

**REPORT ON  
THE EIGHTY-FOURTH VALUATION OF  
THE EMPLOYEES' RETIREMENT SYSTEM  
OF THE CITY OF PROVIDENCE  
AS OF JUNE 30, 2011**

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January 19, 2012

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-fourth actuarial valuation of the Employees' Retirement System of the City of Providence. This report was prepared as of June 30, 2011 and develops the appropriation required by the City for the fiscal year beginning July 1, 2012.

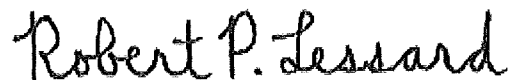
The Table of Contents, which immediately follows, outlines the material contained in the report.

This report was prepared under the supervision of Philip Bonanno, an Associate of the Society of Actuaries, an Enrolled Actuary, a Member of the American Academy of Actuaries and a Fellow of the Conference of Consulting Actuaries, who has met the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,



Philip Bonanno, ASA, MAAA, EA, FCA  
Director, Consulting Actuary



Robert P. Lessard  
Consultant

TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page</u>
I	Summary of Principal Results.....	1
II	Employee Data.....	4
III	Assets.....	4
IV	Comments on Valuation.....	5
V	Appropriation Payable by City.....	6
VI	Accounting Information .....	8

Schedule

A	Results of the Valuation as of June 30, 2011 .....	11
B	Outline of Actuarial Assumptions and Methods.....	13
C	Determination of Adjusted Asset Value .....	18
D	Summary of Main Provisions of Retirement System as Interpreted for Valuation Purposes .....	19
E	Tables of Employee Data .....	29
F	28 Year Appropriation Forecast.....	45
G	Changes in Unfunded Liability .....	46

REPORT ON THE EIGHTY-FOURTH VALUATION OF THE  
EMPLOYEES' RETIREMENT SYSTEM OF THE  
CITY OF PROVIDENCE  
AS OF JUNE 30, 2011

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	June 30, 2010	June 30, 2011
Number of active members		
Vested	1,849	1,879
Nonvested	<u>1,149</u>	<u>1,108</u>
Total	2,998	2,987
Annual base salaries of active members	\$ 137,355,155	\$ 135,473,706
Average base salary of active members	\$ 45,816	\$ 45,354
Number of retirees and beneficiaries	2,929	2,998
Annual retirement allowances	\$ 78,988,781	\$ 83,117,181
Average retirement allowance	\$ 26,968	\$ 27,724
Number of non-active members with contributions	432	435
Accumulated member contributions	\$ 10,826,649	\$ 11,560,322
Market value of plan assets (accrual basis)	\$ 368,448,768	\$ 416,275,009
Assets for valuation purposes	\$ 427,890,901	\$ 422,839,189
Unfunded accrued liability	\$ 828,484,533	\$ 900,984,913
Contribution rates required		
Class A	21.98%	24.44%
Class B Fire	90.63%	96.61%
Class B Police	64.44%	72.50%

2. Comments on the valuation results as of June 30, 2011 are given in Section IV and the appropriation payable by the City during the fiscal period beginning July 1, 2012 is set out in Section V.
3. The valuation was based on the assumptions as outlined in Schedule B. Changes in assumptions since the previous valuation are as follows:
  - Post-service retirement mortality: Due to recent updates within Actuarial Standard of Practice No. 35 (ASOP 35) of the Actuarial Standards Board (ASB), we have revised the mortality rates for service retirees and beneficiaries to reflect an assumption about mortality improvement after the valuation date. The mortality assumptions are the RP-2000 Mortality Tables for males and females with static projection to 2021 using Scale AA.
  - Discount rate assumption: The assumed discount rate was decreased from 8.50% to 8.25%.
  - Salary scale: The assumed future increases in salary were lowered for all future years.
  - Longevity assumption: The assumed longevity pay percentages were decreased by 1% for all Class A employees due to recent contract negotiations.

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. The provisions were updated to reflect negotiated changes for future members of the Retirement System. None of the changes shown had any impact on this year's valuation.

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	422
(ii) Retired after 12/18/1991	None	1,231
(iii) Special award	5% compounded	<u>5</u>
Total of Class A		1,658
(b) Class B - Police*		
(i) Retired prior to 1/1/1990	5% compounded	207
(ii) Retired between 1/1/1990 and 12/18/1991	6% compounded	25
(iii) Retired between 12/19/1991 and 12/31/1992	3% compounded	28
(iv) Retired after 12/31/1992	3% compounded	369
(v) Special award	5% compounded	<u>20</u>
Total of Police		649
(c) Class B - Fire*		
(i) Retired prior to 1/1/1990	5% compounded	176
(ii) Retired between 1/1/1990 and 12/18/1991	6% compounded	60
(iii) Retired between 12/19/1991 and 6/30/1995	5% compounded	99
(iv) Retired on or after 7/1/1995	3% compounded	308
(v) Special award	5% compounded	<u>18</u>
Total of Fire		661
(d) Total Number of Class A and Class B retirees and beneficiaries		2,968**

- \* There are 40 Class B employees who retired as Non-Union participants and are included in the counts above but each has a simple 3% COLA on the first \$12,000 of the annual benefit.
- \*\* Excludes elected officials and 30 Class A and B employees who retired prior to June 30, 2011 but were not processed on the June 30, 2011 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 average 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, 2011.

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, 2011 on a “cash basis” was \$361,837,203. This amount was converted this to an “accrual basis” value of \$416,275,009 by adding \$54,437,806, the discounted value of the City’s \$58,928,925 contribution appropriated for the July 1, 2011 to June 30, 2012 fiscal year and assumed deposited on June 30, 2012.
3. The amount of assets used for valuation purposes of \$422,839,189 was determined on an “accrual basis” by the use of a five-year moving average of market values. Schedule C outlines the calculation of this value.



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, 2011. Actuarial accrued liabilities consist of \$357,451,711, which equals the actuarial accrued value of prospective benefits of active members; plus \$954,812,069, which equals the present value of obligations to retired members and their beneficiaries; plus \$11,560,322, which equals the value of contributions of non-active members remaining in the fund. These liabilities amount to \$1,323,824,102, which is met by the City and members through annual contributions. Against these prospective liabilities, the system has present assets of \$422,839,189, leaving \$900,984,913 as the unfunded accrued liability.
2. Section V discusses the portion of the total prospective City obligation that is recommended 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 \$12,722,427. Actuarial assets did not earn the expected rate of return, resulting in a loss of \$18,609,736. It was offset by gains from liability, equal to \$5,887,309. The changes in plan assumptions noted in Section I increased the unfunded liability by \$34,990,503. For more detail on gain/(loss), please see Schedule G.
4. The actuarial value of assets exceeds the market value by about \$6.6 million, due to the deferral of past losses 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, 2012. In accordance with the law governing the operation of the retirement system, the recommended contribution rates are 24.44% for Class A members, 96.61% for Class B Fire and 72.50% for Class B Police. These rates are based on amortizing the unfunded accrued liability as of June 30, 2011 on a level percentage-of-payroll basis over a 28-year period. If these rates are applied to the annual compensation of active members in this actuarial valuation, increased by \$471,661 to amortize the remaining deferred contribution as of June 30, 1996 over a 30-year period, and adjusted to a monthly basis, contributions payable by the City for the fiscal year beginning July 1, 2012 are as shown below:

<b>Group</b>	<b>Amount</b>
Class A:	
General	\$ 7,670,527
School	7,284,644
School Crossing Guards	862,955
Water	2,771,376
Workforce Development (JTPA)	345,815
Fire Civilians	222,779
Police Civilians	872,042
Total Class A	\$ 20,030,138
Class B:	
Fire	\$ 23,816,081
Police	20,936,902
Total Class B	\$ 44,752,983
Grand Total	\$ 64,783,121

2. 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 that 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, 2010 and June 30, 2011 actuarial valuations are shown below:

	June 30, 2010	June 30, 2011
1. Normal cost for employees	\$ 10,604,240	\$ 8,659,588
2. Normal cost for employers	\$ 9,489,420	\$ 11,511,985
3. Actuarial liability for active members	\$ 366,866,155	\$ 357,451,711
4. Actuarial liability for retired members	\$ 889,509,279	\$ 966,372,391
5. Total actuarial liability	\$ 1,256,375,434	\$ 1,323,824,102
6. System assets	\$ 427,890,901	\$ 422,839,189
7. Unfunded actuarial accrued liability	\$ 828,484,533	\$ 900,984,913
8. Ratio of assets to actuarial liability	34.06%	31.94%
9. Investment return assumption	8.50%	8.25%
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
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%
2009	\$48,509	99.80%
2010	\$50,299	97.66%
2011	\$56,380	100.00%
2012	\$64,783	

**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%
2009	\$405,217	\$1,209,981	\$804,763	33.49%	\$135,516	593.85%
2010	\$427,891	\$1,256,375	\$828,485	34.06%	\$137,355	603.17%
2011	\$422,839	\$1,323,824	\$900,985	31.94%	\$135,474	665.06%

Note that the 2011 AAL reflects the changes in assumptions noted in Section I.

ANNUAL PENSION COST AND NET PENSION OBLIGATION FOR  
FISCAL YEARS BEGINNING JULY 1, 2010 AND JULY 1, 2011

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

Fiscal year beginning July 1, 2010

Net Pension Obligation (NPO) at June 30, 2010	\$131,767,105
a. Annual Required Contribution	56,380,436
b. Interest on NPO	11,200,204
c. Amortization of NPO	(7,898,997)
Annual Pension Cost	59,681,643
Contributions Paid (not discounted)	(56,380,436)
Increase in NPO	3,301,207
NPO of June 30, 2011	\$135,068,312

Fiscal year beginning July 1, 2011

Net Pension Obligation (NPO) at June 30, 2011	\$135,068,312
d. Annual Required Contribution	58,928,925
e. Interest on NPO	11,143,136
f. Amortization of NPO	(8,277,242)
Annual Pension Cost	61,794,819
Expected Contributions to be Paid (not discounted)	(58,928,925)
Increase in NPO	2,865,894
Expected NPO of June 30, 2012	\$137,934,207

SCHEDULE ARESULTS OF THE VALUATION AS OF JUNE 30, 2011  
(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	\$ 151,728,278	\$ 100,340,561	\$ 105,382,872	\$ 205,723,433	\$ 357,451,711
(b) Actuarial accrued value of benefits payable to retirees and beneficiaries including benefits payable on death	237,125,275	403,263,559	314,423,235	717,686,794	954,812,069
(c) Employee contributions of non-active members	10,076,095	620,575	863,652	1,484,227	11,560,322
(d) Total accrued actuarial liabilities	\$ 398,929,648	\$ 504,224,695	\$ 420,669,759	\$ 924,894,454	\$ 1,323,824,102
2. Assets of the System	\$ 127,421,074	\$ 161,053,089	\$ 134,365,026	\$ 295,418,115	\$ 422,839,189
3. Unfunded Value of Total Prospective Contributions by the City (1(d) minus 2)	\$ 271,508,574	\$ 343,171,606	\$ 286,304,733	\$ 629,476,339	\$ 900,984,913
4. Amortization (28 years)	\$ 15,910,931	\$ 20,110,524	\$ 16,778,014	\$ 36,888,538	\$ 52,799,469

	Class A	Class B			Grand Total
		Fire	Police	Total	
5. Total Individual Entry Age Normal Cost	\$ 9,136,033	\$ 4,638,871	\$ 5,106,036	\$ 9,744,907	\$ 18,880,940
6. Employee Normal Cost	\$ 5,608,123	\$ 1,502,710	\$ 1,548,755	\$ 3,051,465	\$ 8,659,588
7. Net City Normal Cost with Interest	\$ 3,973,373	\$ 3,532,159	\$ 4,006,453	\$ 7,538,612	\$ 11,511,985
8. Net City Normal Cost without Interest as a Percent of Pay	4.31%	12.72%	12.32%	12.50%	7.54%
9. Amortization of 1995 Deferral	\$ 145,834	\$ 173,398	\$ 152,435	\$ 325,833	\$ 471,667
10. Total City Appropriation (4 plus 7 plus 9)*	\$ 20,030,138	\$ 23,816,081	\$ 20,936,902	\$ 44,752,983	\$ 64,783,121
11. Total Contribution Rate for Fiscal Year Beginning July 1, 2011	24.44%	96.61%	72.50%	83.60%	47.82%
12. Payroll	\$ 81,940,753	\$ 24,652,547	\$ 28,880,406	\$ 53,532,953	\$ 135,473,706

\* Assumed payments throughout 2013



SCHEDULE B

## OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

INTEREST RATE: 8.25% per annum, compounded annually, effective July 1, 2011 for General Funds and School Teacher Funds. In the prior valuation, the interest rate assumption was 8.50%.

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	.000231	.000136
25	.1206	.000304	.000154
30	.0644	.000400	.000214
35	.0473	.000696	.000377
40	.0389	.000912	.000514
45	.0272	.001146	.000801
50	.0174	.001460	.001169
54	.0101	.002091	.001963
55		.002422	.002295
60		.004808	.004550
65		.009473	.008736
70		.016167	.015069

CLASS B

Age	Withdrawal and Deferred Disability	Disability		Ordinary and Accidental Death	
		Ordinary	Accidental	Men	Women
20	.0258	.0001	.0008	.000231	.000136
25	.0183	.0001	.0011	.000304	.000154
30	.0104	.0002	.0017	.000400	.000214
35	.0046	.0025	.0023	.000696	.000377
40	.0029	.0004	.0034	.000912	.000514
45	.0024	.0007	.0060	.001146	.000801
50		.0011	.0104	.001460	.001169
55			.0149	.002422	.002295
59			.0194	.004237	.003997

Age	Retirement
40	.07403
45	.07599
50	.08004
55	.08860
56	.09124
57	.09439
58	.09788
59	.10238
60	1.00000

SALARY INCREASES NOT INCLUDING LONGEVITY: 0% for the next two years and 3.50% thereafter. The prior assumption was 4.25% for the next 2 years and 4.50% thereafter.

MEMBER CONTRIBUTIONS: Assumed that 100% of members elect to cease making contributions after 25 years of service.

ANNUAL INCREASE IN AMORTIZATION PAYMENT: 5%

## LONGEVITY TABLES:

CLASS A:FOR EMPLOYEES HIRED ON OR PRIOR TO OCTOBER 23, 1999:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>	<u>PRIOR PERCENTAGE AMOUNT</u>
5 years but less than 10 years	4%	5%
10 years but less than 15 years	5%	6%
15 years but less than 20 years	6%	7%
20 years or more	7%	8%

FOR EMPLOYEES HIRED AFTER OCTOBER 23, 1999:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE AMOUNT</u>	<u>PRIOR PERCENTAGE AMOUNT</u>
7 years but less than 12 years	3%	4%
12 years but less than 17 years	4%	5%
17 years but less than 20 years	5%	6%
20 years or more	6%	7%

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

<u>YEARS 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>YEARS 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 EMPLOYEES HIRED ON OR PRIOR TO JUNE 30, 1998:

<u>YEARS 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>YEARS 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: For service retirements, it is based on the RP-2000 Mortality Tables for males and females with static projection to 2021 using Scale AA. For disabilities, it is the RP-2000 Combined Healthy Table set forward 3 years. The mortality assumptions produce the following life expectancies:

<u>Age</u>	<u>CLASS A and B</u>			
	<u>Service</u>		<u>Disability</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
50	32.900	34.725	27.550	30.526
55	28.168	29.971	23.318	26.009
60	23.592	25.401	19.190	21.750
65	19.283	21.102	15.354	17.776
70	15.325	17.147	11.877	14.124

In the prior valuation, the mortality assumption for non-disability retirees was the RP-2000 Combined Healthy Table.

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), 7/1/2007 - 7/1/2011</b>				
	7/1/2007 - 6/30/2008	7/1/2008 - 6/30/2009	7/1/2009 - 6/30/2010	7/1/2010 - 6/30/2011
Market value at beginning of period	413,539,963	361,121,167	298,280,996	316,485,233
Contributions during period	65,663,848	59,642,378	60,590,954	67,248,784
Total investment income	(34,744,385)	(44,215,885)	39,116,922	65,381,313
Benefit payments and expenses	(83,338,259)	(78,266,664)	(81,503,639)	(87,278,128)
Market value at end of period	361,121,167	298,280,996	316,485,233	361,837,203
Expected market value at end of period	436,774,657	377,487,246	301,831,267	322,516,405
Investment gain/(loss) for the year	(75,653,490)	(79,206,250)	14,653,966	39,320,798

<u>Year Ended</u>	<u>Investment Gain / (Loss)</u>		<u>Weight</u>		<u>Weighted Gain / (Loss)</u>
6/30/2011	39,320,798	x	0.80	=	31,456,638
6/30/2010	14,653,966	x	0.60	=	8,792,379
6/30/2009	(79,206,250)	x	0.40	=	(31,682,500)
6/30/2008	(75,653,490)	x	0.20	=	(15,130,698)
					(6,564,181)

Actuarial Value of Assets = Market Value minus weighted gain / (loss) = 368,401,383

Plus discounted value of contribution due to be paid on June 30, 2012 54,437,806

Total 422,839,189

The return on the actuarial value of assets was 3.42% for the prior plan year. The return on a market value basis was about 21.33%.

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.

Normal Service Retirement Allowance

Conditions for Allowance

The minimum age for normal service retirement is:

For Class A members hired prior to July 1, 1995:

Age 55 or the age at which 25 years of service are completed, if earlier.

For Class A members hired between July 1, 1995 and June 30, 2004:

Age 55 or the age at which 30 years of service are completed, if earlier.

For Class A members hired between July 1, 2004 and June 30, 2009:

Age 60 or the age at which 30 years of service are completed, if earlier.

For Class A members hired on or after July 1, 2009:

Age 62 with 10 years of service or the age at which 30 years of service are completed, if earlier.

For Class B members hired prior to July 1, 2012:

Age 55 or the age at which 20 years of service are completed, if earlier.

For Class B members hired on or after July 1, 2012:

Age 55 or the age at which 25 years of service are completed, if earlier. No members were valued with this eligibility in this valuation.

## 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 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%



2. For members of the bargaining unit hired on or after September 1, 2001 and prior to July 1, 2012:

<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%

3. For members of the bargaining unit hired on or after July 1, 2012:

<u>Eligible Years of Service</u>	<u>Designated Percentage</u>
Prior to 25 years of service	2.0% per year
25 years of service	50.0%
26 years of service	52.5%
27 years of service	55.0%
28 years of service	57.5%
29 years of service	60.0%
30 years of service	62.5%
31 years of service	65.0%
32 years of service	67.5%
33 years of service	70.0%
34 years of service	72.5%
35 years of service	75.0%

No members were valued with this benefit in this valuation.

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 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 but not in excess of 32 years and 6 months.

Early Retirement Allowance

Conditions for Allowance	The minimum age for early service retirement for Class A employees hired on or after July 1, 2004 is age 55 and at least 10 years of service. Other employees will not receive early retirement benefits.
Amount of Allowance	<p><u>For Class A members hired between July 1, 2004 and June 30, 2009:</u>                      The employees' normal retirement benefit reduced by 5/12% per month for each month between retirement commencement and age 60.</p> <p><u>For Class A members hired on or after July 1, 2009:</u>                      The employees' normal retirement benefit reduced by 5/12% per month for each month between retirement commencement and age 62.</p>

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 normal 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 "Normal Service Retirement Allowance."

Ordinary Disability Retirement Allowance

Conditions for Allowance	<p><u>For Police:</u>                      After 10 years but less than 20 years of service.</p> <p><u>For All Others:</u>                      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.</p>
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## 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 9/10 of 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	27.00%
13 years of service	29.25%
14 years of service	31.50%
15 years of service	33.75%
16 years of service	36.00%
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/her retirement allowance is paid to his widow/widower until he/she dies or remarries, at which point the benefit is paid to any 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.

## Options 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.

## Options 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 January 1, 1990; 6% compounded for members who retired between January 1, 1990 and December 18, 1991; 5% compounded for members who retired between December 19, 1991 and December 31, 1992; 3% simple on first \$12,000 of annual benefit for Non-Union Police; 5% compounded for special court awarded members; 3% compounded for other retired members; for all members hired on or after July 1, 2012, the COLA will be based on the Consumer Price Index for the Northeast Region but shall not be less than 1% and shall not exceed 3% simple (no members were valued with this COLA in this valuation); and Police pensions are limited to the current salary of an active participant of the same rank.

For all other Class B Retirees:

5% compounded for members who retired prior to January 1, 1990; 6% compounded for members who retired between January 1, 1990 and December 18, 1991; 5% compounded for members who retired between December 19, 1991 and June 30, 1992; 6% compounded for members who retired between July 1, 1992 and June 30, 1995; 3% simple on first \$12,000 of annual benefit for members who retired between July 1, 1995 and March 16, 2006; 5% compounded for special court awarded members; 3% compounded for other retired members; for all members hired on or after July 1, 2012, the COLA will be based on the Consumer Price Index for the Northeast Region but shall not 3% simple (no members were valued with this COLA in this valuation).

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

Provisions for 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 Firefighters hired on or after July 1, 2011: 9% of their salaries. No members were valued with this contribution rate in this valuation.

For all other Class B Members: 8% of their salaries. In the prior valuation the contribution rate valued was 9½% of their salaries.

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

Member contributions may cease after 25 years of service.

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 Average Salaries  
of Members Distributed By 5th Age and Service  
As of June 30, 2011

## CLASS A

SERVICE AGE	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-36	37+	TOTAL	
<20	1										1	NUMBER
	38,480										38,480	SALARY
20-24	21	11	1								33	NUMBER
	24,927	34,926	37,194								28,631	SALARY
25-29	29	68	18	1							116	NUMBER
	25,903	30,198	38,050	45,729							30,477	SALARY
30-34	26	39	57	40	1						163	NUMBER
	27,937	39,936	37,089	36,161	26,321						36,017	SALARY
35-39	23	50	67	81	22	2					245	NUMBER
	31,342	35,718	36,109	34,112	40,631	37,646					35,340	SALARY
40-44	22	52	60	77	56	29	1				297	NUMBER
	29,790	35,380	39,886	38,432	42,255	44,940	39,741				38,912	SALARY
45-49	26	63	77	88	54	45	4	1			358	NUMBER
	31,647	33,914	35,785	37,960	44,535	49,451	57,400	54,406			39,021	SALARY
50-54	23	47	60	94	63	53	17	11	4	1	373	NUMBER
	27,176	35,770	38,089	32,540	41,660	47,921	52,166	53,048	60,654	41,237	39,059	SALARY
55-59	14	36	47	65	50	40	9	10	15	5	291	NUMBER
	26,014	35,929	43,010	35,040	40,090	39,391	54,076	62,539	54,703	46,110	40,206	SALARY
60-64	6	17	29	33	24	22	6	8	3	13	161	NUMBER
	41,688	51,991	50,491	35,446	42,412	44,700	56,286	49,969	58,244	58,760	46,244	SALARY
65-69		2	14	11	11	4	4	2	2	3	53	NUMBER
		40,962	38,165	38,504	45,233	39,485	57,907	54,622	39,217	48,652	42,652	SALARY
70-74		3	5	6	6	2	1	1	1		25	NUMBER
		56,674	35,713	38,602	48,172	46,080	35,884	46,912	49,100		43,731	SALARY
75-76			1	2							3	NUMBER
			27,538	33,813							31,721	SALARY
77+			2	1	1					2	6	NUMBER
			38,784	10,013	21,708					47,164	33,936	SALARY
TOTAL	191	388	438	499	288	197	42	33	25	24	2,125	NUMBER
	28,680	35,742	38,797	35,659	42,176	45,446	53,525	55,128	54,617	53,165	38,560	SALARY

TABLE 2

The Number and Annual Average Salaries  
of Members Distributed By 5th Age and Service  
As of June 30, 2011

## 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		7									7 NUMBER
		49,599									49,599 SALARY
25-29		49	6	1							56 NUMBER
		51,901	53,186	55,087							52,095 SALARY
30-34		39	47	9							95 NUMBER
		52,424	55,950	55,986							54,506 SALARY
35-39		17	40	37	5						99 NUMBER
		54,427	55,271	56,309	54,333						55,467 SALARY
40-44		7	38	34	101	28					208 NUMBER
		54,138	55,992	57,432	57,939	59,039					57,521 SALARY
45-49		2	11	12	74	90	14	1			204 NUMBER
		53,257	55,700	58,066	56,133	58,191	61,342	65,662			57,507 SALARY
50-54			4	6	25	58	34	17			144 NUMBER
			82,137	55,317	55,069	58,166	66,252	65,891			60,997 SALARY
55-59				1	7	9	5	21	4	1	48 NUMBER
				51,406	58,823	58,968	61,448	70,716	73,456	57,109	65,356 SALARY
60+							1				1 NUMBER
							66,048				66,048 SALARY
TOTAL		121	146	100	212	185	54	39	4	1	862 NUMBER
		52,443	56,360	56,752	56,914	58,349	64,530	68,484	73,456	57,109	57,559 SALARY

TABLE 3  
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
 OF RETIRED MEMBERS DISTRIBUTED BY  
 AGE AS OF JUNE 30, 2011  
 SERVICE RETIREMENTS  
 CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
16	1	\$5,440
45	1	12,446
47	1	26,644
49	2	29,988
50	2	44,168
51	4	85,947
52	5	129,204
53	5	140,724
54	7	257,072
55	21	531,776
56	30	709,281
57	25	656,328
58	38	742,075
59	46	1,124,336
60	37	833,149
61	39	701,720
62	39	851,103
63	44	722,011
64	53	1,071,602
65	39	776,515
66	49	751,393
67	37	631,931
68	48	783,970
69	31	541,369
70	41	572,494
71	54	756,359
72	37	585,192
73	42	494,626
74	38	546,137
75	39	528,437
76	31	444,931

TABLE 3 (CONTINUED)  
 THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
 OF RETIRED MEMBERS DISTRIBUTED BY  
 AGE AS OF JUNE 30, 2011  
 SERVICE RETIREMENTS

CLASS A		
<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
77	44	\$702,204
78	52	843,748
79	40	585,516
80	43	759,258
81	44	813,424
82	37	668,765
83	29	458,758
84	23	431,965
85	28	422,064
86	24	317,115
87	22	396,660
88	14	152,768
89	17	213,895
90	14	158,150
91	9	104,097
92	8	140,456
93	7	91,506
94	9	102,901
95	4	39,737
96	6	74,923
98	2	33,362
99	1	5,602
103	1	11,616
107	1	3,536
TOTAL	1,365	\$23,620,394

TABLE 4

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## SERVICE RETIREMENTS

## CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
38	1	\$37,467
40	1	26,923
41	1	39,028
42	1	31,859
44	8	233,750
45	6	208,281
46	10	276,157
47	3	81,677
48	10	299,111
49	9	298,828
50	8	238,093
51	8	298,180
52	10	365,717
53	14	522,346
54	18	640,494
55	16	658,165
56	13	441,539
57	25	983,833
58	17	615,608
59	19	715,575
60	23	873,207
61	24	1,044,094
62	22	847,234
63	28	1,171,969
64	31	1,287,602
65	18	723,286
66	19	916,881
67	17	729,303
68	13	618,970
69	7	316,597
70	7	270,673
71	11	538,154

## TABLE 4 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## SERVICE RETIREMENTS

## CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
72	8	\$229,690
73	9	369,850
74	16	614,070
75	9	346,997
76	9	435,096
77	7	259,432
78	10	437,718
79	11	418,212
80	7	175,845
81	14	430,857
82	14	624,488
83	4	140,007
84	7	364,372
85	6	223,071
86	10	329,931
87	5	114,094
88	7	306,472
89	5	223,207
90	3	71,692
93	1	28,183
TOTAL	580	\$22,493,885

TABLE 5

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

ELECTIVE OFFICIALS AND DEPENDENTS  
OF ELECTIVE OFFICIALS

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
56	2	\$8,244
58	1	6,352
59	1	6,199
60	1	2,800
61	2	9,659
62	1	2,258
64	2	8,573
69	2	7,158
70	1	4,915
71	3	11,332
72	1	3,450
73	4	20,690
75	1	3,246
81	2	11,372
84	1	3,179
85	1	5,989
87	3	8,707
91	1	10,113
99	1	5,644
TOTAL	31	\$139,880



TABLE 6

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## 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>
44	1	\$28,595	2	\$26,391	3	\$54,986
45			1	36,789	1	36,789
46	1	6,432			1	6,432
47			1	23,768	1	23,768
50	2	25,244			2	25,244
51	1	12,906	1	28,926	2	41,832
52			1	15,905	1	15,905
54	2	22,418			2	22,418
56			3	72,501	3	72,501
57	1	4,828	1	17,698	2	22,526
58	1	16,362	5	124,108	6	140,470
59			1	17,796	1	17,796
60			2	33,065	2	33,065
62			2	32,683	2	32,683
63			2	56,562	2	56,562
64	1	4,087	5	121,417	6	125,504
65			1	21,491	1	21,491
67			3	47,878	3	47,878
68	1	20,730	2	40,540	3	61,270
69			6	102,263	6	102,263
70			4	69,734	4	69,734
71	2	15,616	5	81,788	7	97,404
72			3	57,969	3	57,969
73	1	10,903			1	10,903
74			2	22,968	2	22,968
75			3	47,111	3	47,111
76			1	29,562	1	29,562
77			2	38,812	2	38,812
80			3	61,020	3	61,020
81			2	42,426	2	42,426
82			1	24,053	1	24,053

## TABLE 6 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## 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>
85			1	\$6,144	1	\$6,144
88			1	22,557	1	22,557
90			1	5,865	1	5,865
92			1	12,601	1	12,601
107			1	15,181	1	15,181
TOTAL	14	\$168,121	70	\$1,357,572	84	\$1,525,693

TABLE 7

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## 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>
25			1	\$36,028	1	\$36,028
37			1	39,027	1	39,027
38	1	\$10,462			1	10,462
39			2	73,977	2	73,977
40			1	38,173	1	38,173
41	2	33,930	1	43,206	3	77,136
42			2	81,060	2	81,060
43			3	130,067	3	130,067
44			4	112,370	4	112,370
45	1	18,783	2	77,811	3	96,594
46	1	24,003	3	110,088	4	134,091
47	1	20,873	5	184,224	6	205,097
48			5	191,126	5	191,126
49	1	20,389	7	294,923	8	315,312
50			4	222,988	4	222,988
51	1	24,271	7	291,229	8	315,500
52	2	32,644	8	431,682	10	464,326
53			17	834,617	17	834,617
54	1	19,698	8	372,852	9	392,550
55			10	407,130	10	407,130
56			11	537,337	11	537,337
57			10	501,925	10	501,925
58			11	616,543	11	616,543
59			9	394,521	9	394,521
60			14	822,387	14	822,387
61			15	798,275	15	798,275
62			16	902,789	16	902,789
63			20	1,310,689	20	1,310,689
64			24	1,369,763	24	1,369,763
65	1	23,223	14	704,304	15	727,527
66			18	1,140,878	18	1,140,878

TABLE 7 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES  
OF RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## 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>
67			14	\$975,469	14	\$975,469
68			14	845,023	14	845,023
69			9	534,524	9	534,524
70			12	776,106	12	776,106
71			16	1,100,520	16	1,100,520
72			14	1,104,161	14	1,104,161
73			4	230,905	4	230,905
74			6	295,978	6	295,978
75			11	946,830	11	946,830
76			3	132,229	3	132,229
77			11	828,977	11	828,977
78			7	560,409	7	560,409
79			8	563,405	8	563,405
80			8	583,841	8	583,841
81			2	116,141	2	116,141
82			4	281,014	4	281,014
83	1	\$18,194	5	338,698	6	356,892
84			4	166,718	4	166,718
85			3	282,962	3	282,962
86			2	158,926	2	158,926
87			2	74,049	2	74,049
88			1	29,856	1	29,856
89			1	17,328	1	17,328
90			1	34,675	1	34,675
96			2	62,315	2	62,315
TOTAL	13	\$246,470	417	\$24,113,048	430	\$24,359,518

TABLE 8

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES OF  
DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
38	1	\$7,948
48	1	9,453
52	1	14,609
53	2	25,836
54	1	32,138
55	4	50,679
57	3	18,309
58	1	14,457
59	5	56,598
60	2	29,796
62	4	73,208
63	3	45,390
64	2	12,266
65	2	24,737
67	3	43,667
68	3	24,388
69	5	62,405
70	4	93,684
71	3	43,798
72	4	63,908
73	7	69,977
74	6	64,556
75	7	64,143
76	5	55,170
77	6	94,359
78	7	76,808
79	4	44,866
80	4	71,464
81	10	102,186
82	8	95,018

TABLE 8 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF  
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

CLASS A

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
83	12	\$155,029
84	10	163,228
85	12	110,104
86	3	29,779
87	11	145,928
88	5	42,130
89	3	28,099
90	3	41,010
91	5	45,782
92	7	74,162
93	4	26,636
94	5	41,304
95	2	20,951
96	4	33,964
97	1	10,816
98	1	8,838
99	1	4,284
101	1	12,626
102	1	9,175
TOTAL	209	\$2,489,666

TABLE 9

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES OF  
DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

## CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
14	3	\$36,965
42	1	32,184
43	1	9,430
44	2	32,679
46	3	53,124
47	1	5,460
48	1	7,228
50	2	83,955
52	6	167,441
54	2	29,646
55	1	37,390
56	4	114,579
57	9	288,400
58	7	184,794
59	2	60,800
60	1	57,889
61	8	200,297
62	4	104,005
63	6	223,528
64	5	102,999
65	7	284,250
66	9	294,011
67	4	167,206
68	7	189,398
69	5	164,829
70	6	284,782
71	7	301,543
72	6	275,877
73	7	280,090
74	3	51,667

TABLE 9 (CONTINUED)

THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF  
BENEFICIARIES OF DECEASED ACTIVE AND RETIRED MEMBERS DISTRIBUTED BY  
AGE AS OF JUNE 30, 2011

CLASS B

<u>AGE</u>	<u>NUMBER</u>	<u>AMOUNT</u>
75	7	\$263,559
76	8	196,629
77	8	229,220
78	9	274,396
79	15	570,582
80	5	128,949
81	13	346,467
82	10	317,430
83	10	199,143
84	19	460,386
85	10	243,126
86	10	241,251
87	7	139,640
88	10	240,883
89	6	127,370
90	4	93,605
91	8	191,552
92	1	14,256
93	1	12,281
94	3	50,685
95	2	32,205
98	2	36,389
100	2	34,436
TOTAL	300	\$8,570,886



SCHEDULE F

## 28 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>
6/30/2012	\$9,489,420	\$48,946,899	\$492,606	\$58,928,925	\$85,709,864
6/30/2013	11,511,985	52,799,469	471,667	64,783,121	89,521,287
6/30/2014	11,972,464	55,439,442	471,667	67,883,573	93,348,131
6/30/2015	12,451,363	58,211,414	471,667	71,134,444	97,216,663
6/30/2016	12,949,418	61,121,985	471,667	74,543,070	101,060,817
6/30/2017	13,467,395	64,178,084	471,667	78,117,146	104,937,769
6/30/2018	14,006,091	67,386,988	471,667	81,864,746	108,893,725
6/30/2019	14,566,335	70,756,337	471,667	85,794,339	112,785,910
6/30/2020	15,148,988	74,294,154	471,667	89,914,809	116,573,313
6/30/2021	15,754,948	78,008,862	471,667	94,235,477	120,431,249
6/30/2022	16,385,146	81,909,305	471,667	98,766,118	124,345,142
6/30/2023	17,040,552	86,004,770	471,667	103,516,989	128,281,383
6/30/2024	17,722,174	90,305,009	471,667	108,498,850	131,998,649
6/30/2025	18,431,061	94,820,259	471,667	113,722,987	135,559,442
6/30/2026	19,168,303	99,561,272	471,667	119,201,242	138,883,912
6/30/2027	19,935,035	104,539,336	471,667	124,946,038	141,985,686
6/30/2028	20,732,436	109,766,303	471,667	130,970,406	144,876,230
6/30/2029	21,561,733	115,254,618	471,667	137,288,018	147,575,835
6/30/2030	22,424,202	121,017,349	471,667	143,913,218	149,957,538
6/30/2031	23,321,170	127,068,216	471,667	150,861,053	152,012,659
6/30/2032	24,254,017	133,421,627	-	157,675,644	153,688,111
6/30/2033	25,224,178	140,092,708	-	165,316,886	155,003,325
6/30/2034	26,233,145	147,097,343	-	173,330,488	155,825,620
6/30/2035	27,282,471	154,452,210	-	181,734,681	156,210,653
6/30/2036	28,373,770	162,174,821	-	190,548,591	156,118,982
6/30/2037	29,508,721	170,283,562	-	199,792,283	155,566,042
6/30/2038	30,689,070	178,797,740	-	209,486,810	154,577,275
6/30/2039	31,916,633	187,737,627	-	219,654,260	153,125,399
6/30/2040	33,193,298	-	-	33,193,298	151,269,326
6/30/2041	34,521,030	-	-	34,521,030	148,973,637
6/30/2042	35,901,871	-	-	35,901,871	146,305,744

SCHEDULE G

## CHANGES IN UNFUNDED LIABILITY

7/1/2010 Unfunded Liability	\$828,484,533
Expected Unfunded as of 7/1/2011	\$853,271,983
Actual Unfunded as of 7/1/2011 (without Assumption Changes)	\$865,994,410
Gain/(Loss)	(\$12,722,427)
Asset Gain/(Loss)	(\$18,609,736)
Liability Gain/(Loss)	\$5,887,309
Salary Increases	\$4,976,437
New Active Participants	(\$4,200,369)
Active - Retirements	(\$2,255,547)
Active - Terminations	\$4,435,534
Active - Mortality	\$455,244
Active - Disabilities	\$2,106,294
Inactive Mortality and Data Adjustment	\$2,920,523
Other	(\$2,550,807)
Assumption Changes*	\$34,990,503

\* The mortality, interest rate, salary scale and longevity assumptions all changed during the past year.