

**MUNICIPAL FIRE AND POLICE  
RETIREMENT SYSTEM OF IOWA**

**ACTUARIAL VALUATION REPORT**

**JULY 1, 2003**

September 29, 2003

**PERSONAL & CONFIDENTIAL**

Board of Trustees  
Municipal Fire and Police Retirement System of Iowa  
2836 104th Street  
Des Moines, IA 50322

RE: July 1, 2003 Actuarial Report

Dear Board Members:

We are pleased to submit this actuarial report of the Municipal Fire and Police Retirement System of Iowa. The costs developed and presented in this report are based on asset values as of June 30, 2003, member census data as of July 1, 2003, and current System provisions, all of which were supplied by the Municipal Fire and Police Retirement System of Iowa.

The purposes of the actuarial report are:

1. To determine the normal contribution rate which is payable by the Cities under Chapter 411 of the Code of Iowa;
2. To determine the funded status of the System; and
3. To provide information relating to the disclosure requirements of the Governmental Accounting Standards Board (GASB) Statement No. 25 – Financial Reporting for Defined Benefit Pension Plans.

All costs and liabilities were determined in accordance with generally accepted actuarial principles and procedures. To the best of our knowledge, the information supplied in this report is complete and accurate. The amounts presented in the accompanying report have been determined appropriately according to the actuarial assumptions and methods stated herein, and fully and fairly disclose the actuarial position of the System.

Sincerely,

SILVERSTONE GROUP

Donn B. Jones, FSA  
Principal  
Member of American Academy  
of Actuaries  
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ME/dm

Enclosure

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## REPORT HIGHLIGHTS

This section compares results of the current and prior actuarial valuations. Additional supporting detail is available in other sections of the report. The Table of Contents on the prior page identifies the location of the supporting detail.

	<b>As of July 1</b>	
	<b>2002</b>	<b>2003</b>
<b>Cities Recommended Contribution</b>	\$ 35,459,256	\$ 44,953,249
<b>Normal Contribution Rate</b>	20.48%	24.92%
<b>Plan Assets</b>		
Market Value	1,104,502,423	1,137,102,633
Actuarial Value	1,269,716,305	1,255,190,585
<b>Investment Return</b>		
Market Value	-2.8%	5.2%
Actuarial Value	2.1%	0.8%
<b>Actuarial Present Value of Accrued Benefits</b>		
Total Accrued Benefits	1,354,453,231	1,429,109,638
(Security Ratio)	(82%)	(80%)
Vested Accrued Benefits	1,283,546,962	1,370,031,971
(Security Ratio)	(86%)	(83%)
<b>Annual Participating Payroll</b>	173,140,899	180,390,246
<b>Annual Pension Benefits</b>		
Service Retirement	33,356,264	36,608,964
Disabled Retirement	23,930,203	25,314,936
Vested Retirement	1,516,706	1,726,320
Beneficiaries	<u>9,604,582</u>	<u>10,266,336</u>
Total	\$ 68,407,755	\$ 73,916,556
<b>Number of Members</b>		
Active	3,805	3,825
Retirees, Disabled & Beneficiaries	3,248	3,329
Vested Terminated	<u>244</u>	<u>253</u>
Total Participants	7,297	7,407

## COMMENTS ON THE VALUATION

### Cities Recommended Contribution

The recommended contributions for the Retirement System are determined using the Aggregate actuarial cost method as required by Chapter 411 of the Code of Iowa. The same method has been used in prior years to determine the contribution for the Retirement System.

We recommend a contribution of \$44,953,249 be made for the 2003 plan year. This is equal to a contribution rate of 24.92% of payroll. This rate assumes that the State of Iowa will contribute approximately \$2,816,189 for the 2003 plan year.

The Retirement System's normal contribution rate increased from the 20.48% for 2002 to 24.92% for 2003. The Retirement System's contribution rate before any adjustment to the minimum contribution rate changed as follows:

July 1, 2002 normal contribution rate	20.48%
<ul style="list-style-type: none"> <li>• Increase in contribution rate due to lower State contribution</li> <li>• Plan experience more favorable than assumed</li> <li>• Asset investments less favorable than assumed</li> <li>• Changes in System provisions</li> <li>• Change in actuarial assumptions</li> </ul>	0.07% (0.12%) 4.49% 0.00% <u>0.00%</u>
Preliminary normal contribution rate	24.92%
<ul style="list-style-type: none"> <li>• Increase necessary to meet minimum contribution rate</li> </ul>	0.00%
July 1, 2003 normal contribution rate	24.92%

### Actuarial Present Value of Accrued Benefits

The value of plan assets, the present value of vested accrued benefits, and the present value of accrued benefits are displayed and compared in this section of the report. Plan assets are valued at market value. The present value of vested accrued and accrued benefits is based on actuarial assumptions that anticipate the System will continue. Summarizing from this section of the report:

	<b>Values as of July 1, 2003</b>	<b>Funded Ratio</b>	
		<b>2002</b>	<b>2003</b>
Market Value of Plan Assets	\$1,137,102,633	--	--
Actuarial Present Value:			
Accrued Benefits	1,429,109,638	82%	80%
Vested Accrued Benefits	1,370,031,971	86%	83%
Interest Rate		7.5%	7.5%

## **Changes in System Provisions**

All System provisions remained unchanged from the prior valuation.

## **Change in Actuarial Assumptions**

Beginning with the July 1, 1999 actuarial valuation, mortality improvements represented by published mortality tables will be phased in over the next several years. The July 1, 2003 actuarial valuation would normally reflect an additional one-year step in a plan to complete the phase-in of the 1994 Group Annuity Mortality Table by the July 1, 2010 actuarial valuation. However, the additional one-year step has been deferred based on the Mortality Table Assumption Policy described below. All actuarial assumptions remained unchanged from the prior valuation.

## **Mortality Table Assumption Policy**

In November 1999, the Board of Trustees adopted a policy to phase into the 1994 Group Annuity Mortality Table consistent with the funding capacities of the sponsoring Cities. A multiple year phase-in to the 1994 Group Annuity Mortality Table was recommended. The phase-in period of the 1994 Group Annuity Mortality Table should range from 6 to 20 years measured from 1999.

## **Government Accounting Standards Board Disclosure**

Measurements used to evaluate the funding status of the system are based on procedures set forth by GASB (Government Accounting Standards Board). 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, GASB has issued Statement No. 25—Financial Reporting for Defined Benefit Pension Plans.

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, the Schedule of Funding Progress and Schedule of Employer Contributions, and accompanying notes disclosing information relative to the funded status of the plan and historical contribution patterns.

- The Schedule of Funding Progress is not required for systems which use the Aggregate Method to determine the Annual Required Contribution (ARC). Since the Retirement System uses the Aggregate Method to determine the ARC, this schedule has not been developed.
- The Schedule of Employer Contributions provides historical information about the Annual Required Contribution (ARC) and the percentage of the ARC that was actually contributed. For the Retirement System, the ARC is equal to the normal contribution rate multiplied by the covered payroll for the year or \$47,767,337 for 2003. This is the total ARC before any adjustment for minimum contribution rates or state contributions.

## **Covered Members**

*Ages of Active Members* — The average age of the active members has remained stable. The average age of members included in the valuation was 39.8 for the current year and 39.8 in the prior year.

*Service of Active Members* — The average service of the active members has slightly decreased. The average service of members included in the valuation was 13.1 for the current year and 13.2 in the prior year.

*Participating Compensation and Members* — Total participating compensation increased from \$173,140,899 to \$180,390,246, a 4.2% increase. The number of active members increased from 3,805 in 2002 to 3,825 in 2003.

*Average Annual Compensation* — The average compensation of active members is more than the average compensation for the prior year. The average compensation was \$45,504 for 2002 and \$47,161 in 2003.

## ACTUARIAL VALUATION RESULTS

This section of the report provides information concerning the valuation of Retirement System assets and liabilities. The following is a brief description of the exhibits and of how the information is organized.

***Retirement System Assets*** — Retirement System assets are amounts that have accumulated and will be used to meet future benefit obligations. In the Retirement System Assets exhibit, trust fund transactions reported by the system are traced from the prior valuation date to the current valuation date. In addition, the actuarial value of assets is developed based on the prescribed method.

***Retirement System Liabilities and Contributions*** —The recommended annual contribution is defined by the rate of contribution and covered payroll. The rate of contribution is determined by dividing the present value of unfunded future benefits by the present value of future payroll of all members. The Retirement System's contribution rate by statute may not be less than 17% of covered payroll. GASB Statement No. 25 defines a term, the Annual Required Contribution which is equal to the Cities contribution rate (prior to adjustment for minimum contribution rates or state contributions) multiplied by the covered payroll for the fiscal year.

***Present Value of Accrued Benefits*** —Another objective of preparing the actuarial valuation is to evaluate the funding status of the Retirement System. A comparison of the market value of assets with the present value of accrued benefits is displayed for the current and prior year.



**ACTUARIAL VALUATION RESULTS**

**Retirement System Assets – Market Value**

**Year Ending June 30, 2003**

	<u>Market Value</u>
<b>Assets at June 30, 2002</b>	\$1,104,502,423
<b>Receipts:</b>	
Member Contributions	\$ 15,871,489
Cities Contributions	28,857,743
State Contributions	2,816,189
Investment Income	61,152,522
Securities Lending Expenses	(572,434)
Investment Management Expenses	(3,364,082)
Other	<u>104,078</u>
<b>Total Receipts</b>	<b>\$ 104,865,505</b>
<b>Disbursements:</b>	
Pensions Paid to Inactive Members	\$ (70,242,050)
Termination Withdrawals	(928,154)
Administrative Expenses	(987,421)
Disability Expenses	(83,033)
Other	<u>(24,637)</u>
<b>Total Disbursements</b>	<b>\$ (72,265,295)</b>
<b>Assets at June 30, 2003</b>	<b>\$1,137,102,633</b>

**ACTUARIAL VALUATION RESULTS**  
**Retirement System Assets – Actuarial Value**  
**Year Ending June 30, 2003**

1.	Actuarial Value of Assets at July 1, 2002	\$1,269,716,305
2.	Contributions for 2002 Plan Year (Members, Cities and State)	47,545,421
3.	Benefit distributions and refunds for 2002 plan year	(71,170,204)
4.	Noninvestment Expenses	
	a. Administrative Expenses	(987,421)
	b. Disability Expenses	<u>(83,033)</u>
	c. Total	(1,070,454)
5.	Expected return on Assets for year at 7.5%	81,928,353
6.	Asset gains/(losses) for prior four plan years	
	a. 2002	(24,632,906)
	b. 2001	(117,544,199)
	c. 2000	(163,364,690)
	d. 1999	<u>18,506,450</u>
	e. Total	(287,035,345)
7.	Asset gains/(losses) to be recognized, 25% x 6e.	(71,758,836)
8.	Actuarial Value of Assets at July 1, 2003 = 1 + 2 + 3 + 4c + 5 + 7	\$1,255,190,585

**ACTUARIAL VALUATION RESULTS**  
**Retirement System Liabilities and Contributions**

<b>Present Value of Unfunded Future Benefits</b>	<b>As of July 1</b>	
	<b>2002</b>	<b>2003</b>
1. Actuarial Present Value of all Future Benefits		
a. Active members		
Service retirements	\$ 651,318,328	\$ 669,442,382
Ordinary disability	77,063,255	80,045,258
Accidental disability	206,065,306	214,179,002
Ordinary death	23,961,003	24,885,118
Accidental death	26,253,995	27,205,142
Withdrawal	20,807,513	21,686,666
Total Active	1,005,469,400	1,037,443,568
b. Inactive members		
Members receiving benefits	808,135,182	865,994,214
Deferred vested terminations	21,953,039	22,553,192
Refund of member contributions due	259,328	293,761
Total Inactive	830,347,549	888,841,167
c. Total Present Value of Future Benefits	1,835,816,949	1,926,284,735
2. Actuarial Value of Plan Assets	1,269,716,305	1,255,190,585
3. Actuarial Present Value of Future Member Contributions	168,232,608	175,131,086
4. Present Value of Unfunded Future Benefits (1) - (2) - (3)	397,868,036	495,963,064
 <b>Determination of Preliminary Total Contribution</b>		
5. Present value of future payroll of all covered members	1,799,279,225	1,873,059,739
6. Total (Cities <b>plus</b> State) normal contribution (4) ÷ (5)	22.11%	26.48%
7. Covered payroll	173,140,899	180,390,246
8. Preliminary total contribution from Cities and State (6) x (7)	38,281,453	47,767,337

**ACTUARIAL VALUATION RESULTS**  
**Retirement System Liabilities and Contributions**  
**(continued)**

**Determination of Cities' Contribution**

9. Estimated State Contribution	2,816,189	2,816,189
10. Estimated State Contribution as a percent of payroll (9) ÷ (7)	1.63%	1.56%
11. Preliminary Cities' Contribution (8) – (9)	35,465,264	44,951,148
12. Cities' contribution as a percent of payroll (11) ÷ (7)	20.48%	24.92%
13. Minimum required contribution rate for Cities	17.00%	17.00%
14. Cities' contribution (Greater of 12 or 13) x (7)	\$35,459,256	\$44,953,249

## ACTUARIAL VALUATION RESULTS

### Actuarial Present Value of Accrued Benefits

	As of July 1	
	<u>2002</u>	<u>2003</u>
1. Present value of vested accrued benefits		
a. Present value of vested accrued benefits for active members	\$453,199,413	\$481,190,804
b. Present value of benefits for terminated members	22,212,367	22,846,953
c. Present value of benefits being paid to retirees and beneficiaries	808,135,182	865,994,214
Total	\$1,283,546,962	\$1,370,031,971
2. Present value of accrued nonvested benefits	70,906,269	59,077,667
3. Present value of all accrued benefits (1) + (2)	\$1,354,453,231	\$1,429,109,638
4. Market value of assets	\$1,104,502,423	\$1,137,102,633
5. Ratio of market value of assets to the present value of all accrued benefits (4) ÷ (3)	82%	80%
6. Ratio of market value of assets to the present value of vested accrued benefits (4) ÷ (1)	86%	83%

## ACTUARIAL VALUATION RESULTS

### Change in Actuarial Present Value of Accrued Benefits

The change in actuarial present value of accrued benefits due to various factors including benefits accumulated, the passage of time, benefits paid, changes in assumptions and changes in System provisions is displayed below.

Actuarial present value of accrued benefits on July 1, 2002	\$1,354,453,231
Change in present value of accrued benefits from July 1, 2002 to July 1, 2003 due to:	
• Additional benefits accumulated	\$ 46,863,253
• Interest due to passage of time	98,963,358
• Benefits paid	(71,170,204)
• Change in assumptions	0
• Changes in System provisions	<u>0</u>
Actuarial present value of accrued benefits on July 1, 2003	\$1,429,109,638

## SYSTEM EXPERIENCE

During the plan year July 1, 2002 to June 30, 2003, actual experience differed from that expected by the actuarial assumptions, as summarized below.

<b>Decrement Type</b>	<b>Expected</b>	<b>Actual</b>
<b>Actives</b>		
Service Retirement	60	77
Accidental Disability	30	36
Ordinary Disability	14	6
Accidental Death	5	2
Ordinary Death	7	2
Withdrawal	79	82
<b>Inactives</b>		
Beneficiary Death	38	40
Disabled Death	35	27
Retirement Death	53	39
Vested Termination Death	1	0

## SUMMARY OF ACTUARIAL ASSUMPTIONS

**Interest Rate** 7.5%

**Salary Increase Rate** Rates varying based on age. Annual rates at sample ages are displayed below:

Age	Rate
20	12.59%
25	8.67%
30	5.95%
35 or Over	4.50%

**Mortality Rates**

Pre-retirement Mortality

- Ordinary

Rates varying by age – Sample rates:

Age	Rate
20	0.06%
25	0.07
30	0.08
35	0.12
40	0.16
45	0.20
50	0.29
55	0.38
60	0.56
65	0.75

- Accidental

Rates varying by age – Sample rates:

Age	Rate
20	0.11%
25	0.07
30	0.06
35	0.06
40	0.06
45	0.09
50	0.24
55	0.47
60	0.75
65	1.38



## SUMMARY OF ACTUARIAL ASSUMPTIONS

### Post-retirement Mortality

- Ordinary
 

A weighting equal to 9/12 of the 1971 Group Annuity Mortality Table, Male and Female and 3/12 of the 1994 Group Annuity Mortality Table, Male and Female.
  
- Disabled
 

A weighting equal to 9/12 of the 1971 Group Annuity Mortality Table – Male, set forward six years and 3/12 of the 1994 Group Annuity Mortality Table - Male, set forward six years.

### Disability Rates

- Ordinary
 

Rates varying by age – Sample rates:

Age	Rate
20	0.12%
25	0.12
30	0.12
35	0.15
40	0.24
45	0.37
50	0.59
55	1.09
60	2.08
65	3.39

- Accidental
 

Rates varying by age – Sample rates:

Age	Rate
20	0.11%
25	0.11
30	0.11
35	0.11
40	0.30
45	0.68
50	1.31
55	2.97
60	6.19
65	7.09

## SUMMARY OF ACTUARIAL ASSUMPTIONS

### Turnover Rates

Rates varying by age - Sample rates:

Age	Rate
20	7.11%
25	5.81
30	4.51
35	2.71
40	1.08
45	0.20
50	0.20
55	0.00
60	0.00
65	0.00

### Retirement Age

Rates varying by age – Sample rates:

Age	Rate
55 – 56	35 %
57 – 60	25
61	30
62	35
63	40
64	45
65	100 %

## SUMMARY OF ACTUARIAL ASSUMPTIONS

<b>Administrative Expenses</b>	None assumed.
<b>Percentage Married</b>	85%
<b>Spouses' Age</b>	Wives are three years younger than husbands.
<b>Number of Children</b>	2.5 per couple.
<b>Participating Payroll</b>	Actual annualized earnable compensation reported for prior plan year increased to the current plan year based on the System's assumed salary increase rate.

## **SUMMARY OF ACTUARIAL METHODS**

### **Actuarial Cost Method**

The Aggregate Actuarial Cost Method was used to determine recommended contributions. Using this method, the present value of projected benefits to be funded by future contributions is determined by subtracting the actuarial value of plan assets and the actuarial present value of future member contributions from the actuarial present value of projected benefits. This result, the present value of unfunded future benefits, is divided by the present value of future salaries of active members included in the valuation to determine a normal cost accrual rate. The normal cost accrual rate is multiplied by the total of current annual salaries of members in the valuation to determine the recommended contribution.

Using the Aggregate Method, gains and losses that arise due to actual experience are not directly determined and recognized each year. Gains and losses are included in the present value of unfunded future benefits and affect the normal cost accrual rate. As a result, gains and losses are spread over the remaining period to retirement of members in the valuation and are recognized as a portion of future annual contributions.

### **Actuarial Asset Valuation Method**

The preliminary actuarial value is equal to the prior year's actuarial value (starting with the market value as of July 1, 1992) adjusted for contributions, disbursements and expected return on investments. The preliminary value is then increased by 25% of any investment gains or (losses) during the four prior plan years.

## SUMMARY OF SYSTEM PROVISIONS

The System was first established, effective January 1, 1992, by Chapter 411 of the Code of Iowa by combining each city's fire retirement system and police retirement system into a single statewide retirement system for fire fighters and police officers. Plan amendments through July 1, 2003 are reflected in this summary.

<b>Participation</b>	Each person who becomes a permanent full-time police officer or fire fighter in a participating city.												
<b>Membership Service</b>	From date of employment to date of separation from employment.												
<b>Earnable Compensation</b>	The annual compensation which a member receives for services rendered as a police officer or fire fighter in the course of employment with a participating City, except for amounts received for overtime, meal or travel expenses, uniform allowances, fringe benefits, severance pay, mandatory deferred compensation, and accumulated sick leave or vacation pay.												
<b>Contributions</b>													
<b>Members</b>	The following percentages of Earnable Compensation: <table><thead><tr><th>Effective Date</th><th>Percentage</th></tr></thead><tbody><tr><td>October 16, 1992</td><td>6.10%</td></tr><tr><td>July 1, 1993</td><td>7.10</td></tr><tr><td>July 1, 1994</td><td>8.10</td></tr><tr><td>January 1, 1995</td><td>8.35</td></tr><tr><td>July 1, 1995</td><td>9.35</td></tr></tbody></table>	Effective Date	Percentage	October 16, 1992	6.10%	July 1, 1993	7.10	July 1, 1994	8.10	January 1, 1995	8.35	July 1, 1995	9.35
Effective Date	Percentage												
October 16, 1992	6.10%												
July 1, 1993	7.10												
July 1, 1994	8.10												
January 1, 1995	8.35												
July 1, 1995	9.35												
<b>Cities</b>	The amount actuarially determined necessary to fund the benefits in accordance with accepted actuarial principles but not less than 17% of the Earnable Compensation of the active members.												
<b>State</b>	The annual appropriation from the State of Iowa to fund benefits is about \$2,816,189 a year.												

## SUMMARY OF SYSTEM PROVISIONS

### **Average Final Compensation**

The average Earnable Compensation of the member during the three years of service the member earned their highest salary as a police officer or fire fighter.

### **Service Retirement Benefit**

#### **Eligibility**

After age 55 and completion of 22 years of service.

#### **Benefit**

Monthly annuity equal to 66.0% of Average Final Compensation plus 2.0% of Average Final Compensation for each year of service in excess of 22 years (up to 8 additional years). The maximum benefit is 82.0% of Average Final Compensation.

### **Termination Benefit**

#### **Eligibility**

At least 4 years of service upon termination of membership before age 55, or at least 4, but less than 22 years of service upon termination of membership after age 55.

#### **Benefit**

Monthly annuity payable at age 55 or current age, if later, equal to 66.0% of Average Final Compensation plus 2.0% of Average Final Compensation for each year of service in excess of 22 years (up to 8 additional years), if any, times a ratio equal to service at termination divided by 22 (ratio not to exceed 1.0).

Effective July 1, 1990, members who terminate service, other than by death or disability, can elect to withdraw their accumulated contributions with interest in lieu of any benefits to which the member may be entitled to from the System.

## SUMMARY OF SYSTEM PROVISIONS

### Ordinary Disability Benefit

**Eligibility**

A member in good standing at any age and any length of service.

**Benefit**

Monthly annuity payable upon disability equal to either (a) or (b) below, but no less than (c):

- (a) If service at disability is greater than or equal to 5, 50% of Average Final Compensation; or
- (b) If service at disability is less than 5, 25% of Average Final Compensation;
- (c) The benefit determined using the Service Retirement formula based on service and Average Final Compensation at the date of disability.

### Accidental Disability Benefit

**Eligibility**

A member in good standing at any age and any length of service.

**Benefit**

A monthly annuity equal to 60% of Average Final Compensation but no less than the benefit determined using the Service Retirement formula based on service and Average Final Compensation at the date of disability.

### Ordinary Death Benefit

**Eligibility**

For members in service: any age and any length of service.

For member not in service: 4 years of service.

**Benefit**

Upon death of the member, either (a) or (b) below:

- (a) A lump sum equal to 50% of Earnable Compensation during the last year of employment; or

## SUMMARY OF SYSTEM PROVISIONS

- (b) A monthly annuity equal to 40% of average final compensation but not less than 20% of the average Earnable Compensation of an active member of the System, as reported by the actuary. For a member not in service, the monthly annuity is payable on the date the member would have reached age 55, except if there is a dependent child, it is paid immediately upon death of the member.

For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary. This benefit is payable until the child reaches age 18 or 22 (if a full-time student) or payable for life if the child is disabled.

### Accidental Death Benefit

#### Eligibility

Death from causes sustained in the line of duty.

#### Benefit

A monthly annuity equal to 50% of Average Final Compensation payable to surviving spouse, dependent child or dependent parents. In addition, a lump sum of \$100,000 is payable to the surviving spouse, dependent child or dependent parents if death is due to a traumatic personal injury incurred in the line of duty.

For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary.

### Death After Retirement

#### Eligibility

Death of member while receiving a service (basic benefit only), ordinary, accidental or vested (basis benefit only) retirement.



## SUMMARY OF SYSTEM PROVISIONS

**Benefit** To surviving spouse, 50% of the gross monthly benefit of the retired member but not less than 20% of the average Earnable Compensation of an active member of the System, as reported by the actuary.

For each dependent child, an additional benefit equal to 6% of the average Earnable Compensation of an active member of the System, as reported by the actuary.

### Annual Escalator Benefit

**Eligibility** All retired members, except for vested retirements, and for beneficiaries, except for beneficiaries of vested retirements.

**Benefit** The monthly pension benefit is increased each July 1 by the sum of (a) plus (b) below:

- (a) The previous monthly benefit multiplied by 1.5%, and
- (b) An additional dollar amount from the table below based on the number of years the member has been retired.

Amount	Years of Retirement
\$15	Less than 5
20	5 – 9
25	10 – 14
30	15 – 19
35	20 or More

### Normal Form of Benefit

Married Joint and 50% Survivor Annuity.

Single Life Only Annuity.

## SUMMARY OF SYSTEM MEMBERS

	<b>July 1</b>	
	<b>2002</b>	<b>2003</b>
<b>Active Members</b>		
Number	3,805	3,825
Average Attained Age	39.8	39.8
Average Past Service	13.2	13.1
Total Annual Compensation	\$173,140,899	\$180,390,246
Average Annual Compensation	45,504	47,161
<b>Non-Active Members in Pay Status</b>		
Number	3,248	3,329
Average Age (excluding children)	67.0	67.1
Total Annual Benefits	\$68,407,755	\$73,916,556
Average Annual Benefit	21,062	22,204
<b>Non-Active Members with Deferred Benefits</b>		
Number*	244	253
Average Age	45.2	45.1
Total Annual Benefits	\$3,242,136	\$3,361,260
Average Annual Benefit	13,287	13,286

\* Excludes 90 and 86 terminated nonvested members who have not yet received a refund of contributions for 2002 and 2003 respectively.

## SUMMARY OF SYSTEM MEMBERS

### Reconciliation of Participant Counts

	Active	Terminated Vested	In Pay Status			Total
			Beneficiaries	Disableds	Retirees	
Number as of July 1, 2002	3,805	244	869	985	1,394	7,297
Change due to:						
New hires and rehires	232	(1)	0	0	0	231
Terminations	(50)*	31	0	0	0	(19)
Retirement	(77)	(14)	0	0	91	0
Disability	(42)	0	0	42	0	0
Death without Beneficiary	(1)	0	(40)	(4)	(13)	(58)
Death with Beneficiary	(3)	0	61	(23)	(26)	9
Refund Paid Out	(39)**	(7)	0	0	0	(46)
Benefit Aged Out	0	0	(7)	0	0	(7)
Other	0	0	0	0	0	0
Number as of July 1, 2003	3,825	253	883	1,000	1,446	7,407

\* Five of the Terminations are from new hires during the period July 1, 2002 to June 30, 2003.

\*\* Two of the Refunds Paid Out are from new hires during the period July 1, 2002 to June 30, 2003.

## SUMMARY OF SYSTEM MEMBERS

**Active Members — As of July 1, 2003**

Age	Years of Service								Total	Average Annual Salary
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+		
Under 25	149	0	0	0	0	0	0	0	149	\$36,343
25-29	398	84	0	0	0	0	0	0	482	\$40,353
30-34	310	352	81	0	0	0	0	0	743	\$42,857
35-39	109	199	264	77	1	0	0	0	650	\$45,656
40-44	55	99	147	167	81	4	0	0	553	\$48,545
45-49	9	22	63	121	213	136	0	0	564	\$52,813
50-54	3	11	22	48	102	260	88	0	534	\$53,961
55-59	1	3	4	7	9	44	55	10	133	\$56,706
60+	0	0	0	0	1	1	3	12	17	\$59,858
Total	1,034	770	581	420	407	445	146	22	3,825	
Average Annual Salary	\$38,740	\$45,096	\$47,954	\$50,509	\$53,601	\$55,638	\$58,562	\$64,084		\$47,161

## SUMMARY OF SYSTEM MEMBERS

### Inactive Members — As of July 1, 2003

#### Service Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55 – 59	232	\$ 9,151,188	\$39,445
60 – 64	291	9,749,028	33,502
65 – 69	213	5,798,112	27,221
70 – 74	198	4,754,712	24,014
75 – 79	174	3,759,324	21,605
80 – 84	116	2,170,104	18,708
Over 84	<u>70</u>	<u>1,226,496</u>	<u>17,521</u>
Total	1,294	\$36,608,964	\$28,291

#### Vested Retirements

Age	Number	Total Annual Benefit	Average Annual Benefit
55 – 59	51	\$ 738,708	\$14,484
60 – 64	33	457,692	13,869
65 – 69	37	366,984	9,918
70 – 74	16	95,244	5,953
75 – 79	11	54,156	4,923
80 – 84	1	5,328	5,328
Over 84	<u>3</u>	<u>8,208</u>	<u>2,736</u>
Total	152	\$1,726,320	\$11,357

## SUMMARY OF SYSTEM MEMBERS

### Inactive Members — As of July 1, 2003

#### Accidental Disability

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	17	\$ 404,544	\$23,797
40 – 44	28	684,684	24,453
45 – 49	60	1,507,320	25,122
50 – 54	103	2,737,512	26,578
55 – 59	188	5,504,088	29,277
60 – 64	155	4,089,984	26,387
65 – 69	112	2,894,388	25,843
70 – 74	85	2,051,328	24,133
75 – 79	47	1,084,668	23,078
80 – 84	23	521,004	22,652
Over 84	<u>17</u>	<u>359,148</u>	<u>21,126</u>
Total	835	\$21,838,668	\$26,154

#### Ordinary Disability

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	5	\$ 102,936	\$20,587
40 – 44	11	217,092	19,736
45 – 49	14	266,544	19,039
50 – 54	31	750,384	24,206
55 – 59	31	768,792	24,800
60 – 64	24	531,720	22,155
65 – 69	26	481,404	18,516
70 – 74	8	117,204	14,651
75 – 79	10	166,800	16,680
80 – 84	3	48,228	16,076
Over 84	<u>2</u>	<u>25,164</u>	<u>12,582</u>
Total	165	\$3,476,268	\$21,068

## SUMMARY OF SYSTEM MEMBERS

### Inactive Members — As of July 1, 2003

#### Beneficiaries (Spouse)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 40	8	\$ 129,792	\$16,224
40 – 44	8	110,820	13,853
45 – 49	21	297,264	14,155
50 – 54	38	571,716	15,045
55 – 59	39	563,784	14,456
60 – 64	99	1,253,508	12,662
65 – 69	74	956,688	12,928
70 – 74	123	1,454,088	11,822
75 – 79	120	1,388,496	11,571
80 – 84	133	1,529,352	11,499
Over 84	<u>159</u>	<u>1,778,304</u>	<u>11,184</u>
Total	822	\$10,033,812	\$12,207

#### Beneficiaries (Children)

Age	Number	Total Annual Benefit	Average Annual Benefit
Under 3	0	\$ 0	\$ 0
3 – 5	1	2,808	2,808
6 – 8	2	6,564	3,282
9 – 11	4	12,792	3,198
12 – 14	6	21,312	3,552
15 – 17	9	32,712	3,635
18 – 20	18	76,836	4,269
Over 20	<u>21</u>	<u>79,500</u>	<u>3,786</u>
Total	61	\$232,524	\$ 3,812

## SUMMARY OF SYSTEM MEMBERS

### Inactive Members — As of July 1, 2003

#### Terminated Vested

<b>Age</b>	<b>Number</b>	<b>Total Annual Benefit</b>	<b>Average Annual Benefit</b>
Under 40	59	\$ 455,424	\$ 7,719
40 – 44	45	579,720	12,883
45 – 49	64	983,304	15,364
50 – 54	85	1,342,812	15,798
Over 54	<u>0</u>	<u>0</u>	<u>0</u>
Total	253	\$3,361,260	\$13,286