefit payable after his death, provided that the benefit shall be certified by the actuary and approved by the retirement board. This Option is not available to Police who retire on an Accidental Disability Allowance.

Class B members may not elect Options 2 or 3.

Married Class B members may also not elect Option 1.

## Special Privileges upon Attainment of Minimum Retirement Age

Any member who has attained minimum retirement age may elect, in accordance with Option 2, 3, or 4 above, a reduced retirement allowance with provision for benefits to a person having an insurable interest in his life, other than his wife. The benefit is determined as of the member's date of death or retirement, if prior thereto, in accordance with the provisions of the option selected and is in lieu of the return of the member's accumulated contributions if death occurs during the member's continuance in service after attainment of

minimum retirement age. Such election is irrevocable after the option becomes effective unless the designated beneficiary predeceases the member prior to his retirement.

#### Cost of Living Adjustment

##### For Class A:

3% compounded, for members who retired prior to 12/18/91; no adjustment for other Class A members.

##### For Police:

5%, compounded, for members who retired prior to 1/1/90; 6%, compounded, for members who retired between 1/1/90 and 12/18/91; 5%, compounded, for members who retired between 12/19/91 and 12/31/92; 5% compounded for special court awarded members; 3% compounded for other retired members.

##### For all other Class B Retirees:

5%, compounded, for members who retired prior to 1/1/90; 6%, compounded, for members who retired between 1/1/90 and 12/18/91; 5%, compounded, for members who retired between 12/19/91 and 6/30/92; 6%, compounded, for members who retired between 7/1/92 and 6/30/95; 3%, simple, on first \$12,000 of annual benefit for members who retired between 7/1/95 and 3/16/06; 5% compounded for special court awarded members; and, 3% compounded for other retired members.

The initial COLA payment is deferred until the January 1 that occurs three years after the member's retirement date.

#### Special Provisions for Certain Elected Officials

Any person who has served as Mayor or City Councilman for at least eight full legislative years is entitled to a retirement allowance on the basis of such service as an elected official upon attainment of age 52 or the completion of 20 consecutive years as an elected official, whichever is earlier, or the occurrence of total and permanent disability prior thereto.

Such retirement allowance is currently \$350 for each year of service, provided that no more than 20 years of

such service are to be used in determining the allowance.

Upon the death of any such elected official, benefits are payable in accordance with the Class A provisions of the act.

An elected official may elect to withdraw his accumulated contributions in lieu of his rights to the allowance based on service as an elected official.

## 2 – CONTRIBUTIONS

Provided by Members

For Class A: 8% of their salaries.

For Police: 8% of their salaries

For all other Class B Members: 9½% of their salaries.

The Mayor and members of the City Council are required to contribute at the rate of \$350 per year.

Provided by City

The City makes the balance of contributions needed to fund the system.

In addition the City shall contribute from time to time amounts sufficient with the contributions of elected officials to provide the special pensions granted to elected officials.

SCHEDULE E

TABLES OF EMPLOYEE DATA

TABLE 1  
The Number and Annual Salaries  
of Members Distributed By 5th Age and Service  
As of June 30, 2008

CLASS A

SERVICE AGE	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-36	37+	TOTAL	
20-24	10	17									27	NUMBER
	28,075	23,191									25,000	SALARY
25-29	10	59	33	2							104	NUMBER
	30,006	32,795	34,559	33,479							33,100	SALARY
30-34	8	65	59	45	1						178	NUMBER
	34,103	32,145	35,301	34,755	79,744						34,206	SALARY
35-39	9	64	76	81	31	1					262	NUMBER
	28,203	39,022	32,095	36,666	45,729	46,226					36,734	SALARY
40-44	7	65	87	76	58	16	1				310	NUMBER
	28,891	30,310	35,097	38,301	50,387	48,197	52,170				38,331	SALARY
45-49	11	57	110	71	63	25	9	2			348	NUMBER
	29,994	33,584	34,205	35,853	44,862	49,392	63,800	48,244			38,173	SALARY
50-54	4	55	65	94	68	32	23	32	1		374	NUMBER
	33,247	33,398	33,321	36,639	39,285	47,705	52,018	56,783	48,165		39,678	SALARY
55-59	4	42	63	51	51	21	7	22	7	3	271	NUMBER
	29,002	48,222	39,813	34,262	43,927	39,383	61,037	58,568	67,600	43,786	43,485	SALARY
60-64	1	20	32	27	16	10	6	5	5	8	130	NUMBER
	22,768	42,512	32,516	37,186	38,581	43,178	47,103	49,030	52,455	59,451	40,248	SALARY
65-69		6	9	16	6	6		3			46	NUMBER
		30,189	38,178	32,434	49,601	51,233		54,121			39,371	SALARY
70-74		3	5	4	3	1	1	1			18	NUMBER
		34,935	37,030	29,828	38,504	118,115	18,765	47,329			39,388	SALARY
75-76		1		1						1	3	NUMBER
		40,695		20,925						57,889	39,836	SALARY
77+		1	1	1	3					1	7	NUMBER
		37,495	17,731	18,586	41,051					39,134	33,729	SALARY
TOTAL	64	455	540	469	300	112	47	65	13	13	2,078	NUMBER
	29,866	34,895	34,703	36,099	44,371	46,992	54,285	56,260	60,280	54,153	38,368	SALARY

TABLE 2  
The Number and Annual Salaries  
of Members Distributed By 5th Age and Service  
As of June 30, 2008

CLASS B

SERVICE AGE	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-36	37+	TOTAL
20-24	8 39,730	17 45,130									25 NUMBER 43,402 SALARY
25-29	25 36,453	40 47,305	17 51,870								82 NUMBER 44,943 SALARY
30-34	10 40,927	32 47,238	35 53,699	8 50,057							85 NUMBER 49,421 SALARY
35-39	6 44,399	25 48,408	53 52,150	58 54,129	37 51,342						179 NUMBER 51,842 SALARY
40-44	2 32,868	10 48,871	13 51,801	50 54,668	111 53,413	33 53,839					219 NUMBER 53,273 SALARY
45-49		3 48,575	12 51,823	16 53,442	81 51,097	80 56,855	9 62,421	1 74,795			202 NUMBER 54,191 SALARY
50-54		1 126,395	1 166,001	7 53,755	21 51,780	28 57,431	38 60,389	6 73,409			102 NUMBER 59,798 SALARY
55-59		1 94,879		1 55,500	3 54,270	6 51,841	15 58,084	8 68,092			34 NUMBER 60,007 SALARY
60-64							1 48,036			1 75,764	2 NUMBER 61,900 SALARY
TOTAL	51 38,639	129 48,348	131 53,332	140 54,001	253 52,243	147 56,083	63 59,935	15 70,665		1 75,764	930 NUMBER 52,825 SALARY



TABLE 3  
THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008  
SERVICE RETIREMENTS  
CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
13	1	5,440
42	1	12,446
45	1	9,453
48	2	52,939
49	4	91,483
50	3	82,351
51	6	183,461
52	8	222,450
53	15	356,109
54	5	142,729
55	18	361,254
56	36	915,627
57	30	697,618
58	30	448,135
59	30	696,153
60	32	521,891
61	46	950,363
62	29	534,442
63	42	685,161
64	32	544,234
65	46	745,539
66	30	514,904
67	38	543,990
68	56	783,330
69	35	529,935
70	44	504,741
71	42	605,324
72	41	524,803
73	35	464,872
74	45	687,727
75	58	883,875

TABLE 3 (CONTINUED)  
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
 OF RETIRED MEMBERS DISTRIBUTED BY  
 AGE AS OF JUNE 30, 2008

SERVICE RETIREMENTS

CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
76	44	624,008
77	47	771,723
78	52	879,520
79	41	656,178
80	40	590,450
81	31	515,451
82	32	444,393
83	29	385,556
84	34	510,832
85	19	194,832
86	20	239,529
87	22	242,300
88	22	291,006
89	19	295,537
90	12	132,677
91	12	142,346
92	7	75,971
93	9	94,330
94	2	22,679
95	4	39,427
96	2	9,047
100	1	10,630
104	1	3,235
TOTAL	1,343	21,474,436

TABLE 4  
THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

SERVICE RETIREMENTS

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
37	1	26,139
41	4	112,696
42	4	110,107
43	3	59,487
45	8	217,389
46	6	164,467
47	4	101,558
48	4	131,569
49	8	253,200
50	13	417,449
51	14	361,519
52	12	462,563
53	11	342,473
54	20	619,081
55	13	408,298
56	16	500,270
57	19	650,556
58	19	748,337
59	17	610,676
60	26	952,512
61	32	1,192,645
62	18	628,746
63	20	880,406
64	18	696,368
65	16	612,624
66	7	280,328
67	8	269,442
68	11	458,055
69	8	203,640
70	10	360,452
71	16	514,442
72	10	322,738

TABLE 4 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

## SERVICE RETIREMENTS

## CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
73	11	419,714
74	9	321,364
75	11	395,413
76	13	416,150
77	8	179,837
78	16	439,778
79	16	576,912
80	10	239,985
81	15	487,702
82	8	232,415
83	16	438,291
84	8	143,191
85	11	375,483
86	8	235,973
87	9	176,944
88	5	105,204
90	1	24,345
92	1	15,717
94	1	15,717
TOTAL	573	18,910,367

TABLE 5

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

ELECTIVE OFFICIALS AND DEPENDENTS  
OF ELECTIVE OFFICIALS

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
53	1	3,542
59	1	2,258
61	1	2,847
66	2	7,158
67	1	4,915
68	3	11,332
69	1	3,450
70	3	13,688
72	1	3,246
78	2	11,374
81	1	3,179
82	1	5,989
84	3	8,707
88	1	10,113
93	1	4,900
96	1	5,644
TOTAL	24	102,342

TABLE 6

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

DISABILITY RETIREMENTS

CLASS A

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
41	1	28,595	2	26,391	3	54,986
43	1	6,432			1	6,432
44			1	23,768	1	23,768
46	1	17,703			1	17,703
47	2	29,246			2	29,246
48	2	24,947	1	28,926	3	53,873
49	1	3,611	1	15,905	2	19,516
51	2	22,418			2	22,418
52	1	6,230			1	6,230
53			3	68,685	3	68,685
54	1	4,828	2	57,087	3	61,915
55			3	61,479	3	61,479
56	1	8,585	1	17,796	2	26,381
57			1	15,971	1	15,971
58			3	50,774	3	50,774
59	2	51,948	1	16,849	3	68,797
60			3	73,317	3	73,317
61	1	4,087	5	101,251	6	105,338
64			3	46,554	3	46,554
65	1	18,971	2	40,540	3	59,511
66			6	99,712	6	99,712
67			3	37,286	3	37,286
68	2	14,733	5	78,571	7	93,304
69			3	55,083	3	55,083
70	1	9,977	1	7,569	2	17,546
71			3	25,377	3	25,377
72			3	45,297	3	45,297
73			5	105,100	5	105,100
74			4	61,729	4	61,729
77			2	41,796	2	41,796
78	1	24,752	2	37,554	3	62,306

TABLE 6 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

## DISABILITY RETIREMENTS

## CLASS A

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
79			1	22,012	1	22,012
81			2	24,704	2	24,704
82			1	5,622	1	5,622
83	1	6,932	1	5,493	2	12,425
85			2	25,560	2	25,560
87			1	5,367	1	5,367
89			1	11,531	1	11,531
104			1	13,892	1	13,892
TOTAL	22	283,995	79	1,354,548	101	1,638,543

TABLE 7

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

DISABILITY RETIREMENTS

CLASS B

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
34			1	36,942	1	36,942
38	1	17,164	1	36,054	2	53,218
39			1	39,552	1	39,552
40			3	114,545	3	114,545
41			4	118,634	4	118,634
42	1	17,189	2	63,815	3	81,004
43			2	69,357	2	69,357
44	2	43,292	4	129,604	6	172,896
45			4	141,837	4	141,837
46	1	17,948	7	244,760	8	262,708
47			4	179,909	4	179,909
48	1	19,559	6	225,160	7	244,719
49	1	16,353	4	227,127	5	243,480
50			14	581,806	14	581,806
51	1	18,027	5	216,397	6	234,424
52			10	355,358	10	355,358
53	1	8,788	10	426,684	11	435,472
54			8	345,921	8	345,921
55			11	541,421	11	541,421
56			9	309,112	9	309,112
57			14	705,075	14	705,075
58			14	641,316	14	641,316
59			15	748,365	15	748,365
60	1	34,399	21	1,155,715	22	1,190,114
61	1	33,939	21	1,014,842	22	1,048,781
62	1	20,061	14	638,678	15	658,739
63			19	1,014,153	19	1,014,153
64			15	935,833	15	935,833
65			13	694,787	13	694,787
66			9	439,709	9	439,709
67			12	656,618	12	656,618



TABLE 7 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

## DISABILITY RETIREMENTS

## CLASS B

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
68			17	1,030,001	17	1,030,001
69			16	960,818	16	960,818
70			3	157,234	3	157,234
71			7	296,554	7	296,554
72			10	758,308	10	758,308
73			3	114,224	3	114,224
74			12	782,999	12	782,999
75			7	535,639	7	535,639
76			8	482,611	8	482,611
77			8	493,518	8	493,518
78			2	100,327	2	100,327
79			6	315,832	6	315,832
80	1	15,717	6	375,425	7	391,142
81			7	274,669	7	274,669
82			4	286,233	4	286,233
83			3	150,864	3	150,864
84			2	63,966	2	63,966
85			1	25,790	1	25,790
86			1	14,968	1	14,968
87	1	17,070	1	29,954	2	47,024
93			2	53,830	2	53,830
101			1	17,906	1	17,906
108			1	41,073	1	41,073
TOTAL	14	279,506	405	20,411,829	419	20,691,335

TABLE 8  
THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

DISABILITY RETIREMENTS

GRAND TOTAL

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
34			1	36,942	1	36,942
38	1	17,164	1	36,054	2	53,218
39			1	39,552	1	39,552
40			3	114,545	3	114,545
41	1	28,595	6	145,026	7	173,621
42	1	17,189	2	63,815	3	81,004
43	1	6,432	2	69,357	3	75,789
44	2	43,294	5	153,373	7	196,667
45			4	141,837	4	141,837
46	2	35,651	7	244,760	9	280,411
47	2	29,246	4	179,909	6	209,155
48	3	44,506	7	254,086	10	298,592
49	2	19,964	5	243,032	7	262,996
50			14	581,806	14	581,806
51	3	40,444	5	216,397	8	256,841
52	1	6,230	10	355,358	11	361,588
53	1	8,788	13	495,369	14	504,157
54	1	4,828	10	403,008	11	407,836
55			14	602,900	14	602,900
56	1	8,585	10	326,908	11	335,493
57			15	721,046	15	721,046
58			17	692,090	17	692,090
59	2	51,947	16	765,214	18	817,161
60	1	34,399	24	1,229,033	25	1,263,432
61	2	38,026	26	1,116,091	28	1,154,117
62	1	20,061	14	638,678	15	658,739
63			19	1,014,153	19	1,014,153

TABLE 8 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

## DISABILITY RETIREMENTS

## GRAND TOTAL

<u>AGE</u>	<u>ORDINARY</u>		<u>ACCIDENTAL</u>		<u>TOTAL</u>	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
64			18	982,388	18	982,388
65	1	18,971	15	735,327	16	754,298
66			15	539,419	15	539,419
67			15	693,905	15	693,905
68	2	14,733	22	1,108,572	24	1,123,305
69			19	1,015,900	19	1,015,900
70	1	9,977	4	164,803	5	174,780
71			10	321,931	10	321,931
72			13	803,605	13	803,605
73			8	219,325	8	219,325
74			16	844,728	16	844,728
75			7	535,639	7	535,639
76			8	482,611	8	482,611
77			10	535,313	10	535,313
78	1	24,752	4	137,881	5	162,633
79			7	337,844	7	337,844
80	1	15,717	6	375,425	7	391,142
81			9	299,373	9	299,373
82			5	291,856	5	291,856
83	1	6,932	4	156,357	5	163,289
84			2	63,966	2	63,966
85			3	51,350	3	51,350
86			1	14,968	1	14,968
87	1	17,070	2	35,321	3	52,391
89			1	11,531	1	11,531
93			2	53,830	2	53,830
101			1	17,906	1	17,906

TABLE 8 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

DISABILITY RETIREMENTS

GRAND TOTAL

<u>AGE</u>	ORDINARY		ACCIDENTAL		TOTAL	
	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>	<u>NUMBER</u>	<u>AMOUNT</u>
104			1	13,892	1	13,892
108			1	41,073	1	41,073
TOTAL	36	563,501	484	21,766,378	520	22,329,879

TABLE 9

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF  
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
35	2	24,345
36	1	32,892
39	1	29,452
41	1	22,218
43	2	60,090
44	1	5,460
45	1	7,228
47	1	23,556
48	1	33,675
49	5	159,903
50	2	30,052
51	3	92,105
52	1	25,907
53	2	67,699
54	8	212,272
55	7	142,775
56	5	85,997
57	2	57,773
58	8	176,424
59	5	86,244
60	6	178,224
61	6	83,304
62	6	132,690
63	7	256,260
64	6	185,739
65	9	167,786
66	8	199,106
67	6	238,404
68	8	263,114
69	7	214,342
70	12	293,352
71	7	80,033

TABLE 9 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF  
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2008

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
72	11	197,398
73	12	182,623
74	14	296,035
75	13	324,179
76	16	429,596
77	11	204,678
78	18	393,406
79	13	268,634
80	20	303,808
81	22	411,224
82	20	306,586
83	11	144,886
84	15	227,265
85	11	170,631
86	11	159,094
87	8	117,523
88	11	145,148
89	13	131,343
90	9	109,004
91	9	104,600
92	4	46,993
93	8	87,343
94	2	19,604
95	4	55,238
97	4	46,270
98	1	11,554
99	1	8,396
TOTAL	439	8,571,480

SCHEDULE F

## 30 YEAR APPROPRIATION FORECAST

<b>Fiscal Year Ending</b>	<b>Normal Cost</b>	<b>Past Service Amortization</b>	<b>Deferral Amortization</b>	<b>Total</b>	<b>Pay-As-You-Go</b>
6/30/2009	\$ 8,708,142	\$ 46,469,014	\$ 492,606	\$ 55,669,762	\$ 74,030,458
6/30/2010	9,410,520	50,430,144	492,606	60,333,270	77,329,642
6/30/2011	9,833,993	52,951,651	492,606	63,278,250	80,844,845
6/30/2012	10,276,523	55,599,234	492,606	66,368,363	84,430,189
6/30/2013	10,738,967	58,379,196	492,606	69,610,769	88,309,295
6/30/2014	11,249,068	61,298,156	492,606	73,039,830	92,340,530
6/30/2015	11,783,399	64,363,064	492,606	76,639,069	96,484,432
6/30/2016	12,343,110	67,581,217	492,606	80,416,933	100,635,960
6/30/2017	12,929,408	70,960,278	492,606	84,382,292	104,849,896
6/30/2018	13,543,555	74,508,292	492,606	88,544,453	109,169,224
6/30/2019	14,220,733	78,233,707	492,606	92,947,046	113,475,573
6/30/2020	14,931,770	82,145,392	492,606	97,569,768	117,726,212
6/30/2021	15,678,359	86,252,662	492,606	102,423,627	122,046,063
6/30/2022	16,462,277	90,565,295	492,606	107,520,178	126,411,380
6/30/2023	17,285,391	95,093,560	492,606	112,871,557	130,725,647
6/30/2024	18,149,661	99,848,238	492,606	118,490,505	134,852,765
6/30/2025	19,057,144	104,840,650	492,606	124,390,400	138,795,201
6/30/2026	20,010,001	110,082,683	492,606	130,585,290	142,507,178
6/30/2027	21,010,501	115,586,817	492,606	137,089,924	145,960,531
6/30/2028	22,061,026	121,366,158	492,606	143,919,790	149,225,589
6/30/2029	23,164,077	127,434,466	492,606	151,091,149	152,194,202
6/30/2030	24,322,281	133,806,189	492,606	158,621,076	154,768,316
6/30/2031	25,538,395	140,496,498	492,606	166,527,499	156,982,873
6/30/2032	26,815,315	-	-	26,815,315	158,748,484
6/30/2033	28,156,081	-	-	28,156,081	160,062,748
6/30/2034	29,563,885	-	-	29,563,885	160,772,939
6/30/2035	31,042,079	-	-	31,042,079	161,020,334
6/30/2036	32,594,183	-	-	32,594,183	160,673,647
6/30/2037	34,223,892	-	-	34,223,892	159,769,440
6/30/2038	35,935,087	-	-	35,935,087	158,303,306

SCHEDULE G

## CHANGES IN UNFUNDED LIABILITY

7/1/07 Unfunded Liability	652,962,042
Expected Unfunded as of 7/1/08	674,010,118
Actual Unfunded as of 7/1/08 (without COLA and assumption changes)	715,719,030
Gain/(Loss)	(41,708,912)
Asset Gain/(Loss)	4,011,336
Liability Gain/(Loss)	(45,720,248)
Salary Increases	4,499,675
New Active Participants	(3,139,978)
Active - Retirements	(17,639,272)
Active - Terminations	5,263,158
Active - Mortality	408,074
Active - Disabilities	1,794,269
Inactive Mortality and Data Adjustment	(21,324,620)
Other	(8,243,683)
Retroactive Fire Retiree COLA Arbitration Loss	(7,337,871)
Assumption Changes *	(7,856,045)

\* Change in COLA for Fire Retirees