

Hall Actuarial Associates

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September 5, 2003

Board of Trustees
LOUISIANA STATE EMPLOYEES'
RETIREMENT SYSTEM
Post Office Box 44213
Baton Rouge, Louisiana 70804-4213

Ladies and Gentlemen:

This report presents the results of the actuarial valuation of assets and liabilities, as well as funding requirements, for the Louisiana State Employees' Retirement System as of June 30, 2003.

This report has been prepared in accordance with generally accepted actuarial principles and practices and to the best of my knowledge, fairly reflects the actuarial present value of accrued benefits of the Louisiana State Employees' Retirement System.

In preparing this valuation, I have relied upon the information provided regarding plan provisions, plan membership, plan assets and other matters as detailed in the exhibits of this report. In particular, I have relied upon the statement of assets as audited by Postlethwaite & Netterville, Certified Public Accountants.

The present values shown herein have been calculated on the basis of the actuarial cost methods as specified in Louisiana Revised Statutes Title 11 Section 22(6). The Actuarial Assumptions, which have been approved by the Board of Trustees, are appropriate for the purposes of this valuation, are reasonable in the aggregate, and when applied in combination represents my best estimates of the anticipated experience under the plan.

Board of Trustees
LASERS
 September 5, 2003

A brief summary of the more important figures developed in this valuation, with comparable results from previous valuations are as follows:

	<u>June 30, 2003</u>	-----Prior Years-----	
		<u>June 30, 2002</u>	<u>June 30, 2001</u>
I. Membership Census			
1) Retirees	34,074	33,132	32,292
2) Actives	65,441	64,692	64,519
3) DROP	2,768	2,635	2,365
II. Annual Benefits	\$ 491,416,716	\$ 466,719,066	\$ 437,190,173
III. Total Payroll	1,924,680,579	1,861,887,735	1,782,884,536
IV. Valuation Assets	6,462,850,028	6,342,414,880	6,294,673,646
V. Experience Account	-634,512,981	-270,929,581	184,023,157
VI. Investment Yield			
Market Value	3.83%	-5.63%	-6.25%
Actuarial Value	-3.63%	-4.40%	.37%
VII. Cost to Fund Annual Pension Accruals (Normal Costs)	286,610,069 14.89%	277,099,192 14.88%	260,560,598 14.61%
VIII. Unfunded Actuarial Accrued Liability	3,333,456,048	2,864,319,460	2,357,917,090
IX. Funded Percentage	66.0%	68.9%	72.8%
X. Funding Requirements to Pay (Mid-year payment)			
1) Employee Contribution Rate	151,583,873 7.684%	147,682,661 7.684%	141,151,604 7.670%
2) Employer Contribution Rate - Current Year	343,474,885 17.4%	298,168,077 15.5%	254,941,109 13.9%
3) Projected Employer Contribution - Next Year	348,115,129 17.2%	312,108,688 15.8%	267,823,237 14.1%

The above funding requirements measure the cost of benefits that were in effect on June 30, 2003, plus Acts of the 2003 Legislative Session which have prospective effects on current active members.

Board of Trustees
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Current Funding

The Actuarial Valuation for the plan year ending June 30, 2003 discloses an expected increase in the value of the plan's unfunded accrued liability as well as prospective funding requirements. It is generally appropriate for the current valuation process to disclose the source or cause of any significant changes in the plan from year to year. Changes that occur are usually the result of changes in actuarial assumptions, gains or losses resulting from actual experience which differs significantly from expected plan experience.

The basic elements of the annual required contribution are the normal cost and amortization of the Unfunded Actuarial Liability (UAL). The normal cost is the annual cost to provide an additional year of benefit accrual. The normal cost is divided into two parts, the employee portion and the employer portion, both expressed as a percentage of payroll. Act 81 of the 1988 Legislative Session provides for the amortization of the initial UAL, plus subsequent changes in benefits, methods or gain/loss experience.

To assist the Board of Trustees in reconciling changes in the unfunded actuarial accrued liability, the following gain/loss analysis is presented as follows:

CHANGE IN UNFUNDED LIABILITY

Unfunded Liability 6/30/2002		\$ 2,864,319,460
INCREASES		
Interest on Unfunded Liability	\$ 236,306,355	
Experience Account Allocation	-373,419,794	
Assumption Changes	21,541,026	
Experience Loss	90,851,805	
Investment Loss	<u>746,839,587</u>	
Incurred Increases	722,118,979	
DECREASES		
Employer Amtz. Payment	180,522,037	
Texaco Transfer	89,200,275	
Employer Credit	<u>-16,739,921</u>	
Incurred Decreases	252,982,391	
Unfunded Liability 6/30/2003		\$ 3,333,456,048

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The employer contribution rate established by the Public Retirement Systems' Actuarial Committee for the 2003-2004 plan year was 15.8%. The actual employer contribution rates determined by this valuation for the current plan year is 17.4%. The current adjusted rate is greater than the required employer's contributions when compared to the projected rates. Since the contribution rate is attributable to many factors, the following sections address the source and respective impact to the required employer contribution rate.

Actuarial Assets/Valuation Assets

The Actuarial Value of assets represents the gross actuarial assets determined in accordance with the methodology set forth in Exhibit 6 to fund all liabilities of the pension plan as well as side-fund accounts dedicated for other programs. The Asset Valuation Method utilizes a four year weight average of the unrealized gain/loss in the value of all assets at market. The Valuation Assets exclude the side-fund accounts for purposes of determining the employer contribution rate as illustrated on page 12 of Exhibit 2.

The side-fund accounts excluded are as follows:

- **Texaco Settlement Fund:** The purpose of this fund is to accumulate Texaco settlement contributions as a separate account invested at LASERS' actuarial rate of return. Once the accumulated value of the account equals the outstanding balance of the initial unfunded actuarial liability, the account and initial liability will be liquidated. At the end of the 2003 fiscal year \$89,200,275 was distributed to liquidate the outstanding balance of the LSU unfunded liability. The current account balance is \$24,687,820.
- **Experience Account Fund:** The purpose of this fund is to accumulate 50% of the excess investment gain or loss relative to the actuarial valuation rate of 8.25%. The account can be used to fund retiree COLA's. The benefit granted must fund 100% of actuarial cost. The current balance is \$-634,512,981.

The negative Experience Account balance presents some serious funding issues. Sound actuarial funding standards, without regard to statutory requirements, would require the balance to be set at zero for funding purposes. Liquidating the balance would increase the contribution rate by 1.9%.

Investment Experience

The investment yield on the actuarial value of assets during the recent past has been as follows for plan years ending June 30:

<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>3 Yr. Aver.</u>	<u>5 Yr. Aver.</u>	<u>10 Yr. Aver.</u>
.37%	-4.40%	-3.63%	-2.57%	3.54%	7.46%

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The net actuarial rate of return assumed in the valuation was 8.25%. For the plan year ending June 30, 2003, the net realized actuarial rate of return was less than the long-term investment assumption used to project benefits. The result was a net investment experience loss of \$746,839,587 below projected investment income.

Plan Experience

The actuary is charged with making the best estimate of future plan experience to properly fund future benefits. If the actual experience differs from the projected plan experience, a gain or loss occurs. This gain or loss is then amortized over the later of the year 2029 or a fifteen year period to make a mid-course adjustment in future funding requirements. During the 2002-2003 plan year, the system incurred a \$90,851,805 experience loss from sources other than investments.

Funding as a Percentage of Payroll

The funding requirements mandated by Act 81 require the employee to contribute 7.5% of payroll for the plan year beginning in 1989. The employer will pay a percentage of the normal cost plus a dollar amount sufficient to amortize the unfunded liability over a 40 year period. However, in no event can the employer contribution rate drop below 12% without regard to employer credits without a corresponding adjustment to the employee contribution rate. To convert the dollar amortization payment to a percentage of payroll would suggest that the aggregate employer contribution rate would remain level as a percentage of pay provided aggregate salaries increase in unison with the rate of increase in annuity payments. This would imply that aggregate salaries should increase at a rate of at least 4.5% during the next twenty-seven (27) years. To determine whether this is a reasonable expectation, aggregate salary growth during the past ten (10) years is illustrated as follows:

<u>June 30</u>	<u>Payroll/\$1000</u>	<u>Percent Increase</u>
1993	1,504,147	6.2%
1994	1,546,465	2.8%
1995	1,547,977	0.1%
1996	1,584,357	2.4%
1997	1,607,371	1.5%
1998	1,653,863	2.9%
1999	1,736,963	5.0%
2000	1,820,132	4.8%
2001	1,782,884	-2.0%
2002	1,861,887	4.4%
2003	1,924,680	3.4%

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During the last ten (10) years the aggregate salaries have increased at an annualized rate of 2.5%. If this trend continues, the percentage of pay required to amortize the unfunded liability can be expected to slightly increase in the absence of other experience gains or losses.

Experience Study

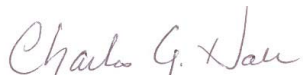
During the May 31, 2002 Board Meeting, the results of the five year Experience Study covering the period beginning on July 1, 1996 and ending on June 30, 2001 was presented to the Board of Trustees. Misclassification of data resulted in some modifications to the original report which were disclosed at the June 27, 2003 Board Meeting, but are still pending review by the Legislative Actuary. The results and recommendations of the report are reflected in this valuation increasing the actuarial accrued liability \$21,541,026.

Comments and Disclosures

Exhibit 3, "Pension Accounting and Financial Disclosure", contains disclosure of the accrued liabilities under the Entry Age Normal Actuarial Cost Method required by the Governmental Accounting Standards Board Statement No. 25.

The format of this report was designed with the intent of highlighting the pertinent results of the valuation's funding requirements. Should you have any questions or comments, please do not hesitate to contact me.

Sincerely,



Charles G. Hall, FCA,MAAA,ASA
Actuary

Enclosure

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EXHIBIT 1

DEVELOPMENT OF
COSTS, LIABILITIES AND CONTRIBUTIONS

Normal Costs and Accrued Liabilities are calculated in accordance with the Projected Unit Credit Cost Method, and the Actuarial Assumptions outlined in Exhibit 6 based on the Provisions of the Plan as summarized in Exhibit 5.

	<u>June 30, 2003</u>		<u>---Prior Year---</u> <u>June 30, 2002</u>	
	<u>Dollar</u> <u>Amount</u>	<u>% of</u> <u>Salary</u>	<u>Dollar</u> <u>Amount</u>	<u>% of</u> <u>Salary</u>
I. Normal Costs				
Active Members with Complete Data				
a) Retirement Benefits	\$ 223,512,262	11.61%	\$ 215,059,325	11.54%
b) Disability Benefits	5,600,179	.29%	9,595,547	.52%
c) Survivor Benefits	12,240,267	.64%	12,388,321	.67%
d) Voluntary Termination	35,257,361	1.83%	31,755,999	1.70%
e) Expenses	<u>10,000,000</u>	<u>.52%</u>	<u>8,300,000</u>	<u>.45%</u>
TOTAL	286,610,069	14.89%	277,099,192	14.88%
II. Actuarial Accrued Liability				
a) Active Members				
1) Retirement Benefits	3,541,988,446		3,339,909,702	
2) Disability Benefits	78,088,087		133,049,885	
3) Survivor Benefits	128,122,102		129,396,082	
4) Voluntary Termination	<u>327,129,955</u>		<u>205,932,482</u>	
	4,075,328,590		3,808,288,151	
b) Retired and Inactive Members				
1) Regular Retirees	3,646,186,560		3,425,665,005	
2) Disabled Retirees	113,207,142		110,424,334	
3) Survivors	439,989,301		435,656,589	
4) Vested Deferred	66,591,513		65,027,229	
5) Contributions Refunded	34,076,836		30,520,512	
6) DROP Deferred Benefits	957,776,782		871,146,309	
7) DROP Account Balances	<u>374,422,462</u>		<u>367,540,856</u>	
	5,632,250,596		5,305,980,834	
c) SUB TOTAL	9,707,579,186		9,114,268,985	

Exhibit 1 (Continued)
Costs, Liabilities & Contributions

	<u>June 30, 2003</u>	<u>---Prior Year---</u> <u>June 30, 2002</u>
II. Actuarial Accrued Liability		
c) SUB TOTAL (Preceding page)	\$ 9,707,579,186	\$ 9,114,268,985
d) Adjustments to Regular Plan		
1) Active Judges	79,456,102	83,877,557
2) Active Legislators	9,270,788	8,587,798
Adjusted TOTAL	<u>9,796,306,076</u>	<u>9,206,734,340</u>
III. Valuation Assets	6,462,850,028	6,342,414,880
IV. Unfunded Actuarial Accrued Liabilities - Projected Unit Credit ¹	3,333,456,048	2,864,319,460
a) Change over prior year	469,136,588	506,402,370
b) Funded Percentage	66.0%	68.9%
V. Employer Contributions To Fund Current Plan Year ¹		
a) Employer Portion of Normal Cost	131,930,424	129,787,715
b) Amortization Payments	206,920,823	170,560,809
c) Prior Contribution Variance	4,519,403	-2,180,447
TOTAL Required Contribution	<u>343,370,650</u>	<u>298,168,077</u>
	17.4%	15.5%
Plus State Appropriation	0	5,126,348
Actuarial Forecast Rate ²	15.8%	14.1%
Employer Normal Cost Rate	6.6877%	6.7529%
VI. Projected Employer Contributions To Fund Next Plan Year ¹		
a) Employer Portion of Normal Cost	135,154,866	133,796,581
b) Amortization Payments	207,243,766	177,848,982
c) Prior Contribution Variance	5,647,571	463,125
TOTAL Projected Contribution	<u>348,046,203</u>	<u>312,108,688</u>
	17.2%	15.8%
Plus State Appropriation	0	5,357,033
VII. Current Payroll	1,924,680,579	1,861,887,735
Projected Payroll - Mid Year	1,972,720,892	1,921,950,301
Projected Payroll - Next Year	2,020,935,123	1,981,315,249

¹ Dollar Amounts reflect estimated payments due mid-year on January 1st per Act 81.

² Constitutional Minimum is 12% without regards to Employer Credits.

EXHIBIT 2

**FINANCIAL SUMMARY
STATEMENT OF REVENUES AND EXPENSES
FOR FISCAL YEAR ENDING**

	<u>June 30, 2003</u>	-----Prior Years----- <u>June 30, 2002</u>	<u>June 30, 2001</u>
<u>OPERATING REVENUES:</u>			
1. Contribution Income			
Member	\$ 159,469,854	\$ 151,350,321	\$ 144,603,488
Employer	292,290,126	256,079,880	245,213,071
ORP	392,718	241,424	199,648
2. Other Income			
Legislative Appropriations	4,881,115	4,714,958	4,511,921
Miscellaneous	9,863,204	9,702,327	7,391,078
TOTAL CONTRIBUTIONS	<u>466,897,017</u>	<u>422,088,910</u>	<u>401,919,206</u>
3. Investment Income			
Investments	229,752,773	-325,607,247	-390,005,584
Less, investment expenses	<u>-16,901,210</u>	<u>-17,213,862</u>	<u>-18,916,270</u>
TOTAL INVESTMENT INCOME	<u>212,851,563</u>	<u>-342,821,109</u>	<u>-408,921,854</u>
4. Total Revenues	679,748,580	79,267,801	-7,002,648
<u>OPERATING EXPENSES:</u>			
1. General Administration	10,196,507	8,315,745	7,644,231
Other Expenses	1,632,930	4,943,827	6,228,406
2. Benefits Paid			
a) Pension Benefits	544,009,581	498,392,717	452,637,691
b) Return of Contrib.	25,043,817	31,391,355	36,147,087
TOTAL BENEFITS PAID	<u>569,053,398</u>	<u>529,784,072</u>	<u>488,784,778</u>
3. Total Operating Expenses	580,882,835	543,043,644	502,657,415
<u>NET INCOME:</u>	98,865,745	-463,775,843	-509,660,063

EXHIBIT 2 (Continued)
Financial Summary

FINANCIAL SUMMARY
STATEMENT OF ASSETS
FOR FISCAL YEAR ENDING

	<u>June 30, 2003</u>	<u>-----Prior Years-----</u>	
		<u>June 30, 2002</u>	<u>June 30, 2001</u>
<u>ASSETS:</u>			
1. Short Term Assets			
Cash/Cash Equivalencies	\$ 91,561,494	\$ 30,376,173	\$ 76,140,068
Short-term Investments	172,524,924	72,507,610	110,091,497
2. Bonds (at cost)			
Bonds - Government/Agency	590,911,229	528,483,359	491,890,992
Bonds - Municipal/Other	11,636,121	43,965,839	43,848,701
U.S. Government Obligations	84,270,277	66,783,822	45,475,052
Corporate Foreign Issues	1,221,989,099	1,311,167,557	1,258,956,320
3. Equities			
Common Stock	2,370,603,802	2,355,436,090	2,601,718,165
Foreign Stock	848,776,994	822,500,042	905,856,177
Preferred Stock	3,501,906	7,920,353	11,318,406
4. Other Assets			
Fixed Assets	5,657,742	6,155,527	5,936,957
Mortgages - Real Estate	326,129,911	320,770,281	380,168,063
5. Receivables - Payables	<u>-8,819,519</u>	<u>53,811,581</u>	<u>152,253,680</u>
TOTAL ASSETS			
Market Value	5,718,743,979	5,619,878,234	6,083,654,078
Cost Value	5,813,983,564	5,954,335,016	6,088,049,624

INVESTMENT YIELD:

Yield to Actuarial Value	-3.63%	-4.40%	.37%
Five Year Actuarial Value	3.54%	6.88%	10.72%
Yield to Market Value	3.83%	-5.63%	-6.25%
DROP Account Yield	0.00%	0.00%	-.13%

EXHIBIT 2 (Continued)
Financial Summary

FINANCIAL SUMMARY
STATEMENT OF ASSETS
FOR FISCAL YEAR ENDING

	<u>June 30, 2003</u>	-----Prior Years-----	
		<u>June 30, 2002</u>	<u>June 30, 2001</u>
<u>ACTUARIAL VALUE OF ASSETS:</u>			
TOTAL ASSETS	\$ 5,718,743,979	\$ 5,619,878,234	\$ 6,083,654,078
Change in Unrealized (G/L)			
Plan Year - 2 (wt. 1/4)	-594,652,672	-99,654,016	-91,395,071
Plan Year - 1 (wt. 2/4)	-330,061,237	-594,652,672	-99,654,016
Plan Year (wt. 3/4)	<u>239,217,198</u>	<u>-330,061,237</u>	<u>-594,652,672</u>
Actuarial Value of Assets	5,853,024,867	6,189,664,001	6,602,319,358
<u>TEXACO SETTLEMENT FUND:</u>			
Prior Year Ending Balance	118,178,702	123,622,555	123,166,577
+ Current Year Allocation	-89,200,275	0	0
+ Accumulated Interest	<u>-4,290,607</u>	<u>-5,443,853</u>	<u>455,978</u>
Fund Balance - Year End	24,687,820	118,178,702	123,622,555
<u>EXPERIENCE ACCOUNT FUND:</u>			
Prior Year Ending Balance	-270,929,581	184,023,157	507,541,113
+ Experience Account Allocation	-373,419,794	-394,359,141	-236,334,026
- Benefit Disbursements	0	52,489,937	89,062,912
+ Accumulated Interest	<u>9,836,394</u>	<u>-8,103,660</u>	<u>1,878,982</u>
Fund Balance - Year End	-634,512,981	-270,929,581	184,023,157
<u>DEVELOPMENT OF ACTUARIAL VALUATION ASSETS :</u>			
Total Actuarial Value of Assets Adjusted for:			
Texaco Settlement Fund	-24,687,820	-118,178,702	-123,622,555
Experience Account Fund	<u>634,512,981</u>	<u>270,929,581</u>	<u>-184,023,157</u>
Valuation Assets	6,462,850,028	6,342,414,880	6,294,673,646

EXHIBIT 3

**PENSION ACCOUNTING
AND
FINANCIAL DISCLOSURE**

The Governmental Accounting Standards Board (GASB) was established as an arm of the Financial Accounting Foundation in April, 1984 by amendment to the Foundation's certificate of incorporation and by-laws. GASB's objective is to promulgate standards of financial accounting and reporting relative to the activities and transactions of state and local governmental entities. The following disclosures and statistical tables are in accordance with the GASB's Statement No. 25.

SCHEDULE OF FUNDING PROGRESS
(Dollar amounts in thousands)

Actuarial Valuation Date	Actuarial Value of Assets ¹ (a)	Actuarial Accrued Liability(AAL) (b)	Unfunded AAL (UAAL) ¹ (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Payroll ((b-a)/c)
1994	3,347,602	5,403,394	2,055,792	61.9	1,546,465	132.9
1995	3,665,863	5,696,909	2,031,046	64.3	1,547,977	131.2
1996	4,114,461	6,254,405	2,139,944	65.8	1,584,357	135.1
1997	4,537,917	6,489,361	1,951,444	69.9	1,607,371	121.5
1998	5,067,795	6,953,096	1,885,301	72.9	1,653,863	114.0
1999	5,574,958	7,582,856	2,007,898	73.5	1,736,963	115.6
2000	6,170,978	8,257,313	2,086,335	74.7	1,820,132	114.6
2001	6,418,296	8,652,591	2,234,295	74.2	1,782,884	125.3
2002	6,460,594	9,206,734	2,746,140	70.2	1,861,887	147.5
2003	6,487,538	9,796,306	3,308,768	66.2	1,924,680	171.9

The total actuarial accrued liability determined using the Projected Unit Credit cost method increased by \$589,571,736 from June 30, 2002 to June 30, 2003. There was a net experience loss of \$485,812,592 after allocating \$373,419,794 of deficit investment income to the Experience Account in accordance with Act 1031.

¹UAAL differs from the UFAL for funding purposes. UFAL for funding purposes excludes Texaco Settlement Fund Assets which appears on page 5.

EXHIBIT 3 (Continued)

Pension Accounting & Financial Disclosure

SUPPLEMENTARY INFORMATION

SCHEDULE OF EMPLOYER CONTRIBUTIONS

<u>Fiscal Year</u>	<u>Actuarial Required Contribution</u>	<u>Percent Contributed</u>	<u>Annual Pension Cost (APC)</u>	<u>Actual Contribution</u>	<u>Percentage of APC Contributed</u>	<u>Net Pension Obligation*</u>
1994	189,566,536	98.7	191,589,377	187,058,006	97.6	- 2,254,901
1995	196,931,081	103.5	198,321,499	203,773,245	102.7	- 8,113,103
1996	203,762,677	99.3	206,878,066	202,316,644	97.8	- 4,036,582
1997	212,221,189	98.4	214,971,990	208,924,646	97.2	1,922,284
1998	221,933,246	104.9	221,250,489	232,843,174	105.2	-9,670,401
1999	226,387,848	102.1	228,233,262	231,043,705	101.2	-12,480,844
2000	250,678,505	99.8	254,123,833	250,143,249	98.4	-8,500,260
2001	258,281,738	100.7	260,125,807	260,029,744	100.0	-8,404,197
2002	279,119,335	97.2	281,791,315	271,339,452	96.3	2,047,670
2003	326,335,197	94.8	328,772,738	309,595,244	94.1	21,225,164

Analysis of the percentage contributed over a period of years will give a relative indication of the funding progress for the liabilities of the Louisiana State Employees' Retirement System.

The difference between the Actuarial Required Contribution and the APC is the amortization payment for the Net Pension Obligation (see Exhibit A).

**DEVELOPMENT OF NET
PENSION OBLIGATION**

(1) Actuarial Required Contribution	326,335,197
(2) Interest on Net Pension Obligation	168,933
(3) Amortization of Net Pension Obligation	<u>-2,268,608</u>
(4) Annual Pension Cost (1)+(2)-(3)	328,772,738
(5) Employer Contribution	309,595,244
(6) Increase (decrease) in Net Pension Obligation	19,177,494
(7) Net Pension Obligation Beginning of Year	2,047,670
(8) Net Pension Obligation End of Year (6)+(7)	21,225,164

*Actuarial Contributions, the Annual Pension Cost (APC), and the actual employer contribution made have been adjusted with interest at the valuation rate to the end of the fiscal year in accordance with GASB's Statement No. 27, paragraph 21.

EXHIBIT 3 (Continued)

Pension Accounting & Financial Disclosure

STATISTICAL DATA

COMPARATIVE SUMMARY OF REVENUES BY SOURCE
AND EXPENSES BY TYPE

Revenues by Source

<u>Fiscal</u> <u>Year</u>	<u>Members</u> <u>Contribution</u>	<u>Employer</u> <u>Contribution</u> ¹	<u>Investment</u> <u>Income</u>	<u>Total</u>
1994	118,255,907	227,669,691	238,487,231	584,412,829
1995	123,370,058	217,590,817	317,004,128	657,965,003
1996	126,073,816	236,967,776	328,419,628	691,461,220
1997	126,793,791	213,885,597	485,694,849	826,374,237
1998	129,724,456	229,834,528	464,769,328	824,328,312
1999	135,479,230	228,104,989	470,204,750 ²	833,788,969
2000	147,090,812	244,763,341	665,087,756	1,056,941,909
2001	144,603,488	257,315,718	-408,921,854	-7,002,648
2002	151,350,321	270,738,589	-342,821,109	79,267,801
2003	159,469,854	307,427,163	212,851,563	679,748,580

Expenses by Type

<u>Fiscal</u> <u>Year</u>	<u>Benefits</u>	<u>Refunds</u>	<u>Administrative</u> <u>Expenses</u> ³	<u>Total</u>
1994	275,503,281	23,955,748	5,724,497	305,183,526
1995	288,641,870	25,072,191	6,465,576	320,179,637
1996	317,340,115	27,222,153	6,668,955	351,231,223
1997	340,052,578	28,945,409	6,773,908	375,771,895
1998	359,625,826	32,156,373	9,205,446	400,987,645
1999	397,966,405	31,851,567	8,789,889	438,607,861
2000	424,142,312	32,300,258	10,242,213	466,684,783
2001	452,637,691	36,147,087	13,872,637	502,657,415
2002	498,392,717	31,391,355	13,259,572	543,043,644
2003	544,009,581	25,043,817	11,829,437	580,882,835

¹Includes transfers and purchases and the annual employer contribution.

²Prior to 6/30/99, reported realized investment income. A change in Asset Valuation Method now reports realized and unrealized investment income at market (see Exhibit 6).

³Includes other expenses, not related to the administration of daily operation.

EXHIBIT 4

CENSUS DATA

The data contained in this valuation is summarized on the following pages with exceptions noted below. The profile depicted in the cellular graphs represents "error-free data," which serves as the basis for determining costs and liabilities. Active members are allocated to cells based upon attained age and years of service. Retirees and Survivors are allocated to cells based upon attained age and years elapsed since retirement or commencement of benefits.

The validity of the results of any actuarial valuation is dependent upon the accuracy of the data base. Prior to processing, suspicious data and data containing errors were purged from the data base and processed separately based on the following error types:

- missing sex code
- missing or invalid date of birth
- missing or invalid date of employment
- missing or invalid salary
- invalid retirement dates.

There were numerous records purged from the data base containing errors or categorized as suspicious data which is not necessarily significant. These records had the basic characteristic of a terminated non-vested participant which have balances of \$50 or less in their accumulated employee contribution account. Suspicious data are not necessarily errors, but data which falls outside the parameters of the editing process for further checking. There were 30,940 records for terminated non-vested members due a refund.

Salary data contained in the profiles and valuation report exceed the amount reported by internal audit due to salary annualization. In the valuation process, membership data with fractional service in the first year of employment annualizes the salary. The following is a summary by plan of the data submitted for valuation:

	---2003---	---2002---
	<u>Census</u>	<u>Census</u>
Active Members	65,441	64,692
Regular Retirees	26,275	25,436
Disability Retirees	1,220	1,208
Survivors	5,262	5,243
Vested & Reciprocals	1,317	1,245
Due Refunds	30,940	29,579
DROP Participants	<u>2,768</u>	<u>2,635</u>
TOTAL	133,223	130,038

EXHIBIT 5

PRINCIPLE PROVISIONS OF THE PLAN
(Including Acts of 2003 Regular Session)

EFFECTIVE DATE:

July 1, 1947; last amendment date - July 1, 2003.

EMPLOYEE:

Any person legally occupying a position in the state service.

EMPLOYER:

The State of Louisiana or any of its boards, commissions, departments, agencies and courts which are contributing members and those approved for membership by the legislature from which any employee receives his compensation.

ELIGIBILITY FOR PARTICIPATION:

Condition of employment in state service except the following: elected or appointed officials or employees who are contributing members of any other state system; public officials and state employees who receive a per diem in lieu of compensation; persons employed prior to 1/1/73 who work on a part-time basis and elect not to participate; patient or inmate help in state charitable, penal or correctional institutions; part-time students, interns and resident physicians; independent contractors; employees who are age 60 or older at time of employment; retirees of the retirement system who return to work under certain conditions; judges who failed to elect membership prior to 10/2/76; civilian employees who on 11/1/81 were within five years of retirement eligibility in the Federal Civil Service Retirement and Disability Fund; teachers employed after 9/10/82; nurses employed from employment pools at state charity hospitals; temporary, seasonal, part-time employees of DOTC, or as defined in federal law.

SERVICE:

Service as an "Employee", defined above.

CREDITABLE SERVICE:

For service prior to January 1, 1973: 1/4 year granted for each 89 day interval of service, not to exceed 1 credit per fiscal year. Minimum 50 days required for 1st Quarter credit.

For service on or after January 1, 1973, a member shall receive credit based on the ratio of actual pay to the annual base per calendar year. Fractional service shall be rounded to the next highest 1/10th, not to exceed 100 percent per year.

EXHIBIT 5 (Continued)
Principle Provisions

ADDITIONAL
CREDITABLE SERVICE:

1. Credit for service canceled by withdrawal of accumulated contributions may be restored by member by paying into system the amount withdrawn plus interest at the Actuarial Valuation rate.
2. Maximum of 4 years of credit for military service may be obtained for each member with at least 2 years service, contingent on payment of Actuarial Cost.
3. Credit for educational leave or any period of training, up to a maximum of three years, for which a stipend was paid and the member was bound to return to the employ and does return to the employ of such agency.
4. Credit for service which was classified as a job appointment or emergency appointment not to exceed 2 years credit.
5. At retirement, all accumulated unused sick and annual leave shall be credited based on the following schedule:

1 - 26 Days	10% of a Year
27 - 52 Days	20% of a Year
53 - 78 Days	30% of a Year
79 - 104 Days	40% of a Year
105 - 130 Days	50% of a Year
131 - 156 Days	60% of a Year
157 - 182 Days	70% of a Year
183 - 208 Days	80% of a Year
209 - 234 Days	90% of a Year
235 - 260 Days	100% of a Year

Actuarial Equivalent Lump-sum is available after August 15, 1993.

EARNABLE COMPENSATION:

The base pay earned by an employee for a given pay period as reported by the employing agency including the full amount earned, expense allowances, over-time paid to employees of the legislative branch, per diem paid to members of the legislature, the clerk or sergeant-at-arms of the house and the president and secretary of the senate.

AVERAGE FINAL COMPENSATION
FOR BENEFIT PURPOSES:

The average annual earned compensation for the thirty-six highest months of successive employment, or the highest thirty-six successive joined months where interruption of service occurred; part-time employees use the base pay the part-time employee would have received had employment been full-time.

EXHIBIT 5 (Continued)
Principle Provisions

ACCUMULATED CONTRIBUTIONS:

The sum of all amounts deducted from the earned compensation of a member and credited to the individual account in the employee's savings account, together with regular interest credited prior to July 1971.

EMPLOYEE CONTRIBUTIONS:

		<u>After June 30, 1989</u>
Individual Employees	7% of Compensation	7.5%
Agents of DOC	8.5% of Compensation	9.0%, 7.5% after DROP
Wildlife Agents	8% of Compensation	8.5%, 9.5% eff. 7/1/03
Legislators, Judges	11% of Compensation	11.5%

EMPLOYER CONTRIBUTIONS:

9% of Compensation by statute; 9.2% effective 8/1/80; 10.2% effective 7/1/84; 11.2% effective 9/11/85. Act 81 of 1988 requires employer rate to be actuarially determined and set annually.

RETIREMENT BENEFIT:

NORMAL RETIREMENT:

Eligibility:

1. Member has attained age 60 and 10 years, or age 55 and 25 years of, or at any age and 30 years.
2. Certain members of the Department of Public Safety and Corrections, 20 years at any age (age 50 if employed after August 15, 1986, or 25 years at any age). For new hires after 12/31/2001, 25 years of service at any age.
3. Service as a judge or court officer, 18 years regardless of age, or age 50 and 20 years, or age 55 and 12 years, or age 60 regardless of service.
4. Members of the legislature, governor, lieutenant governor and state treasurer, 16 years of such service without regard to age, or age 50 with 20 years, or age 55 with 12 years.
5. Wildlife and Fisheries members hired before 7/1/2003, age 55 and 10 years, or 20 years at any age. Members hired on or after 7/1/2003, 25 years at any age.

Benefit:

1. 2.5% of average compensation per year, plus \$300 supplemental benefit.
2. 2.5% of average compensation per year, plus \$300 supplemental benefit. For new hires after 12/31/2001, 3 1/3% of average compensation, plus \$300 supplemental benefit.
3. Annual pension equal to 3 1/2 percent of average compensation for each year of creditable service as a judge or court officer, plus benefit described in (1) above for other state service.

EXHIBIT 5 (Continued)
Principle Provisions

4. 3 1/2% of average compensation per year as a legislator, governor, lieutenant governor, employees of the legislature or state treasurer, plus benefit described in (1) above for other state service.
5. 3% of average compensation per year for service earned prior to 7/1/03.
3 1/3% of average compensation for service earned on or after 7/1/03.

NOTE:

- A. Benefit not to exceed 100% of average earnable compensation.
- B. Retiree who returns to work shall have benefits suspended while so re-employed; benefit in same amount shall resume after re-employment ceases, but shall include any Cost-of-Living benefits or increases granted during suspension (these are not retroactive). Retirees who return to work during a July 1 to June 30 year will not have his benefits reduced if his compensation does not exceed 50% of his annual benefit.
- C. The \$300 annual supplemental benefit is discontinued to persons who become members of the retirement system after 6/30/86 (Act 608 of 1986).
- D. For members employed after January 1, 1990, the annual pension cannot exceed the maximum benefit provided under Section 415(b)(2)(F) of the Internal Revenue Service Code as adjusted for inflation and form of benefit other than life annuity or qualified joint and survivor annuity for retirement ages as follows:

<u>AGE</u>	<u>MAXIMUM</u>	<u>AGE</u>	<u>MAXIMUM</u>	<u>AGE</u>	<u>MAXIMUM</u>
48	\$30,426	56	\$63,539	64	\$143,340
49	33,264	57	69,976	65	160,000
50	36,393	58	77,162	66	171,675
51	39,846	59	85,201	67	184,412
52	43,662	60	94,217	68	198,323
53	47,885	61	104,353	69	213,536
54	52,566	62	115,778	70	230,195
55	57,762	63	128,694		

EARLY RETIREMENT:

Eligibility:

20 years of service credit regardless of attained age.

Benefit:

Normal retirement benefit based upon service accrued to date, actuarially reduced from the earliest date member would be eligible if employment had continued, to the earliest normal retirement date.

EXHIBIT 5 (Continued)
Principle Provisions

COST-OF-LIVING BENEFITS:

Act 572 of 1992 establishes an Experience Account which is credited with 50% of the excess investment experience gain and debited with 50% of the net investment experience loss. Balances in the experience account accrue interest at the average actuarial yield for the System portfolio. Act 402 of 1999 establishes that once the balance of the Experience Account accumulates to a sum sufficient to grant retirees a COLA, the Board shall grant such COLA not to exceed the lesser of the CPI-U or 2%. Benefits are restricted to those retirees who have attained the age of 55 and have been retired for at least one year.

Acts 1016 and 1162 of the 2001 legislative session modify previous COLA provisions. The COLA shall be based on the first seventy thousand dollars of the retiree's annual benefit. The 2% COLA may be increased to 3% provided the yield on the investments of the system's assets exceed 8.25%. The minimum age 55 for the receipt of a COLA was removed for disability retirees.

MAXIMUM BENEFITS:

Effective September 1, 2001, retirees and beneficiaries receiving retirement benefits shall be entitled to a minimum benefit which is not less than \$30.00 per month for each year of creditable service. The minimum benefit is adjusted for the option elected at retirement.

DISABILITY RETIREMENT:

Eligibility:

10 years of creditable service; certification of disability by medical board (medical examination may be required once in every year for the first 5 years of disability retirement, and once in every 2 years thereafter, until age 60.)

Benefit:

- 1) The disability retirement annuity shall be equivalent to the regular retirement formula without reduction by reason of age for all classes of membership.
- 2) For judges and court officers, the benefit in (1) but not less than 50% of current salary.
- 3) For certain Wildlife agents; partial disabilities not eligible for (1) above receive 75% of the benefit in (1); total disability in-line-of-duty receive 60% of average compensation.

EXHIBIT 5 (Continued)
Principle Provisions

SURVIVOR'S BENEFITS:

Eligibility:

1. Surviving spouse with minor children, legally married 2 years prior to date of death of a member with 5 years of service credit, 2 of which were earned immediately prior to death, or 20 years of service.
2. Surviving spouse, legally married 2 years prior to death, of a deceased member with 10 years of service credit, 2 of which were earned immediately prior to death, or 20 years of service regardless of date earned.
3. Surviving minor child, with no spouse of a deceased member with 5 years of service credit, 2 of which were earned immediately prior to death, or 20 years of service regardless of date earned.
4. Surviving handicapped or mentally retarded children.
5. Surviving spouse of a judge or court officer.
6. Beneficiary not eligible for (1), (2), (3), (4) or (5).

Benefit:

1. Greater of 75% of member's average compensation or \$300 per month. 1/3 of the benefit is designated for survivor, 2/3 for minor children.
2. Greater of 50% of member's average compensation or \$200 per month.
3. Greater of 75% of member's average compensation or \$300 per month.
4. Continuation of minor child's benefit described above in (1) or (3) whichever is applicable.
5. Survivor's benefit described in (1) or (2), but not less than the greater of 1/3 the member's compensation or 50% of the retirement pay which such member was entitled or receiving prior to death.
6. Return of member's accumulated contributions.

OPTIONAL FORMS
OF BENEFIT:

In lieu of receiving normal retirement benefit, member may elect to receive actuarial equivalent of retirement allowance in a reduced form as follows:

Option 1 - If a member dies before receiving present value of annuity in monthly payments, balance paid to designated beneficiary.

EXHIBIT 5 (Continued)
Principle Provisions

Option 2 - Reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 3 - 1/2 of reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 4 - Other benefits of equal actuarial value may be elected with approval of board.

A. 90% of the maximum retirement allowance to member; if member dies, 55% of the maximum retirement allowance continued to beneficiary.

B. 90% of the maximum retirement allowance to member; if member dies, 55% of the maximum retirement allowance continues to beneficiary adjusted based on the age and relationship of the beneficiary to the member.

Initial Benefit Option - Maximum benefit actuarially reduced for partial lump-sum equal to not more than 36 months of maximum monthly pension.

C. Special reversionary annuities to Options 2, 3, and 4. Member's reduced benefit reverts to the maximum if the beneficiary predeceases the annuitant.

If divorced after retirement, optional benefit can revert to maximum benefit with actuarial adjustment.

REFUND OF CONTRIBUTIONS:

If a member ceases to be a member, except by death or retirement, he shall be paid such part of the amount of the accumulated contributions credited to his individual account in annuity savings fund as he shall demand, plus any accumulated interest thereon as of 6/30/71; if member of legislature, no interest. No interest credited after 6/30/71. Death prior to retirement - accumulated contributions credited to individual account in annuity savings fund are returnable to designated beneficiary, if any; otherwise, to his estate.

**WITHDRAWAL AFTER 10 YEARS
OF CREDITABLE SERVICE:**

Any member with credit for 10 years of service who withdraws from service may elect to leave accumulated contributions in system until age 60, when he may apply for retirement and begin receiving a retirement benefit based on the credits he had at date of withdrawal.

DEFERRED RETIREMENT OPTION PLAN:

Instead of terminating employees and accepting a service retirement allowance, any member who has met the normal eligibility requirements may participate in the Deferred Retirement Option Plan (DROP) and defer receipt of benefits.

EXHIBIT 5 (Continued)
Principle Provisions

NORMAL ELIGIBILITY:

Any member who is eligible for unreduced service retirement allowance may begin participation on the first retirement eligibility date for a period not to exceed the 3rd anniversary of retirement eligibility.

BENEFIT:

Upon termination of employment, a participant will receive, at his option:

- (1) lump sum payment (equal to the payments to the account);
- (2) a true annuity based upon his account; or
- (3) Other methods of payment approved by the board of trustees.

If a participant dies during the period of participation in the program, his account balance shall be paid to the beneficiary, or if none, to his estate in any form approved by the Board of Trustees.

If employment is not terminated at the end of DROP participation, then:

- (1) payment into account shall cease;
- (2) payment from account only upon termination of employment; and
- (3) the participant shall resume active contributing membership.

Then, upon termination of employment, the benefit payments indicated above shall be paid. The participant shall receive an additional retirement benefit based on additional service rendered since termination of participation in the fund, usually the normal method of computation of benefit subject to the following:

- (1) If additional service was less than 36 months, average compensation figure used to calculate initial benefit shall be that used.
- (2) If additional service was 36 or more months, the average compensation figure used to calculate the additional benefit shall be based on compensation during the period of additional service.

DROP Accounts shall earn interest following termination of DROP at a rate .5% below the actuarial rate of the System's investment portfolio.

Effective 1/1/2004 new DROP accounts are credited with Money Market rates or self directed accounts approved by the Board of Trustees.

EXHIBIT 6

ACTUARIAL COST METHODS AND ASSUMPTIONS

COST METHOD:

The individual "Projected Unit Credit" cost method was used to calculate the funding requirements of the retirement system. Under this cost method, the actuarial present value of projected benefits of each individual included in the valuation is accumulated from the participant's attained age to the anticipated retirement dates. That portion of the actuarial present value attributable to current year benefit accruals is called the Normal Cost. The actuarial present value of future benefits in proportion to service accrued on the date of valuation is called the actuarial accrued liability.

ASSET VALUATION:

Prior to June 30, 1999 the actuarial value of assets was the sum of the bonds at amortized cost, plus a weighted average of average unrealized loss (or gain) in the market value of equities.

For the Plan Year Ending June 30, 1999 and thereafter, the computation of the Actuarial Value of Assets is the market value of assets adjusted for a four year weighted average of the unrealized gain or loss in the value of all assets. This value is determined in accordance with Reg. 1.412(c)(2)-1-(6) & (7) of the Internal Revenue Service Code and is subject to the Corridor Limits defined therein.

ACCOUNTING DISCLOSURE:

The Governmental Accounting Standards Board Statement No. 25 requires the disclosure of certain Actuarial Liabilities for Public Employees Retirement Systems. The disclosures illustrated in Exhibit 3 were developed using the Projected Unit Credit cost method. The statement of assets provided by the audit staff was the final draft prior to publication. Should the statement of assets received differ from the final audit report, a revised actuarial statement will be issued, but only to the extent that any difference in reporting affects the employer's contribution rate or the yield to the Actuarial Value of Assets.

ACTUARIAL ASSUMPTIONS:

The Retirement System is required to conduct an experience study every five years, but the scope of such a study is not necessarily limited to a five year period. The current five year observation period (1997-2001) was chosen to coincide with the most recent period of data reporting following the restructuring of the Deferred Retirement Option Program. The rates are projected separately for Regular Members, Corrections, Wildlife and Fisheries, and Judges. The current and prior rate tables are illustrated at the end of this exhibit.

EXHIBIT 6 (Continued)
Cost Methods & Assumptions

MORTALITY ASSUMPTIONS:

Pre-retirement deaths and post-retirement life expectancies were projected in accordance with the experience of the 1983 Sex Distinct Graduated Group Annuity Mortality Table, with female age set at attained age plus one.

DISABILITY ASSUMPTION:

Rates of total and permanent disability were projected by age in accordance with the most recent Experience Study. The rates are based upon attained age. For mortality after disability, rates were on the Eleventh Actuarial Valuation of the Railroad Retirement Systems for permanent disabilities.

RETIREMENT/DROP ASSUMPTION:

Retirement rates are based on age and service eligibility requirements for normal benefits. Age and service requirements vary by plan. DROP is viewed as an alternative form of benefit accrual since mandatory termination is not required following participation. Therefore, at eligibility, the probability of DROP accrual is determine in conjunction with regular benefit accrual. Retirement rates and DROP probabilities are based on the most recent Experience Study.

TERMINATION ASSUMPTIONS:

Voluntary termination or withdrawal rates are based on the most recent Experience Study. During the first five years of employment, the probability of voluntarily terminating is a multiple of the attained age rate in prior reports and a multiple of service duration in the current valuation as follows:

	-- PRIOR ASUMPTIONS --		-- CURRENT ASSUMPTIONS --		
	<u>Regular</u> <u>Members</u>	<u>Corrections</u> <u>& Wildlife</u>	<u>Regular</u> <u>Members</u>	<u>Correction</u> <u>Members</u>	<u>Wildlife</u> <u>& Judges</u>
1st year	1.3x	1.6x	1.3x	1.5x	1.0x
2nd year	1.0x	1.2x	1.0x	1.0x	1.0x
3rd year	1.0x	1.1x	1.0x	1.0x	1.0x
4th year	1.0x	1.1x	1.0x	1.0x	1.0x
5th year	1.0x	1.0x	1.0x	1.0x	1.0x

Furthermore, for members terminating with ten (10) or more years of service, it is assumed that 80% will not withdraw their accumulated employee contributions.

SALARY GROWTH:

The rates of annual salary growth are based upon the members years of service and are illustrated in the rate tables at the end of this exhibit.

EXHIBIT 6 (Continued)
Cost Methods & Assumptions

FAMILY STATISTICS:

The composition of the Family was based on Age-Specific Fertility Rates from the 1983 Vital Statistics of the United States. 80% of the membership was assumed to be married with the wife assumed to be three (3) years younger than the husband. Sample rates are as follows:

<u>Age at Death</u>	<u>Number of Minor Chn.</u>	<u>Years for Youngest Child to Attain Majority</u>
25	1.3	17
30	1.8	15
35	2.2	13
40	2.1	10
45	1.7	8
50	1.2	4

ASSUMPTION FOR INCOMPLETE DATA:

Records identified as containing suspicious data or errors in data were assumed to possess the same characteristics of "good data" in the same cohort.

INVESTMENT EARNINGS:

An effective annual rate of 8 1/4%, net expenses.

ADMINISTRATIVE EXPENSES:

Expenses are included in Aggregate Normal Cost and are assumed to be \$10,000,000 per year. Investment Manager fees are not included in Normal Cost but are treated as a direct offset to investment income. The Employer portion of the Normal Cost excludes an allocation for administrative expenses.

COST-OF-LIVING:

The liability for a cost-of-living raise already granted is included in the retiree reserve.

ACTUARIAL TABLES AND RATES
 (STATE EMPLOYEES' ASSUMPTIONS)
 OLD RATES PRIOR TO 6/30/2003

Age	- Death Rates -		Remarriage	Disability	Retirement	Dur	Termination	Salary
	Male	Female	Rates	Rates	Rates		Rates	Scale
20	.00042	.00022	.09350	.00000	.00000	1	.27500	1.11750
21	.00044	.00024	.09152	.00000	.00000	2	.32400	1.10750
22	.00045	.00025	.08954	.00000	.00000	3	.16400	1.09750
23	.00047	.00027	.08757	.00000	.00000	4	.13700	1.08250
24	.00049	.00028	.08569	.00000	.00000	5	.11800	1.07750
25	.00052	.00030	.08402	.00000	.00000	6	.11000	1.07250
26	.00054	.00032	.08225	.00000	.00000	7	.10100	1.07050
27	.00057	.00034	.08028	.00000	.00000	8	.08500	1.06850
28	.00060	.00036	.07802	.00000	.00000	9	.07100	1.06650
29	.00064	.00038	.07556	.00000	.00000	10	.05800	1.06350
30	.00067	.00040	.07281	.00020	.00000	11	.03200	1.06050
31	.00072	.00043	.06976	.00020	.00000	12	.02400	1.05750
32	.00076	.00046	.06652	.00030	.00000	13	.02000	1.05450
33	.00082	.00049	.06308	.00030	.00000	14	.02000	1.05150
34	.00087	.00053	.05945	.00040	.00000	15	.01700	1.04850
35	.00096	.00056	.05582	.00050	.00000	16	.01700	1.04550
36	.00101	.00060	.05230	.00060	.00000	17	.01300	1.04250
37	.00107	.00064	.04890	.00080	.00000	18	.01300	1.04250
38	.00115	.00069	.04570	.00100	.00000	19	.01300	1.04250
39	.00125	.00074	.04271	.00120	.00000	20	.01300	1.04250
40	.00138	.00080	.03993	.00130	.50000	21	.01200	1.04250
41	.00152	.00086	.03769	.00140	.50000	22	.01200	1.04250
42	.00170	.00094	.03480	.00150	.50000	23	.01200	1.04250
43	.00191	.00102	.03256	.00170	.50000	24	.01200	1.04250
44	.00215	.00112	.03037	.00200	.65000	25	.01100	1.04250
45	.00243	.00124	.02822	.00240	.65000	26	.01100	1.04250
46	.00275	.00137	.02632	.00280	.32000	27	.00800	1.04250
47	.00310	.00152	.02455	.00320	.32000	28	.00700	1.04250
48	.00349	.00167	.02303	.00360	.42000	29	.00600	1.04250
49	.00390	.00183	.02154	.00450	.43000	30	.01400	1.04250
50	.00434	.00199	.02019	.00540	.43000	31	.01300	1.04250
51	.00480	.00217	.01889	.00670	.42000	32	.01300	1.04250
52	.00528	.00236	.01808	.00800	.42000	33	.02000	1.04250
53	.00578	.00257	.01733	.00670	.42000	34	.01500	1.04250
54	.00629	.00282	.01671	.00540	.42000	35	.01500	1.04250
55	.00681	.00311	.01622	.00670	.47000	36	.01500	1.04250
56	.00735	.00345	.01596	.00920	.34000	37	.01500	1.04250
57	.00793	.00383	.01584	.01040	.32000	38	.01500	1.04250
58	.00858	.00425	.01589	.01140	.32000	39	.00000	1.04350
59	.00932	.00471	.01622	.01040	.32000	40	.00000	1.04550
60	.01018	.00523	.01682	.00400	.32000	41	.00000	1.04850
61	.01118	.00579	.01764	.00330	.27000	42	.00000	1.05150
62	.01237	.00641	.01906	.00250	.27000	43	.00000	1.05450
63	.01377	.00710	.02061	.00250	.27000	44	.00000	1.05750
64	.01541	.00785	.02239	.00300	.27000	45	.00000	1.05750
65	.01732	.00869	.02446	.00400	.44000	46	.00000	1.05750
66	.01953	.00965	.02684	.00000	.32000	47	.00000	1.05750
67	.02200	.01078	.02952	.00000	.32000	48	.00000	1.05750
68	.02470	.01214	.03209	.00000	.32000	49	.00000	1.05750
69	.02757	.01376	.03504	.00000	.42000	50	.00000	1.05750
70	.03059	.01570	.03851	.00000	.50000	51	.00000	1.05750
71	.03373	.01796	.04211	.00000	.42000	52	.00000	1.04250
72	.03708	.02053	.04563	.00000	.36000	53	.00000	1.04250
73	.04076	.02344	.04909	.00000	.36000	54	.00000	1.04250
74	.04488	.02666	.05262	.00000	.99990	55	.00000	1.04250

ACTUARIAL TABLES AND RATES
(JUDGES & LEGISLATORS ASSUMPTIONS)
OLD RATES PRIOR TO 6/30/2003

Age	- Death Rates -		Remarriage	Disability	Retirement	Dur	Termination	Salary
	Male	Female	Rates	Rates	Rates		Rates	Scale
20	.00042	.00022	.09350	.00000	.00000	1	.27500	1.04750
21	.00044	.00024	.09152	.00000	.00000	2	.32400	1.04750
22	.00045	.00025	.08954	.00000	.00000	3	.16400	1.04750
23	.00047	.00027	.08757	.00000	.00000	4	.13700	1.04750
24	.00049	.00028	.08569	.00000	.00000	5	.11800	1.04750
25	.00052	.00030	.08402	.00000	.00000	6	.11000	1.04750
26	.00054	.00032	.08225	.00000	.00000	7	.10100	1.04750
27	.00057	.00034	.08028	.00000	.00000	8	.08500	1.04750
28	.00060	.00036	.07802	.00000	.00000	9	.07100	1.04750
29	.00064	.00038	.07556	.00000	.00000	10	.05800	1.04750
30	.00067	.00040	.07281	.00020	.00000	11	.03200	1.04750
31	.00072	.00043	.06976	.00020	.00000	12	.02400	1.04750
32	.00076	.00046	.06652	.00030	.00000	13	.02000	1.04750
33	.00082	.00049	.06308	.00030	.00000	14	.02000	1.04750
34	.00087	.00053	.05945	.00040	.00000	15	.01700	1.04750
35	.00096	.00056	.05582	.00050	.00000	16	.01700	1.04750
36	.00101	.00060	.05230	.00060	.00000	17	.01300	1.04750
37	.00107	.00064	.04890	.00080	.00000	18	.01300	1.04750
38	.00115	.00069	.04570	.00100	.00000	19	.01300	1.04750
39	.00125	.00074	.04271	.00120	.00000	20	.01300	1.04750
40	.00138	.00080	.03993	.00130	.50000	21	.01200	1.04750
41	.00152	.00086	.03769	.00140	.50000	22	.01200	1.04750
42	.00170	.00094	.03480	.00150	.50000	23	.01200	1.04750
43	.00191	.00102	.03256	.00170	.50000	24	.01200	1.04750
44	.00215	.00112	.03037	.00200	.65000	25	.01100	1.04750
45	.00243	.00124	.02822	.00240	.65000	26	.01100	1.04750
46	.00275	.00137	.02632	.00280	.32000	27	.00800	1.04750
47	.00310	.00152	.02455	.00320	.32000	28	.00700	1.04750
48	.00349	.00167	.02303	.00360	.42000	29	.00600	1.04750
49	.00390	.00183	.02154	.00450	.43000	30	.01400	1.04750
50	.00434	.00199	.02019	.00540	.43000	31	.01300	1.04750
51	.00480	.00217	.01889	.00670	.42000	32	.01300	1.04750
52	.00528	.00236	.01808	.00800	.42000	33	.02000	1.04750
53	.00578	.00257	.01733	.00670	.42000	34	.01500	1.04750
54	.00629	.00282	.01671	.00540	.42000	35	.01500	1.04750
55	.00681	.00311	.01622	.00670	.47000	36	.01500	1.04750
56	.00735	.00345	.01596	.00920	.34000	37	.01500	1.04750
57	.00793	.00383	.01584	.01040	.32000	38	.01500	1.04750
58	.00858	.00425	.01589	.01140	.32000	39	.00000	1.04750
59	.00932	.00471	.01622	.01040	.32000	40	.00000	1.04750
60	.01018	.00523	.01682	.00400	.32000	41	.00000	1.04750
61	.01118	.00579	.01764	.00330	.27000	42	.00000	1.04750
62	.01237	.00641	.01906	.00250	.27000	43	.00000	1.04750
63	.01377	.00710	.02061	.00250	.27000	44	.00000	1.04750
64	.01541	.00785	.02239	.00300	.27000	45	.00000	1.04750
65	.01732	.00869	.02446	.00400	.44000	46	.00000	1.04750
66	.01953	.00965	.02684	.00000	.32000	47	.00000	1.04750
67	.02200	.01078	.02952	.00000	.32000	48	.00000	1.04750
68	.02470	.01214	.03209	.00000	.32000	49	.00000	1.04750
69	.02757	.01376	.03504	.00000	.42000	50	.00000	1.04750
70	.03059	.01570	.03851	.00000	.50000	51	.00000	1.04750
71	.03373	.01796	.04211	.00000	.42000	52	.00000	1.04750
72	.03708	.02053	.04563	.00000	.36000	53	.00000	1.04750
73	.04076	.02344	.04909	.00000	.36000	54	.00000	1.04750
74	.04488	.02666	.05262	.00000	.99990	55	.00000	1.04750

ACTUARIAL TABLES AND RATES (STATE EMPLOYEES)
NEW RATES 6/30/2003

Age	- Death Rates -		Disability	Termination	Retirement	DROP	Dur	Salary
	Male	Female	Rates	Rates	Rates	Rates		Scale
18	.00039	.00020	.0000	.0500	.0000	.000	1	1.1400
19	.00041	.00021	.0000	.1100	.0000	.000	2	1.0900
20	.00042	.00022	.0000	.2100	.0000	.000	3	1.0750
21	.00044	.00024	.0000	.1900	.0000	.000	4	1.0700
22	.00045	.00025	.0000	.1800	.0000	.000	5	1.0650
23	.00047	.00027	.0000	.1600	.0000	.000	6	1.0600
24	.00049	.00028	.0000	.1600	.0000	.000	7	1.0600
25	.00052	.00030	.0000	.1600	.0000	.000	8	1.0600
26	.00054	.00032	.0000	.1600	.0000	.000	9	1.0600
27	.00057	.00034	.0000	.1500	.0000	.000	10	1.0550
28	.00060	.00036	.0001	.1400	.0000	.000	11	1.0500
29	.00064	.00038	.0001	.1300	.0000	.000	12	1.0500
30	.00067	.00040	.0001	.1200	.0000	.000	13	1.0500
31	.00072	.00043	.0001	.1100	.0000	.000	14	1.0500
32	.00076	.00046	.0001	.1000	.0000	.000	15	1.0500
33	.00082	.00049	.0001	.1000	.0000	.000	16	1.0450
34	.00087	.00053	.0002	.0900	.0000	.000	17	1.0450
35	.00096	.00056	.0003	.0900	.0000	.000	18	1.0450
36	.00101	.00060	.0004	.0600	.0000	.000	19	1.0450
37	.00107	.00064	.0005	.0600	.0000	.000	20	1.0450
38	.00115	.00069	.0008	.0500	.0000	.000	21	1.0450
39	.00125	.00074	.0015	.0500	.0000	.000	22	1.0425
40	.00138	.00080	.0015	.0500	.0000	.000	23	1.0425
41	.00152	.00086	.0015	.0400	.0000	.000	24	1.0425
42	.00170	.00094	.0015	.0400	.0000	.000	25	1.0425
43	.00191	.00102	.0017	.0400	.0000	.000	26	1.0425
44	.00215	.00112	.0026	.0300	.0000	.000	27	1.0425
45	.00243	.00124	.0027	.0300	.0000	.000	28	1.0425
46	.00275	.00137	.0030	.0300	.0000	.000	29	1.0425
47	.00310	.00152	.0033	.0300	.0000	.000	30	1.0425
48	.00349	.00167	.0033	.0300	.4000	.300	31	1.0500
49	.00390	.00183	.0050	.0300	.3000	.420	32	1.0500
50	.00434	.00199	.0037	.0300	.3500	.330	33	1.0600
51	.00480	.00217	.0037	.0300	.3700	.330	34	1.0600
52	.00528	.00236	.0037	.0300	.4000	.330	35	1.0600
53	.00578	.00257	.0055	.0200	.4500	.330	36	1.0600
54	.00629	.00282	.0050	.0200	.3500	.330	37	1.0500
55	.00681	.00311	.0044	.0200	.3500	.330	38	1.0500
56	.00735	.00345	.0030	.0200	.3500	.250	39	1.0500
57	.00793	.00383	.0024	.0200	.4500	.200	40	1.0500
58	.00858	.00425	.0021	.0200	.6000	.200	41	1.0500
59	.00932	.00471	.0008	.0200	.4700	.250	42	1.0500
60	.01018	.00523	.0000	.0200	.2600	.250	43	1.0500
61	.01118	.00579	.0000	.0200	.2600	.150	44	1.0500
62	.01237	.00641	.0000	.0200	.3300	.150	45	1.0500
63	.01377	.00710	.0000	.0200	.4000	.150	46	1.0500
64	.01541	.00785	.0000	.0200	.3600	.150	47	1.0500
65	.01732	.00869	.0000	.0200	.3600	.150	48	1.0500
66	.01953	.00965	.0000	.0200	.3300	.150	49	1.0500
67	.02200	.01078	.0000	.0200	.3000	.250	50	1.0500
68	.02470	.01214	.0000	.0200	.3000	.300	51	1.0500
69	.02757	.01376	.0000	.0100	.3000	.100	52	1.0500
70	.03059	.01570	.0000	.0100	.2500	.100	53	1.0500
71	.03373	.01796	.0000	.0000	.2500	.100	54	1.0500
72	.03708	.02053	.0000	.0000	.4300	.000	55	1.0500
73	.04076	.02344	.0000	.0000	.5200	.000	56	1.0500
74	.04488	.02666	.0000	.0000	.9900	.000	57	1.0500

ACTUARIAL TABLES AND RATES (JUDGES)
NEW RATES 6/30/2003

Age	- Death Rates -		Disability	Termination	Retirement	DROP	Dur	Salary
	Male	Female	Rates	Rates	Rates	Rates		Scale
18	.00039	.00020	.0000	.0000	.0000	.000	1	1.0470
19	.00041	.00021	.0000	.0000	.0000	.000	2	1.0250
20	.00042	.00022	.0000	.0000	.0000	.000	3	1.0250
21	.00044	.00024	.0000	.0000	.0000	.000	4	1.0250
22	.00045	.00025	.0000	.0000	.0000	.000	5	1.0250
23	.00047	.00027	.0000	.0000	.0000	.000	6	1.0250
24	.00049	.00028	.0000	.0000	.0000	.000	7	1.0250
25	.00052	.00030	.0000	.0000	.0000	.000	8	1.0250
26	.00054	.00032	.0000	.0000	.0000	.000	9	1.0250
27	.00057	.00034	.0000	.0000	.0000	.000	10	1.0250
28	.00060	.00036	.0000	.0000	.0000	.000	11	1.0250
29	.00064	.00038	.0000	.0000	.0000	.000	12	1.0250
30	.00067	.00040	.0002	.0050	.0000	.000	13	1.0250
31	.00072	.00043	.0002	.0050	.0000	.000	14	1.0250
32	.00076	.00046	.0002	.0050	.0000	.000	15	1.0250
33	.00082	.00049	.0002	.0050	.0000	.000	16	1.0250
34	.00087	.00053	.0002	.0050	.0000	.000	17	1.0250
35	.00096	.00056	.0002	.0050	.0000	.000	18	1.0250
36	.00101	.00060	.0002	.0050	.0000	.000	19	1.0250
37	.00107	.00064	.0002	.0050	.0000	.000	20	1.0250
38	.00115	.00069	.0002	.0050	.0000	.000	21	1.0250
39	.00125	.00074	.0002	.0050	.0000	.000	22	1.0250
40	.00138	.00080	.0002	.0050	.0000	.000	23	1.0250
41	.00152	.00086	.0002	.0050	.0000	.000	24	1.0250
42	.00170	.00094	.0002	.0050	.0000	.000	25	1.0250
43	.00191	.00102	.0002	.0050	.0000	.000	26	1.0250
44	.00215	.00112	.0002	.0050	.0000	.000	27	1.0250
45	.00243	.00124	.0002	.0050	.0000	.000	28	1.0250
46	.00275	.00137	.0002	.0050	.0000	.000	29	1.0250
47	.00310	.00152	.0002	.0050	.0000	.000	30	1.0250
48	.00349	.00167	.0002	.0050	.0000	.000	31	1.0250
49	.00390	.00183	.0002	.0050	.5000	.000	32	1.0250
50	.00434	.00199	.0002	.0050	.5000	.000	33	1.0250
51	.00480	.00217	.0002	.0000	.5000	.000	34	1.0250
52	.00528	.00236	.0002	.0000	.5000	.900	35	1.0250
53	.00578	.00257	.0002	.0000	.3500	.900	36	1.0250
54	.00629	.00282	.0002	.0000	.3500	.900	37	1.0250
55	.00681	.00311	.0002	.0000	.3500	.900	38	1.0250
56	.00735	.00345	.0002	.0000	.3500	.500	39	1.0250
57	.00793	.00383	.0002	.0000	.1000	.500	40	1.0250
58	.00858	.00425	.0002	.0000	.1000	.500	41	1.0250
59	.00932	.00471	.0002	.0000	.1000	.150	42	1.0250
60	.01018	.00523	.0002	.0000	.1000	.150	43	1.0250
61	.01118	.00579	.0002	.0000	.1000	.150	44	1.0250
62	.01237	.00641	.0002	.0000	.1000	.150	45	1.0250
63	.01377	.00710	.0002	.0000	.1000	.900	46	1.0250
64	.01541	.00785	.0002	.0000	.1000	.750	47	1.0250
65	.01732	.00869	.0002	.0000	.1000	.330	48	1.0250
66	.01953	.00965	.0002	.0000	.1000	.150	49	1.0250
67	.02200	.01078	.0002	.0000	.1000	.150	50	1.0250
68	.02470	.01214	.0002	.0000	.1000	.150	51	1.0250
69	.02757	.01376	.0002	.0000	.6200	.000	52	1.0250
70	.03059	.01570	.0000	.0000	.9900	.000	53	1.0250
71	.03373	.01796	.0000	.0000	.9900	.000	54	1.0250
72	.03708	.02053	.0000	.0000	.9900	.000	55	1.0250
73	.04076	.02344	.0000	.0000	.9900	.000	56	1.0250
74	.04488	.02666	.0000	.0000	.9900	.000	57	1.0250

ACTUARIAL TABLES AND RATES (CORRECTIONS)
NEW RATES 6/30/2003

Age	- Death Rates -		Disability	Termination	Retirement	DROP	Dur	Salary
	Male	Female	Rates	Rates	Rates	Rates		Scale
18	.00039	.00020	.0000	.0500	.0000	.000	1	1.1800
19	.00041	.00021	.0000	.2400	.0000	.000	2	1.0900
20	.00042	.00022	.0000	.2400	.0000	.000	3	1.0800
21	.00044	.00024	.0000	.3100	.0000	.000	4	1.0800
22	.00045	.00025	.0000	.2500	.0000	.000	5	1.0800
23	.00047	.00027	.0000	.2400	.0000	.000	6	1.0750
24	.00049	.00028	.0000	.2300	.0000	.000	7	1.0750
25	.00052	.00030	.0000	.2200	.0000	.000	8	1.0750
26	.00054	.00032	.0000	.2100	.0000	.000	9	1.0750
27	.00057	.00034	.0000	.1800	.0000	.000	10	1.0750
28	.00060	.00036	.0000	.1700	.0000	.000	11	1.0750
29	.00064	.00038	.0000	.1600	.0000	.000	12	1.0750
30	.00067	.00040	.0002	.1500	.0000	.000	13	1.0700
31	.00072	.00043	.0002	.1300	.0000	.000	14	1.0600
32	.00076	.00046	.0003	.1200	.0000	.000	15	1.0600
33	.00082	.00049	.0003	.1000	.0000	.000	16	1.0600
34	.00087	.00053	.0004	.1000	.0000	.000	17	1.0600
35	.00096	.00056	.0005	.1000	.0000	.000	18	1.0600
36	.00101	.00060	.0006	.1000	.0000	.000	19	1.0600
37	.00107	.00064	.0008	.0900	.0000	.000	20	1.0600
38	.00115	.00069	.0010	.0800	.0000	.000	21	1.0600
39	.00125	.00074	.0012	.0600	.0000	.000	22	1.0600
40	.00138	.00080	.0013	.0600	.0000	.000	23	1.0600
41	.00152	.00086	.0014	.0600	.0000	.000	24	1.0600
42	.00170	.00094	.0015	.0500	.0000	.000	25	1.0600
43	.00191	.00102	.0017	.0500	.0000	.000	26	1.0600
44	.00215	.00112	.0017	.0500	.0000	.000	27	1.0600
45	.00243	.00124	.0017	.0400	.0000	.000	28	1.0500
46	.00275	.00137	.0017	.0400	.0000	.000	29	1.0400
47	.00310	.00152	.0017	.0300	.0000	.000	30	1.0400
48	.00349	.00167	.0017	.0300	.8000	.900	31	1.0400
49	.00390	.00183	.0045	.0300	.7000	.900	32	1.0400
50	.00434	.00199	.0054	.0300	.7000	.900	33	1.0400
51	.00480	.00217	.0060	.0300	.7000	.500	34	1.0400
52	.00528	.00236	.0060	.0300	.7000	.500	35	1.0400
53	.00578	.00257	.0060	.0500	.7000	.450	36	1.0400
54	.00629	.00282	.0130	.0500	.9000	.100	37	1.0400
55	.00681	.00311	.0070	.0500	.7500	.550	38	1.0400
56	.00735	.00345	.0040	.0500	.7500	.400	39	1.0400
57	.00793	.00383	.0040	.0500	.7500	.150	40	1.0400
58	.00858	.00425	.0040	.0500	.7500	.150	41	1.0400
59	.00932	.00471	.0040	.0500	.4500	.150	42	1.0400
60	.01018	.00523	.0040	.0500	.2500	.250	43	1.0400
61	.01118	.00579	.0000	.0500	.2500	.250	44	1.0400
62	.01237	.00641	.0000	.0500	.2500	.050	45	1.0400
63	.01377	.00710	.0000	.0500	.3500	.050	46	1.0400
64	.01541	.00785	.0000	.0500	.3500	.050	47	1.0400
65	.01732	.00869	.0000	.1000	.3500	.050	48	1.0400
66	.01953	.00965	.0000	.0000	.3500	.050	49	1.0400
67	.02200	.01078	.0000	.0000	.3000	.150	50	1.0400
68	.02470	.01214	.0000	.0000	.5000	.000	51	1.0400
69	.02757	.01376	.0000	.0000	.5000	.000	52	1.0400
70	.03059	.01570	.0000	.0000	.9900	.000	53	1.0400
71	.03373	.01796	.0000	.0000	.9900	.000	54	1.0400
72	.03708	.02053	.0000	.0000	.9900	.000	55	1.0400
73	.04076	.02344	.0000	.0000	.9900	.000	56	1.0400
74	.04488	.02666	.0000	.0000	.9900	.000	57	1.0400

ACTUARIAL TABLES AND RATES (WILDLIFE)
NEW RATES 6/30/2003

Age	- Death Rates -		Disability Rates	Termination Rates	Retirement Rates	DROP Rates	Dur	Salary Scale
	Male	Female						
18	.00039	.00020	.0000	.1000	.0000	.000	1	1.1800
19	.00041	.00021	.0000	.1000	.0000	.000	2	1.1700
20	.00042	.00022	.0000	.1000	.0000	.000	3	1.1000
21	.00044	.00024	.0000	.1000	.0000	.000	4	1.0900
22	.00045	.00025	.0000	.1000	.0000	.000	5	1.0800
23	.00047	.00027	.0000	.1000	.0000	.000	6	1.0800
24	.00049	.00028	.0000	.0700	.0000	.000	7	1.0800
25	.00052	.00030	.0000	.0700	.0000	.000	8	1.0800
26	.00054	.00032	.0000	.0700	.0000	.000	9	1.0800
27	.00057	.00034	.0000	.0700	.0000	.000	10	1.0650
28	.00060	.00036	.0000	.0700	.0000	.000	11	1.0650
29	.00064	.00038	.0000	.0700	.0000	.000	12	1.0650
30	.00067	.00040	.0001	.0700	.0000	.000	13	1.0650
31	.00072	.00043	.0001	.0700	.0000	.000	14	1.0650
32	.00076	.00046	.0001	.0700	.0000	.000	15	1.0650
33	.00082	.00049	.0001	.0700	.0000	.000	16	1.0650
34	.00087	.00053	.0001	.0700	.0000	.000	17	1.0650
35	.00096	.00056	.0100	.0200	.0000	.000	18	1.0650
36	.00101	.00060	.0100	.0200	.0000	.000	19	1.0650
37	.00107	.00064	.0100	.0200	.0000	.000	20	1.0650
38	.00115	.00069	.0100	.0200	.0000	.000	21	1.0650
39	.00125	.00074	.0100	.0200	.0000	.000	22	1.0650
40	.00138	.00080	.0100	.0100	.0000	.000	23	1.0650
41	.00152	.00086	.0100	.0100	.0000	.000	24	1.0650
42	.00170	.00094	.0100	.0100	.0000	.000	25	1.0650
43	.00191	.00102	.0100	.0100	.0000	.000	26	1.0650
44	.00215	.00112	.0100	.0100	.0000	.000	27	1.0650
45	.00243	.00124	.0100	.0100	.0000	.000	28	1.0650
46	.00275	.00137	.0000	.0100	.0000	.000	29	1.0650
47	.00310	.00152	.0000	.0100	.0000	.000	30	1.0650
48	.00349	.00167	.0000	.0100	.5000	.500	31	1.0650
49	.00390	.00183	.0000	.0100	.5000	.500	32	1.0650
50	.00434	.00199	.0000	.0100	.5000	.500	33	1.0650
51	.00480	.00217	.0000	.0100	.5000	.500	34	1.0650
52	.00528	.00236	.0000	.0100	.5000	.500	35	1.0650
53	.00578	.00257	.0000	.0100	.5000	.500	36	1.0650
54	.00629	.00282	.0000	.0100	.5000	.500	37	1.0650
55	.00681	.00311	.0000	.0100	.5000	.500	38	1.0650
56	.00735	.00345	.0000	.0000	.5000	.500	39	1.0650
57	.00793	.00383	.0000	.0000	.5000	.500	40	1.0650
58	.00858	.00425	.0000	.0000	.5000	.500	41	1.0650
59	.00932	.00471	.0000	.0000	.5000	.500	42	1.0650
60	.01018	.00523	.0000	.0000	.5000	.500	43	1.0650
61	.01118	.00579	.0000	.0000	.5000	.500	44	1.0650
62	.01237	.00641	.0000	.0000	.5000	.500	45	1.0650
63	.01377	.00710	.0000	.0000	.5000	.500	46	1.0650
64	.01541	.00785	.0000	.0000	.5000	.500	47	1.0650
65	.01732	.00869	.0000	.0000	.9900	.000	48	1.0650
66	.01953	.00965	.0000	.0000	.9900	.000	49	1.0650
67	.02200	.01078	.0000	.0000	.9900	.000	50	1.0650
68	.02470	.01214	.0000	.0000	.9900	.000	51	1.0650
69	.02757	.01376	.0000	.0000	.9900	.000	52	1.0650
70	.03059	.01570	.0000	.0000	.9900	.000	53	1.0650
71	.03373	.01796	.0000	.0000	.9900	.000	54	1.0650
72	.03708	.02053	.0000	.0000	.9900	.000	55	1.0650
73	.04076	.02344	.0000	.0000	.9900	.000	56	1.0650
74	.04488	.02666	.0000	.0000	.9900	.000	57	1.0650

EXHIBIT A

AMORTIZATION OF UNFUNDED
ACTUARIAL ACCRUED LIABILITY
JUNE 30, 2003

<u>DATE</u> <u>6/30</u>	<u>DESCRIPTION</u>	<u>AMTZ.</u> <u>METHOD</u>	<u>AMTZ.</u> <u>PERIOD</u>	<u>INITIAL</u> <u>LIABILITY</u>	<u>YEARS</u> <u>REMAIN</u>	<u>REMAINING</u> <u>BALANCE</u>	<u>MID-YEAR</u> <u>PAYMENT</u>
1993	Initial Liability	I	36	2,155,232,774	26	2,793,939,038	167,793,466
1992	Legislative COLA	L	12	66,577,000	1	8,267,166	8,601,429
1993	Change in Liability	I	36	-133,232,174	26	-172,715,716	-10,372,656
1994	Change in Liability	I	35	-48,680,987	26	-61,249,320	-3,678,404
1995	Change in Liability	I	34	-57,826,272	26	-70,664,153	-4,243,823
1996	Change in Liability	I	33	70,910,540	26	84,226,885	5,058,350
1997	Change in Liability	I	32	-239,190,250	26	-276,379,799	-16,598,331
1998	Change in Liability	I	31	-92,217,582	26	-103,748,420	-6,230,740
1999	Change in Liability	I	30	92,641,287	26	101,575,042	6,100,215
2000	Change in Liability	I	29	42,956,768	26	45,948,246	2,759,479
2001	Change in Liability	I	28	102,461,684	26	107,035,471	6,428,148
2002	Change in Liability	I	27	449,748,199	26	459,384,127	27,588,882
2003	TSF payment	I	26	-89,200,275	26	-89,200,275	-5,357,033
2003	Change in Liability	I	26	485,812,592	26	<u>485,812,592</u>	<u>29,176,076</u>
TOTAL OUTSTANDING BALANCE						3,312,230,884	207,025,058
EMPLOYERS' CREDIT BALANCE							
1999	Contribution Variance	L	5	-4,655,857	1	-1,084,326	-1,128,168
2000	Contribution Variance	L	5	535,256	2	239,816	129,699
2001	Contribution Variance	L	5	-1,748,006	3	-1,130,592	-423,562
2002	Contribution Variance	L	5	7,779,882	4	6,460,345	1,885,156
2003	Contribution Variance	L	5	16,739,921	5	<u>16,739,921</u>	<u>4,056,278</u>
TOTAL CREDIT BALANCE						21,225,164	4,519,403
TOTAL UNFUNDED ACTUARIAL ACCRUED LIABILITY						3,333,456,048	

Effective July 1, 1992, Amortization Periods changed in accordance with Act 257.