



# Cavanaugh Macdonald

CONSULTING, LLC

*The experience and dedication you deserve*

May 17, 2011

Ms. Pam Spaccarotella  
Finance Director  
City of Omaha  
1819 Farnam Street  
Omaha, NE 68183

**RE: Actuarial Valuation as of January 1, 2011**

Dear Pam:

Enclosed are 12 copies of the written report of our actuarial valuation as of January 1, 2011 for the 2011 plan year for the City of Omaha Public Employees' Retirement System. The actuarial required contribution (ARC) for the City is \$14.6 million for the 2011 plan year.

Please call if you have any questions.

Sincerely,

Patrice A. Beckham, FSA, EA, FCA, MAAA  
Consulting Actuary

Enclosures

S: Omaha Civilians/2011 Valuation Report

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**Cavanaugh Macdonald**  
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# **The City of Omaha Employees' Retirement System**

## **Actuarial Valuation as of January 1, 2011**





# Cavanaugh Macdonald

CONSULTING, LLC

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May 17, 2011

Board of Trustees  
City of Omaha Employees' Retirement System  
1819 Farnam Street  
Omaha, NE 68183

**RE: January 1, 2011 Actuarial Valuation**

Members of the Board:

In accordance with your request, we have completed an Actuarial Valuation of the City of Omaha Employees' Retirement System as of January 1, 2011 for the plan year ending December 31, 2011. The major findings of the valuation are contained in this report. The plan provisions and assumptions are the same as the prior valuation.

This is the first valuation prepared by Cavanaugh Macdonald Consulting, LLC (CMC). As part of our transition work, we replicated the January 1, 2010 actuarial valuation. Results were well within acceptable limits, but there were differences in the key valuation results. The normal cost rate determined by CMC was 13.72% versus 14.13% by Milliman. The unfunded actuarial liability, calculated by CMC, was very close (0.30% or \$1.2 million) to that shown in the January 1, 2010 actuarial valuation report. These differences are neither unusual nor significant. It is very common for differences in valuation results to occur due to the use of different pension valuation software.

In preparing this report, we relied, without audit, on information (some oral and some in writing) supplied by the City's staff. This information includes, but is not limited to, statutory provisions, employee data, and financial information. We found this information to be reasonably consistent and comparable with information provided in prior years. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete, our results may be different and our calculations may need to be revised.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: experience differing from that anticipated by the economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the System's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

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Board of Trustees  
May 17, 2011  
Page 2

Actuarial computations presented in this report are for purposes of determining the recommended funding amounts for the City. Actuarial computations presented in this report under GASB Statements No. 25 and 27 are for purposes of fulfilling financial accounting requirements. The computations prepared for these two purposes may differ as disclosed in our report. The calculations in the enclosed report have been made on a basis consistent with our understanding of the City's funding requirements and goals. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes.

The consultants who worked on this assignment are pension actuaries. CMC's advice is not intended to be a substitute for qualified legal or accounting counsel.

This is to certify that the independent consulting actuaries are members of the American Academy of Actuaries, have experience in performing valuations for public retirement plans, and meet the qualification standards of the American Academy of Actuaries to render the actuarial opinion contained herein. The valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board and the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures based on the current provisions of the retirement plan and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System. The Board of Trustees has the final decision regarding the appropriateness of the assumptions and adopted them as indicated in Appendix B.

We respectfully submit the following report and look forward to discussing it with you.

Sincerely,

A handwritten signature in blue ink that reads 'Patrice Beckham'.

Patrice A. Beckham, FSA, EA, FCA, MAAA  
Consulting Actuary

A handwritten signature in blue ink that reads 'Brent A. Banister'.

Brent A. Banister, PhD, FSA, EA, FCA, MAAA  
Senior Actuary



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## EXECUTIVE SUMMARY

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This report presents the results of the January 1, 2011 actuarial valuation of the City of Omaha Employees' Retirement System. The primary purposes of performing the valuation are:

- to estimate the liabilities for the future benefits expected to be provided by the System;
- to determine the actuarial contribution rate, based on the City's funding policy;
- to measure and disclose various asset and liability measures;
- to monitor any deviation between actual System experience and experience predicted by the actuarial assumptions, so that recommendations for assumption changes can be made when appropriate;
- to analyze and report on any significant trends in contributions, assets and liabilities over the past several years.

The plan provisions and actuarial assumptions reflected in this report are unchanged from last year's report.

This is the first valuation prepared by Cavanaugh Macdonald Consulting, LLC (CMC). As part of our transition work, we replicated the January 1, 2010 actuarial valuation. Results were well within acceptable limits, but there were differences in the key valuation results. The normal cost rate determined by CMC was 13.72% versus 14.13% by Milliman. The unfunded actuarial liability, calculated by CMC, was very close (0.30% or \$1.2 million) to that shown in the January 1, 2010 actuarial valuation report. These differences are neither unusual nor significant. It is very common for differences in valuation results to occur due to the use of different pension valuation software.

The actuarial valuation results provide a "snapshot" view of the System's financial condition on January 1, 2011. The valuation results reflect net favorable experience for the past plan year as demonstrated by an unfunded actuarial liability that was lower than expected based on the actuarial assumptions used in the January 1, 2010 actuarial valuation. Unfavorable experience on the actuarial value of assets resulted in a loss of \$2.6 million and favorable experience on liabilities resulted in a gain of \$6.1 million. Net experience was an actuarial gain of \$3.4 million.

The System uses an asset smoothing method in the valuation process. As a result, the System's funded status and the actuarial contribution rate are based on the actuarial (smoothed) value of assets – not the pure market value. The significant investment losses that occurred in 2008 have still not been completely recognized in the smoothing process. The investment return on the market value of assets during 2010 was about 17.0%, which exceeded the assumed rate of 8.00%. However, due to the magnitude of the deferred investment loss at January 1, 2010 (\$26.9 million), the rate of return on the actuarial value of assets was about 7%. The investment return in 2010 that was in excess of 8.00% served to decrease the amount of the unrecognized investment loss at January 1, 2011. In addition, part of the remaining loss is recognized in the 2011 valuation by application of the smoothing method. However, as of January 1, 2011, the actuarial value of assets still exceeds the market value by \$7,944,727 or 3.42% so deferred investment losses still exist although they are much smaller than in prior years. Actual market returns over the next few years will determine if and how the \$7.9 million of deferred investment loss is recognized. For example, an estimated return of



## EXECUTIVE SUMMARY

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11.6% on the market value of assets in 2011 would be necessary to attain a return of 8.00% on the actuarial value of assets.

The change in the assets, liabilities, and contributions of the System over the last year are discussed in more detail in the following pages.

### ASSETS

As of January 1, 2011, the System had total funds of \$232.3 million, when measured on a market value basis. This was an increase of \$19.1 million from the prior year, and represents an approximately 17% rate of return.

The market value of assets is not used directly in the actuarial calculation of the System's funded status and the actuarial contribution rate. An asset valuation method is used to smooth the effects of market fluctuations. The actuarial value of assets is equal to the expected asset value (based on last year's actuarial value of assets, net cash flows and a rate of return equal to the actuarial assumed rate of 8.00%) plus 25% of the difference between the actual market value and the expected asset value. See Exhibit 2 for the detailed development of the actuarial value of assets as of January 1, 2011. Because part of the deferred investment loss from the 2008 plan year was recognized this year, the rate of return on the actuarial value of assets was about 7%. The deferred asset loss recognized during the calculation of the January 1, 2011 actuarial value of assets resulted in an actuarial loss of \$2.6 million.

The components of the change in the market value and actuarial value of assets are shown below:

	Market Value (\$M)	Actuarial Value (\$M)
<b>Net Assets, January 1, 2010</b>	\$ 213.2	\$ 240.1
• City and Member Contributions	+ 10.6	+ 10.6
• Benefit Payments and Refunds	- 26.3	- 26.3
• Investment Gain/ (Loss)	+ 34.8	+ 15.9
<b>Net Assets, January 1, 2011</b>	232.3	240.3
<b>Estimated Rate of Return</b>	17.0%	6.9%

The total investment loss not recognized as of January 1, 2011 is \$7.9 million, down from \$26.9 million in last year's valuation. These unrecognized losses will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years, to the extent they are not offset by the recognition of gains derived from future experience. This means that earning the assumed rate of investment return of 8.00% per year (net of investment expenses) on a market value basis will result in actuarial losses on the actuarial value of assets in the next few years and increasing contribution rates.

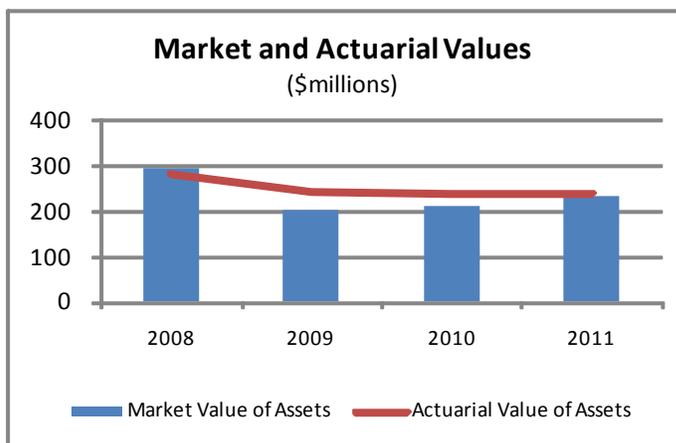


## EXECUTIVE SUMMARY

The unrecognized investment losses represent about 3.4% of the market value of assets (down from 12.6% in the 2010 valuation). Unless offset by future investment gains or other favorable experience, the recognition of the \$7.9 million loss is expected to increase the future unfunded actuarial liability and the actuarial contribution rate. If the deferred losses were recognized immediately in the actuarial value assets, the unfunded actuarial liability would increase by \$8 million to \$177 million, the funded percentage would decrease from 59% to 57% and the actuarial contribution rate would increase from 33.91% to 34.86%.

A comparison of asset values on both a market and actuarial basis for the last four years is shown below.

	2011	2010	2009	2008
Market Value of Assets	\$232	\$213	\$204	\$294
Actuarial Value of Assets	\$240	\$240	\$245	\$283
Actuarial Value/Market Value	103%	113%	120%	96%



*An asset smoothing method is used to mitigate the volatility in the market value of assets. By using a smoothing method, the actuarial (or smoothed) value can be either above or below the pure market value. The significant investment losses in the 2008 plan year resulted in the actuarial value of assets being above the market value for the last three years.*



## EXECUTIVE SUMMARY

### LIABILITIES

The first step in determining the actuarial contribution rate for the System is to calculate the liabilities for all expected future benefit payments. These liabilities represent the present value of future benefits (PVFB) expected to be earned by the current System members, assuming that all actuarial assumptions are realized. Thus, the PVFB reflects future service and salary increases that are expected to occur in the future before a benefit becomes payable. The PVFB components can be found in the liabilities portion of the valuation balance sheet (see Exhibit 4).

The other critical measurement of System liabilities in the valuation process is the actuarial liability (AL). This is the portion of the PVFB that will not be paid by the future normal costs (i.e. it is the portion of the PVFB that is allocated to prior service periods). As of January 1, 2011, the actuarial liability for the System was \$409,442,601.

The following chart compares the Present Value of Future Benefits (PVFB), the Actuarial Liability (AL) and System assets for the current and prior valuation.

	As of January 1	
	2011	2010
Actuarial Liability (AL)	\$409,442,601	\$401,416,694
Assets at Actuarial Value	\$240,291,310	\$240,109,413
Unfunded Actuarial Liability (AVA)	\$169,151,291	\$161,307,281
Funded Ratio (Actuarial Value)	59%	60%
Assets at Market Value	\$232,346,583	\$213,219,632
Unfunded Actuarial Liability (MVA)	\$177,096,018	\$188,197,062
Funded Ratio (Market Value)	57%	53%

### EXPERIENCE FOR THE 2010 PLAN YEAR

The difference between the actuarial liability and the actuarial value of assets at the same date is referred to as the unfunded actuarial liability (UAL). Benefit improvements, experience gains/losses, changes in the actuarial assumptions, and actual contributions made will impact the amount of the unfunded actuarial liability.

The calculation of the unfunded actuarial liability for the System as of January 1, 2011 is shown below:

Actuarial Liability	\$409,442,601
Actuarial Value of Assets	\$240,291,310
Unfunded Actuarial Liability	\$169,151,291



## EXECUTIVE SUMMARY

Actuarial gains (or losses) result from actual experience that is more (or less) favorable than anticipated based on the actuarial assumptions. These “experience” (or actuarial) gains or losses are reflected in the unfunded actuarial liability and are measured as the difference between the expected unfunded actuarial liability and the actual unfunded actuarial liability, taking into account any changes due to assumption or benefit provision changes. The System experience, in total, was favorable (a lower unfunded actuarial liability than expected). There was an actuarial loss of around \$2.6 million on the actuarial value of assets and an actuarial gain of about \$6.1 million on liabilities.

The change in the unfunded actuarial liability between January 1, 2010 and 2011 is shown below (in millions):

<b>Unfunded Actuarial Liability, January 1, 2010</b>	161
• Expected change in UAL	3
• Contribution shortfall in 2010	8
• Investment experience	3
• Demographic experience	(6)
• Other experience	(1)
• Change in Actuarial Firms	1
• Changes in plan provisions	0
• Change in actuarial assumptions / methods	0
<b>Unfunded Actuarial Liability, January 1, 2011</b>	169

Due to the use of an asset smoothing method, there are deferred investment losses which have not been recognized in prior valuations. As a result, there was an actuarial loss on investment experience despite a return on the market value of assets of around 17%, which was above the 8% assumption. This investment experience on the actuarial value of assets increased the unfunded actuarial liability by \$3 million. It was largely offset by favorable demographic experience (\$6 million) which was primarily due to lower salary increases than expected.

## CONTRIBUTION LEVELS

The actuarial contribution rate of the System is composed of two parts:

- (1) The normal cost (which is the allocation of costs attributed to the current year’s membership service) and
- (2) The amortization payment on the Unfunded Actuarial Liability.

The normal cost rate is independent of the System’s funded status and represents the cost, as a percent of payroll, of the benefits provided by the System which is allocated to the current year of service. The total normal cost for the System is 13.830% of pay, or about \$7.6 million this year.



## EXECUTIVE SUMMARY

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When offset by the expected employee contributions, the employer portion of the normal cost is 4.505% of pay, or about \$2.5 million. The normal cost represents the long-term cost of the benefit structure of the System.

The Plan's total actuarially determined contribution rate (payable as a % of member payroll) increased by 0.36% of pay, to 33.91% on January 1, 2011, from 33.55% on January 1, 2010. The primary components of this change are as follows:

	<b>Rate</b>
Total Actuarial Contribution Rate, January 1, 2010	33.55 %
• Actuarial (Gain) / Loss - Investment Experience	0.30
• Actuarial (Gain) / Loss - Other Experience	(0.69)
• Change In Actuarial Firms	(0.21)
• Assumption Changes	0.00
• Contributions Less Than Actuarial Rate	0.96
Total Actuarial Contribution Rate, January 1, 2011	33.91 %

As the result of experience during 2010, the System has an unfunded actuarial liability of \$169 million (actuarial liability is greater than actuarial assets). The unfunded actuarial liability is being funded over a closed 30-year period beginning January 1, 2002 of which twenty-one years remain as of the valuation data. The resulting payment is 20.083% of pay. As a result, the total contribution for 2011 is 33.913% of pay (13.830% + 20.083%). The City's required contribution rate in the city ordinance for 2011 is 11.025% and the employees contribute 9.325%, which results in a contribution shortfall for 2011 of 13.563% of pay or approximately \$8.0 million.



## EXECUTIVE SUMMARY

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### Comments

Another year of strong investment performance (17%) helped reduce the deferred investment loss from the 2008 plan year. However, despite returns in both 2009 and 2010 that were much higher than the expected return of 8%, the actuarial value of assets is still \$8 million higher than the market value of assets. The funded ratio of the system, on a market value basis, has increased from 52% in the January 1, 2009 actuarial valuation to 57% in the January 1, 2011 valuation. Even with the favorable investment experience, the increase in the System's funded status represents only a modest improvement in the long term funding of the System. The System faces a significant challenge based on the contribution shortfall between the actuarial contribution rate and the current fixed member and employer contribution rates.

The actual contributions to the System for 2010 of 18.85% of pay were significantly below the actuarial contribution rate of 33.55%. This shortfall in the contribution rate of 14.70% of pay, or about \$9 million, resulted in an increase in the unfunded actuarial liability. The actuarial contribution rate in the 2011 valuation is 33.47% compared to the contribution rate in the City ordinance of 20.35%, which results in a shortfall of 13.12% of pay or \$8 million. A fundamental principle of sound funding for a defined benefit plan is to consistently pay the actuarial contribution rate. Contributions to the Omaha Employees' Retirement System have been less than the full actuarial contribution rate for the last nine years. As a result, the System's funded status has declined. The impact of the market decline in 2008 exacerbated the System's long term funding challenge and increased the amount of the shortfall.

Absent contributions at the full actuarial contribution rate, the UAL is expected to increase by the shortfall, and the actuarial contribution rate is also expected to increase. The funded status is also expected to decline. Given the currently scheduled contribution rates, the shortfall is expected to increase and the funded status to deteriorate in future years even if all actuarial assumptions are met. Action is necessary soon in order to strengthen the System's funding over the long term. Benefits are paid out of the System from two sources: (1) contributions and (2) investment earnings. In order to improve the System's long term funding, contributions and/or investment earnings must increase, benefit payments must decrease, or both must occur. Increasing contributions or reducing benefits in future years typically take many years before an improvement in the funded ratio can be seen, particularly if the benefit changes only apply to new hires. The other component of the long term funding equation is investment return. If actual returns exceed the 8% assumption in future years, it will result in higher funded ratios and lower actuarial contribution rates. In fact, due to the size of the assets in comparison to the liabilities, investment returns have the greatest potential to impact the funded ratio in the short term – both positively and negatively. There seems to be little optimism that returns will consistently exceed the 8% assumption for the next ten years, so this option alone does not appear to be a viable solution to the System's long term funding issue. Therefore, it is likely that contributions will need to increase and/or benefits will need to be reduced. The longer the action to address the funding shortfall is delayed, the more dramatic the changes will have to be, whether they are benefit changes or contribution increases.



## EXECUTIVE SUMMARY

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As mentioned earlier in this report, the System uses an asset smoothing method in the actuarial valuation. While this is a very common procedure for public retirement systems, it is important to be aware of the potential impact of the unrecognized investment experience. The System experienced double digit returns in the last two plan years so the difference between the actuarial and market value of assets is much smaller in this valuation, \$8 million.. However, it is still valuable to compare the key valuation results from the 2011 valuation using both the actuarial and market value of assets (see table below).

	<b>\$ Millions</b>	
	<b>Using Actuarial Value of Assets</b>	<b>Using Market Value of Assets</b>
Actuarial Liability	\$409.4	\$409.4
Asset Value	240.3	232.3
Unfunded Actuarial Liability	\$169.1	\$177.1
Funded Ratio	58.7%	56.7%
Normal Cost Rate	13.8%	13.8%
UAL Contribution Rate	20.1%	21.0%
Actuarial Contribution Rate	33.9%	34.8%



**EXECUTIVE SUMMARY**

**THE CITY OF OMAHA EMPLOYEES' RETIREMENT SYSTEM  
PRINCIPAL VALUATION RESULTS**

	January 1, 2011	January 1, 2010	% Chg
<b>MEMBERSHIP</b>			
1. Active Membership			
- Number of Members	1,130	1,116	1.3
- Projected Payroll for Upcoming Fiscal Year	\$59,235,591	\$56,674,979	4.5
- Average Projected Payroll	\$52,421	\$50,784	3.2
- Average Attained Age	47.4	47.8	-0.9
- Average Entry Age	36.9	37.1	-0.5
2. Inactive Membership			
- Number of Retirees / Beneficiaries	1,161	1,133	2.5
- Number of Disabilities	120	124	-3.2
- Number of Deferred Vesteds	82	83	-1.2
- Average Annual Benefit	\$21,110	\$20,491	3.0
<b>ASSETS AND LIABILITIES</b>			
1. Net Assets			
- Market Value	\$232,346,583	\$213,219,632	9.0
- Actuarial Value	\$240,291,310	\$240,109,413	0.1
2. Projected Liabilities			
- Retired Members and Beneficiaries	\$244,707,123	\$232,938,727	5.1
- Disabled Members	\$23,276,585	\$23,502,817	-1.0
- Other Inactive Members	\$6,283,434	\$6,231,291	0.8
- Active Members	<u>\$187,562,174</u>	<u>\$191,161,885</u>	-1.9
- Total Liability	<u>\$461,829,316</u>	<u>\$453,834,720</u>	1.8
3. Actuarial Liability	\$409,442,601	\$401,416,694	2.0
4. Unfunded Actuarial Liability	\$169,151,291	\$161,307,281	4.9
5. Funded Ratios			
Actuarial Value Assets / Actuarial Liability	58.69%	59.82%	-1.9
Market Value Assets / Actuarial Liability	56.75%	53.12%	6.8
<b>CONTRIBUTIONS</b>			
1. Normal Cost Rate	13.830%	14.130%	-2.1
2. UAL Contribution Rate	20.083%	19.420%	3.4
3. Total Actuarial Contribution Rate (1) + (2)	33.913%	33.550%	1.1
4. Less Employee Contribution Rate	(9.325%)	(8.575%)	8.7
5. Less City Contribution Rate Per Ordinance	(11.025%)	(10.275%)	7.3
6. Contribution Shortfall (3) - (4) - (5)	13.563%	14.700%	-7.7



**SECTION I – VALUATION RESULTS**

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**EXHIBIT 1**  
**SUMMARY OF FUND ACTIVITY**  
**(Market Value Basis)**  
**For Year Ended December 31, 2010**

<b>Assets at January 1, 2010</b>	\$	213,219,632
<b>Receipts:</b>		
City Contributions		5,718,420
Employee Contributions		4,858,097
Investment Income		36,449,684
<b>Total Receipts</b>		<b>47,026,201</b>
<b>Disbursements:</b>		
Benefits Paid to Members		26,336,846
Investment Fees		1,561,382
Other		1,022
<b>Total Disbursements</b>		<b>27,899,250</b>
<b>Assets as of December 31, 2010</b>	\$	<b>232,346,583</b>
<b>Annualized Yield</b>		
- Gross		17.8%
- Net of Expenses		17.0%



## SECTION I – VALUATION RESULTS

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### EXHIBIT 2

#### DETERMINATION OF ACTUARIAL VALUE OF ASSETS

The actuarial value of assets is used to minimize the impact of annual fluctuations in the market value of investments on the contribution rate. The current asset valuation method is called the “Expected +25% Method”.

The “expected value” of assets is determined by applying the investment return assumption to last year’s actuarial value of assets and the net difference of receipts and disbursements for the year. The actual market value is compared to the expected value and 25% of the difference (positive or negative) is added to the expected value to arrive at the actuarial value of assets for the current year.

1.	Actuarial Value of Assets as of January 1, 2010	\$	240,109,413
2.	Actual Receipts / Disbursements		
	a. Total Contributions		10,576,517
	b. Benefit Payments		(26,336,846)
	c. Net Change		(15,760,329)
3.	Expected Actuarial Value of Assets as of January 1, 2011 { (1) * 1.08 } + {(2c) * 1.08 <sup>½</sup> }		242,939,552
4.	Market Value of Assets as of January 1, 2011		232,346,583
5.	Excess of Market Value over Expected Value as of January 1, 2011		(10,592,969)
6.	Preliminary Actuarial Value of Assets as of January 1, 2011 [ (3) + 25% of (5) ]		240,291,310
7.	Calculation of 20% Corridor		
	a. 80% of (4)		185,877,266
	b. 120% of (4)		278,815,900
8.	Final Actuarial Value of Assets as of January 1, 2011 (6) but not < (7a) nor > (7b)	\$	240,291,310
9.	Rate of Return on Actuarial Value of Assets		6.9%

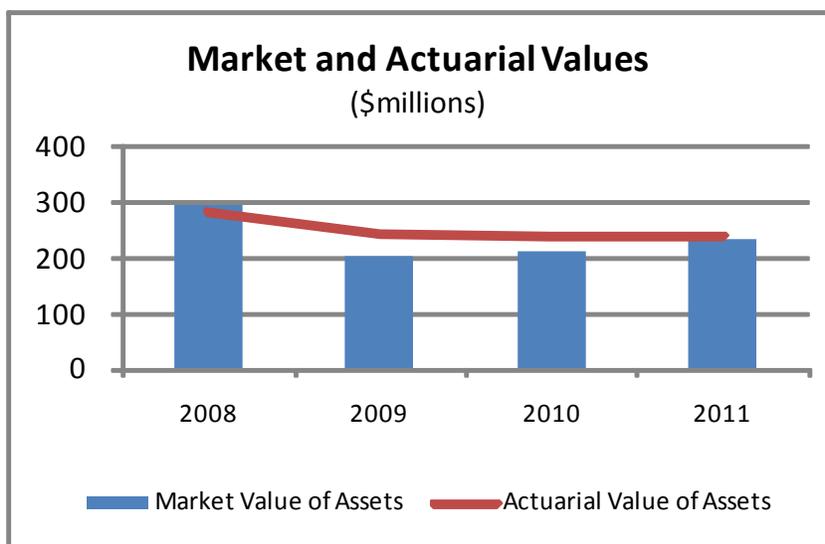


## SECTION I – VALUATION RESULTS

### EXHIBIT 2 (continued)

A historical comparison of the market and actuarial value of assets is shown below:

Date	Market Value of Assets (MVA)	Actuarial Value of Assets (AVA)	AVA / MVA
1/1/2008	294,658,022	283,243,750	96.13%
1/1/2009	204,452,506	245,343,007	120.00%
1/1/2010	213,219,632	240,109,413	112.61%
1/1/2011	232,346,583	240,291,310	103.42%





SECTION I – VALUATION RESULTS

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**EXHIBIT 3**  
**ACTUARIAL BALANCE SHEET**

An actuarial statement of the status of the System in balance sheet form as of January 1, 2011 is as follows:

**Assets**

Current assets (actuarial value)	\$ 240,291,310
Present value of future normal costs	52,386,715
Present value of future employer contributions to fund unfunded actuarial liability	<u>169,151,291</u>
<b>Total Assets</b>	<b><u>\$ 461,829,316</u></b>

**Liabilities**

Present value of future retirement benefits for:

Active employees	\$ 174,455,284
Retired employees, contingent annuitants and spouses receiving benefits	244,707,123
Deferred vested employees	5,927,956
Inactive employees due refunds	355,478
Inactive employees – disabled	<u>23,276,585</u>
<b>Total</b>	<b>\$ 448,722,426</b>

Present value of future death benefits payable upon death of active members	2,265,896
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Present value of future benefits payable upon termination of active members	<u>10,840,994</u>
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<b>Total Liabilities</b>	<b><u>\$ 461,829,316</u></b>
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**SECTION I – VALUATION RESULTS**

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**EXHIBIT 4**  
**UNFUNDED ACTUARIAL LIABILITY**

As of January 1, 2011

The actuarial liability is the portion of the present value of future benefits which will not be paid by future normal costs. The actuarial value of assets is subtracted from the actuarial liability to determine the unfunded actuarial liability.

1. Present Value of Future Benefits	\$	461,829,316
2. Present Value of Future Normal Costs		52,386,715
3. Actuarial Liability (1) – (2)		409,442,601
4. Actuarial Value of Assets		240,291,310
5. Unfunded Actuarial Liability (3) – (4)	\$	169,151,291
6. Funded Ratio (4) / (3)		58.69%



## SECTION I – VALUATION RESULTS

---

### EXHIBIT 5

#### CALCULATION OF ACTUARIAL GAIN / (LOSS) For Plan Year Ending December 31, 2010

##### Liabilities

1. Actuarial liability as of January 1, 2010	\$ 401,416,694
2. Normal cost as of January 1, 2010	7,758,204
3. Interest at 8.00% on (1) and (2) to December 31, 2010	32,733,992
4. Benefit payments during 2010	26,336,846
5. Interest on benefit payments	1,033,207
6. Increase due to change in actuary	969,437
7. Expected actuarial liability as of December 31, 2010	415,508,274
(1) + (2) + (3) - (4) - (5) + (6)	
8. Actuarial liability as of December 31, 2010	409,442,601

##### Assets

9. Actuarial value of assets as of January 1, 2010	240,109,413
10. Contributions during 2010	10,576,517
11. Benefit payments during 2010	26,336,846
12. Interest on items (9), (10) and (11)	18,590,468
13. Expected actuarial value of assets as of December 31, 2010	242,939,552
(9) + (10) - (11) + (12)	
14. Actual actuarial value of assets as of December 31, 2010	240,291,310

##### (Gain) / Loss

15. Expected unfunded actuarial liability / (surplus)	
(7) - (13)	172,568,722
16. Actual unfunded actuarial liability / (surplus)	
(8) - (14)	169,151,291
17. Actuarial (Gain) / Loss	
(16) - (15)	(3,417,431)
18. Actuarial (Gain) / Loss on Actuarial Assets	
(13) - (14)	2,648,242
19. Actuarial (Gain) / Loss on Actuarial Liability	
(8) - (7)	(6,065,673)



## SECTION I – VALUATION RESULTS

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### EXHIBIT 6

#### DEVELOPMENT OF 2011 ACTUARIAL CONTRIBUTION RATE

The actuarial cost method used to determine the required level of annual contributions to support the expected benefits is the Entry Age Normal Cost Method. Under this method, the total cost is comprised of the normal cost rate and the unfunded actuarial liability (UAL) payment. The System is financed by contributions from the employees and the city.

1. (a)	Normal Cost	\$	7,605,157
(b)	Covered Payroll	\$	54,990,291
(c)	Normal Cost Rate		
	(a) / (b)		13.830%
2.	Unfunded Actuarial Liability / (Surplus) at Valuation Date	\$	169,151,291
3.	Amortization Factor Level Percent of Payroll over 21 Years*		14.777
4.	Unfunded Actuarial Liability / (Surplus) Payment $[(2) / (3)] \times 1.08^{1/2}$	\$	11,895,999
5.	Total Projected Payroll for the Year	\$	59,235,591
6.	Unfunded Actuarial Liability Payment as Percent of Pay (4) / (5)		20.083%
7.	Total Contribution Rate (1c) + (6)		33.913%
8.	Employee Contribution Rate		9.325%
9.	City Ordinance Contribution Rate		11.025%
10.	Contribution Shortfall (7) – (8) – (9)		13.563%

\*This assumes all actuarial assumptions are met in the future, including a 4% increase in total covered payroll.



## SECTION I – VALUATION RESULTS

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### EXHIBIT 7

#### ANALYSIS OF EXPERIENCE

The purpose of conducting an actuarial valuation of a retirement plan is to estimate the costs and liabilities for the benefits expected to be paid from the plan, to determine the annual level of contribution for the current plan year that should be made to support these benefits, and finally, to analyze the plan's experience. The costs and liabilities of this retirement plan depend not only upon the benefit formula and plan provisions but also upon factors such as the investment return on the Fund, mortality rates among active and retired members, withdrawal and retirement rates among active members, rates at which salaries increase and the rate at which the cost of living increases.

The actuarial assumptions employed as to these and other contingencies in the current valuation are set forth in Appendix B of this report.

Since the overall results of the valuation will reflect the choice of assumptions made, periodic studies of the various components comprising the plan's experience are conducted in which the experience for each component is analyzed in relation to the assumption used for that component (experience study). This summary is not intended to be an actual "experience study", but rather an analysis of sources of gain and loss in the past plan year.

#### Gain/(Loss) By Source

The System experienced a net actuarial gain on liabilities of \$6,065,673 during the plan year ended December 31, 2010, which was offset by an actuarial loss on assets of \$2,648,242. The net actuarial gain was \$3,417,431. The major components of this net actuarial experience (gain) are shown below:

<b>Liability Sources</b>	<b><u>Gain/(Loss)</u></b>
Salary Increases	\$ 7,878,483
Mortality	589,606
Terminations	(1,156,408)
Retirements	(1,440,199)
Disability	(345,089)
New Entrants/Rehires	(217,292)
Miscellaneous	756,572
<b>Total Liability Gain/(Loss)</b>	<b>\$ 6,065,673</b>
<b>Asset Gain/(Loss)</b>	<b>\$ (2,648,242)</b>
<b>Net Actuarial Gain/(Loss)</b>	<b>\$ 3,417,431</b>



**SECTION II**  
**SYSTEM ACCOUNTING INFORMATION**

In an effort to enhance the understandability and usefulness of the pension information that is included in the financial reports of pension plans for state and local governments, the Governmental Accounting Standards Board (GASB) has issued Statement No. 25 – Financial Reporting for Defined Benefit Pension Plans and Statement No. 27 – Accounting for Pension by State and Local Governmental Employers.

GASB Statement No. 25 establishes a financial reporting framework for defined benefit plans. In addition to two required statements regarding plan assets, the statement requires two schedules and accompanying notes disclosing information relative to the funded status of the plan and historical contribution patterns.

- The Schedule of Funding Progress provides historical information about the funded status of the plan and the progress being made in accumulating sufficient assets to pay benefits when due.
- The Schedule of Employer Contributions provides historical information about the annual required contributions (ARC) and the percentage of the ARC that was actually contributed.

GASB Statement No. 27 establishes standards for the measurement, recognition, and display of pension expense and related liabilities. Annual pension cost is measured and disclosed on the accrual basis of accounting. In general, the annual pension cost is equal to the ARC with adjustments for past under-contributions or over-contributions. These adjustments are based on the net pension obligation (NPO) that represents the cumulative difference between the annual pension cost and the actual contributions to the plan. The first adjustment is equal to interest on the NPO which is added to the ARC. The second adjustment is an amortization of the NPO which is deducted from the ARC. Effective January 1, 2005 the System uses the Entry Age Normal method to determine the ARC and the unfunded actuarial liability (or surplus) is amortized as a level percentage of payroll.



**EXHIBIT 8**

**SCHEDULE OF EMPLOYER CONTRIBUTIONS**

In accordance with Statement No. 25 of the Governmental Accounting Standards Board

Fiscal Year Ending	Annual Required Contribution* (a)	Total Employer Contribution* (b)	Percentage of ARC Contributed* ( b/a )
12/31/2005	\$ 6,877,913	\$ 4,500,192	65.43%
12/31/2006	6,213,801	4,145,033	66.71%
12/31/2007	8,883,617	4,975,039	56.00%
12/31/2008	9,212,669	5,374,082	58.33%
12/31/2009	12,893,331	5,310,754	41.19%
12/31/2010	14,149,386	5,717,610	40.41%

\*This information was provided by the prior actuary and has not been reviewed or verified by Cavanaugh Macdonald Consulting.

Notes to the Required Schedules:

- The traditional Entry Age Normal cost method is used.
- The actuarial value of assets is determined based on a method that smoothes the effects of short term volatility in the market value investments. The actuarial value is equal to the expected value, based on the assumed rate of return, plus 25% of the difference between market and expected values. A corridor of 80% to 120% of market value is also applied.
- Economic assumptions are as follows:
  - Investment return rate: 8.00%
  - Salary increase rates: from 10% at 1 year of service to 4% at 20 years of service
  - Inflation rate: 3.5%
  - Payroll growth: 4.00%
  - Post-retirement benefit increases: Applicable after 5 years equal to the lesser of 3% or \$50 per month for members (and their beneficiaries)who retired on or before January 28, 1998.
- The amortization method is a closed 30 year period, level percentage of payroll (the unfunded actuarial liability is amortized over 21 years as of January 1, 2011).



## EXHIBIT 9

**DEVELOPMENT OF THE NET PENSION OBLIGATION  
IN ACCORDANCE WITH GASB STATEMENT NO. 27**

Fiscal Year End:	12/31/2004	12/31/2005	12/31/2006	12/31/2007	12/31/2008	12/31/2009	12/31/2010	12/31/2011
<b>Assumptions and Methods</b>								
Interest Rate	7.50%	7.50%	7.50%	8.00%	8.00%	8.00%	8.00%	8.00%
Payroll Growth	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Amortization Period (years)	30	30	30	30	30	30	30	21
Cost Method	EA Normal	EA Normal	EA Normal	EA Normal	EA Normal	EA Normal	EA Normal	EA Normal
<b>Annual Pension Cost</b>								
Annual Required Contribution (ARC)	\$6,848,743	\$6,877,913	\$6,213,801	\$8,883,617	\$9,212,669	\$12,893,331	\$14,149,386	\$14,564,847
Interest on NPO	255,892	433,383	607,521	807,256	1,112,817	1,410,080	2,004,239	2,661,089
Adjustment to ARC	(288,889)	(489,268)	(685,860)	(896,331)	(1,235,608)	(1,565,673)	(2,225,393)	(2,526,435)
Annual Pension Cost	\$6,815,746	\$6,822,028	\$6,135,462	\$8,794,542	\$9,089,878	\$12,737,738	\$13,928,232	\$14,699,501
<b>Contribution for the Year</b>	\$4,449,203	\$4,500,192	\$4,145,033	\$4,975,039	\$5,374,082	\$5,310,754	\$5,717,610	TBD
<b>Net Pension Obligation (NPO)</b>								
NPO at beginning of year	\$3,411,896	\$5,778,439	\$8,100,275	\$10,090,704	\$13,910,207	\$17,626,003	\$25,052,987	\$33,263,609
Annual Pension Cost for Year	6,815,746	6,822,028	6,135,462	8,794,542	9,089,878	12,737,738	13,928,232	14,699,501
Contributions for year	(4,449,203)	(4,500,192)	(4,145,033)	(4,975,039)	(5,374,082)	(5,310,754)	(5,717,610)	TBD
NPO at end of year	\$5,778,439	\$8,100,275	\$10,090,704	\$13,910,207	\$17,626,003	\$25,052,987	\$33,263,609	TBD

Note: All information prior to 2011 in this exhibit was provided by the prior actuary and has not been reviewed or verified by Cavanaugh Macdonald Consulting LLC.



## EXHIBIT 10

## SCHEDULE OF FUNDING PROGRESS

In Accordance with Statement No. 25 of the Governmental Accounting Standards Board

Actuarial Valuation Date <sup>1</sup>	Market Value of Assets <sup>2</sup> (a)	Actuarial Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a / b)	Covered Payroll (P / R) (c)	UAAL as a Percentage of Covered P / R [(b-a) / c]
12/31/2005	\$277,100,000	\$352,000,000	\$74,900,000	78.7%	\$53,400,000	140.3%
12/31/2006	292,000,000	361,700,000	69,700,000	80.7%	48,200,000	144.6%
12/31/2007	294,700,000	369,000,000	74,300,000	79.9%	54,000,000	137.6%
12/31/2008	204,500,000	387,700,000	183,200,000	52.7%	56,400,000	324.8%
12/31/2009	213,200,000	402,800,000	189,600,000	52.9%	55,700,000	340.4%
12/31/2010	232,400,000	414,500,000	182,100,000	56.1%	56,700,000	321.2%
1/1/2011	240,291,310	409,442,601	169,151,291	58.7%	59,235,591	285.6%

1. Results prior to 2011 were provided by the prior actuary and were reported at the end of the year rather than the valuation date.
2. The prior actuary reported the market value of assets in column (a). Our understanding of GASB 25/27 is that the valuation methodology should be used for GASB calculations to the extent it complies with GASB 25 parameters. Information reported as of 1/1/2011 and later reflects the valuation methodology including the actuarial value of assets.



**SECTION II – PLAN ACCOUNTING INFORMATION**

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**EXHIBIT 11**

**THREE-YEAR TREND INFORMATION\***

<b>Fiscal Year Ending</b>	<b>Annual Pension Cost (APC)</b>	<b>Percentage of APC Contributed</b>	<b>Net Pension Obligation</b>
12/31/2008	\$9,089,878	59%	\$17,626,003
12/31/2009	12,737,738	42%	25,052,987
12/31/2010	13,928,232	41%	33,263,609

\*All information prior to 2011 in this exhibit was provided by the prior actuary and has not been reviewed or verified by Cavanaugh Macdonald Consulting LLC.





**SECTION II – PLAN ACCOUNTING INFORMATION**

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**APPENDIX A**

**SUMMARY OF PLAN PROVISIONS  
(continued)**

Service Retirement Eligibility:  
Section 22 - 30

A member is eligible to retire after age 50 if their age plus service is 80 or more. Otherwise, a member is eligible to retire after age 55 and 5 years of service. The pension is reduced 8% for years prior to age 60. No reduction applies if age plus service is 80 or more.

Service Retirement Pension:  
Section 22 - 32

A monthly pension equal to 2.25% of Average Final Monthly Compensation times years of credited service.

Disability Benefits:  
Section 22 - 35

If permanently disabled with five years of service, the member shall receive 60% of final monthly compensation offset by Social Security and workers' compensation benefits. Payment for all medical, surgical and hospital expenses incurred is made if disability is service related. Not payable while full salary continues.

Spouse's Pension:

1. Death of Active Member  
Section 22 - 36

A monthly pension equal to 75% of the member's accrued pension is paid to the surviving spouse until death or remarriage. The member must have had five years of service or had a service-connected death and six months of service.

2. Death of a Member Eligible for Retirement or Death of Retired Member  
Section 22 - 36

If legally married to the member for at least one year, surviving spouse shall be entitled to 75% of the pension the member was receiving or was eligible to receive at the time of death. Upon the spouse's remarriage, all benefits cease.

Children's Pension:  
Section 22 - 36

Upon the death of an active or retired member, the following benefit will be paid to the surviving children until age 18 or prior to death or marriage, except that if a child is totally disabled, the full pension continues until the cessation of total disability or dependency for support whichever occurs first:

<u>Number of Dependent Children</u>	<u>Percentage of Accrued Benefit</u>
1	5%
2	10%
3	15%
4 or more	20%



## SECTION II – PLAN ACCOUNTING INFORMATION

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### APPENDIX A

#### SUMMARY OF PLAN PROVISIONS (continued)

##### Lump Sum Death Benefits:

- |  |   |
|--|---|
| 1. Active Member without Eligible Dependents<br>Section 22 - 37  | Accumulated member's contributions, plus \$5,000.                                   |
| 2. Retired Member without Eligible Dependents<br>Section 22 - 37 | Accumulated member's contribution less previous pension payments made, plus \$5000. |
| 3. Active Member with Eligible Dependents:<br>Section 22 - 37    | \$5,000.  |
| 4. Retired Member with Eligible Dependents<br>Section 22 - 37    | \$5,000.  |

##### Vesting:

Section 22 – 39

Upon severance of employment by a member with less than 5 years of service and prior to obtaining eligibility under Section 22 – 30, a refund of such member's accumulated contributions, including credited interest, will be paid.

Section 22 – 40

Upon severance of employment by a member with more than 5 years of service and prior to obtaining eligibility for retirement, the member may elect, in lieu of receiving a refund of contributions, to receive a monthly pension, reduced for early retirement if applicable, commencing at or about age 55. Such deferred pension shall be based on service credited to the date of severance.

##### Supplemental Pension:

Section 22 – 123

Retirees (including widow, widowers and children) receive a supplemental pension (Cost of Living Adjustment – COLA) after five years equal to the lesser of 3% or \$50 per month. The COLA is granted for the full remaining period that benefits are payable. No COLA's will be available for members who retire after January 28, 1998.



## APPENDIX B

### ACTUARIAL METHOD AND ASSUMPTIONS

#### Actuarial Method

Valuation of the System uses the “*entry age-normal*” cost method. Under this actuarial method, the value of future costs attributable to future employment of participants is determined. This is called present value of future normal costs. The following steps indicate how this is determined for benefits expected to be paid upon normal retirement.

1. The expected pension benefit at normal retirement is determined for each participant.
2. A normal cost, as a level percent of pay, is determined for each participant assuming that such level percent is paid from the employee’s entry age into employment to his normal retirement. This normal cost is determined so that its accumulated value at normal retirement is sufficient to provide the expected pension benefits.
3. The sum of the normal costs for all participants for one year determines the total normal cost of the System for one year.
4. The value of future payments of normal cost in future years is determined for each participant based on his years of service to normal retirement age.
5. The sum of the value of future payments of normal cost for all participants determines the present value of future normal costs.

The value of future costs attributable to past employment of participants, which is called the actuarial liability, is equal to the present value of benefits less the present value of future normal costs. The unfunded actuarial liability is equal to the excess of the actuarial liability over assets. The unfunded actuarial liability is funded as a level percent of payroll over a 30 year closed period that began January 1, 2002.

As experience develops with the System, actuarial gains and losses result. These actuarial gains and losses indicate the extent to which actual experience is deviating from that expected on the basis of the actuarial assumptions. In each year, as they occur, actuarial gains and losses are recognized in the unfunded actuarial liability as of the valuation date.



**SECTION II – PLAN ACCOUNTING INFORMATION**

**APPENDIX B**

**ACTUARIAL ASSUMPTIONS  
(continued)**

**Interest:** 8.00% per year, net of investment expenses.

**Inflation:** 3.5% per year, net of investment expenses.

**Salary Increases:**

<u>Years of Service</u>	<u>Annual Rate of Increase For Sample Years</u>			<u>Total Increase</u>
	<u>Inflation</u>	<u>Productivity</u>	<u>Merit &amp; Longevity</u>	
1	3.5%	.5%	6.0%	10.0%
5	3.5%	.5%	2.5%	6.5%
10	3.5%	.5%	1.0%	5.0%
15	3.5%	.5%	0.5%	4.5%
20+	3.5%	.5%	0.0%	4.0%

**Payroll Growth Assumption** 4.0%

**Service Retirement Age**

<u>Age</u>	<u>Eligible for Unreduced Retirement</u>	
	<u>1<sup>st</sup> Year Eligible</u>	<u>Subsequent Years</u>
50-53	25%	20%
54-55	35%	25%
56-57	45%	30%
58-59	50%	25%
60	25%	25%
61		25%
62		35%
63		25%
64		25%
65-69		50%
70		100%

Members eligible for Early, but not Unreduced Retirement, are assumed to retire at a rate of 5% per year from age 55 to 59.

**Mortality:**

**Active Members**

RP-2000 Employee Table with generational improvements using scale AA, set forward one year

**Pensioners**

RP-2000 Healthy Annuitant Table with generational improvements using scale AA, set forward one year

**Disabled**

RP-2000 Disabled Table with generational improvements



**SECTION II – PLAN ACCOUNTING INFORMATION**

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**APPENDIX B  
ACTUARIAL ASSUMPTIONS  
(continued)**

**Disability:**

<u>Age</u>	<u>Annual Rate</u>
20	0.11%
30	0.14%
40	0.19%
50	0.41%
60	1.48%

**Percent Married at Death or Retirement:** 75%

**Number of Children per Married Member:** 0

**Termination:**

<b>SAMPLE RATES</b>	
<u>Years of Service</u>	<u>Annual Rate</u>
1	15%
5	7%
10	3%
11+	2.5%

**Assets:** Actuarial Value of Assets equals  $\frac{3}{4}$  of Expected Value plus  $\frac{1}{4}$  of Market Value.



## APPENDIX C

## HISTORICAL SUMMARY OF MEMBERSHIP

The following table displays selected historical data as available.

Valuation		Active Members						Number		
		Number	Age	Entry Age	Average Service	Annual Pay (\$)	Pay Increase			
Date 1-Jan	Total Count	Number	Age	Entry Age	Average Service	Annual Pay (\$)	Pay Increase	Disabled	Inactive	Retired
2008	2,427	1,125	47.1	35.9	11.2	46,470		125	79	1,098
2009	2,440	1,116	47.3	36.4	10.9	47,495	2.21%	122	81	1,121
2010	2,456	1,116	47.8	37.1	10.8	49,667	4.57%	124	83	1,133
2011	2,493	1,130	47.4	36.9	10.5	49,030	(1.28)%	120	82	1,161



## SECTION II – PLAN ACCOUNTING INFORMATION

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### MEMBERSHIP DATA FOR VALUATION

The summary of employee characteristics presented below covers the employee group as of January 1, 2011. The schedules at the end of the report show the distribution of the various employee groups by present age along with other pertinent data.

#### Total number of employees in valuation:

(a) Active employees	1,130
(b) Deferred vested employees	82
(c) Disabled employees	120
(d) Retired employees, spouses and children receiving benefits	<u>1,161</u>
(e) Total employees in valuation	2,493

#### Average age of employees in valuation:

(a) Active employees	
Attained	47.4
At Hire	36.9
(b) Deferred vested employees	50.2
(c) Disabled employees	60.2
(d) Retired employees	67.8
(e) Spouses and children receiving benefits	74.2

#### Active employees eligible for vested benefits as of January 1, 2011:

(a) Employees under age 55 with 5 or more years of service – eligible for deferred vested benefits	480
(b) Employees age 55 and over with 5 or more years of service – eligible for early or normal retirement benefits	271
(c) Employees eligible for refund of contributions only	<u>379</u>
(d) Total	1,130



## MEMBERSHIP DATA RECONCILIATION

January 1, 2010 to January 1, 2011

The number of members included in the valuation, as summarized in the table below, is in accordance with the data submitted by the System for eligible employees as of the valuation date.

	<u>Active Members</u>	<u>Deferred Vested</u>	<u>Disabled</u>	<u>Retirees</u>	<u>Beneficiaries</u>	<u>Total</u>
<b>Members as of 1/1/2010</b>	1,116	83	124	881	252	2,456
New Members	99	0	0	0	0	99
Terminations						
Rehired	0	0	0	0	0	0
Refunded	(12)	(2)	0	0	0	(14)
Terminated, refund due	(12)	0	0	0	0	(12)
Deferred Vested	(7)	8	(1)	0	0	0
LTD	(4)	0	4	0	0	0
Data Corrections (and Benefits Expired)	0	0	0	6	(1)	5
Retirements	(49)	(7)	0	56	0	0
Deaths						
With Beneficiary	(1)	0	(3)	(15)	19	0
Without Beneficiary	0	0	(4)	(14)	(23)	(41)
<b>Total Members 1/1/2011</b>	1,130	82	120	914	247	2,493

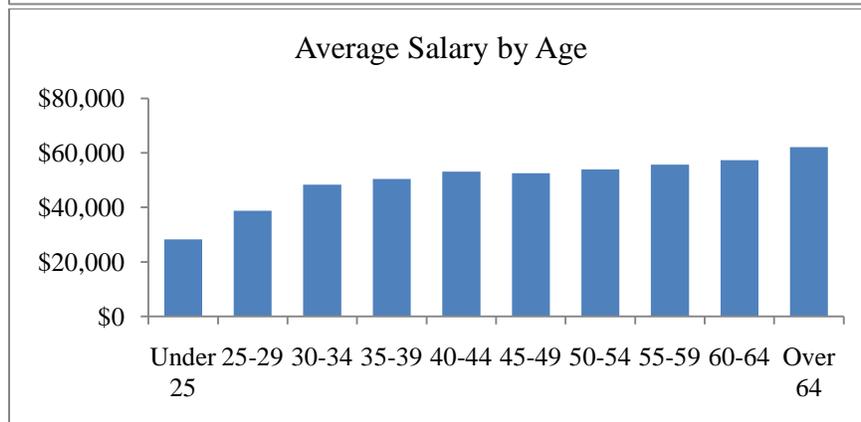
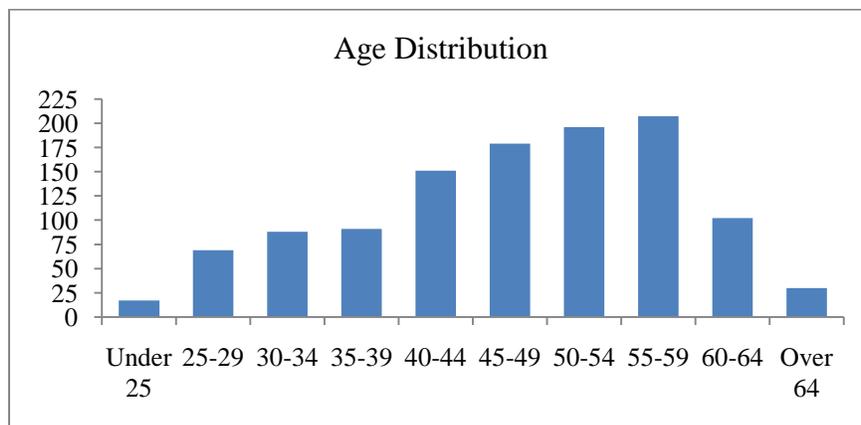


**SECTION II – PLAN ACCOUNTING INFORMATION**

**SCHEDULE I**

**ACTIVE EMPLOYEES AS OF JANUARY 1, 2011**

<u>Age</u>	<u>Count of Members</u>			<u>Valuation Salaries of Members</u>		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
Under 25	12	5	17	322,594	158,461	481,055
25-29	40	29	69	1,613,593	1,061,645	2,675,238
30-34	55	33	88	2,768,331	1,486,663	4,254,994
35-39	62	29	91	3,210,029	1,381,181	4,591,210
40-44	121	30	151	6,618,944	1,404,657	8,023,602
45-49	126	53	179	6,810,662	2,583,819	9,394,482
50-54	125	71	196	6,984,259	3,593,515	10,577,774
55-59	127	80	207	7,383,368	4,140,318	11,523,686
60-64	67	35	102	4,040,065	1,811,207	5,851,272
Over 64	20	10	30	1,407,506	454,773	1,862,279
<b>Total</b>	<b>755</b>	<b>375</b>	<b>1,130</b>	<b>41,159,352</b>	<b>18,076,239</b>	<b>59,235,591</b>

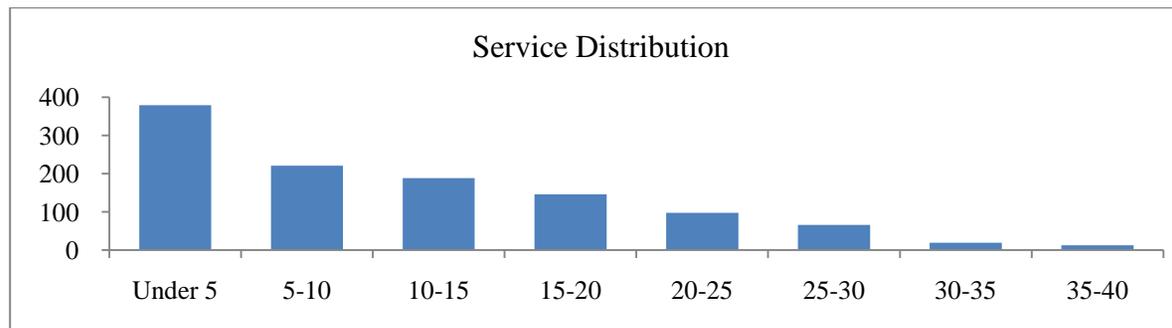




SCHEDULE I (continued)

ACTIVE EMPLOYEES AS OF JANUARY 1, 2011

Age	Service									Total
	Under 5	5-10	10-15	15-20	20-25	25-30	30-35	35-40	Over 40	
Under 25	17	0	0	0	0	0	0	0	0	17
25-29	60	8	1	0	0	0	0	0	0	69
30-34	51	31	6	0	0	0	0	0	0	88
35-39	41	27	17	6	0	0	0	0	0	91
40-44	52	42	35	18	4	0	0	0	0	151
45-49	48	30	36	27	21	15	2	0	0	179
50-54	42	39	24	34	32	22	2	1	0	196
55-59	41	29	37	38	26	20	9	7	0	207
60-64	21	13	24	19	11	6	5	3	0	102
Over 64	6	2	8	4	4	3	1	2	0	30
<b>Total</b>	<b>379</b>	<b>221</b>	<b>188</b>	<b>146</b>	<b>98</b>	<b>66</b>	<b>19</b>	<b>13</b>	<b>0</b>	<b>1,130</b>

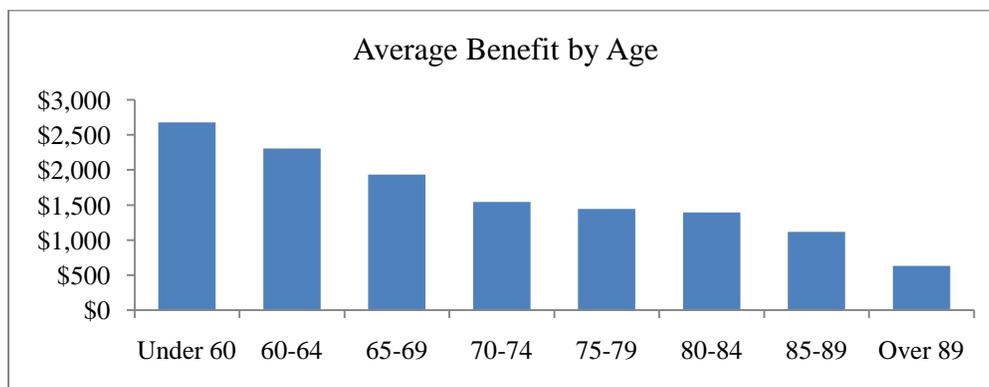
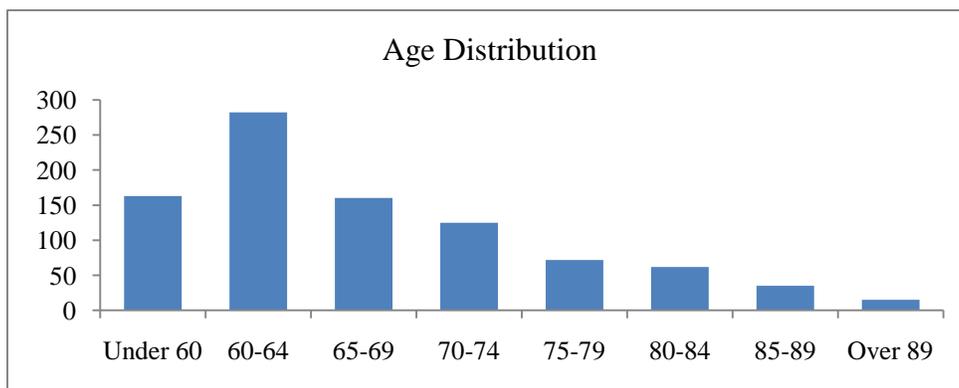




**SECTION II – PLAN ACCOUNTING INFORMATION**

**SCHEDULE II  
RETIRED PARTICIPANTS AS OF JANUARY 1, 2011**

<u>Age</u>	<u>Count of Retirees</u>			<u>Current Monthly Benefits</u>		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
Under 60	107	56	163	300,504	136,043	436,547
60-64	194	88	282	484,513	165,614	650,127
65-69	119	41	160	242,829	66,357	309,186
70-74	91	34	125	151,747	41,364	193,111
75-79	52	20	72	82,669	21,102	103,771
80-84	45	17	62	69,943	16,502	86,445
85-89	21	14	35	27,677	11,453	39,130
Over 89	7	8	15	4,872	4,589	9,461
<b>Total</b>	<b>636</b>	<b>278</b>	<b>914</b>	<b>1,364,754</b>	<b>463,024</b>	<b>1,827,778</b>



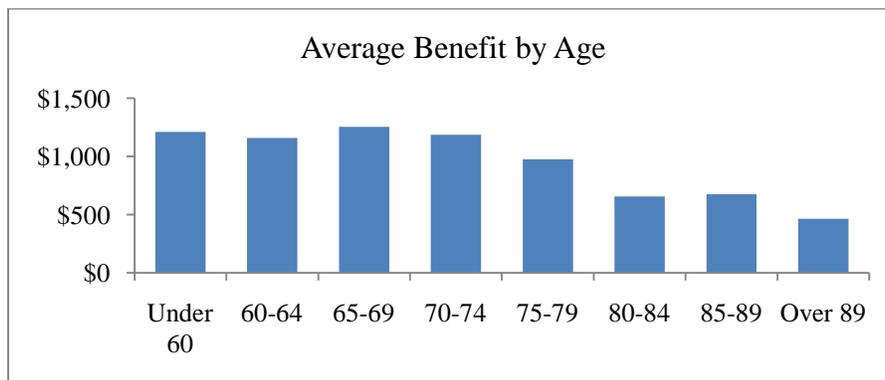
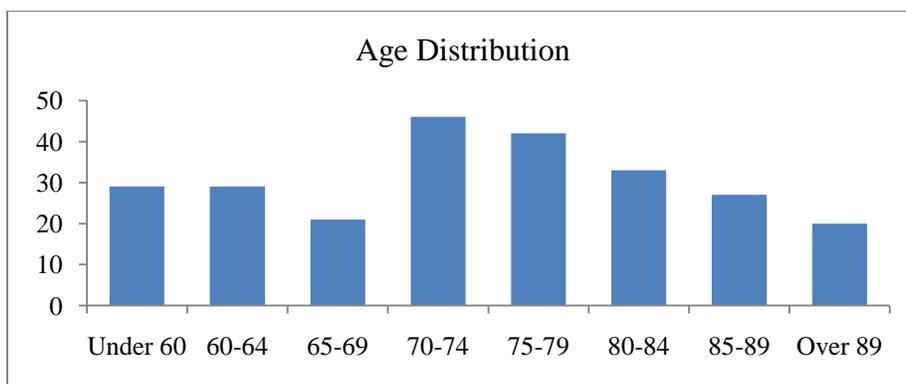


**SECTION II – PLAN ACCOUNTING INFORMATION**

**SCHEDULE III**

**BENEFICIARIES RECEIVING BENEFITS AS OF JANUARY 1, 2011**

Age	Count of Beneficiaries			Current Monthly Benefits		
	Males	Females	Total	Males	Females	Total
Under 60	6	23	29	4,416	30,638	35,054
60-64	5	24	29	4,187	29,385	33,572
65-69	0	21	21	0	26,337	26,337
70-74	0	46	46	0	54,558	54,558
75-79	3	39	42	2,846	38,050	40,896
80-84	2	31	33	2,040	19,531	21,571
85-89	2	25	27	1,676	16,493	18,169
Over 89	1	19	20	549	8,740	9,289
<b>Total</b>	<b>19</b>	<b>228</b>	<b>247</b>	<b>15,714</b>	<b>223,732</b>	<b>239,446</b>





**SECTION II – PLAN ACCOUNTING INFORMATION**

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**SCHEDULE IV**

**DEFERRED VESTED FORMER EMPLOYEES AS OF JANUARY 1, 2011**

<u>Age</u>	<u>Count of Members</u>			<u>Expected Monthly Benefit</u>		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
Under 25	0	0	0	0	0	0
25-29	0	0	0	0	0	0
30-34	1	1	2	1,026	837	1,863
35-39	2	5	7	1,315	3,142	4,457
40-44	7	2	9	5,560	3,353	8,913
45-49	10	6	16	10,746	5,532	16,278
50-54	12	14	26	17,177	12,804	29,981
55-59	12	9	21	12,355	8,670	21,025
Over 59	1	0	1	454	0	454
Total	45	37	82	48,633	34,338	82,971



**SECTION II – PLAN ACCOUNTING INFORMATION**

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**SCHEDULE V**

**DISABLED PARTICIPANTS RECEIVING BENEFITS AS OF JANUARY 1, 2011**

<u>Age</u>	<u>Count of Members</u>			<u>Current Monthly Benefit</u>		
	<u>Males</u>	<u>Females</u>	<u>Total</u>	<u>Males</u>	<u>Females</u>	<u>Total</u>
Under 25	0	0	0	0	0	0
25-29	0	0	0	0	0	0
30-34	0	0	0	0	0	0
35-39	1	0	1	1,612	0	1,612
40-44	3	0	3	6,514	0	6,514
45-49	11	1	12	19,563	1,319	20,882
50-54	20	4	24	34,607	7,459	42,066
55-59	18	6	24	32,750	9,995	42,745
Over 59	47	9	56	63,993	8,444	72,437
Total	100	20	120	159,039	27,217	186,256