

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

**THE SIXTY-FIRST ACTUARIAL VALUATION
JUNE 30, 2003**

Introduction

Presented in this report are the results of the actuarial valuation as of June 30, 2003 for the Employees' Retirement System of the City of Norfolk.

The principal results include:

- The contribution rate for the fiscal year beginning July 1, 2004 which is 14.77%.
- The funded status of the plan determined as of June 30, 2003 based on the accrued liability and the actuarial value of assets which is 93.5%.
- The funded status of the plan determined as of June 30, 2003 based on the accrued liability and the market value of assets which is 92.2%.
- Annual disclosure information as of June 30, 2003 as required by Statement No. 25 of the Governmental Accounting Standards Board.

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 and methods, which are summarized in Table 7, are unchanged from last year's valuation.

Legislative and Administrative Changes

The City has adopted the following changes to the System:

- Retirees and beneficiaries as of December 31, 2001 were granted a permanent 1% supplemental benefit increase effective July, 2003.

The System's benefit and contribution provisions are summarized in Table 8.

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, 2003. Comparable results from the June 30, 2002 valuation are also shown.

Item	June 30, 2003	June 30, 2002
Active Members		
➤ Number	3,815	3,823
➤ Annual Compensation	\$ 152,111,287	\$ 150,674,387
➤ Average Compensation	\$ 39,872	\$ 39,413
Members on Leave of Absence		
➤ Number	51	42
Retirees and Beneficiaries		
➤ Number	2,710	2,646
➤ Annual Retirement Allowances	\$ 38,925,660	\$ 36,427,435
➤ Average Annual Allowance	\$ 14,364	\$ 13,767
Terminated Vested Participants		
➤ Number	778	790
➤ Annual Deferred Allowances	\$ 4,345,413	\$ 4,296,282
➤ Average Annual Allowance	\$ 5,585	\$ 5,438
Contribution Rate (as a Percentage of Payroll)		
➤ Appropriated in Year Beginning	July 1, 2004	July 1, 2003
➤ Normal Rate	13.03%	13.06%
➤ Accrued Liability Rate	<u>1.74</u>	<u>(2.41)</u>
➤ Total	14.77%	10.65%
Actuarial Funded Status (Actuarial Value)		
➤ Accrued Liability	\$ 813,236,467	\$ 784,652,312
➤ Actuarial Value of Assets	<u>(760,502,908)</u>	<u>(798,070,877)</u>
➤ Unfunded (Overfunded) Accrued Liability	\$ 52,733,559	\$ (13,418,565)
➤ Funded Ratio	93.5%	101.7%
Actuarial Funded Status (Market Value)		
➤ Accrued Liability	\$ 813,236,467	\$ 784,652,312
➤ Market Value of Assets	<u>(750,208,923)</u>	<u>(727,376,180)</u>
➤ Unfunded (Overfunded) Accrued Liability	\$ 63,027,544	\$ 57,276,132
➤ Funded Ratio	92.2%	92.7%

Five-Year History of Principal Financial Results

Contribution Rate

The results of the valuation as of June 30, 2003 determine the contribution rate for the year beginning July 1, 2004. The contribution rate for general employees is 9.40%. The contribution rate for firefighters and police is 24.34%. The total composite contribution rate is 14.77% 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, 2004 be based on the above contribution rates.

Reasons for Change in the Rate

The employer contribution rate increased from 10.65% for the fiscal year beginning July 1, 2003 to 14.77% for the fiscal year beginning July 1, 2004, an increase of 4.12 percentage points. The primary reasons for this increase are as follows:

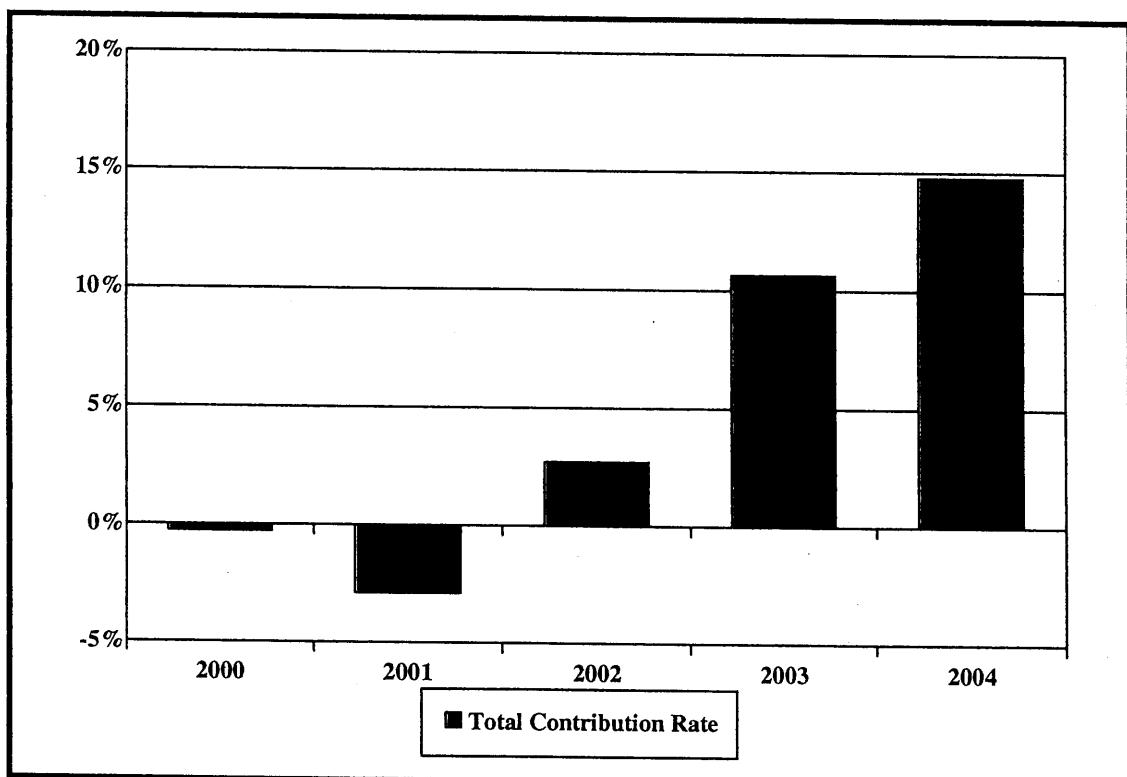
• System amendments (1% COLA)	0.20%
• Investment returns less than assumed rate	5.02
• Other actuarial gains or losses (including impact of increase in payroll on accrued liability rate)	<u>(1.10)</u>
	4.12%

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

Year Beginning July 1	Contribution Rate		
	Normal Cost	Unfunded Accrued Liability	Total
2004	13.03%	1.74%	14.77%
2003	13.06	(2.41)	10.65
2002	13.09	(10.38)	2.71
2001	13.07	(15.96)	(2.89)
2000	13.02	(13.31)	(0.29)

The following chart shows the System's 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 93.5% as of June 30, 2003. The funded ratio is based on an actuarial value of assets of \$760,502,908 and an accrued liability of \$813,236,467.

Reasons for Change in the Funded Ratio

The funded ratio decreased from 101.7% as of June 30, 2002 to 93.5% as of June 30, 2003, a decrease of 8.2 percentage points. The primary reasons for this decrease are:

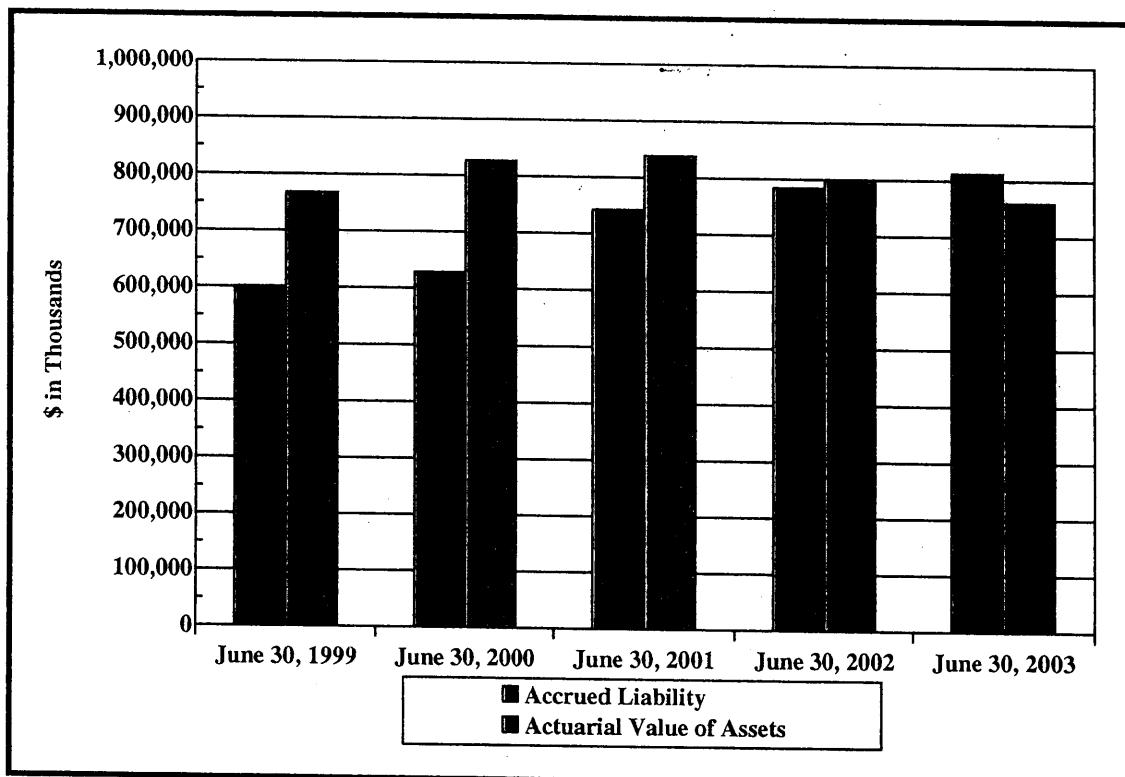
- System amendments (1% COLA) (0.4)%
- Investment returns less than assumed rate (9.4)
- Other actuarial gains or losses 1.9
- Amortization of fund surplus (0.3) (8.2)%

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

Valuation as of June 30	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio
2003	\$ 813,236	\$ 760,503	\$ 52,734	93.5%
2002	784,652	798,071	(13,419)	101.7
2001	742,603	838,074	(95,471)	112.9
2000	628,252	826,439	(198,187)	131.5
1999	601,376	767,766	(166,390)	127.7

The following chart shows the System's 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, 1999 through June 30, 2003 is shown below. The return based on the actuarial value of assets used for determining the annual contribution rate is also shown.

Fiscal Year Ending June 30	Rate of Return Based on	
	Market Value	Actuarial Value
2003	5.4%	(2.5)%
2002	(8.2)	(1.1)
2001	(2.3)	5.4
2000	8.8	11.9
1999	9.9	14.7

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," presented in Table 5, 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 93.5% as of June 30, 2003. The funded ratio is based on an actuarial value of assets of \$760,502,908 and an accrued liability of \$813,236,467.

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.

Schedule of Employer Contributions

The "schedule of employer contributions," presented in Table 6, 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. 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.

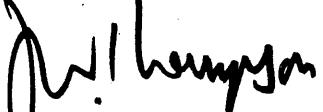
The actuarial assumptions and methods comply with the parameters set forth in GASB No. 25.

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, 2003
- Table 2 — Summary of Market Value of Plan Assets as of June 30, 2003
- Table 3 — Derivation of Actuarial Value of Assets as of June 30, 2003
- 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 — Description of Actuarial Assumptions and Methods
- Table 8 — Summary of Benefit and Contribution Provisions
- Table 9 — Summary of Membership Data as of June 30, 2003
- Exhibit I — Active Membership Data as of June 30, 2003 - Number and Average Annual Salary
- Exhibit II — Retired and Beneficiary Membership Data as of June 30, 2003 – 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 R. Wilkinson
Consulting Actuary

TABLE 1

SUMMARY OF RESULTS OF ACTUARIAL VALUATION
AS OF JUNE 30, 2003

Item	General Employees	Firefighters and Police	Total
Member Data			
1. Number of Members:			
a) Active Members:			
i) Vested	1,863	930	2,793
ii) Non-Vested	<u>760</u>	<u>262</u>	<u>1,022</u>
iii) Total	2,623	1,192	3,815
b) Retirees and Beneficiaries	1,915	795	2,710
c) Terminated Members Entitled to Deferred Vested Allowances:			
i) Lake Taylor City Hospital Employees	149	0	149
ii) Other	<u>513</u>	<u>116</u>	<u>629</u>
iii) Total	662	116	778
d) Members on Leave of Absence:			
i) Vested	14	20	34
ii) Non-Vested	<u>7</u>	<u>10</u>	<u>17</u>
iii) Total	21	30	51
2. Annual Compensation	\$ 97,400,460	\$ 54,710,827	\$152,111,287
3. Annual Retirement Allowances	22,574,048	16,351,612	38,925,660
4. Annual Deferred Allowances	3,616,219	729,194	4,345,413

TABLE 1

SUMMARY OF RESULTS OF ACTUARIAL VALUATION
AS OF JUNE 30, 2003

(Continued)

Item	General Employees	Firefighters and Police	Total
Valuation Results			
5. Accrued Liability:			
a) Active Members:			
i) Service and Vesting Pensions	\$ 202,787,413	\$ 183,310,648	\$386,098,061
ii) Disability Pensions	9,343,606	15,083,104	24,426,710
iii) Death in Service Pensions	<u>2,556,821</u>	<u>2,844,354</u>	<u>5,401,175</u>
iv) Total	\$ 214,687,840	\$201,238,106	\$415,925,946
b) Retirees and Beneficiaries	209,794,473	163,433,191	373,227,664
c) Terminated Vested Members	<u>20,239,755</u>	<u>3,843,102</u>	<u>24,082,857</u>
d) Total	\$ 444,722,068	\$368,514,399	\$813,236,467
6. Actuarial Value of Assets	428,840,994	331,661,914	760,502,908
7. Unfunded Accrued Liability (Surplus) (5d) - (6)	15,881,074	36,852,485	52,733,559
8. Annual Payroll	97,400,460	54,710,827	152,111,287
9. Contribution Rate for Year Beginning July 1, 2004			
a) Normal	11.68%	15.43%	13.03%
b) Accrued Liability	(2.28)%	8.91%	1.74%
c) Total	9.40%	24.34%	14.77%

TABLE 2**SUMMARY OF MARKET VALUE OF PLAN ASSETS
AS OF JUNE 30, 2003**

1. Market Value of Assets as of June 30, 2002 (Includes contribution receivable of 4,343,124 paid in year ended June 30, 2003)	\$ 731,719,304
2. Disbursements During Year Ended June 30, 2003	36,861,198
3. Investment Return During Year Ended June 30, 2003	
(a) Interest and Dividend Income	\$ 17,149,834
(b) Realized Appreciation (Depreciation)	(19,860,466)
(c) Unrealized Appreciation (Depreciation)	44,051,310
(d) Expenses	<u>(3,036,785)</u>
(e) Net Investment Return (a) + (b) + (c) + (d)	\$ 38,303,893
4. Market Value of Assets as of June 30, 2003 Without Contribution Receivable: (1) - (2) + (3)	733,161,999
5. Contribution Receivable as of June 30, 2003 (Payable in year ending June 30, 2004)	17,046,924
6. Market Value of Assets as of June 30, 2003 Including Contribution Receivable: (4) + (5)	750,208,923
7. Rate of Return on Market Value (reduced for expenses)	5.4%
Asset Allocation	
1. Annuity Savings Account	\$ 341,925
2. Pension Accumulation Account	<u>749,866,998</u>
3. Total	\$ 750,208,923

TABLE 3**DERIVATION OF ACTUARIAL VALUE
OF ASSETS AS OF JUNE 30, 2003**

1. Market Value of Assets as of June 30, 2003			\$ 750,208,923
2. Determination of Deferred Gain (Loss)			
<u>Fiscal</u>	<u>Realized and</u>	<u>Portion</u>	
<u>Year Ending</u>	<u>Unrealized Appreciation</u>	<u>Deferred</u>	<u>Deferred Amount</u>
June 30, 2003	24,190,844	66-2/3%	\$ 16,127,229
June 30, 2002	(79,263,643)	33-1/2%	<u>(26,421,214)</u>
Total			\$ (10,293,985)
3. Actuarial Value of Assets (1) - (2)			\$ 760,502,908
4. Rate of Return on Actuarial Value			-2.5 %

Allocation of Actuarial Value of Assets

1. General Employees	\$ 428,840,994
2. Firefighters and Police	<u>331,661,914</u>
3. Total	\$ 760,502,908

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

1. Unfunded (Overfunded) Accrued Liability at June 30, 2002	\$ (13,418,565)
2. Interest at 7½%	(1,006,392)
3. Reduction in Overfunded Position Due to Amortization Credit	<u>3,102,824</u>
4. Expected Unfunded (Overfunded) Accrued Liability at June 30, 2003	\$ (11,322,133)
5. Actual Unfunded (Overfunded) Accrued Liability at June 30, 2003	52,733,559
6. Increase (Decrease) in Unfunded Position from Expected (5) - (4)	\$ 64,055,692
7. Reasons for Increase (Decrease): - System Amendments - Experience (Gains) Losses	\$ 3,165,844
(i) Loss from Investment Return on Actuarial Value of Assets	\$ 77,783,002
(ii) Gain from Salary Increases Less Than Expected	(10,038,677)
(iii) Net Gain from Other Liability Sources	<u>(6,854,477)</u>
- Total	<u>60,889,848</u>
	\$ 64,055,692

TABLE 5

SCHEDULE OF FUNDING PROGRESS
GASB STATEMENT NO. 25 DISCLOSURE

Valuation as of June 30	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Accrued Liability as a Percentage of Covered Payroll
2003	\$ 760,502,908	\$ 813,236,467	\$ 52,733,559	93.5%	\$ 152,111,287	34.7%
2002	798,070,877	784,652,312	(13,418,565)	101.7	150,674,387	(8.9)
2001	838,073,790	742,603,474	(95,470,316)	112.9	144,155,739	(66.2)
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)

TABLE 6

SCHEDULE OF EMPLOYER CONTRIBUTIONS
GASB STATEMENT NO. 25 DISCLOSURE

Year Ended June 30	Annual Required Contribution	Percentage Contributed
2003	\$ 17,046,924	100%
2002	4,343,124	100%
2001	0	100%
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%

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, 2002 was accrued and payable for the fiscal year ending June 30, 2003). Additional information as of the latest actuarial valuation is as follows:

Valuation Date: June 30, 2003
 Actuarial Cost Method: Projected Unit Credit
 Amortization Method: Level dollar closed
 Remaining Amortization Periods: 8-20 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**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, 2001).

GENERAL EMPLOYEES:

Age	Withdrawal	Disability		Death	
		Male	Female	Male	Female
20	20.35%	0.13%	0.09%	0.09%	0.03%
25	17.37	0.15	0.11	0.11	0.03
30	9.27	0.18	0.12	0.10	0.04
35	6.81	0.29	0.20	0.11	0.05
40	5.60	0.44	0.30	0.16	0.07
45	3.91	0.68	0.47	0.24	0.10
50	2.51	1.01	0.69	0.35	0.16
54	1.45	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
40	10.00%	
45	10.00	25.00%
50	10.00	30.00
53	5.00	35.00
55	5.00	35.00
56	5.00	35.00
57	5.00	35.00
58	5.00	35.00
59		30.00
60		30.00
61		30.00
62		30.00
63		25.00
64		25.00
65		25.00
66		20.00
67		20.00
68		15.00
69		15.00
70		100.00

TABLE 7

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
 (Continued)

FIREFIGHTERS AND POLICE:

Age	Withdrawal	Disability		Death	
		Accidental	Ordinary	Male	Female
20	11.90%	0.03%	0.04%	0.09%	0.03%
25	7.57	0.05	0.06	0.11	0.03
30	3.43	0.07	0.09	0.10	0.04
35	1.76	0.10	0.12	0.11	0.05
40	0.95	0.25	0.18	0.16	0.07
45	0.34	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	5.00%	25.00%
45	5.00	25.00
48	3.00	25.00
50	3.00	25.00
51		25.00
52		25.00
53		20.00
54		20.00
55		20.00
56		20.00
57		20.00
58		20.00
59		20.00
60		20.00
61		20.00
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 7

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 one year for members and two years for beneficiaries. Special mortality tables are used for disability retirements. (Adopted as of June 30, 2001.)

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, assumption 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 7

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(Continued)

DATA

CENSUS AND ASSETS: The valuation was based on members of the System as of June 30, 2003 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 8

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. City Council members on or after July 1, 2001 are classified as members of Firefighters and Police.

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

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.

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.

For firefighters, police officers and paramedics, the pension earned is 2.5% of average final compensation for each year of creditable service up to a maximum of 65% of average final compensation.

TABLE 8**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

Employees Hired on or
After July 1, 1980

1.75% of average final compensation for each year of creditable service up to a maximum of 35 years for general employees.

For firefighters, police officers and paramedics, the pension earned is 2.5% of average final compensation for each year of creditable service up to a maximum of 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.

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.

TABLE 8

SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS (Continued)

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.
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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

Ordinary Death Benefit

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 early service 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. If the

TABLE 8**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

member was eligible for early or normal service retirement, the spouse's benefit is equal one-half of the retirement allowance that would have been payable to the member had the member retired and immediately commenced payment. If the member was not eligible for early or normal service retirement, the spouse's benefit is 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.

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 8**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 8

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 9

SUMMARY OF MEMBERSHIP DATA AS OF JUNE 30, 2003
ACTIVE MEMBERS

Item	Total
Number of Members	
- General Employees	2,623
- Firefighters and Police	<u>1,192</u>
- Total	3,815
Annual Compensation	
- General Employees	\$ 97,400,460
- Firefighters and Police	<u>54,710,827</u>
- Total	\$ 152,111,287
Average Age	
- General Employees	45.8
- Firefighters and Police	<u>40.3</u>
- Total	44.1
Average Service	
- General Employees	12.3
- Firefighters and Police	<u>14.2</u>
- Total	12.9

Notes:

(1) Included in active members data are 21 members of the General Employees group and 30 members of the Firefighters and Police group who are on leaves of absence without pay.

TABLE 9

SUMMARY OF MEMBERSHIP DATA AS OF JUNE 30, 2003
 (Continued)

RETIREES AND BENEFICIARIES

Item	Number	Annual Annuities	Average Annuities
Retired Members			
- General Employees	1,388	\$ 18,763,018	\$ 13,518
- Firefighters and Police	<u>497</u>	<u>12,763,376</u>	<u>25,681</u>
- Sub-Total	1,885	\$ 35,526,394	\$ 16,725
Contingent Annuitants			
- General Employees	309	\$ 1,565,739	\$ 5,067
- Firefighters and Police	<u>154</u>	<u>1,119,296</u>	<u>7,268</u>
- Sub-Total	463	\$ 2,685,035	\$ 5,799
Disabled Annuitants			
- General Employees	218	\$ 2,245,291	\$ 10,300
- Firefighters and Police	<u>144</u>	<u>2,468,940</u>	<u>17,145</u>
- Sub-Total	362	\$ 4,714,231	\$ 13,023
Total			
- General Employees	1,915	\$ 22,574,048	\$ 11,788
- Firefighters and Police	<u>795</u>	<u>16,351,612</u>	<u>20,568</u>
- Grand Total	2,710	\$ 38,925,660	\$ 14,364

EXHIBIT I**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL SALARY****GENERAL EMPLOYEES**

AGE	SERVICE									TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
UNDER 25	43									43 \$23,807
25-29	115	6								121 \$28,276
30-34	149	45	16							210 \$32,834
35-39	137	71	40	36	1					285 \$32,286
40-44	143	93	66	92	45					439 \$33,745
45-49	110	94	54	94	111	59	6			528 \$37,826
50-54	63	67	47	62	101	106	51	2		499 \$42,946
55-59	41	39	34	49	48	63	45	8		327 \$43,049
60-64	19	16	16	28	22	21	16	2		140 \$38,959
OVER 65	4	6	4	6	5	4	1		1	31 \$35,840
TOTAL	824	437	277	367	333	253	119	12	1	2,623 \$37,133

EXHIBIT I**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003****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	36									36 \$31,648
25-29	91	27								118 \$34,969
30-34	91	101	11							203 \$36,533
35-39	31	57	76	45						209 \$42,173
40-44	11	24	41	83	63					222 \$47,774
45-49	2	8	15	34	84	41	1			185 \$53,747
50-54		4	1	10	20	83	32			150 \$57,427
55-59		2	3	1	5	13	31	10		65 \$57,801
60-64							1	3		4 \$73,671
OVER 65										
TOTAL	262	223	147	173	172	137	65	13		1,192 \$45,898

EXHIBIT I

ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003

NUMBER AND AVERAGE ANNUAL SALARY
(Continued)

TOTAL

AGE	SERVICE										TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
UNDER 25	79										79
	\$27,380										\$27,380
25-29	206	33									239
	\$31,088	\$34,656									\$31,581
30-34	240	146	27								413
	\$33,184	\$37,007	\$34,975								\$34,652
35-39	168	128	116	81	1						494
	\$31,092	\$35,554	\$40,969	\$42,593	\$38,921						\$36,469
40-44	154	117	107	175	108						661
	\$29,681	\$33,419	\$38,277	\$43,014	\$49,222						\$38,457
45-49	112	102	69	128	195	100	7				713
	\$32,504	\$34,090	\$39,133	\$41,562	\$48,290	\$50,573	\$43,348				\$41,957
50-54	63	71	48	72	121	189	83	2			649
	\$37,327	\$36,574	\$40,064	\$42,266	\$45,929	\$53,719	\$52,529	\$29,824			\$46,293
55-59	41	41	37	50	53	76	76	18			392
	\$41,062	\$38,974	\$39,722	\$41,179	\$41,522	\$48,933	\$54,394	\$53,915			\$45,495
60-64	19	16	16	28	22	21	17	5			144
	\$38,286	\$28,949	\$37,602	\$39,021	\$37,176	\$46,465	\$42,161	\$70,738			\$39,923
OVER 65	4	6	4	6	5	4	1				31
	\$24,912	\$21,991	\$36,551	\$37,729	\$34,824	\$62,583	\$44,258				\$35,840
TOTAL	1,086	660	424	540	505	390	184	25	1		3,815
	\$32,070	\$35,264	\$39,229	\$42,071	\$46,577	\$51,680	\$51,947	\$55,352	\$38,163		\$39,872

EXHIBIT II**RETIRED AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL BENEFIT****GENERAL EMPLOYEES**

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	196	\$ 4,043,895	\$ 20,632
60 - 64	233	3,652,464	15,676
65 - 69	235	3,366,117	14,324
70 - 74	244	2,956,201	12,116
75 - 79	215	2,469,458	11,486
Over 79	<u>265</u>	<u>2,274,883</u>	<u>8,584</u>
Total	1,388	\$ 18,763,018	\$ 13,518
Contingent Annuitants			
Under 60	38	\$ 215,271	\$ 5,665
60 - 64	28	165,853	5,923
65 - 69	34	235,119	6,915
70 - 74	57	359,673	6,310
75 - 79	55	232,419	4,226
Over 79	<u>97</u>	<u>357,404</u>	<u>3,685</u>
Total	309	\$ 1,565,739	\$ 5,067
Disabled Annuitants			
Under 60	115	\$ 1,315,372	\$ 11,438
60 - 64	44	542,625	12,332
65 - 69	24	205,902	8,579
70 - 74	15	98,676	6,578
75 - 79	11	50,377	4,580
Over 79	<u>9</u>	<u>32,339</u>	<u>3,593</u>
Total	218	\$ 2,245,291	\$ 10,300

EXHIBIT II**RETIRED AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL BENEFIT
(Continued)****FIREFIGHTERS AND POLICE**

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	211	\$ 5,289,639	\$ 25,069
60 - 64	85	2,629,307	30,933
65 - 69	75	2,104,320	28,058
70 - 74	56	1,315,386	23,489
75 - 79	46	1,052,478	22,880
Over 79	<u>24</u>	<u>372,246</u>	<u>15,510</u>
Total	497	\$ 12,763,376	\$ 25,681
Contingent Annuitants			
Under 60	25	\$ 264,250	\$ 10,570
60 - 64	18	142,495	7,916
65 - 69	16	139,043	8,690
70 - 74	16	122,946	7,684
75 - 79	31	197,239	6,363
Over 79	<u>48</u>	<u>253,323</u>	<u>5,278</u>
Total	154	\$ 1,119,296	\$ 7,268
Disabled Annuitants			
Under 60	66	\$ 1,259,839	\$ 19,088
60 - 64	21	433,270	20,632
65 - 69	20	307,985	15,399
70 - 74	15	215,363	14,358
75 - 79	13	155,103	11,931
Over 79	<u>9</u>	<u>97,380</u>	<u>10,820</u>
Total	144	\$ 2,468,940	\$ 17,145

EXHIBIT II

**RETIRED AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003**

**NUMBER AND AVERAGE ANNUAL BENEFIT
(Continued)**

TOTAL ALL GROUPS

Age Last Birthday	Number	Annual Benefit	Average Annual Benefit
Retired Members			
Under 60	407	\$ 9,333,534	\$ 22,933
60 - 64	318	6,281,771	19,754
65 - 69	310	5,470,437	17,647
70 - 74	300	4,271,587	14,239
75 - 79	261	3,521,936	13,494
Over 79	<u>289</u>	<u>2,647,129</u>	<u>9,160</u>
Total	1,885	\$ 31,526,394	\$ 16,725
Contingent Annuitants			
Under 60	63	\$ 479,521	\$ 7,611
60 - 64	46	308,348	6,703
65 - 69	50	374,162	7,483
70 - 74	73	482,619	6,611
75 - 79	86	429,658	4,996
Over 79	<u>145</u>	<u>610,727</u>	<u>4,212</u>
Total	463	\$ 2,685,035	\$ 5,799
Disabled Annuitants			
Under 60	181	\$ 2,575,211	\$ 14,228
60 - 64	65	975,895	15,014
65 - 69	44	513,887	11,679
70 - 74	30	314,039	10,468
75 - 79	24	205,480	8,562
Over 79	<u>18</u>	<u>129,719</u>	<u>7,207</u>
Total	362	\$ 4,714,231	\$ 13,023

EXHIBIT III**DETAILED TABULATIONS OF DATA**

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EXHIBIT III

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TABLE 1

THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2003

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
19	1	\$ 17,495		
20	2	42,509		
21	5	95,308		
22	2	53,827	3	\$ 69,458
23	10	250,637	7	171,454
24	6	157,407	7	165,615
25	15	361,104	9	216,562
26	4	109,740	7	206,365
27	13	357,817	12	319,659
28	8	223,134	19	630,024
29	16	439,918	18	557,117
30	21	599,961	11	385,045
31	18	592,970	20	680,162
32	26	748,725	22	715,808
33	22	827,853	23	833,419
34	23	717,650	24	793,651
35	20	534,291	23	681,451
36	20	661,107	26	881,166
37	28	932,189	26	904,181
38	33	1,138,725	34	1,023,419
39	36	1,240,309	39	1,204,703
40	42	1,328,572	30	1,088,359
41	56	1,911,376	41	1,281,581
42	58	2,016,390	33	1,068,272
43	54	1,857,219	48	1,705,629
44	45	1,482,550	32	1,074,190
45	54	1,861,640	42	1,527,032
46	58	2,171,507	51	1,912,223
47	52	2,065,524	46	1,683,820
48	61	2,355,288	50	1,864,725
49	71	2,867,840	43	1,662,349
50	59	2,649,139	63	2,748,436
51	44	1,910,475	49	2,046,404
52	41	1,719,567	55	2,230,040
53	55	2,535,617	47	1,992,143
54	44	1,800,311	42	1,798,081
55	42	1,954,102	43	1,802,943
56	51	2,196,570	31	1,212,769
57	26	994,737	31	1,217,038
58	28	1,435,721	27	1,152,053

EXHIBIT III

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TABLE 1

THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2003

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
59	21	\$ 1,022,908	27	\$ 1,088,153
60	24	1,021,672	20	749,409
61	26	1,053,706	14	482,529
62	18	784,480	11	370,632
63	10	366,688	7	260,973
64	3	114,942	7	249,161
65	5	257,956	4	92,451
66	1	134,846	1	30,965
67	3	86,237	6	185,415
68	2	54,686	1	24,138
69	1	42,125	1	35,033
70	1	28,838	1	38,163
71			1	24,723
72			1	16,378
73	1	29,670	1	29,416
TOTAL	1,386	\$ 52,215,575	1,237	\$ 45,184,885

EXHIBIT III

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TABLE 2

THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY AGE
AS OF JUNE 30, 2003

FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
20	1	\$ 29,273		
21	5	155,049		
22	6	184,002	1	\$ 21,915
23	8	244,640	2	71,959
24	11	366,236	2	66,243
25	12	411,022	4	137,395
26	15	529,555	2	65,739
27	17	565,274	3	95,012
28	33	1,176,925	3	104,296
29	26	946,451	3	94,679
30	35	1,229,422	7	242,012
31	34	1,239,984	2	66,408
32	42	1,578,912	2	66,243
33	33	1,207,548	3	112,683
34	43	1,600,030	2	72,932
35	37	1,449,782		
36	38	1,604,073	3	103,133
37	36	1,483,109	6	242,004
38	33	1,351,997	3	121,973
39	52	2,408,979	1	49,044
40	41	1,913,967	4	191,792
41	46	2,170,911	3	127,895
42	38	1,759,627	2	102,167
43	34	1,637,845	6	334,183
44	42	2,067,326	6	300,082
45	34	1,692,731	6	316,570
46	32	1,705,481	3	168,339
47	39	2,157,196	8	411,619
48	30	1,630,990	4	240,523
49	27	1,506,331	2	113,451
50	29	1,608,594		
51	30	1,768,788	5	289,127
52	25	1,374,844	2	111,402
53	25	1,514,375	2	111,383
54	31	1,783,599	1	52,000
55	18	973,378		
56	17	1,080,947	1	52,815
57	16	931,596		
58	5	269,770		
59	7	382,101	1	66,464
60	3	208,200		
61	1	86,485		
TOTAL	1,087	\$ 49,987,345	105	\$ 4,723,482

EXHIBIT III

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TABLE 3

THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY
YEARS OF SERVICE AS OF JUNE 30, 2003

GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	92	\$ 2,689,981	63	2,221,880
1	115	3,295,971	116	3,417,067
2	97	3,265,681	95	2,927,993
3	70	2,312,235	63	1,945,899
4	52	1,643,192	61	2,213,246
5	61	2,185,037	52	1,814,810
6	55	1,996,017	70	2,023,889
7	50	1,731,809	44	1,467,486
8	35	1,180,908	26	1,004,257
9	29	1,081,217	15	471,038
10	37	1,145,336	29	943,462
11	18	633,155	14	577,569
12	30	1,096,469	19	651,315
13	45	1,878,527	34	1,230,689
14	33	1,323,343	18	687,133
15	29	1,234,689	35	1,241,508
16	55	2,097,616	34	1,224,983
17	48	1,881,204	29	1,054,990
18	31	1,351,480	30	1,120,264
19	44	1,805,905	32	1,235,392
20	26	1,006,349	17	695,722
21	42	1,806,861	45	1,833,296
22	39	1,597,965	36	1,488,191
23	26	1,179,874	44	1,927,657
24	31	1,341,456	27	1,106,744
25	28	1,265,267	22	926,157
26	19	816,840	14	705,478
27	19	971,126	22	922,246
28	29	1,651,840	31	1,488,606
29	32	1,391,378	37	1,768,733
30	29	1,558,329	19	831,635
31	14	634,166	13	564,629
32	15	688,595	6	306,826
33	2	80,569	10	486,668
34	2	83,321	9	441,380
35	3	157,126	5	177,884
37	3	120,562		
38	1	34,179	1	38,163
TOTAL	1,386	\$ 52,215,575	1,237	\$ 45,184,885

EXHIBIT III

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TABLE 4

THE NUMBER AND ANNUAL COMPENSATION
OF MEMBERS DISTRIBUTED BY
YEARS OF SERVICE AS OF JUNE 30, 2003

FIREFIGHTERS AND POLICE

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	68	\$ 2,105,384	9	\$ 269,730
1	41	1,363,921	7	227,439
2	54	1,916,289	9	312,200
3	37	1,349,071	5	183,842
4	31	1,132,957	1	34,279
5	34	1,260,606	2	72,932
6	88	3,248,183	8	274,020
7	36	1,315,774	2	68,505
8	30	1,168,308	1	37,882
9	21	831,270	1	40,595
10	25	1,083,089		
11	20	823,947		
12	29	1,244,222	2	90,523
13	25	1,114,094		
14	41	1,879,319	5	230,923
15	32	1,501,481	4	143,527
16	26	1,233,573	7	347,082
17	41	1,984,645	4	210,064
18	20	978,631	1	52,000
19	36	1,916,390	2	103,054
20	30	1,612,798	7	386,969
21	25	1,374,029	8	466,558
22	21	1,105,985	4	215,722
23	33	1,826,814	7	389,135
24	32	1,865,090	5	294,294
25	28	1,655,566	1	72,582
26	14	846,816	1	52,815
27	44	2,651,397		
28	20	1,198,840	2	146,810
29	27	1,622,679		
30	21	1,191,647		
31	11	664,863		
32	13	776,391		
33	12	780,598		
34	8	468,624		
35	11	752,062		
36	1	67,608		
37	1	74,384		
TOTAL	1,087	\$ 49,987,345	105	\$ 4,723,482

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TABLE 5

**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**SERVICE RETIREMENTS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
45	1	\$ 15,778		
46	2	29,456	3	\$ 52,274
48	1	17,351	1	18,036
49	2	28,324	3	53,775
50	3	66,857	8	134,252
51	5	106,008	4	84,565
52	4	82,786	7	120,551
53	5	110,116	11	224,934
54	7	147,195	10	218,675
55	13	228,775	12	246,779
56	7	173,931	12	275,270
57	17	329,208	10	200,280
58	15	346,401	17	364,427
59	10	217,533	6	150,358
60	22	462,926	28	370,387
61	24	484,605	17	149,300
62	27	443,968	21	305,537
63	22	371,110	25	341,467
64	29	465,955	18	257,209
65	25	430,984	30	368,643
66	31	524,351	17	211,848
67	30	499,127	19	188,387
68	28	461,915	13	123,266
69	27	417,857	15	139,739
70	22	399,025	19	211,612
71	33	507,029	23	190,151
72	26	360,145	19	124,379
73	33	447,051	15	125,372
74	33	414,620	21	176,817
75	22	456,770	17	128,085
76	35	409,192	26	214,384
77	26	273,621	13	91,503
78	16	282,443	20	142,651
79	21	248,808	19	222,001
80	25	241,537	14	150,723
81	16	120,670	19	152,980
82	19	221,436	16	135,888
83	11	170,838	9	66,212
84	17	101,621	11	102,170
85	11	185,729	15	91,495
86	12	100,401	9	70,724
87	5	25,067	9	64,346

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TABLE 5

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**SERVICE RETIREMENTS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
88	5	\$ 37,588	2	\$ 5,981
89	3	16,982	7	34,638
90	5	40,603	6	37,140
91	3	30,095	7	28,622
92	2	10,678	1	2,848
93	2	13,132	1	5,380
95	1	1,234	1	5,862
98			1	2,263
TOTAL	761	\$ 11,578,832	627	\$ 7,184,186

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TABLE 6

THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003

SERVICE RETIREMENTS
FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
42	1	\$ 14,356	1	\$ 17,348
44	1	18,748		
45	1	32,479		
46	4	110,589		
47	4	107,824		
48	8	231,071		
49	4	96,230	1	23,226
50	5	134,376	1	20,642
51	11	298,100		
52	8	220,500		
53	12	343,806		
54	14	376,589		
55	24	521,001		
56	41	991,088	1	29,664
57	19	492,779		
58	29	688,190		
59	21	521,033		
60	18	555,615		
61	19	607,527		
62	19	521,688		
63	12	369,596		
64	17	574,881		
65	18	513,010		
66	18	538,021		
67	14	370,861		
68	17	459,954		
69	8	222,474		
70	12	321,240		
71	9	204,594		
72	11	311,350		
73	7	134,372		
74	17	343,830		
75	9	231,512		
76	12	312,054		
77	13	281,499		
78	6	117,832		
79	6	109,581		
80	1	21,715		
81	4	57,884	1	6,587
82	6	140,646		
83	3	45,964		
84	1	21,437		

EXHIBIT III

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TABLE 6

**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**SERVICE RETIREMENTS
FIREFIGHTERS AND POLICE**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
85	1	\$ 10,599	1	\$ 13,775
86	1	2,597		
87	2	23,262		
88	1	8,362		
90	1	13,516		
105	1	5,902		
TOTAL	491	\$ 12,652,134	6	\$ 111,242

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TABLE 7

**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**DISABILITY RETIREMENTS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
28	1	\$ 15,546		
33	1	15,542		
34	1	14,685		
35	1	15,590	1	\$ 4,530
38	2	29,631	1	8,834
39	2	12,395	1	12,755
40	2	37,129	1	5,663
41	2	33,416		
42	1	6,628		
43	4	46,031	1	10,090
44			1	10,762
45	3	29,932		
46	1	17,251	1	5,013
47	10	104,837	2	16,525
48	3	36,693	1	13,881
49	8	93,164		
50	1	4,790	2	11,227
51	1	5,872	2	26,440
52	4	60,283	2	34,629
53	5	58,830	1	20,979
54	3	17,619	5	72,468
55	4	48,708	1	19,642
56	7	80,110	3	32,819
57	8	87,238	1	4,503
58	4	45,299	1	2,903
59	6	65,982	2	18,508
60	7	100,628	4	46,555
61	6	78,677	3	35,561
62			5	77,505
63	8	83,731	4	56,882
64	4	33,069	3	30,017
65	2	19,498	2	32,681
66	3	26,436	4	27,223
67	3	29,571	2	23,371
68	2	16,001	2	6,506
69	3	17,291	1	7,324
70	2	21,594	1	5,210
71	3	27,073	1	9,236
72	4	23,647		
73	2	9,119	1	2,325
74			1	472

EXHIBIT III

TABLE 7

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**DISABILITY RETIREMENTS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
75	1	3,344	1	7,978
76		\$	2	4,876
77	1	5,540	3	14,734
78	1	4,632	1	7,017
79			1	2,256
80	1	3,141	2	2,986
81	1	5,670	1	2,328
82	1	8,278		
90			2	6,826
92			1	3,110
TOTAL	140	\$ 1,500,141	78	\$ 745,150

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TABLE 8

THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003

DISABILITY RETIREMENTS
FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
35			1	\$ 18,968
37	1	\$ 22,717	1	36,000
38	1	19,906		
39	1	23,295		
40	2	46,235		
41	3	47,589		
43	2	49,186	1	28,353
45	1	20,702	1	23,184
46	2	27,764		
47	2	16,916	1	21,760
48	2	49,308		
49	1	22,678	1	28,935
50	4	90,313	1	8,830
51	3	54,612	1	11,178
52	4	53,391		
53	7	156,065	1	6,839
54	3	54,742		
55	4	98,117		
56	2	17,179	1	12,441
57	3	69,514		
58	4	57,614		
59	4	65,508		
60	5	81,888		
61	1	31,540		
62	4	80,741		
63	4	112,400		
64	7	126,701		
65	6	89,678		
66	5	98,428		
67	5	65,603		
68	3	27,074		
69	1	27,202		
70	3	38,838		
71	4	71,685		
72	1	8,357		
73	3	52,886		
74	4	43,597		
75	4	51,767		
77	4	53,437		
78	3	22,486		
79	2	27,413		

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TABLE 8

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**DISABILITY RETIREMENTS
FIREFIGHTERS AND POLICE**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
80	2	\$ 31,353		
81	1	3,607		
82	2	16,972		
83	3	38,974		
88	1	6,474		
TOTAL	134	\$ 2,272,452	10	\$ 196,488

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TABLE 9

**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**BENEFICIARIES OF DECEASED MEMBERS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
44			1	\$ 6,042
45			2	8,714
47			1	4,235
48	1	\$ 3,457	2	7,075
49			3	20,693
50			3	13,477
51			2	24,250
52			1	7,578
53	1	4,601	5	23,929
54	1	6,460	1	2,688
55			2	8,081
56			2	10,129
57			2	22,766
58			1	5,356
59	1	6,989	6	28,751
60	1	3,117	3	28,863
61			9	54,171
62			5	31,066
63			4	24,649
64	1	4,268	5	19,719
65	1	3,241	2	9,831
66	1	11,112	6	25,947
67			7	78,611
68			7	47,367
69	2	15,163	8	43,847
70	1	7,366	11	77,273
71	2	3,755	6	32,989
72	1	5,184	10	74,136
73			14	70,165
74	2	16,293	10	72,512
75	1	7,390	12	54,404
76			11	60,823
77			13	49,653
78	2	5,349	5	18,714
79			11	36,086
80	1	1,559	12	44,336
81			17	64,866
82			12	49,788
83	1	2,553	8	37,108
84			6	12,503
85			7	18,249
86			4	17,911

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TABLE 9

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**BENEFICIARIES OF DECEASED MEMBERS
GENERAL EMPLOYEES**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
87			7	\$ 33,850
88	1	\$ 2,922	3	12,238
89	1	8,424	5	13,784
90			1	4,635
91			1	3,016
92			4	16,457
93	1	1,953	1	1,490
94	1	1,471	1	1,981
97			1	2,787
100			1	3,523
TOTAL	25	\$ 122,627	284	\$ 1,443,112

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TABLE 10

THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003

BENEFICIARIES OF DECEASED MEMBERS
FIREFIGHTERS AND POLICE

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
17			1	\$ 10,785
33			1	15,090
43			1	16,991
48			1	22,757
51			2	17,194
52	1	\$ 3,938	3	35,709
53			2	21,214
54	1	4,221	5	49,182
56			3	19,812
58			3	37,718
59			1	9,639
60			3	17,028
61			4	29,756
62			3	36,577
63			4	46,811
64			4	12,323
65			1	11,937
66			5	27,287
67			3	25,986
68			3	22,972
69			4	50,861
70			1	3,147
71	1	9,469	2	13,284
72			4	29,535
73			6	57,966
74			2	9,545
75			7	51,296
76			6	31,315
77			7	49,701
78			6	37,917
79			5	27,010
80			4	30,983
81			5	38,021
82	1	6,974	7	45,694
83			4	15,665
84			5	26,912
85			4	20,617
86			6	20,698
87			3	12,262
88			3	7,763
89			1	6,557

EXHIBIT III
TABLE 10

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**THE NUMBER AND ANNUAL RETIREMENT
ALLOWANCES OF BENEFICIARIES
DISTRIBUTED BY AGE AS OF JUNE 30, 2003**

**BENEFICIARIES OF DECEASED MEMBERS
FIREFIGHTERS AND POLICE**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
90			2	12,159
93			1	4,299
95			1	3,209
97			1	1,510
TOTAL	4	\$ 24,602	150	\$ 1,094,694