

**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        |
|---|----------------------|----------------------|
| <b>Active Members</b>                                 |                      |                      |
| ➤ Number  | 3,725                | 3,763                |
| ➤ Annual Compensation                                 | \$ 129,850,000       | \$ 129,003,824       |
| ➤ Average Compensation                                | \$ 34,859            | \$ 34,282            |
| <b>Members on Leave of Absence</b>                    |                      |                      |
| ➤ Number  | 23                   | 14                   |
| <b>Retirees and Beneficiaries</b>                     |                      |                      |
| ➤ Number  | 2,582                | 2,545                |
| ➤ Annual Retirement Allowances                        | \$ 32,031,396        | \$ 30,823,527        |
| ➤ Average Annual Allowance                            | \$ 12,406            | \$ 12,118            |
| <b>Terminated Vested Participants</b>                 |                      |                      |
| ➤ Number  | 782                  | 753                  |
| ➤ Annual Deferred Allowances                          | \$ 3,895,484         | \$ 3,853,414         |
| ➤ Average Annual Allowance                            | \$ 4,981             | \$ 5,117             |
| <b>Contribution Rate (as a Percentage of Payroll)</b> |                      |                      |
| ➤ Appropriated in Year Beginning                      | July 1, 2001         | July 1, 2000         |
| ➤ Normal Rate   | 13.07%               | 13.02%               |
| ➤ Accrued Liability Rate                              | <u>(15.96)</u>       | <u>(13.31)</u>       |
| ➤ Total   | (2.89)%              | (0.29)%              |
| <b>Actuarial Funded Status</b>                        |                      |                      |
| ➤ 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%               |
| <b>Pension Benefit Obligation Funded Status</b>       |                      |                      |
| ➤ 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**

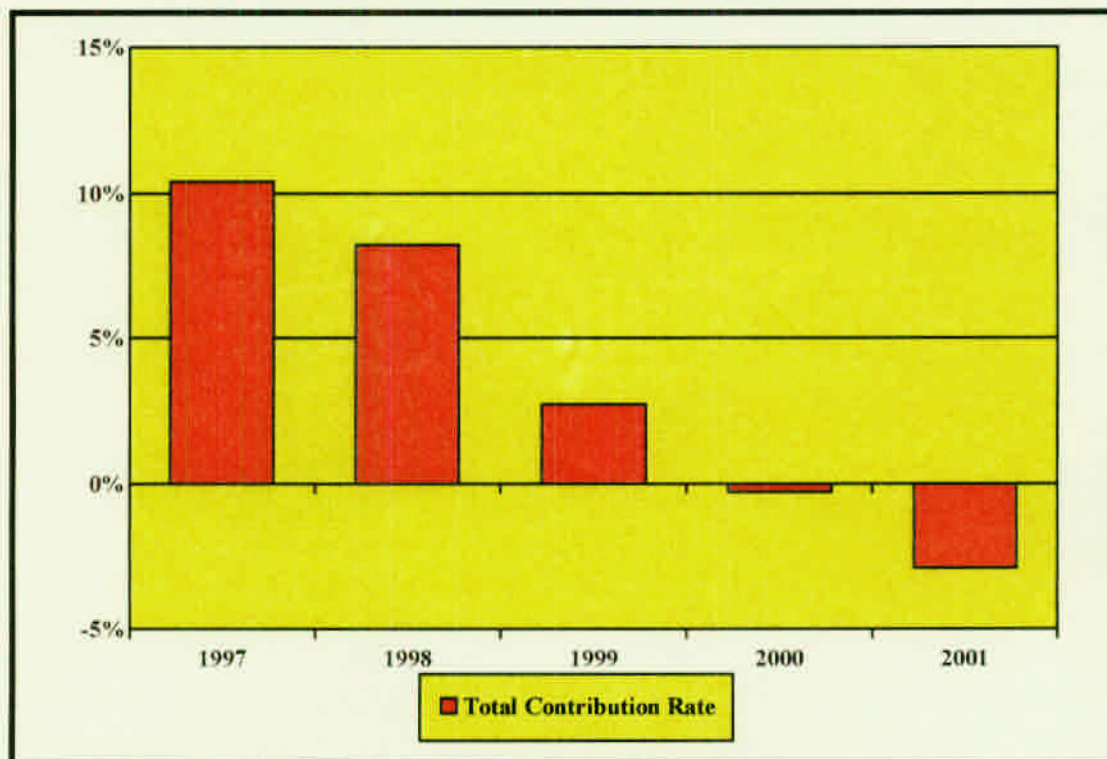
The employer contribution rate decreased from (0.29)% for the fiscal year beginning July 1, 2000 to (2.89)% for the fiscal year beginning July 1, 2001. The net decrease of 2.60% is primarily due to favorable investment returns in the year ended June 30, 2000 and recent prior years, thus reducing the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

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

| Year<br>Beginning July 1 | Contribution Rate |                               |         |
|--------------------------|-------------------|-------------------------------|---------|
|                          | Normal Cost       | Unfunded<br>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

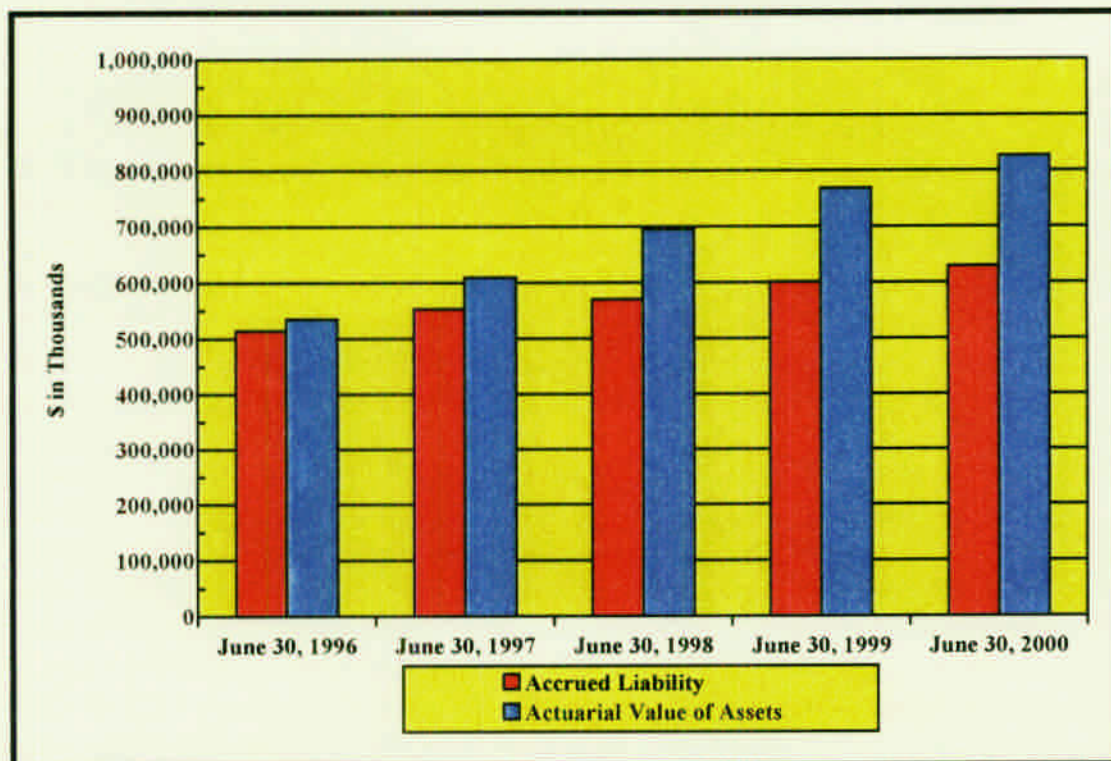
The funded ratio increased from 127.7% as of June 30, 1999 to 131.5% as of June 30, 2000. The net increase of 3.8 percentage points is primarily due to favorable investment return in the year ended June 30, 2000 and recent prior years.

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

| Valuation as<br>of<br>June 30 | Accrued<br>Liability | Actuarial<br>Value of<br>Assets | Unfunded<br>Accrued<br>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<br>Ending June 30 | Rate of Return Based on |                    |
|-------------------------------|-------------------------|--------------------|
|                               | Market<br>Value         | Actuarial<br>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.

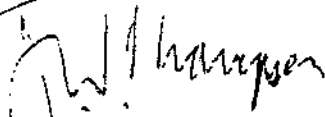
The "schedule of employer contributions" required under GASB No. 25 is Table 6 of the series of schedules beginning at page 10 of the report.

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<br>Employees | Firefighters and<br>Police | Total         |
|--|----------------------|----------------------------|---------------|
| <b>Member Data</b>   |                      |                            |               |
| 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<br>Deferred Vested Allowances: |                      |                            |               |
| i) Lake Taylor City Hospital<br>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            |
|--|-------------------|-------------------------|------------------|
| <b>Valuation Results</b>                             |                   |                         |                  |
| 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<br>(1) + (2) - (3) + (4) | \$ 876,279,923     |
| 6. Rate of Return  | 8.8%               |
| <b>Asset Allocation</b>  |                    |
| 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</u>                                  | <u>Realized and</u>            | <u>Portion</u>  | <u>Deferred Amount</u> |
| <u>Year Ending</u>                             | <u>Unrealized Appreciation</u> | <u>Deferred</u> |                        |
| June 30, 2000                                  | \$ 47,967,542                  | 66-2/3%         | \$ 31,978,361          |
| June 30, 1999                                  | 53,588,112                     | 33-1/3%         | <u>17,862,704</u>      |
| Total  |                                |                 | \$ 49,841,065          |
| 3. Actuarial Value of Assets (1) - (2)         |                                |                 | \$ 826,438,858         |
| 4. Rate of Return                              |                                |                 | 11.92%                 |
| <b>Allocation of Actuarial Value of Assets</b> |                                |                 |                        |
| 1. General Employees                           |                                |                 | \$ 481,506,235         |
| 2. Firefighters and Police                     |                                |                 | <u>344,932,623</u>     |
| 3. Total                                       |                                |                 | \$ 826,438,858         |

**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<br>(5) - (4) |                  | \$ (36,235,956)      |
| 7. Reasons for Increase (Decrease):                                    |                  |                      |
| — Experience (Gains) Losses  |                  |                      |
| (i) Gain from Investment Return on Actuarial<br>Value of Assets        | \$ (33,233,185)  |                      |
| (ii) Gain from Salary Increase Less Than<br>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<br>as of<br>June 30 | Actuarial<br>Value of<br>Assets | Actuarial<br>Accrued<br>Liability | Unfunded<br>Actuarial<br>Accrued<br>Liability | Funded<br>Ratio | Covered<br>Payroll | Unfunded<br>Accrued<br>Liability as a<br>Percentage of<br>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<br>Ended<br>June 30 | Annual<br>Required<br>Contribution | Percentage<br>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                           | 213,443,824    |
| 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 2/3% of average final compensation.  |
| <b>Ordinary Death Benefit</b> |   |
| 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 |
|------------------------------|------------|-------------------|-------------------|
| <b>Retired Members</b>       |            |                   |                   |
| - 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            |
| <b>Contingent Annuitants</b> |            |                   |                   |
| - 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             |
| <b>Disabled Annuitants</b>   |            |                   |                   |
| - 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            |
| <b>Total</b>                 |            |                   |                   |
| - 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      | <u>SERVICE</u>   |                  |                  |                  |                  |                  |                 |                |                | TOTAL              |
|----------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|----------------|----------------|--------------------|
|          | 0 - 4            | 5 - 9            | 10 - 14          | 15 - 19          | 20 - 24          | 25 - 29          | 30 - 34         | 35 - 39        | 40+            |                    |
| UNDER 25 | 41<br>\$ 19,009  |                  |                  |                  |                  |                  |                 |                |                | 41<br>\$ 19,009    |
| 25 - 29  | 95<br>\$ 26,191  | 13<br>\$ 24,521  | 1<br>\$ 18,701   |                  |                  |                  |                 |                |                | 109<br>\$ 25,923   |
| 30 - 34  | 137<br>\$ 26,556 | 37<br>\$ 27,133  | 28<br>\$ 27,973  |                  |                  |                  |                 |                |                | 202<br>\$ 26,858   |
| 35 - 39  | 157<br>\$ 25,816 | 65<br>\$ 27,244  | 94<br>\$ 30,385  | 32<br>\$ 29,416  | 5<br>\$ 37,581   |                  |                 |                |                | 353<br>\$ 27,788   |
| 40 - 44  | 140<br>\$ 27,550 | 56<br>\$ 28,837  | 85<br>\$ 31,822  | 103<br>\$ 33,889 | 70<br>\$ 35,070  | 5<br>\$ 31,431   |                 |                |                | 459<br>\$ 31,110   |
| 45 - 49  | 106<br>\$ 31,134 | 54<br>\$ 29,919  | 83<br>\$ 34,376  | 100<br>\$ 36,698 | 117<br>\$ 38,637 | 96<br>\$ 39,073  | 5<br>\$ 34,194  |                |                | 561<br>\$ 35,439   |
| 50 - 54  | 66<br>\$ 30,415  | 42<br>\$ 29,263  | 69<br>\$ 34,693  | 72<br>\$ 35,497  | 67<br>\$ 38,137  | 113<br>\$ 42,932 | 30<br>\$ 39,154 |                |                | 459<br>\$ 36,530   |
| 55 - 59  | 36<br>\$ 25,944  | 20<br>\$ 35,666  | 37<br>\$ 34,099  | 43<br>\$ 35,794  | 36<br>\$ 39,416  | 55<br>\$ 42,103  | 21<br>\$ 42,134 | 1<br>\$ 29,011 |                | 249<br>\$ 36,532   |
| 60 - 64  | 9<br>\$ 31,400   | 13<br>\$ 33,344  | 17<br>\$ 34,652  | 20<br>\$ 31,410  | 16<br>\$ 34,078  | 10<br>\$ 44,742  | 11<br>\$ 38,788 |                |                | 96<br>\$ 34,924    |
| OVER 64  | 2<br>\$ 14,812   | 2<br>\$ 21,809   | 6<br>\$ 25,572   | 5<br>\$ 32,412   |                  | 1<br>\$ 34,413   | 1<br>\$ 28,312  |                | 1<br>\$ 31,986 | 18<br>\$ 26,858    |
| TOTAL    | 789<br>\$ 27,085 | 302<br>\$ 28,952 | 420<br>\$ 32,415 | 375<br>\$ 34,632 | 311<br>\$ 37,565 | 280<br>\$ 41,275 | 68<br>\$ 39,491 | 1<br>\$ 29,011 | 1<br>\$ 31,986 | 2,547<br>\$ 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<br>\$ 27,370  |                  |                  |                  |                  |                  |                 |                |     | 21<br>\$ 27,370    |
| 25 - 29  | 114<br>\$ 29,198 | 22<br>\$ 31,895  |                  |                  |                  |                  |                 |                |     | 136<br>\$ 29,634   |
| 30 - 34  | 90<br>\$ 29,850  | 63<br>\$ 32,823  | 49<br>\$ 36,756  | 1<br>\$ 46,621   |                  |                  |                 |                |     | 203<br>\$ 32,522   |
| 35 - 39  | 40<br>\$ 29,860  | 34<br>\$ 33,525  | 104<br>\$ 38,359 | 54<br>\$ 43,559  | 4<br>\$ 44,331   |                  |                 |                |     | 236<br>\$ 37,513   |
| 40 - 44  | 10<br>\$ 28,901  | 13<br>\$ 32,555  | 46<br>\$ 37,700  | 84<br>\$ 44,623  | 65<br>\$ 47,859  | 4<br>\$ 51,501   |                 |                |     | 222<br>\$ 42,845   |
| 45 - 49  | 1<br>\$ 30,966   | 4<br>\$ 31,278   | 16<br>\$ 37,314  | 29<br>\$ 43,185  | 85<br>\$ 48,890  | 48<br>\$ 50,204  |                 |                |     | 183<br>\$ 46,835   |
| 50 - 54  | 1<br>\$ 30,462   | 2<br>\$ 32,238   | 5<br>\$ 33,355   | 5<br>\$ 41,716   | 30<br>\$ 47,989  | 73<br>\$ 51,592  | 26<br>\$ 57,442 |                |     | 142<br>\$ 50,490   |
| 55 - 59  |                  | 1<br>\$ 96,008   |                  |                  | 2<br>\$ 42,978   | 7<br>\$ 46,800   | 19<br>\$ 51,319 | 3<br>\$ 67,617 |     | 32<br>\$ 52,734    |
| 60 - 64  |                  |                  |                  |                  |                  |                  | 2<br>\$ 39,838  | 1<br>\$ 70,324 |     | 3<br>\$ 50,000     |
| OVER 64  |                  |                  |                  |                  |                  |                  |                 |                |     |                    |
| TOTAL    | 277<br>\$ 29,367 | 139<br>\$ 33,224 | 220<br>\$ 37,674 | 173<br>\$ 43,977 | 186<br>\$ 48,223 | 132<br>\$ 50,830 | 47<br>\$ 54,218 | 4<br>\$ 68,294 |     | 1,178<br>\$ 40,025 |

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

| AGE      | <u>SERVICE</u>     |                  |                  |                  |                  |                  |                  |                |                | TOTAL              |
|----------|--------------------|------------------|------------------|------------------|------------------|------------------|------------------|----------------|----------------|--------------------|
|          | 0 - 4              | 5 - 9            | 10 - 14          | 15 - 19          | 20 - 24          | 25 - 29          | 30 - 34          | 35 - 39        | 40+            |                    |
| UNDER 25 | 62<br>\$ 21,841    |                  |                  |                  |                  |                  |                  |                |                | 62<br>\$ 21,841    |
| 25 - 29  | 209<br>\$227,831   | 35<br>\$ 29,156  | 1<br>\$ 18,701   |                  |                  |                  |                  |                |                | 245<br>\$ 27,983   |
| 30 - 34  | 227<br>\$ 27,862   | 100<br>\$ 30,718 | 77<br>\$ 33,562  | 1<br>\$ 46,621   |                  |                  |                  |                |                | 405<br>\$ 29,697   |
| 35 - 39  | 197<br>\$ 26,637   | 99<br>\$ 29,401  | 198<br>\$ 34,573 | 86<br>\$ 38,296  | 9<br>\$ 40,581   |                  |                  |                |                | 589<br>\$ 31,685   |
| 40 - 44  | 150<br>\$ 27,640   | 69<br>\$ 29,537  | 131<br>\$ 33,886 | 187<br>\$ 38,711 | 135<br>\$ 41,228 | 9<br>\$ 40,351   |                  |                |                | 681<br>\$ 34,935   |
| 45 - 49  | 107<br>\$ 31,133   | 58<br>\$ 30,013  | 99<br>\$ 34,851  | 129<br>\$ 38,156 | 202<br>\$ 42,951 | 144<br>\$ 42,783 | 5<br>\$ 34,194   |                |                | 744<br>\$ 38,242   |
| 50 - 54  | 67<br>\$ 30,416    | 44<br>\$ 29,398  | 74<br>\$ 34,602  | 77<br>\$ 35,901  | 97<br>\$ 41,184  | 186<br>\$ 46,331 | 56<br>\$ 47,645  |                |                | 601<br>\$ 39,828   |
| 55 - 59  | 36<br>\$ 25,944    | 21<br>\$ 38,539  | 37<br>\$ 34,099  | 43<br>\$ 35,794  | 38<br>\$ 39,604  | 62<br>\$ 42,633  | 40<br>\$ 46,497  | 4<br>\$ 57,996 |                | 281<br>\$ 38,377   |
| 60 - 64  | 9<br>\$ 31,400     | 13<br>\$ 33,344  | 17<br>\$ 34,652  | 20<br>\$ 31,410  | 16<br>\$ 34,078  | 10<br>\$ 44,742  | 13<br>\$ 38,950  | 1<br>\$ 70,324 |                | 99<br>\$ 35,381    |
| OVER 64  | 2<br>\$ 14,812     | 2<br>\$ 21,809   | 6<br>\$ 25,572   | 5<br>\$ 32,412   |                  | 1<br>\$ 34,413   | 1<br>\$ 28,312   |                | 1<br>\$ 31,986 | 18<br>\$ 26,858    |
| TOTAL    | 1,066<br>\$ 27,678 | 441<br>\$ 30,299 | 640<br>\$ 34,223 | 548<br>\$ 37,582 | 497<br>\$ 41,554 | 412<br>\$ 44,336 | 115<br>\$ 45,510 | 5<br>\$ 60,437 | 1<br>\$ 31,986 | 3,725<br>\$ 34,859 |

**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 |
|------------------------------|------------|------------------|------------------------|
| <b>Retired Members</b>       |            |                  |                        |
| 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                 |
| <b>Contingent Annuitants</b> |            |                  |                        |
| 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                  |
| <b>Disabled Annuitants</b>   |            |                  |                        |
| 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 |
|------------------------------|-----------|----------------|------------------------|
| <b>Retired Members</b>       |           |                |                        |
| 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                 |
| <b>Contingent Annuitants</b> |           |                |                        |
| 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                  |
| <b>Disabled Annuitants</b>   |           |                |                        |
| 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 |
|------------------------------|------------|------------------|------------------------|
| <b>Retired Members</b>       |            |                  |                        |
| 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                 |
| <b>Contingent Annuitants</b> |            |                  |                        |
| 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                  |
| <b>Disabled Annuitants</b>   |            |                  |                        |
| 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

**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

**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               |
| <b>TOTAL</b> | <b>1,332</b> | <b>\$ 43,751,756</b> | <b>1,215</b> | <b>\$ 38,948,560</b> |

TABLE 2

**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               |           |                     |
| <b>TOTAL</b> | <b>1,083</b> | <b>\$ 43,389,573</b> | <b>95</b> | <b>\$ 3,760,111</b> |

TABLE 3

**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               |
| <b>TOTAL</b> | <b>1,332</b> | <b>\$ 43,751,756</b> | <b>1,215</b> | <b>\$ 38,948,560</b> |

TABLE 4

**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               |           |                     |
| <b>TOTAL</b> | <b>1,083</b> | <b>\$ 43,389,573</b> | <b>95</b> | <b>\$ 3,760,111</b> |

TABLE 5

**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

**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               |
| <b>TOTAL</b> | <b>789</b> | <b>\$ 10,416,405</b> | <b>549</b> | <b>\$ 5,237,572</b> |

TABLE 6

**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

**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       |         |            |
| <b>TOTAL</b> | 423    | \$ 9,968,154 | 9       | \$ 105,522 |

TABLE 7

**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  |        |           | 1       | \$ 4,269 |
| 35  | 2      | \$ 27,924 |         |          |
| 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

**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               |           |                   |
| <b>TOTAL</b> | <b>130</b> | <b>\$ 1,217,274</b> | <b>81</b> | <b>\$ 646,636</b> |

TABLE 8

**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  |        |           | 1       | \$ 18,415 |
| 35  | 1      | \$ 19,326 |         |           |
| 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

**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               |          |                  |
| <b>Total</b> | <b>140</b> | <b>\$ 2,076,434</b> | <b>8</b> | <b>\$ 83,548</b> |

TABLE 9

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

TABLE 9

**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               |
| <b>TOTAL</b> | <b>20</b> | <b>\$ 89,280</b> | <b>289</b> | <b>\$ 1,288,782</b> |

TABLE 10

**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             |
| <b>TOTAL</b> | <b>2</b> | <b>\$ 7,727</b> | <b>142</b> | <b>\$ 894,062</b> |