

**THE EMPLOYEES' RETIREMENT SYSTEM
OF THE CITY OF NORFOLK**

**THE FIFTY-EIGHTH ACTUARIAL VALUATION
JUNE 30, 2000**

Introduction

Presented in this report are the results of the actuarial valuation as of June 30, 2000 for the Employees' Retirement System of the City of Norfolk.

The principal results include:

- The contribution rate for the fiscal year beginning July 1, 2001 is (2.89)%.
- The funded status of the plan determined as of June 30, 2000 based on the accrued liability and the actuarial value of assets is 131.5%.
- The funded status of the plan determined as of June 30, 2000 based on the projected benefit obligation and the market value of assets is 139.5%.

The valuation was completed based upon membership and financial data submitted by the City.

Changes Since Last Year

Actuarial Assumptions and Methods

The actuarial assumptions, outlined in Table 8, remain unchanged from last year.

Legislative and Administrative Changes

There were no new legislative or administrative changes reflected this year. The System's benefit and contribution provisions are summarized in Table 9.

Summary of Principal Results

Summarized below are the principal financial results for the Employees' Retirement System of the City of Norfolk based upon the actuarial valuation as of June 30, 2000. Comparable results from the June 30, 1999 valuation are also shown.

Item	June 30, 2000	June 30, 1999
Active Members		
➤ Number	3,725	3,763
➤ Annual Compensation	\$ 129,850,000	\$ 129,003,824
➤ Average Compensation	\$ 34,859	\$ 34,282
Members on Leave of Absence		
➤ Number	23	14
Retirees and Beneficiaries		
➤ Number	2,582	2,545
➤ Annual Retirement Allowances	\$ 32,031,396	\$ 30,823,527
➤ Average Annual Allowance	\$ 12,406	\$ 12,118
Terminated Vested Participants		
➤ Number	782	753
➤ Annual Deferred Allowances	\$ 3,895,484	\$ 3,853,414
➤ Average Annual Allowance	\$ 4,981	\$ 5,117
Contribution Rate (as a Percentage of Payroll)		
➤ Appropriated in Year Beginning	July 1, 2001	July 1, 2000
➤ Normal Rate	13.07%	13.02%
➤ Accrued Liability Rate	(15.96)	(13.31)
➤ Total	(2.89)%	(0.29)%
Actuarial Funded Status		
➤ Accrued Liability	\$ 628,252,405	\$ 601,376,248
➤ Actuarial Value of Assets	<u>(826,438,858)</u>	<u>(767,766,359)</u>
➤ Unfunded (Overfunded) Accrued Liability	\$ (198,186,453)	\$ (166,390,111)
➤ Funded Ratio	131.5%	127.7%
Pension Benefit Obligation Funded Status		
➤ Pension Benefit Obligation	\$ 628,252,405	\$ 601,376,248
➤ Market Value of Assets	<u>(876,279,923)</u>	<u>(835,489,376)</u>
➤ Unfunded (Overfunded) Pension Benefit Obligation	\$ (248,027,518)	\$ (234,113,128)
➤ Funded Ratio	139.5%	138.9%

Five-Year History of Principal Financial Results

Contribution Rate

The results of the valuation as of June 30, 2000 determine the contribution rate for the year beginning July 1, 2001. The contribution rate for general employees is (6.18)%. The contribution rate for firefighters and police is 2.87%. The total composite contribution rate is (2.89)% of annual compensation. The City Code provides that each year the Board of Trustees must certify to the City Manager the amount of appropriation required for the ensuing year to meet the normal and accrued liability contributions payable by the City. It is recommended to the Board that the certification for the payment in the year beginning July 1, 2001 be based on the above contribution rates.

Reasons for Change in the Rate

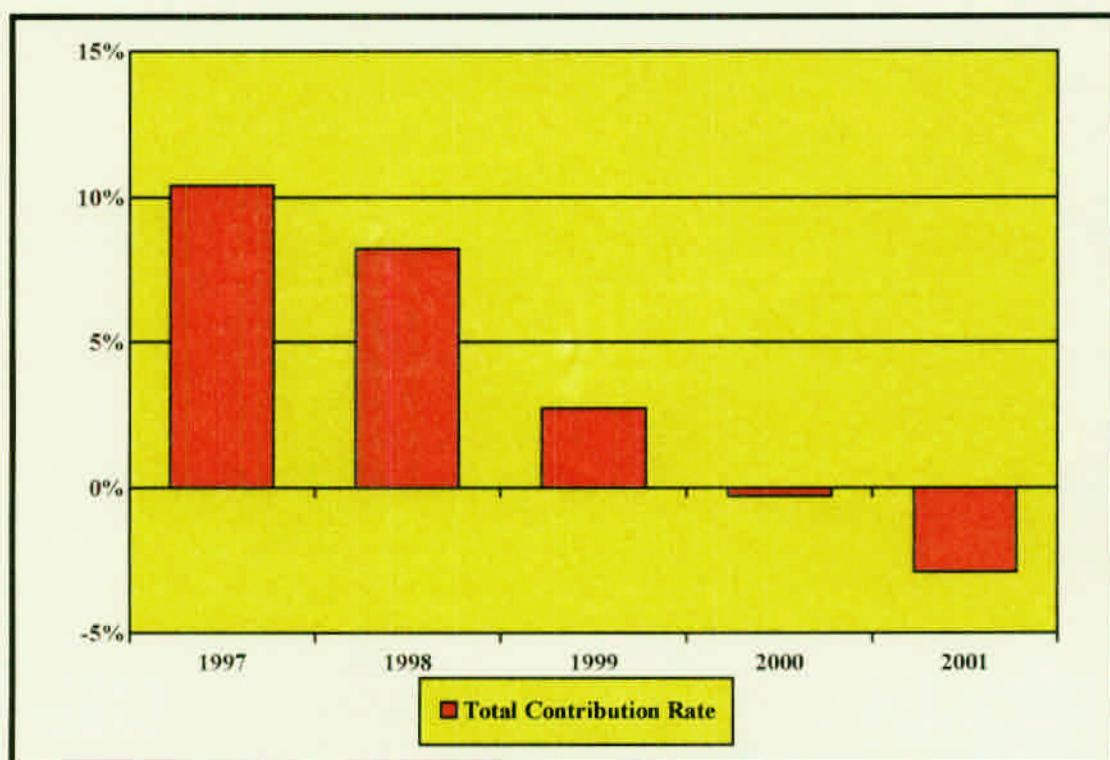
The employer contribution rate decreased from (0.29)% for the fiscal year beginning July 1, 2000 to (2.89)% for the fiscal year beginning July 1, 2001. The net decrease of 2.60% is primarily due to favorable investment returns in the year ended June 30, 2000 and recent prior years, thus reducing the unfunded accrued liability contribution rate.

Five-Year History of Contribution Rates
 (As a % of payroll)

Year Beginning July 1	Contribution Rate		
	Normal Cost	Unfunded Accrued Liability	Total
2001	13.07%	(15.96)%	(2.89)%
2000	13.02	(13.31)	(0.29)
1999	13.12	(10.42)	2.70
1998	13.18	(4.97)	8.21
1997	12.44	(2.05)	10.39

The following chart shows a five-year history of contribution rates:

Five-Year History of Contribution Rates



Actuarial Funded Status

The System's actuarial funded status is measured by comparing the actuarial value of assets (based on a 3-year moving average market value) with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System's funding method and reflects future pay increases for active employees.

On this basis, the System's funded ratio is 131.5% as of June 30, 2000. The funded ratio is based on an actuarial value of assets of \$826,438,858 and an accrued liability of \$628,252,405.

Reasons for Change in the Funded Ratio

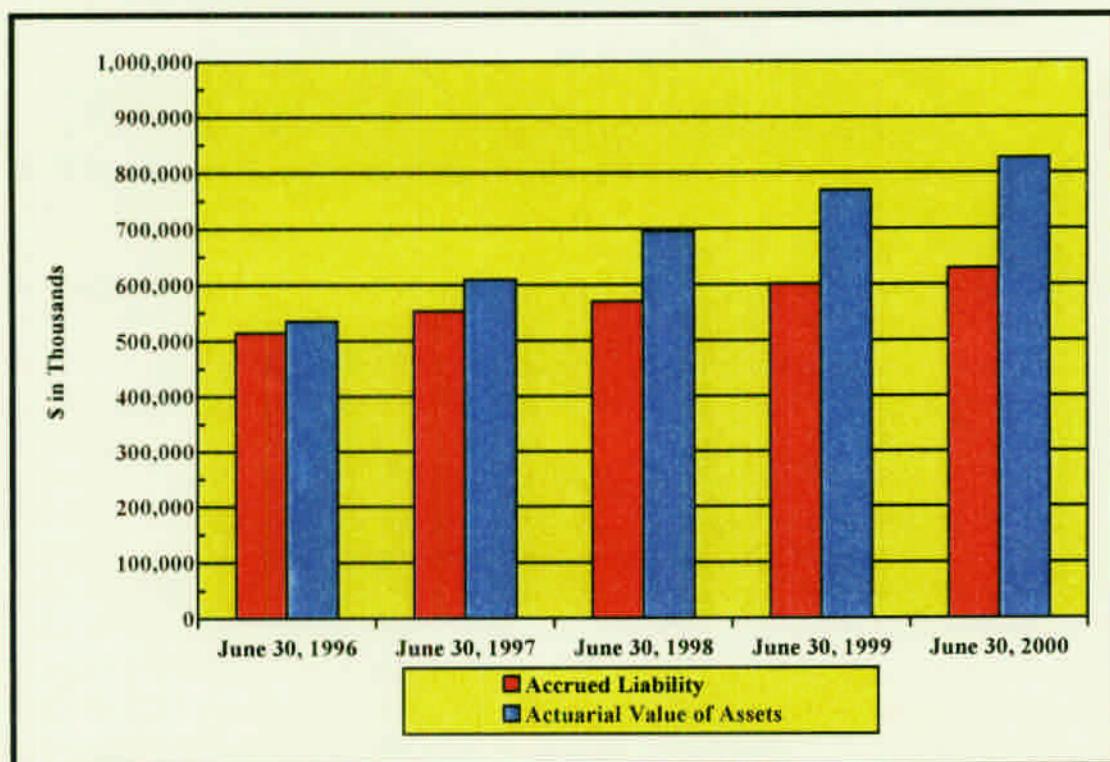
The funded ratio increased from 127.7% as of June 30, 1999 to 131.5% as of June 30, 2000. The net increase of 3.8 percentage points is primarily due to favorable investment return in the year ended June 30, 2000 and recent prior years.

**Five-Year History of
Funded Ratio**
(\$ results reported in thousands)

Valuation as of June 30	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio
2000	\$ 628,252	\$ 826,439	\$ (198,187)	131.5%
1999	601,376	767,766	(166,390)	127.7
1998	569,894	694,245	(124,351)	121.8
1997	553,095	609,164	(56,069)	110.1
1996	515,098	534,777	(19,679)	103.8

The following chart shows a five-year history of the accrued liability and the actuarial value of assets:

Five-Year History of Accrued Liability and Actuarial Value of Assets



Rate of Return

The investment return of the trust fund based on the market value of assets (i.e., total return including both realized and unrealized gains and losses) for fiscal years ending June 30, 1996 through June 30, 2000 is shown below. The return based on the actuarial value of assets used for determining the annual contribution rate is also shown.

Fiscal Year Ending June 30	Rate of Return Based on	
	Market Value	Actuarial Value
2000	8.8%	11.9%
1999	9.9	14.7
1998	17.6	17.4
1997	17.3	17.0
1996	16.4	12.1

GASB No. 25 Disclosure

Statement No. 25 of the Governmental Accounting Standards Board established reporting standards for the annual financial reports of defined benefit pension plans. The System recognized Statement No. 25 beginning with the June 30, 1997 valuation. The statement requires disclosure of the "schedule of funding progress" and the "schedule of employer contributions" in the System's financial statements.

Schedule of Funding Progress

The "schedule of funding progress" shows historical trend information about the System's actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The actuarial funded status is measured by comparing the actuarial value of assets (based on a 3-year moving average market value) with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System's funding method and reflects future pay increases for active employees. On a GASB No. 25 basis, the System's funded ratio is 131.5% as of June 30, 2000. The funded ratio is based on an actuarial value of assets of \$826,438,858 and an accrued liability of \$628,252,405.

The GASB No. 25 basis for measuring the funding progress of the System is the same as the basis which has been used historically by the System for measuring its funded position. The "schedule of funding progress" required under GASB No. 25 is Table 5 of the series of schedules to be found beginning at page 10 of the report.

Schedule of Employer Contributions

The "schedule of employer contributions" shows historical trend information about the annual required contributions (ARC) of the employer and the percentage of the ARC contributed to the System. The ARC is equal to the normal cost plus amortization of the unfunded actuarial accrued liability. The maximum period for amortizing the unfunded actuarial accrued liability is 40 years. The maximum amortization period decreases to 30 years in 2006. The employer contributions to the System are equal to the normal cost plus 20-year amortization of the unfunded accrued liability and these actuarially-determined contributions are the ARC for the

System. The System's financing objectives are based on a 20-year amortization period which is fiscally sound. The employer contributions to the System are equal to 100% of the ARC.

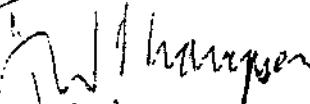
The "schedule of employer contributions" required under GASB No. 25 is Table 6 of the series of schedules beginning at page 10 of the report.

The remainder of the report is comprised of the following sections or schedules:

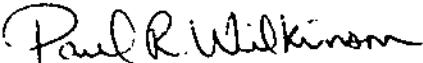
- Table 1 — Summary of Results of Actuarial Valuation as of June 30, 2000
- Table 2 — Summary of Market Value of Plan Assets as of June 30, 2000
- Table 3 — Derivation of Actuarial Value of Assets as of June 30, 2000
- Table 4 — Analysis of Change in Unfunded Accrued Liability
- Table 5 — Schedule of Funding Progress - GASB Statement No. 25 Disclosure
- Table 6 — Schedule of Employer Contributions - GASB No. 25 Disclosure
- Table 7 — Pension Benefit Obligation as of June 30, 2000
- Table 8 — Description of Actuarial Assumptions and Methods
- Table 9 — Summary of Benefit and Contribution Provisions
- Table 10 — Summary of Membership Data as of June 30, 2000
- Exhibit I — Active Membership Data as of June 30, 2000 - Number and Average Annual Salary
- Exhibit II — Retired and Beneficiary Membership Data as of June 30, 2000 - Number and Average Annual Benefit
- Exhibit III — Detailed Tabulations of Data

To the best of our knowledge, this report is complete and accurate and has been prepared in accordance with generally accepted actuarial principles and practice.

Respectfully submitted,



John W. Thompson
Consulting Actuary



Paul Wilkinson
Consulting Actuary

TABLE 1

SUMMARY OF RESULTS OF ACTUARIAL VALUATION

AS OF JUNE 30, 2000

Item	General Employees	Firefighters and Police	Total
Member Data			
1. Number of Members:			
a) Active Members:			
i) Vested	1,805	902	2,707
ii) Non-Vested	<u>742</u>	<u>276</u>	<u>1,018</u>
iii) Total	2,547	1,178	3,725
b) Retirees and Beneficiaries	1,858	724	2,582
c) Terminated Members Entitled to Deferred Vested Allowances:			
i) Lake Taylor City Hospital Employees	194	0	194
ii) Other	<u>480</u>	<u>108</u>	<u>588</u>
iii) Total	674	108	782
d) Members on Leave of Absence:			
i) Vested	6	8	14
ii) Non-Vested	<u>5</u>	<u>4</u>	<u>9</u>
iii) Total	11	12	23
2. Annual Compensation	\$ 82,700,316	\$ 47,149,684	\$129,850,000
3. Annual Retirement Allowances	\$ 18,895,949	\$ 13,135,447	\$ 32,031,396
4. Annual Deferred Allowances	\$ 3,323,152	\$ 572,332	\$ 3,895,484

TABLE 1
SUMMARY OF RESULTS OF ACTUARIAL VALUATION
AS OF JUNE 30, 2000
(Continued)

Item	General Employees	Firefighters and Police	Total
Valuation Results			
5. Accrued Liability:			
a) Active Members:			
i) Service and Vesting Pensions	\$ 159,218,795	\$ 128,461,485	\$ 287,680,280
ii) Disability Pensions	9,444,476	9,598,176	19,042,652
iii) Death in Service Pensions	2,093,255	1,777,599	3,870,854
iv) Total	\$ 170,756,526	\$ 139,837,260	\$ 310,593,786
b) Retirees and Beneficiaries	\$ 169,731,321	\$ 127,109,333	\$ 296,840,654
c) Terminated Vested Members	\$ 17,609,999	\$ 3,207,966	\$ 20,817,965
d) Total	\$ 358,097,846	\$ 270,154,559	\$ 628,252,405
6. Actuarial Value of Assets	\$ 481,506,235	\$ 344,932,623	\$ 826,438,858
7. Unfunded Accrued Liability (Surplus) (5d) - (6)	\$ (123,408,389)	\$ (74,778,064)	\$ (198,186,453)
8. Annual Payroll	\$ 82,700,316	\$ 47,149,684	\$ 129,850,000
9. Contribution Rate for Year Beginning July 1, 2001			
a) Normal	11.38%	16.03%	13.07%
b) Accrued Liability	(17.56)	(13.16)	(15.96)
c) Total	(6.18)%	2.87%	(2.89)%

TABLE 2**SUMMARY OF MARKET VALUE OF PLAN ASSETS
AS OF JUNE 30, 2000**

1. Market Value of Assets as of June 30, 1999	\$ 835,489,376
2. Contributions Receivable	0
3. Disbursements During Year Ended June 30, 2000	30,981,362
4. Investment Return During Year Ended June 30, 2000	
(a) Interest and Dividend Income	\$ 21,224,059
(b) Realized Appreciation	61,478,051
(c) Unrealized Depreciation	(13,510,509)
(d) Expenses	<u>2,580,308</u>
(e) Net Investment Return (a) + (b) + (c) - (d)	\$ 71,771,909
5. Market Value of Assets as of June 30, 2000 (1) + (2) - (3) + (4)	\$ 876,279,923
6. Rate of Return	8.8%
Asset Allocation	
1. Annuity Savings Account	\$ 532,629
2. Pension Accumulation Account	<u>875,747,294</u>
3. Total	\$ 876,279,923

TABLE 3

DERIVATION OF ACTUARIAL VALUE OF ASSETS AS OF JUNE 30, 2000

1. Market Value of Assets as of June 30, 2000	\$ 876,279,923
2. Determination of Deferred Gain (Loss)	
<u>Fiscal Year Ending</u>	<u>Realized and Unrealized Appreciation</u>
June 30, 2000	\$ 47,967,542
June 30, 1999	53,588,112
Total	\$ 49,841,065
3. Actuarial Value of Assets (1) - (2)	\$ 826,438,858
4. Rate of Return	11.92 %

TABLE 4**ANALYSIS OF CHANGE IN UNFUNDED ACCRUED LIABILITY**

1. Unfunded (Overfunded) Accrued Liability at June 30, 1999	\$ (166,390,111)
2. Interest at 7½%	(12,479,258)
3. Reduction in Overfunded Position Due To Amortization Credit	<u>16,918,872</u>
4. Expected Unfunded (Overfunded) Accrued Liability at June 30, 2000	\$ (161,950,497)
5. Actual Unfunded (Overfunded) Accrued Liability at June 30, 2000	<u>(198,186,453)</u>
6. Increase (Decrease) in Unfunded Position from Expected (5) - (4)	\$ (36,235,956)
7. Reasons for Increase (Decrease):	
– Experience (Gains) Losses	
(i) Gain from Investment Return on Actuarial Value of Assets	\$ (33,233,185)
(ii) Gain from Salary Increase Less Than Expected	(5,318,043)
(iii) Loss from Other Liability Sources	<u>2,315,272</u>
	\$ (36,235,956)

TABLE 5

**SCHEDULE OF FUNDING PROGRESS
GASB STATEMENT NO. 25 DISCLOSURE**

Valuation as of June 30	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Accrued Liability as a Percentage of Covered Payroll
2000	\$826,438,858	\$628,252,405	\$(198,186,453)	131.5%	\$ 129,850,000	(152.6)%
1999	767,766,359	601,376,248	(166,390,111)	127.7	129,003,824	(129.0)
1998	694,245,326	569,893,564	(124,351,762)	121.8	122,203,044	(101.8)
1997	609,164,243	553,094,745	(56,069,498)	110.1	117,921,795	(47.5)
1996	534,776,924	515,097,507	(19,679,417)	103.8	110,526,860	(17.8)
1995	488,300,153	448,427,268	(39,872,885)	108.9	116,685,502	(34.2)
1994	450,638,845	428,004,335	(22,634,510)	105.3	115,983,008	(19.5)
1993	421,632,123	407,254,365	(14,377,758)	103.5	111,230,615	(12.9)
1992	386,414,387	358,612,436	(27,801,951)	107.8	103,409,668	(26.9)

TABLE 6

SCHEDULE OF EMPLOYER CONTRIBUTIONS
GASB STATEMENT NO. 25 DISCLOSURE

Year Ended June 30	Annual Required Contribution	Percentage Contributed
2000	\$ 0	100%
1999	3,456,936	100%
1998	10,158,768	100%
1997	12,132,036	100%
1996	9,903,324	100%
1995	11,240,988	100%
1994	11,655,420	100%
1993	9,890,736	100%
1992	10,929,948	100%

The information presented above was determined as part of the actuarial valuation as of one year prior to the dates indicated (i.e., the contribution determined by the valuation completed as of June 30, 1999 was accrued and payable for the fiscal year ending June 30, 2000). Additional information as of the latest actuarial valuation is as follows:

Valuation Date:	June 30, 2000
Actuarial Cost Method:	Projected Unit Credit
Amortization Method:	Level dollar closed
Remaining Amortization Period:	17.5 Years
Asset Valuation Method:	3-year smoothed market
Actuarial Assumptions:	
- Investment Rate of Return *	7.5%
- Projected Salaried Increases *	4.6 - 7.6%
(*Includes inflation at 3.5%)	

TABLE 7
PENSION BENEFIT OBLIGATION
AS OF JUNE 30, 2000

Item	Amount
1. Vested Pension Benefit Obligation	
a) Annuitants and Beneficiaries	\$ 296,840,654
b) Terminated Vested Members	20,817,965
c) Active Members - Accumulated Contributions with Interest	349,316
d) Active Members - City Financed	<u>213,443,824</u>
e) Total Vested	\$ 531,451,759
2. Nonvested Pension Benefit Obligation	\$ 96,800,646
3. Total Pension Benefit Obligation (1) + (2)	\$ 628,252,405

The change in the pension benefit obligation from June 30, 1999 to June 30, 2000 is as follows:

Increase/(Decrease)	Amount
1. Pension Benefit Obligation as of June 30, 1999	\$ 601,376,248
2. Increase (Decrease) During the Year	
a) Benefits Accumulated	\$ 13,916,101
b) Interest Due to Decrease in the Discount Period	43,941,418
c) Benefits Paid	(30,981,362)
d) Plan Amendments	0
e) Changes in Actuarial Assumptions	0
f) Net Increase	\$ 26,876,157
3. Pension Benefit Obligation as of June 30, 2000	\$ 628,252,405

The assumptions used to determine the pension benefit obligation include:

- (1) A rate of return on the investment of present and future assets of 7½% per year compounded annually.
- (2) Projected salary increases of 3½% per year compounded annually, attributable to inflation.
- (3) Additional projected salary increases of ¾% per year attributable to national productivity and 1.1% per year attributable to seniority and merit.
- (4) No benefit increases after retirement.

TABLE 8**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS****ASSUMPTIONS**

INTEREST RATE: 7½% per annum, compounded annually (adopted as of June 30, 1990).

SEPARATION FROM ACTIVE SERVICE: Illustrative rates of assumed separation from service are as follows (adopted as of June 30, 1996).

GENERAL EMPLOYEES:

Age	Withdrawal	Disability		Death	
		Male	Female	Male	Female
20	16.27%	0.13%	0.09%	0.09%	0.03%
25	13.89	0.15	0.11	0.11	0.03
30	7.41	0.18	0.12	0.10	0.04
35	5.44	0.29	0.20	0.11	0.05
40	4.47	0.44	0.30	0.16	0.07
45	3.13	0.68	0.47	0.24	0.10
50	2.00	1.01	0.69	0.35	0.16
54	1.16	1.32	0.90	0.49	0.26
55		1.41	0.96	0.54	0.29
59		2.05	1.40	0.85	0.48

Age	Early Retirement		Normal Service Retirement	
	Members Prior to 7/1/80	Members On or After 7/1/80	Members Prior to 7/1/80	Members On or After 7/1/80
40	10.00%			
45	30.00		25.00%	
50	20.00		30.00	
54	5.00		35.00	
55	5.00	5.00%	35.00	
56	5.00	5.00	35.00	
57	5.00	5.00	35.00	
58	10.00	10.00	35.00	
59			30.00	
60			30.00	30.00%
61			30.00	30.00
62			30.00	30.00
63			25.00	25.00
64			25.00	25.00
65			25.00	25.00
66			20.00	20.00
67			20.00	20.00
68			15.00	15.00
69			15.00	15.00
70			100.00	100.00

TABLE 8

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(Continued)

FIREFIGHTERS AND POLICE:

Age	Withdrawal	Disability		Death	
		Accidental	Ordinary	Male	Female
20	8.50%	0.03%	0.04%	0.09%	0.03%
25	5.41	0.05	0.06	0.11	0.03
30	2.45	0.07	0.09	0.10	0.04
35	1.26	0.10	0.12	0.11	0.05
40	.68	0.25	0.18	0.16	0.07
45	.24	0.47	0.32	0.24	0.10
50		0.79	0.55	0.35	0.16
54		1.06	0.74	0.49	0.26
55		1.13	0.79	0.54	0.29
59		1.49	1.03	0.85	0.48

Age	Early Retirement	Normal Service Retirement
40	25.00%	25.00%
45	50.00	50.00
46	50.00	50.00
47	50.00	50.00
48	3.00	50.00
49	3.00	50.00
50	3.00	50.00
53		10.00
55		10.00
57		10.00
60		10.00
62		100.00

NOTE: Rates apply to each member based on eligibility requirements as defined in Table 10 of this report.

SALARY INCREASE: Effective average of 5.35% per annum, compounded annually. The components are 3½% for inflation, ¾% for national productivity and 1.1% for merit or seniority increases (adopted as of June 30, 1996). Representative values are as follows:

TABLE 8

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(Continued)

Age	Annual Rate of Salary Increase
20	7.6%
25	7.1
30	6.6
35	6.1
40	5.6
45	5.1
50	4.6
55	4.6
60	4.6
65	4.6
69	4.6

DEATH AFTER RETIREMENT: The 1995 George B. Buck Mortality Tables with ages rated forward 3 years for members and 4 years for beneficiaries. Special mortality tables are used for disability retirements. (Adopted as of June 30, 1996.)

FUTURE EXPENSES: The assumed interest rate is net of the anticipated future administrative expenses of the fund.

LOADING OR CONTINGENCY RESERVES: None.

MARITAL STATUS: 65% of the general employees and 80% of the firefighters and police are assumed to be married, with the males three years older than females.

METHODS

ACTUARIAL COST METHOD: Projected unit credit cost method. Gains and losses are reflected in the unfunded accrued liability. Changes in the unfunded accrued liability due to benefit changes and gains or losses are amortized over a period of 20 years.

ASSET VALUATION METHOD: The valuation assets are determined as the market value less (1) $66\frac{2}{3}\%$ of the net appreciation during the preceding year, less (2) $33\frac{1}{3}\%$ of the net appreciation during the second preceding year. Appreciation (depreciation) is the increase (decrease) in the market value of assets during the year which is not related to the payments into, or out of, the Pension Accumulation Account other than from the purchase, sale, or exchange of securities.

TABLE 8

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(Continued)

DATA

CENSUS AND ASSETS: The valuation was based on members of the System as of June 30, 2000 and does not take into account future members. All census data was supplied by the Executive Secretary of the System and was subject to reasonable consistency checks. Asset data was supplied by the Executive Secretary and the accountants of the System.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS****MEMBERSHIP**

Any employee entering the service of the City is required to become a member of the Retirement System. Upon entering the System, members are classified according to their occupational group, either as general employees, firefighters, police officers or paramedic employees.

Paramedic employees, formerly members of the General Employees Group, were reclassified as members of Firefighters and Police effective June 9, 1992.

For each full calendar year beginning on or after January 1, 1997, any permanent part-time employees shall be members of and entitled to benefits in proportion to which their annual hours bear to that of full-time employees.

BENEFITS**Normal Service Retirement Allowance****Eligibility**

Employees Hired Before July 1, 1980 The earlier of age 60 or 30 years of creditable service for general employees. The earlier of age 55 or 25 years of creditable service for firefighters, police officers and paramedics. Mandatory retirement is age 62 for firefighters and police officers.

Employees Hired on or After July 1, 1980 Age 65 for general employees. The earlier of age 60 or 30 years of creditable service for firefighters, police officers and paramedics.

Effective January 1, 1997, age 60 for general employees. The earlier of age 55 or 25 years of creditable service for firefighters, police officers and paramedics.

Amount

Employees Hired Before July 1, 1980 1/50 of average final compensation for each year of creditable service.

Effective January 1, 1997 for general employees, the maximum number of years of creditable service is the greater of 35 years or the number of years of service as of December 31, 1996.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

Effective January 1, 1997 for firefighters, police officers and paramedics, the pension earned as of December 31, 1996 plus 2.20% of average final compensation for each of the first 25 years of creditable service after December 31, 1996 and 2.00% of average final compensation for each of creditable service after December 31, 1996 in excess of 25 years. However, such benefit may not exceed 65% of average final compensation.

**Employees Hired on or
After July 1, 1980**

1/60 of average final compensation for each year of creditable service up to a maximum of 35 years or the years of creditable service as of December 31, 1996, if greater.

Effective January 1, 1997 for general employees, the pension earned as of December 31, 1996 plus 1.75% of average final compensation for each year of creditable service earned after December 31, 1996. However, total years of creditable service may not exceed 35 years.

Effective January 1, 1997 for firefighters, police officers and paramedics, the pension earned as of December 31, 1996 plus 2.20% of average final compensation for each of the first 25 years of creditable service after December 31, 1996 and 2.00% of average final compensation for each of creditable service after December 31, 1996 in excess of 25 years. However, such benefit may not exceed 65% of average final compensation.

“Average Final Compensation” means the average annual earnable compensation for the three years of creditable service which produces the highest average. Creditable service consists of membership service plus 100% of accumulated unused sick leave for general employees. For firefighters and police, 46% of unused sick leave accumulated prior to July 1, 1985 and 100% of unused sick leave accumulated on and after July 1, 1985 is included.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Early Service Retirement Allowance**

Eligibility	Within 5 years of eligibility for normal service retirement.
Amount	Accrued service retirement allowance deferred to normal service retirement age. A member may elect to receive an immediate benefit equal to the accrued service retirement allowance reduced by $\frac{1}{4}$ of 1% for each month commencement date precedes the normal retirement date for general employees and $\frac{1}{2}$ of 1% for each month commencement date precedes the normal retirement date for firefighters, police officers and paramedics..

Vested Allowance

Eligibility	5 years of creditable service.
Amount	Accrued service retirement allowance deferred to normal retirement age. If not eligible for retirement, a member may elect to leave his contributions made prior to July 1, 1972 with interest, if any, in the System until normal service retirement date.

Ordinary Disability Retirement Allowance

Eligibility	5 years of creditable service and total and permanent disability not due to an accident in the performance of duty.
Amount	Accrued service retirement allowance with a minimum of 25% of average final compensation. The minimum cannot exceed the normal service retirement allowance based on average final compensation and creditable service projected to normal service retirement date.

Accidental Disability Retirement Allowance

Eligibility	Total and permanent disability as a result of an accident in the performance of duty, regardless of the length of service. Applications must be filed within 6 years from date of accident.
-------------	---

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

The disability of a firefighter, police officer, sheriff or deputy sheriff caused by hypertension, heart disease or respiratory disease is presumed to have been suffered in the line of duty unless the contrary is shown by medical evidence.

Amount	66 $\frac{2}{3}$ % of average final compensation.
Ordinary Death Benefit	
Eligibility	Death in active service due to causes not the result of an accident in the performance of duty. Benefits are paid to a designated beneficiary or estate.
Amount	All contributions, if any, made by the member with not less than one-half of the interest credited are paid. In addition, if the member had one year of creditable service if he became a member prior to July 1, 1979 and five years of creditable service if he became a member on or after July 1, 1979, an additional lump sum benefit equal to 50% of his earnable compensation during the year immediately preceding his death is payable. If a member dies in service after the earlier of completion of ten years of service or normal retirement eligibility and if the designated beneficiary for the lump sum death benefit is the spouse, the spouse may elect to receive, in lieu of the lump sum death benefit, a monthly pension payable until death or remarriage equal to one-half of the normal service retirement allowance which would have been payable to the member if he or she had been vested, such benefit to commence at the same time as the vested benefit would have been paid to the member. If the spouse dies or remarries before the youngest unmarried child attains age 18, the pension shall continue to the date that all the children have died, married, or attained age 18, whichever occurs first. If the spouse was receiving benefits on or before June 30, 1978, payments shall continue after remarriage with no further payments after death.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Accidental Death Benefit**

Eligibility	Death in active service resulting from an accident in the performance of duty within 6 years from the date of the accident. The death of a firefighter, police officer, sheriff or deputy sheriff caused by hypertension, heart disease or respiratory disease in the case of firefighters is presumed to have been suffered in the line of duty, unless the contrary is shown by medical evidence.
Amount	50% of average final compensation is payable to spouse until death or remarriage. If there is no spouse or if spouse dies or remarries, benefit is payable to children under age 18 or dependent parents. In addition, all contributions, if any, made by the member with not less than one-half of the interest credited are paid to his designated recipient or estate. If there is no spouse, a lump sum benefit equal to 50% of his earnable compensation during the year immediately preceding his death is payable.
Offset on Account of Workers' Compensation	All benefits paid under the provisions of any workers' compensation act or any similar law to any member or beneficiary, or to the dependents of any member or beneficiary on account of any disability or death are in such manner as the Board determines, offset against any benefits provided from City contributions to the System.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Death Benefit After Retirement**

Eligibility	Death of a retired member receiving retirement allowance payments and who completed five years of creditable service if he became a member after July 1, 1979 or of a spouse receiving an accidental death benefit.
Amount	Lump sum equal to one-half of the average final compensation on which the retirement allowance of the deceased retired member or spouse was based. The lump sum is payable to the surviving spouse, to unmarried children under age 18, or unmarried children over age 18 who are physically or mentally unable to make a living.
	In the case of a retired member who dies and leaves a surviving spouse, the spouse may elect to receive, in lieu of the lump sum death benefit, a monthly benefit payable until death or remarriage which is equal to one-half of the retirement allowance which the deceased member was receiving at the time of his death, provided the member had not made an optional election. If the spouse dies or remarries before the youngest unmarried child attains age 18, the pension will continue to the date that all the children have died, married or attained age 18, whichever occurs first. If the spouse was receiving payments on or before June 30, 1978, payments shall continue after remarriage with no further payments after death.

Return of Contributions

Eligibility	Termination of membership prior to death.
Amount	If not eligible for a retirement allowance, all contributions with not less than one-half of interest credited. If eligible for normal or early service, ordinary disability, accidental disability or vested retirement allowance, his contributions, if any, with not less than one-half of the interest credited. The member may elect, prior to the commencement of his retirement allowance, to receive an annuity which is the actuarial equivalent of his accumulated contributions.

TABLE 9**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**NORMAL AND OPTIONAL FORMS OF BENEFITS**

Normal Life	Life Annuity
Option A	A reduced pension with the provision that at death, the reduced pension will be continued throughout the life of the designated beneficiary.
Option B	A reduced pension with the provision that at death one-half of the reduced pension will be continued throughout the life of the designated beneficiary.
Option C	A reduced pension with the provision that at death, some other benefit approved by the Board will be payable.

CONTRIBUTIONS

By Members	No contributions are required.
By City	Annual contributions actuarially computed to be required to cover the cost of benefits of the System.

TABLE 10**SUMMARY OF MEMBERSHIP DATA AS OF JUNE 30, 2000****ACTIVE MEMBERS**

Item	Total
Number of Members	
- General Employees	2,547
- Firefighters and Police	<u>1,178</u>
- Total	3,725
Annual Compensation	
- General Employees	\$ 82,700,316
- Firefighters and Police	<u>47,149,684</u>
- Total	\$ 129,850,000
Average Age	
- General Employees	44.8
- Firefighters and Police	<u>39.6</u>
- Total	43.2
Average Service	
- General Employees	12.3
- Firefighters and Police	<u>13.9</u>
- Total	12.8

Notes:

(1) Included in active members data are 11 members of the General Employees group and 12 members of the Firefighters and Police group who are on leaves of absence without pay.

TABLE 10
SUMMARY OF MEMBERSHIP DATA AS OF JUNE 30, 2000
 (Continued)

RETIREES AND BENEFICIARIES

Item	Number	Annual Annuities	Average Annuities
Retired Members			
- General Employees	1,338	\$ 15,653,977	\$ 11,700
- Firefighters and Police	<u>432</u>	<u>10,073,676</u>	23,319
- Sub-Total	1,770	\$ 25,727,653	14,535
Contingent Annuitants			
- General Employees	309	\$ 1,378,062	\$ 4,460
- Firefighters and Police	<u>144</u>	<u>901,789</u>	6,262
- Sub-Total	453	\$ 2,279,851	5,033
Disabled Annuitants			
- General Employees	211	\$ 1,863,910	\$ 8,834
- Firefighters and Police	<u>148</u>	<u>2,159,982</u>	14,594
- Sub-Total	359	\$ 4,023,892	11,209
Total			
- General Employees	1,858	\$ 18,895,949	\$ 10,170
- Firefighters and Police	<u>724</u>	<u>13,135,447</u>	18,143
- Grand Total	2,582	\$ 32,031,396	12,406

EXHIBIT I

ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2000

NUMBER AND AVERAGE ANNUAL SALARY

GENERAL EMPLOYEES

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	
UNDER 25	41									41
	\$ 19,009									\$ 19,009
25 - 29	95	13	1							109
	\$ 26,191	\$ 24,521	\$ 18,701							\$ 25,923
30 - 34	137	37	28							202
	\$ 26,556	\$ 27,133	\$ 27,973							\$ 26,858
35 - 39	157	65	94	32	5					353
	\$ 25,816	\$ 27,244	\$ 30,385	\$ 29,416	\$ 37,581					\$ 27,788
40 - 44	140	56	85	103	70	5				459
	\$ 27,550	\$ 28,837	\$ 31,822	\$ 33,889	\$ 35,070	\$ 31,431				\$ 31,110
45 - 49	106	54	83	100	117	96	5			561
	\$ 31,134	\$ 29,919	\$ 34,376	\$ 36,698	\$ 38,637	\$ 39,073	\$ 34,194			\$ 35,439
50 - 54	66	42	69	72	67	113	30			459
	\$ 30,415	\$ 29,263	\$ 34,693	\$ 35,497	\$ 38,137	\$ 42,932	\$ 39,154			\$ 36,530
55 - 59	36	20	37	43	36	55	21	1		249
	\$ 25,944	\$ 35,666	\$ 34,099	\$ 35,794	\$ 39,416	\$ 42,103	\$ 42,134	\$ 29,011		\$ 36,532
60 - 64	9	13	17	20	16	10	11			96
	\$ 31,400	\$ 33,344	\$ 34,652	\$ 31,410	\$ 34,078	\$ 44,742	\$ 38,788			\$ 34,924
OVER 64	2	2	6	5		1	1		1	18
	\$ 14,812	\$ 21,809	\$ 25,572	\$ 32,412		\$ 34,413	\$ 28,312		\$ 31,986	\$ 26,858
TOTAL	789	302	420	375	311	280	68	1	1	2,547
	\$ 27,085	\$ 28,952	\$ 32,415	\$ 34,632	\$ 37,565	\$ 41,275	\$ 39,491	\$ 29,011	\$ 31,986	\$ 32,470

EXHIBIT I**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2000****NUMBER AND AVERAGE ANNUAL SALARY**
(Continued)**FIREFIGHTERS AND POLICE**

AGE	<u>SERVICE</u>									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	
UNDER 25	21									21 \$ 27,370
25 - 29	114	22								136 \$ 29,634
30 - 34	90	63	49	1						203 \$ 32,522
35 - 39	40	34	104	54	4					236 \$ 37,513
40 - 44	10	13	46	84	65	4				222 \$ 42,845
45 - 49	1	4	16	29	85	48				183 \$ 46,835
50 - 54	1	2	5	5	30	73	26			142 \$ 50,490
55 - 59		1			2	7	19	3		32 \$ 52,734
60 - 64							2	1		3 \$ 50,000
OVER 64										
TOTAL	277	139	220	173	186	132	47	4		1,178 \$ 40,025

EXHIBIT I

ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2000

NUMBER AND AVERAGE ANNUAL SALARY
(Continued)

TOTAL

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	
UNDER 25	62									62 \$ 21,841
25 - 29	209	35	1							245 \$ 27,983
30 - 34	227	100	77	1						405 \$ 29,697
35 - 39	197	99	198	86	9					589 \$ 31,685
40 - 44	150	69	131	187	135	9				681 \$ 34,935
45 - 49	107	58	99	129	202	144	5			744 \$ 38,242
50 - 54	67	44	74	77	97	186	56			601 \$ 39,828
55 - 59	36	21	37	43	38	62	40	4		281 \$ 38,377
60 - 64	9	13	17	20	16	10	13	1		99 \$ 35,381
OVER 64	2	2	6	5		1	1		1	18 \$ 26,858
TOTAL	1,066	441	640	548	497	412	115	5	1	3,725 \$ 34,859
	\$ 27,678	\$ 30,299	\$ 34,223	\$ 37,582	\$ 41,554	\$ 44,336	\$ 45,510	\$ 60,437	\$ 31,986	\$ 27,678

EXHIBIT II**RETIRED AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2000****NUMBER AND AVERAGE ANNUAL BENEFIT****GENERAL EMPLOYEES**

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	175	\$ 3,367,544	\$ 19,243
60 - 64	202	2,866,159	14,189
65 - 69	239	2,896,590	12,120
70 - 74	262	2,784,330	10,627
75 - 79	229	2,197,395	9,596
Over 79	<u>231</u>	<u>1,541,959</u>	6,675
Total	1,338	\$15,653,977	11,700
Contingent Annuitants			
Under 60	42	\$ 226,717	\$ 5,398
60 - 64	24	159,630	6,651
65 - 69	41	239,369	5,838
70 - 74	56	230,922	4,124
75 - 79	61	199,251	3,266
Over 79	<u>85</u>	<u>322,173</u>	3,790
Total	309	\$ 1,378,062	4,460
Disabled Annuitants			
Under 60	111	\$ 1,149,380	\$ 10,355
60 - 64	41	404,973	9,877
65 - 69	25	177,419	7,097
70 - 74	13	50,051	3,850
75 - 79	17	67,900	3,994
Over 79	<u>4</u>	<u>14,187</u>	3,547
Total	211	\$ 1,863,910	8,834

EXHIBIT II**RETIRED AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2000****NUMBER AND AVERAGE ANNUAL BENEFIT
(Continued)****FIREFIGHTERS AND POLICE**

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	174	\$ 4,219,242	\$ 24,249
60 - 64	82	2,262,220	27,588
65 - 69	60	1,499,079	24,985
70 - 74	60	1,247,310	20,789
75 - 79	36	638,393	17,733
Over 79	<u>20</u>	<u>207,432</u>	10,372
Total	432	\$10,073,676	23,319
Contingent Annuitants			
Under 60	25	\$ 208,173	\$ 8,327
60 - 64	13	73,268	5,636
65 - 69	11	88,692	8,063
70 - 74	26	180,220	6,932
75 - 79	31	200,879	6,480
Over 79	<u>38</u>	<u>150,557</u>	3,962
Total	144	\$ 901,789	6,262
Disabled Annuitants			
Under 60	67	\$ 1,105,663	\$ 16,502
60 - 64	26	439,535	16,905
65 - 69	17	232,710	13,689
70 - 74	18	212,891	11,827
75 - 79	13	114,743	8,826
Over 79	<u>7</u>	<u>54,440</u>	7,777
Total	148	\$ 2,159,982	14,594

EXHIBIT II**RETired AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2000****NUMBER AND AVERAGE ANNUAL BENEFIT
(Continued)****TOTAL ALL GROUPS**

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	349	\$ 7,586,786	\$ 21,739
60 - 64	284	5,128,379	18,058
65 - 69	299	4,395,669	14,701
70 - 74	322	4,031,640	12,521
75 - 79	265	2,835,788	10,701
Over 79	<u>251</u>	<u>1,749,391</u>	6,970
Total	1,770	\$ 25,727,653	14,535
Contingent Annuitants			
Under 60	67	\$ 434,890	\$ 6,491
60 - 64	37	232,898	6,295
65 - 69	52	328,061	6,309
70 - 74	82	411,142	5,014
75 - 79	92	400,130	4,349
Over 79	<u>123</u>	<u>472,730</u>	3,843
Total	453	\$ 2,279,851	5,033
Disabled Annuitants			
Under 60	178	\$ 2,255,043	\$ 12,669
60 - 64	67	844,508	12,605
65 - 69	42	410,129	9,765
70 - 74	31	262,942	8,482
75 - 79	30	182,643	6,088
Over 79	<u>11</u>	<u>68,627</u>	6,239
Total	359	\$ 4,023,892	11,209

EXHIBIT III**DETAILED TABULATIONS OF DATA**

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TABLE 1

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THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2000

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
20	2	\$ 33,535	1	\$ 17,810
21	2	31,168	2	30,399
22	8	149,521	2	38,428
23	5	104,300	6	114,191
24	9	175,822	4	84,212
25	2	31,615	15	377,851
26	7	170,389	10	279,388
27	18	411,456	8	217,820
28	14	411,621	9	248,826
29	16	387,333	10	289,342
30	21	551,005	18	503,993
31	21	545,173	21	617,570
32	17	438,534	16	431,719
33	20	559,729	18	551,894
34	25	569,040	25	656,721
35	30	860,542	23	586,147
36	38	1,025,174	36	938,273
37	36	949,036	23	728,661
38	45	1,339,397	39	1,043,186
39	52	1,544,017	31	794,893
40	48	1,397,682	38	1,133,002
41	49	1,495,143	39	1,141,244
42	46	1,452,289	39	1,210,615
43	55	1,840,395	54	1,703,816
44	47	1,594,477	44	1,310,740
45	55	1,766,749	53	1,595,999
46	72	2,487,998	47	1,687,980
47	66	2,527,755	62	2,302,414
48	51	1,926,735	55	2,013,656
49	43	1,554,308	57	2,017,738
50	59	2,229,279	48	1,731,623
51	49	1,637,569	48	1,785,731
52	42	1,653,008	48	1,808,618
53	50	1,960,059	42	1,467,153
54	32	1,081,634	41	1,412,468
55	27	1,257,608	36	1,329,306
56	21	804,014	30	1,035,894
57	27	1,009,357	23	762,876
58	25	785,701	16	515,599
59	26	937,903	18	658,311

TABLE 1

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THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2000

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
60	14	\$ 482,627	18	\$ 576,290
61	13	494,548	11	378,928
62	13	542,030	11	272,772
63	4	237,471	4	136,571
64	2	67,189	6	164,273
65	2	48,785	2	43,989
66	1	35,263	3	83,983
67	2	67,874	1	31,986
68	1	23,000	1	20,618
69			1	15,251
70	1	25,061		
75	1	39,838	2	47,792
TOTAL	1,332	\$ 43,751,756	1,215	\$ 38,948,560

TABLE 2

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**THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2000**

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
21	2	\$ 52,628	1	\$ 26,314
22	2	54,626		
23	8	216,506		
24	6	172,078	2	52,628
25	27	783,642		
26	20	590,003		
27	21	619,348	5	141,263
28	24	722,455		
29	37	1,116,742	2	56,776
30	31	969,241	1	31,718
31	47	1,449,622	2	56,776
32	34	1,101,828		
33	40	1,380,161	4	114,909
34	36	1,237,392	8	260,357
35	31	1,059,730	3	117,300
36	57	2,105,672	1	40,821
37	45	1,690,415	5	195,782
38	48	1,858,843	4	143,895
39	39	1,509,222	3	131,337
40	36	1,439,809	7	314,202
41	43	1,777,736	6	243,672
42	35	1,436,039	7	291,624
43	36	1,618,966	3	140,221
44	42	1,928,805	7	320,581
45	37	1,717,494	4	199,047
46	29	1,340,999	3	129,698
47	37	1,698,093	1	45,510
48	37	1,796,141	5	239,912
49	28	1,310,683	2	93,313
50	29	1,507,995	4	157,980
51	34	1,728,095	1	41,325
52	25	1,218,441	1	26,314
53	29	1,496,900	2	91,627
54	17	900,958		
55	8	412,938		
56	8	369,844	1	55,209
57	6	347,015		
58	2	117,736		
59	7	384,732		
60	2	110,162		
61	1	39,838		
TOTAL	1,083	\$ 43,389,573	95	\$ 3,760,111

TABLE 3

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THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY
YEARS OF SERVICE AS OF JUNE 30, 2000

GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	98	\$ 2,551,257	91	\$ 2,236,900
1	81	2,027,899	86	2,427,545
2	78	2,336,859	55	1,697,964
3	68	1,935,393	95	2,438,251
4	70	1,824,912	67	1,892,691
5	52	1,550,435	32	1,003,983
6	32	964,950	19	524,773
7	43	1,064,067	30	813,556
8	26	749,030	21	623,870
9	26	905,268	21	543,529
10	52	1,827,678	44	1,344,910
11	48	1,626,289	22	690,185
12	28	1,047,384	39	1,265,859
13	52	1,620,215	41	1,321,544
14	58	1,864,917	36	1,005,253
15	33	1,199,708	36	1,171,327
16	49	1,714,955	35	1,114,818
17	37	1,297,717	23	752,974
18	43	1,625,736	49	1,715,755
19	37	1,231,026	33	1,162,826
20	34	1,275,788	45	1,689,235
21	35	1,245,161	40	1,445,955
22	32	1,245,942	23	827,683
23	24	832,817	20	816,965
24	29	1,205,618	29	1,097,576
25	24	1,139,476	33	1,358,478
26	38	1,524,216	38	1,460,633
27	41	1,802,271	35	1,411,281
28	20	829,596	24	921,863
29	16	643,882	11	465,282
30	11	400,422	14	625,081
31	4	148,104	15	584,282
32	8	318,536	7	274,609
33			4	138,294
34	4	145,221	1	50,844
35	1	29,011		
41			1	31,986
TOTAL	1,332	\$ 43,751,756	1,215	\$ 38,948,560

TABLE 4

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THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY
YEARS OF SERVICE AS OF JUNE 30, 2000

FIREFIGHTERS AND POLICE

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	48	\$ 1,285,835	7	\$ 184,198
1	34	972,298	3	85,440
2	44	1,348,298	1	30,462
3	85	2,569,012	5	137,970
4	47	1,429,269	3	91,890
5	53	1,678,876	3	87,389
6	20	650,217	1	34,089
7	29	1,057,025		
8	9	311,436		
9	23	765,564	1	33,585
10	45	1,594,007	2	73,423
11	49	1,830,472	5	188,493
12	30	1,162,643	5	163,568
13	26	989,778	6	218,862
14	44	1,749,098	8	317,989
15	23	932,626	3	131,867
16	34	1,459,441	3	127,554
17	37	1,663,273	6	273,798
18	24	1,061,748	10	482,442
19	26	1,173,819	7	301,506
20	29	1,326,155	6	265,372
21	37	1,705,571	5	247,686
22	33	1,593,247	2	114,203
23	23	1,165,717		
24	50	2,505,382	1	46,117
25	24	1,162,456	2	122,208
26	39	2,029,194		
27	29	1,429,331		
28	19	988,250		
29	19	978,120		
30	14	761,213		
31	12	612,758		
32	15	873,203		
33	2	79,676		
34	4	221,389		
35	1	76,976		
36	1	56,056		
37	1	69,820		
38	1	70,324		
TOTAL	1,083	\$ 43,389,573	95	\$ 3,760,111

TABLE 5

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

SERVICE RETIREMENTS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
46			1	\$ 12,480
47	1	\$ 17,478	5	72,335
48	2	25,946	1	13,901
49	1	18,624	3	49,277
50	2	26,145	5	82,614
51	5	96,498	6	122,670
52	9	162,874	5	77,201
53	4	76,665	5	115,723
54	10	164,576	6	146,143
55	12	263,496	9	189,539
56	9	188,367	4	94,146
57	16	345,258	7	121,498
58	18	352,708	5	75,055
59	17	323,355	7	132,972
60	15	264,607	12	136,400
61	20	358,044	15	169,593
62	22	364,713	26	296,854
63	31	474,799	13	161,008
64	31	464,189	17	175,952
65	29	440,548	15	127,696
66	31	445,650	14	113,888
67	22	363,256	20	203,987
68	36	520,766	23	178,716
69	30	381,842	19	120,241
70	35	460,309	17	136,110
71	36	408,680	23	198,857
72	24	436,530	17	120,589
73	38	388,951	27	215,776
74	30	288,440	15	130,088
75	24	387,813	24	157,786
76	24	262,294	20	217,000
77	31	294,467	17	158,528
78	19	146,516	23	155,678
79	30	279,382	17	137,931
80	16	177,313	15	91,076
81	22	129,341	12	103,348
82	17	218,857	21	135,431
83	18	124,703	11	77,574
84	10	44,347	10	61,568
85	6	37,145	2	5,277
86	7	37,646	7	32,285
87	9	51,441	7	39,271

TABLE 5

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THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000

SERVICE RETIREMENTS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
88	7	\$ 37,236	7	\$ 26,615
89	3	17,893	2	5,096
90	6	17,632	5	17,957
91	1	19,944	3	6,473
92	3	9,121	2	7,990
95			2	9,379
TOTAL	789	\$ 10,416,405	549	\$ 5,237,572

TABLE 6

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THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000

SERVICE RETIREMENTS

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
44	1	\$ 18,310		
45	1	10,974		
46	3	57,995	1	\$ 21,888
48	5	104,373		
49	6	144,240		
50	8	176,463		
51	11	243,007		
52	9	196,995		
53	22	560,328		
54	13	354,522		
55	26	575,609		
56	20	465,679		
57	16	431,886		
58	19	576,016		
59	13	280,957		
60	12	338,030	1	9,084
61	17	541,774		
62	19	527,645		
63	18	487,972		
64	14	349,503	1	8,212
65	17	432,986		
66	8	209,664		
67	13	323,303	1	11,262
68	9	204,651		
69	12	317,213		
70	7	126,394		
71	17	324,029		
72	9	218,180		
73	14	313,418		
74	13	265,289		
75	7	119,389		
76	9	164,660	1	13,538
77	3	63,346		
78	6	89,508	2	24,234
79	8	163,718		
80	3	43,317		
81	1	20,203	1	4,323
82	2	30,909	1	12,981
83	1	1,967		
84	4	38,539		
85	1	7,880		
87	1	12,738		

TABLE 6

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

SERVICE RETIREMENTS

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
92	1	\$ 14,520		
94	1	5,555		
95	1	3,505		
102	2	10,995		
TOTAL	423	\$ 9,968,154	9	\$ 105,522

TABLE 7

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THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000

DISABILITY RETIREMENTS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
32				
35	2	\$ 27,924	1	\$ 4,269
36	1	5,317		
37	2	35,554		
38	1	6,256	1	5,337
40	1	4,841	1	9,509
42	2	17,500		
43	2	27,037	2	9,337
44	8	68,951	2	15,574
45	2	26,232		
46	7	87,170	1	6,065
47	1	4,514	2	10,580
48			2	25,372
49	2	21,760	2	32,635
50	6	61,365	1	20,211
51	4	20,456	5	68,296
52	3	39,743	1	18,510
53	8	89,261	2	19,458
54	6	63,982		
55	5	48,870	1	2,736
56	4	30,738	2	17,442
57	6	66,734	4	43,875
58	5	63,049	1	3,171
59			2	19,749
60	8	80,933	5	67,516
61	4	31,164	3	28,288
62	2	18,375	4	41,216
63	5	47,513	4	25,974
64	4	41,969	2	22,025
65	3	20,420	2	6,130
66	5	31,031	2	25,800
67	2	20,351	3	17,184
68	3	25,514	1	8,704
69	4	22,285		
70	2	8,594	1	2,191
71			1	445
72	1	3,151	2	12,567
73			2	4,596
74	1	5,221	3	13,286
75	2	11,093	3	15,778
76			3	6,787
77	1	2,960	2	2,814

TABLE 7

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THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000

DISABILITY RETIREMENTS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
78	3	\$ 16,221	1	\$ 2,194
79	1	7,801	1	2,252
87			2	6,193
89			1	2,570
91	1	5,424		
TOTAL	130	\$ 1,217,274	81	\$ 646,636

TABLE 8

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

DISABILITY RETIREMENTS

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
32				
35	1	\$ 19,326	1	\$ 18,415
36	1	22,616		
37	1	22,063		
38	2	33,957		
40	1	21,293		
43	1	20,173		
44	2	11,268	1	20,913
45	2	46,469		
46	1	21,372		
47	3	59,449	1	8,322
48	3	52,291	1	10,534
49	4	51,009		
50	6	126,736	1	6,445
51	3	52,401		
52	4	94,363		
53	5	59,583	1	11,725
54	3	65,511		
55	4	54,297		
56	4	61,735		
57	4	48,419		
58	2	43,096		
59	4	41,882		
60	4	106,949		
61	6	93,605		
62	6	84,395		
63	5	92,760		
64	5	61,826		
65	4	40,715		
66	4	71,092		
67	3	36,601		
68	4	67,555		
69	2	16,747		
70	3	49,841		
71	6	49,958		
72	5	62,731		
74	4	50,361		
75	3	21,191		
76	3	28,573		
77	2	29,548	1	4,380
78	1	3,399		

TABLE 8

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

DISABILITY RETIREMENTS

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
79	3	\$ 27,652		
80	3	36,729		
82	1	6,223		
85	1	6,101		
88			1	\$ 2,814
99	1	2,573		
Total	140	\$ 2,076,434	8	\$ 83,548

TABLE 9

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

BENEFICIARIES OF DECEASED MEMBERS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
9			1	\$ 1,985
15	1	\$ 2,158	1	4,507
36			2	8,211
42			1	3,992
44			2	6,667
45			2	14,264
46			3	12,700
47			3	15,973
50			1	7,051
51	1	6,088	1	2,295
52			2	9,546
53			3	23,584
54			5	22,372
56			4	31,170
57			5	31,361
58			3	17,189
59	1	5,604	4	23,229
60			7	27,644
61			2	9,265
62			5	17,982
63	1	10,472	5	71,038
64			8	46,728
65			6	27,759
66	2	14,289	8	55,720
67	1	6,942	5	25,521
68	1	956	10	61,454
69			13	64,104
70			9	39,284
71	1	6,965	10	32,355
72			11	45,913
73			12	42,301
74			6	20,635
75	2	5,041	12	33,746
76			9	28,264
77	1	3,667	17	57,350
78			14	50,548
79			11	39,887
80	2	8,231	9	19,216
81			11	45,472
82	1	2,335	6	29,742
83			6	30,079
84				

TABLE 9

Page 52

**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000**

BENEFICIARIES OF DECEASED MEMBERS

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
85	1	\$ 2,754	12	\$ 31,009
86	2	10,731	9	43,496
87			1	4,368
88			3	29,207
89			3	3,917
90	1	1,841	3	5,072
91	1	1,206		
92			1	6,190
94			1	4,100
97			1	3,320
TOTAL	20	\$ 89,280	289	\$ 1,288,782

TABLE 10

Page 53

THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2000

BENEFICIARIES OF DECEASED MEMBERS

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
17			1	\$ 9,040
40			1	16,496
48			2	16,084
49	1	\$ 3,749	3	33,653
50			2	19,992
51	1	3,978	2	19,688
53			3	18,671
54			1	11,080
55			1	8,247
57			3	16,047
58			3	20,518
59			1	10,930
60			3	25,704
61			4	11,613
63			4	19,673
64			2	16,278
65			3	21,650
66			3	37,952
68			2	12,518
69			3	16,572
70			5	44,207
71			2	15,760
72			7	48,282
73			6	29,513
74			6	42,458
75			8	42,622
76			5	25,394
77			4	30,376
78			6	55,447
79			8	47,040
80			4	14,462
81			7	32,557
82			5	23,421
83			6	19,326
84			4	14,470
85			2	5,618
86			1	6,179
87			2	11,458
88			1	4,426
90			2	7,401
92			1	2,965
95			1	4,215
99			1	1,546
103			1	2,513
TOTAL	2	\$ 7,727	142	\$ 894,062