

**EMPLOYEES' RETIREMENT
SYSTEM OF BALTIMORE COUNTY**

**THE FIFTY-EIGHTH
ACTUARIAL VALUATION
JUNE 30, 2003**



Mellon

Human Resources & Investor Solutions

November 12, 2003

Board of Trustees
Employees' Retirement System
of Baltimore County
Towson, Maryland

Members of the Board:

Actuarial valuations of the Employees' Retirement System of Baltimore County are performed annually. The results of the latest actuarial valuation of the System, which was prepared as of June 30, 2003, are summarized in this letter.

The valuation reflects the benefits in effect on the valuation date, and was prepared on the basis of the data submitted by the County and the actuarial assumptions as adopted by the Board of Trustees, including a valuation interest rate assumption of 7 $\frac{7}{8}$ % per annum, compounded annually.

The actuarial assumptions and methods comply with the parameters set forth in Statement No. 25 of the Governmental Accounting Standards Board.

Financing Objective and Contribution Appropriation

The results of the June 30, 2003 valuation determine the contribution appropriation for the fiscal year ending June 30, 2005.

The financing objective of the System is to:

- (a) fully fund all current costs based on the normal contribution payable determined under the funding method; and
- (b) liquidate the unfunded accrued liability based on accrued liability contributions payable over an amortization period of 25 years.

Assets and Participant Data

The County reported the individual data for members of the System as of the valuation date to the actuary. While we did not verify the data at their source, we did perform tests for internal consistency and reasonability in relation to the data submitted for the previous valuation.

The amount of current assets in the trust fund taken into account in the valuation was based on statements prepared for us by the County.

Actuarial Assumptions and Methods

Effective June 30, 2003, modified rates of separation, salary increase, and pre-retirement mortality used in the valuation were adopted by the Board of Trustees upon the recommendation of the actuary. An interest rate of 7 $\frac{7}{8}$ % was used in the valuation, as adopted for valuation purposes effective June 30, 1993.

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Included in the valuation report is a schedule, which presents an outline of the actuarial assumptions and methods used to prepare the actuarial valuation results. The most recent study of the plan's experience, used in developing the current actuarial assumptions, was based on a period from July 1996 to June 2001. In our opinion, the actuarial assumptions used in the valuation are, in the aggregate, reasonable.

The actuarial cost method utilized is the entry age normal method. Effective with the fiscal 2003 contribution, all administrative and operating expenses of the ERS will be paid from System assets. As a result, the normal cost includes these expenses.

The valuation assets are determined as the market value less (1) 80% of the net appreciation during the preceding year, (2) 60% of the net appreciation during the second preceding year, (3) 40% of the net appreciation during the third preceding year, and (4) 20% of the net appreciation during the fourth preceding year. Valuation assets are not less than 86% of the market value and not more than 114% of the market value. This asset valuation methodology was adopted effective June 30, 2000.

Funding Adequacy

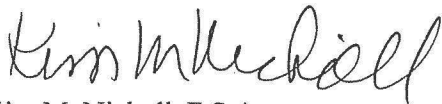
The results of the valuation indicate that the contribution appropriation is adequate to fund the actuarial liabilities on account of all benefits payable under the System, when taken together with member contributions and with the current assets of the System. Included in the valuation report are contribution and funding progress schedules prepared by the actuary.

Financial Results and Membership Data

Detailed summaries of the financial results of the valuation and membership data used in preparing the valuation are shown in the valuation report. The actuary prepared supporting schedules and required supplementary information included in the Actuarial, Financial and Statistical Sections of the Comprehensive Annual Financial Report.

To the best of our knowledge, this report is complete and accurate and has been prepared in accordance with generally accepted actuarial principles and practice.

Respectfully submitted,



Kim M. Nicholl, F.S.A.
Principal, Consulting Actuary



S. Lynn Hill
Associate Principal, Retirement Consulting

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Introduction

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

The principal results are as follows:

- The recommended appropriation for the fiscal year ending June 30, 2005 is \$29,967,618.
- The funded status of the System determined as of June 30, 2003 based on the accrued liability and the actuarial value of assets as of that date, as required by Statement No. 25 of the Governmental Accounting Standards Board, is 95.1%.

The valuation was completed based upon membership and financial data submitted by the County.

Changes Since Last Year

Actuarial Assumptions and Methods

The majority of the actuarial assumptions and methods, outlined in Table 12, have been revised based on the experience review for the five-year period ended June 30, 2001. This review was prepared in accordance with Article 5-1-245 (formerly Section 23-83) of the Baltimore County Code, which requires that the actuary undertake an experience investigation into the mortality, service and compensation of the members and retirees of the System at least every five years. Also, the actuarial cost method has been changed to require that the June 30, 2003 Employer Unfunded Accrued Liability, plus future changes in benefits and assumptions and gains or losses, are to be amortized over 25 years, with payments that increase by 3% per annum. The actuarial assumptions and methods are in conformity with generally accepted actuarial principles and practices for measuring pension obligations.

Legislative and Administrative Changes

Effective July 1, 2003, \$20,644,793 was transferred from the PRIF account to the Pension Accumulation Fund to cover a 2.4% cost-of-living adjustment for retirees and beneficiaries whose effective date of retirement was on or before July 1, 2002.

There were two legislative changes that affected the results of the June 30, 2003 valuation:

- Effective December 31, 2003, eligibility for the free Joint & 50% Spousal Benefit (Option 7 of Article 5-1-231) is reduced from 30 years of actual Baltimore County firefighter service to 25 years of actual Baltimore County firefighter service.
- Effective with retirements that occur on or after July 1, 2004, a Deferred Retirement Option Program (DROP) will be provided for eligible retiring Police and Firefighters who elect to participate in the DROP. The DROP provisions are outlined in Table 13.

Contribution Appropriation

Article 5-1-257 of the Code provides that each year the Board of Trustees must certify to the County the amounts which will become due and payable to each of the funds of the System. The results of the valuation as of June 30, 2003 determine the contribution appropriation for the fiscal year ending June 30, 2005. The recommended contribution appropriation for fiscal 2005 is \$29,967,618.

Reasons for Change in the Contribution Appropriation

The contribution appropriation increased from \$24,617,291 for the fiscal year ending June 30, 2004 to \$29,967,618 for the fiscal year ending June 30, 2005. The increase of \$5,350,327 is due to the following reasons:

— Increase due to asset experience	\$ 8,263,481
— Increase in normal contribution due to change in appropriation payroll	677,870
— Decrease due to assumptions and methods	(8,893,286)
— Increase due to amendments	5,514,673
— Decrease due to other factors including scheduled increase in unfunded accrued liability contributions, and experience gains	<u>(212,411)</u>
— Total	\$ 5,350,327

Summary of Principal Results

Summarized below are the principal financial results for the Employees' Retirement System of Baltimore County based upon the actuarial valuation as of June 30, 2003. Comparable results from the June 30, 2002 valuation are also shown.

Item	June 30, 2003	June 30, 2002
Demographics		
Active Full-time Members		
➤ Number	8,029	7,995
➤ Average Pay	\$ 41,858	\$ 40,801
Active Part-time Members		
➤ Number	1,112	1,159
Suspensions		
➤ Number	149	20
Members on Leave of Absence		
➤ Number	98	24
Retirees and Beneficiaries		
➤ Number	5,769	5,656
➤ Average Annual Allowance	\$ 17,506	\$ 16,869
Terminated Members Entitled to Deferred Allowances		
➤ Number	361	337
➤ Average Deferred Retirement Allowance	\$ 7,213	\$ 6,860
Actuarial Funded Status — GASB No. 25		
Disclosure		
➤ Accrued Liability	\$ 1,830,584,307	\$ 1,724,884,211
➤ Actuarial Value of Assets	<u>1,740,713,074</u>	<u>1,764,776,154</u>
➤ Unfunded Accrued Liability	\$ 89,871,233	\$ (39,891,943)
➤ Funded Ratio	95.1%	102.3%
Recommended Contribution		
Appropriated in Fiscal Year Ending	June 30, 2005	June 30, 2004
➤ Normal		
– Benefits	\$ 22,451,942	\$ 26,402,387
– Administrative	<u>1,012,280</u>	<u>998,800</u>
– Total	23,464,222	27,401,187
➤ Accrued Liability	<u>6,503,396</u>	<u>(2,783,896)</u>
➤ Grand Total	\$ 29,967,618	\$ 24,617,291

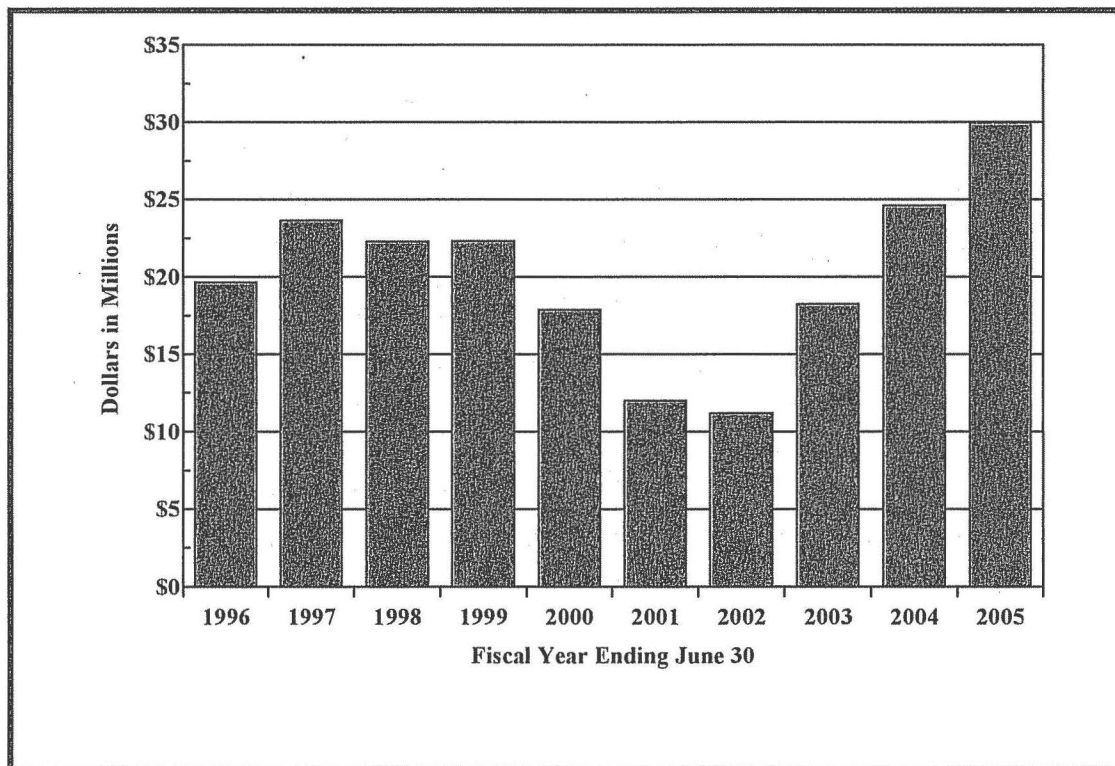
Ten-Year History of Principal Financial Results

Ten-Year History of Contribution Appropriation

Fiscal Year Ending June 30	Contribution Appropriation
2005	\$ 29,967,618
2004	24,617,291
2003	18,240,994
2002	11,174,863
2001	11,993,888
2000	17,847,276
1999	22,296,199
1998	22,261,716
1997	23,634,150
1996	19,638,588

The following chart shows a ten-year history of the contribution appropriation:

**Ten-Year History of Contribution Appropriation
(\$ in Millions)**



Actuarial Funded Status — GASB No. 25 Disclosure

Statement No. 25 of the Governmental Accounting Standards Board established reporting standards for the annual financial reports of defined benefit pension plans. The System recognized Statement No. 25 beginning with the June 30, 1996 valuation. The statement requires disclosure of the “schedule of funding progress” and the “schedule of employer contributions” in the System’s financial statements.

The “schedule of funding progress”, presented in Table 8, shows historical trend information about the System’s actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The actuarial funded status is measured by comparing the actuarial value of assets (based on a 5-year moving average market value) with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System’s funding method and reflects future pay increases for active employees. On this basis, the System’s funded ratio is 95.1% as of June 30, 2003. The funded ratio is based on an actuarial value of assets of \$1,740,713,074 and an accrued liability of \$1,830,584,307.

The “schedule of employer contributions”, presented in Table 9, shows historical trend information about the annual required contributions (ARC) of the employer and the percentage of the ARC contributed to the System. The ARC is equal to the normal cost plus amortization of the unfunded actuarial accrued liability. The maximum period for amortizing the unfunded actuarial accrued liability is 40 years. The maximum amortization period decreases to 30 years in 2006. The employer contributions to the System are equal to the normal cost plus 25-year amortization of the unfunded accrued liability. The System’s financing objectives are based on a 25-year amortization period, which is fiscally sound and in conformity with generally accepted actuarial principles and practices for measuring pension obligations. The employer contributions to the System are equal to 100% of the ARC.

Reasons for Change in the Funded Ratio

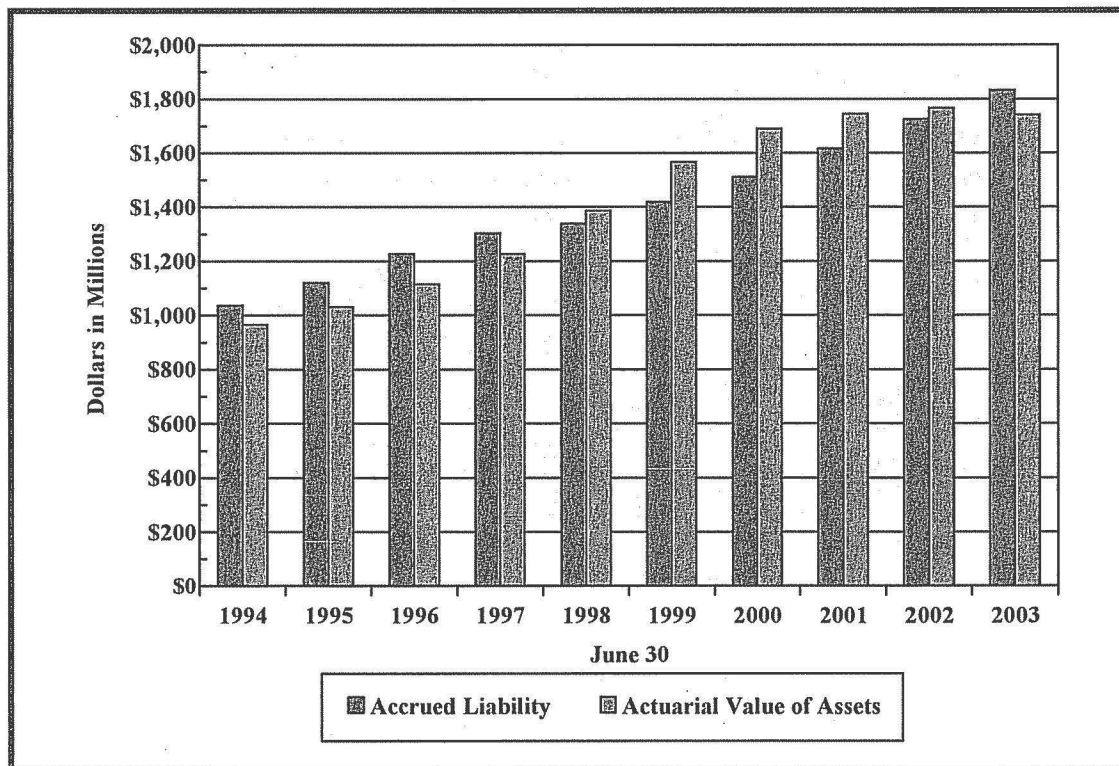
The funded ratio decreased from 102.3% as of June 30, 2002 to 95.1% as of June 30, 2003. The decrease is primarily due to the asset loss and the plan amendments.

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

Valuation as of June 30	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio
2003	\$ 1,830,584	\$ 1,740,713	\$ 89,871	95.1%
2002	1,724,884	1,764,776	(39,892)	102.3
2001	1,616,588	1,744,066	(127,478)	107.9
2000	1,511,544	1,689,860	(178,316)	111.8
1999	1,418,527	1,566,992	(148,465)	110.5
1998	1,338,861	1,386,509	(47,648)	103.6
1997	1,303,807	1,227,075	76,732	94.1
1996	1,225,845	1,114,550	111,295	90.9
1995	1,118,875	1,031,250	87,625	92.2
1994	1,037,443	964,209	73,234	92.9

The following chart shows a ten-year history of the accrued liability and the actuarial value of assets:

Ten-Year History of Accrued Liability and Actuarial Value of Assets
(\$ in Millions)



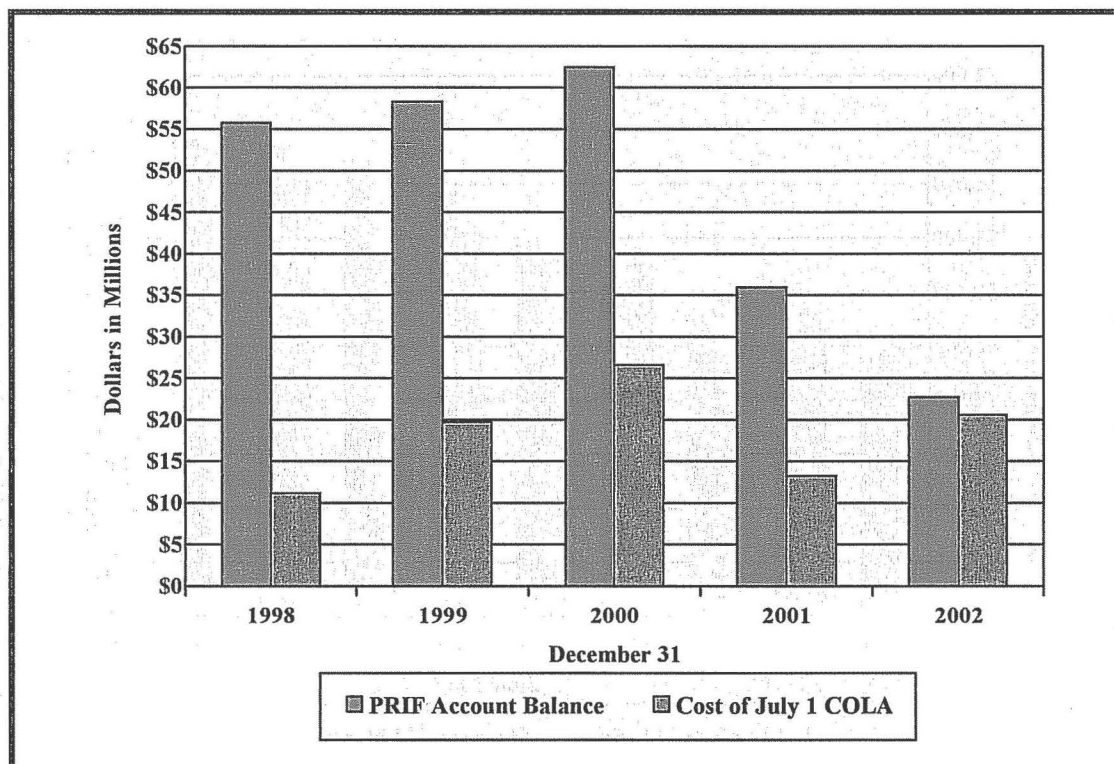
Post Retirement Increase Fund

The Post Retirement Increase Fund (PRIF) is credited with excess investment earnings that are earned during each calendar year. From the PRIF account, cost-of-living adjustments are funded on an annual basis. The cost-of-living adjustments are equal to the annual increase in the consumer price index in December to a maximum of 4%. The maximum PRIF account balance is equal to twice the cost of a 4% COLA. A five year history is shown below.

December 31	PRIF Account Balance	COLA as of July 1 of the Following Year	Cost of July 1 COLA
2002	\$ 22,728,317	2.4%	\$ 20,644,793
2001	35,932,978	1.6	13,204,661
2000	62,492,136	3.4	26,559,158
1999	58,306,544	2.7	19,678,459
1998	55,736,020	1.6	11,147,204

Below is a five-year history of the PRIF Account Balance and cost of July 1 COLA:

Five-Year History of PRIF Account Balance and Cost of July 1 COLA



Rate of Return

The investment return of the trust fund (i.e. total return including both realized and unrealized gains and losses) for fiscal years ending June 30, 1999 through June 30, 2003 is shown below. The return based on the actuarial value of assets used for determining the annual contribution appropriation is also shown.

Fiscal Year Ending June 30	Rate of Return Based on	
	Market Value	Actuarial Value
2003	4.8%	2.2%
2002	(6.7)	4.9
2001	(5.9)	6.9
2000	9.1	14.5
1999	13.7	16.2

The remainder of the report is comprised of the following sections or schedules:

- Table 1 — Summary of Results of Actuarial Valuation as of June 30, 2003
- Table 2 — Allocation of Recommended Appropriation Payable to the Pension Accumulation Fund for Fiscal 2005
- Table 3 — Summary of Market Value of System Assets as of June 30, 2003
- Table 4 — Derivation of Actuarial Value of Assets as of June 30, 2003
- Table 5 — Determination of Post Retirement Increase Fund as of June 30, 2003
- Table 6 — Analysis of Change in Unfunded Accrued Liability as of June 30, 2003
- Table 7 — Progress Toward Amortization of Unfunded Accrued Liability as of June 30, 2003
- Table 8 — Schedule of Funding Progress - GASB Statement No. 25 Disclosure
- Table 9 — Schedule of Employer Contributions - GASB Statement No. 25 Disclosure
- Table 10 — 10 Year Comparative Summary of Accrued Liability and Actuarial Value of Assets
- Table 11 — 10 Year Comparative Summary of Accrued and Unfunded Accrued Liability
- Table 12 — Description of Actuarial Assumptions and Methods
- Table 13 — Summary of Benefit and Contribution Provisions
- Table 14 — Summary of Membership Data as of June 30, 2003
- Exhibit I — Active Membership Data as of June 30, 2003 - Number and Average Annual Salary
- Exhibit II — Schedule of Active Member Valuation Data
- Exhibit III — Retiree and Beneficiary Membership Data as of June 30, 2003 - Number and Average Annual Allowance
- Exhibit IV — Schedule of Retiree and Beneficiary Data
- Exhibit V — Retirees and Beneficiaries in Pay Status as of June 30, 2003 - Distribution of Members by Type of Retirement
- Exhibit VI — Retirees and Beneficiaries in Pay Status as of June 30, 2003 - Distribution of Members by Option Selected
- Exhibit VII — Detailed Tabulations of the Data

TABLE 1

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

Item	General Employees	Police	Firefighters	Correctional Officers and Deputy Sheriffs	Total
Member Data					
1. Number of Members					
a) Active Members					
i) Full-time					
- Vested	3,579	1,402	833	200	6,014
- Non-vested	<u>1,398</u>	<u>359</u>	<u>174</u>	<u>84</u>	<u>2,015</u>
- Total	4,977	1,761	1,007	284	8,029
ii) Part-time					
- Vested	490	0	0	0	490
- Non-vested	<u>622</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>622</u>
- Total	1,112	0	0	0	1,112
iii) Total	6,089	1,761	1,007	284	9,141
b) Suspensions	132	14	0	3	149
c) Members on Leave of Absence	62	24	6	6	98
d) Retirees and Beneficiaries	4,102	1,107	500	60	5,769
e) Terminated Members Entitled to Deferred Retirement Allowances	<u>328</u>	<u>21</u>	<u>10</u>	<u>2</u>	<u>361</u>
f) Total Membership	10,713	2,927	1,523	355	15,518
2. Annual Compensation					
a) Full-time Actives	\$ 183,401,444	\$ 90,956,535	\$ 51,149,350	\$ 10,572,203	\$ 336,079,532
b) Part-time Actives	<u>24,933,606</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>24,933,606</u>
c) Total	\$ 208,335,050	\$ 90,956,535	\$ 51,149,350	\$ 10,572,203	\$ 361,013,138
3. Annual Retirement Allowances	\$ 50,594,954	\$ 31,487,024	\$ 17,710,494	\$ 1,197,263	\$ 100,989,735
4. Annual Deferred Allowances	\$ 2,290,584	\$ 161,978	\$ 131,433	\$ 19,729	\$ 2,603,724

TABLE 1
SUMMARY OF RESULTS OF ACTUARIAL VALUATION
AS OF JUNE 30, 2003
(Continued)

Item	General Employees	Police	Firefighters	Correctional Officers and Deputy Sheriffs	Total
Valuation Results					
5. Present Value of Liabilities					
a) Active Members and Members on Leave	\$ 482,920,106	\$ 443,527,818	\$ 269,839,882	\$ 30,255,255	\$ 1,226,543,061
b) Suspensions	79,007	32,085	0	111	111,203
c) Retirees and Beneficiaries	436,537,932	321,329,318	176,114,534	13,466,858	947,448,642
d) Terminated Members	13,084,600	595,680	534,630	57,364	14,272,274
e) Total	<u>\$ 932,621,645</u>	<u>\$ 765,484,901</u>	<u>\$ 446,489,046</u>	<u>\$ 43,779,588</u>	<u>\$ 2,188,375,180</u>
6. Present Value of Future Normal Cost					
a) Members	\$ 86,815,329	\$ 56,743,214	\$ 28,747,946	\$ 4,475,852	\$ 176,782,341
b) Employers	47,211,405	91,361,959	37,691,752	4,743,416	181,008,532
c) Total	<u>\$ 134,026,734</u>	<u>\$ 148,105,173</u>	<u>\$ 66,439,698</u>	<u>\$ 9,219,268</u>	<u>\$ 357,790,873</u>
7. Accrued Liability (5) - (6)	\$ 798,594,911	\$ 617,379,728	\$ 380,049,348	\$ 34,560,320	\$ 1,830,584,307
8. Actuarial Value of Assets	\$ 815,183,005	\$ 546,942,741	\$ 346,014,473	\$ 32,572,855	\$ 1,740,713,074
9. Unfunded Accrued Liability					
a) Total (7) - (8)	\$ (16,588,094)	\$ 70,436,987	\$ 34,034,875	\$ 1,987,465	\$ 89,871,233
b) Member	2,090,456	2,303,130	0	138,373	4,531,959
c) Employer (a) - (b)	<u>\$ (18,678,550)</u>	<u>\$ 68,133,857</u>	<u>\$ 34,034,875</u>	<u>\$ 1,849,092</u>	<u>\$ 85,339,274</u>
10. Expected Payroll During Fiscal 2005	\$ 217,510,000	\$ 96,860,000	\$ 53,040,000	\$ 11,170,000	\$ 378,580,000
11. Recommended Fiscal 2005 Employer Contribution					
a) Normal					
i) Benefit	\$ 6,801,154	\$ 10,315,590	\$ 4,694,040	\$ 641,158	\$ 22,451,942
ii) Administrative	581,597	258,993	141,823	29,867	1,012,280
iii) Total	<u>\$ 7,382,751</u>	<u>\$ 10,574,583</u>	<u>\$ 4,835,863</u>	<u>\$ 671,025</u>	<u>\$ 23,464,222</u>
b) Accrued Liability	(1,671,090)	5,345,510	2,588,083	240,893	6,503,396
c) Grand Total	<u>\$ 5,711,661</u>	<u>\$ 15,920,093</u>	<u>\$ 7,423,946</u>	<u>\$ 911,918</u>	<u>\$ 29,967,618</u>
12. Employer Contribution Rate for Fiscal 2005					
a) Normal					
i) Benefit	3.13%	10.65%	8.85%	5.74%	5.93%
ii) Administrative	0.27%	0.27%	0.27%	0.27%	0.27%
iii) Total	3.40%	10.92%	9.12%	6.01%	6.20%
b) Accrued Liability	(0.77%)	5.52%	4.88%	2.16%	1.72%
c) Grand Total	2.63%	16.44%	14.00%	8.17%	7.92%

TABLE 2**ALLOCATION OF RECOMMENDED APPROPRIATION PAYABLE TO
THE PENSION ACCUMULATION FUND FOR FISCAL 2005**

Group	Fiscal 2005 Appropriation Payroll	Benefit Normal Rate ⁽¹⁾	Amount of Employer Contribution			
			Normal		Accrued Liability	Total
			Benefit	Administrative		
Regular County Employees:						
General Employees	\$141,970,000	3.04%	\$4,315,888	\$379,612	(\$439,278)	\$4,256,222
Police	96,860,000	10.65%	10,315,590	258,993	5,345,510	15,920,093
Firefighters	53,040,000	8.85%	4,694,040	141,823	2,588,083	7,423,946
Correctional Officers and Deputy Sheriffs	<u>11,170,000</u>	5.74%	<u>641,158</u>	<u>29,867</u>	<u>240,893</u>	<u>911,918</u>
Total	\$ 303,040,000		\$ 19,966,676	\$810,295	\$7,735,208	\$ 28,512,179
Employees of County Agencies:						
Baltimore County Board of Education	66,190,000	3.29%	2,177,651	176,984	(1,079,344)	\$ 1,275,291
Baltimore County Revenue Authority	2,700,000	3.29%	88,830	7,219	(44,028)	\$ 52,021
Baltimore County Board of Library Trustees	1,200,000	3.29%	39,480	3,209	(19,568)	\$ 23,121
Baltimore County Community Colleges	<u>5,450,000</u>	3.29%	<u>179,305</u>	<u>14,573</u>	<u>(88,872)</u>	<u>\$ 105,006</u>
Total	\$ 75,540,000		\$2,485,266	\$201,985	(\$1,231,812)	\$1,455,439
Grand Total	\$ 378,580,000	5.93%	\$ 22,451,942	\$ 1,012,280	\$ 6,503,396	\$ 29,967,618

(1) The benefit normal rate for General Employees in total is 3.13%. The County Agencies Employees' costs are based on a 36-month final average salary, except for the PSNA nurses who have a 12-month final average salary.

TABLE 3

**SUMMARY OF MARKET VALUE OF SYSTEM ASSETS
AS OF JUNE 30, 2003**

Market Value	
1. Market Value of Assets as of June 30, 2002	\$ 1,609,099,039
2. Contributions During Fiscal 2003	
a) Member	\$ 22,257,796
b) Employer	18,240,994
c) Total	\$ 40,498,790
3. Disbursements During Fiscal 2003	
a) Benefits and Refunds	\$ 101,927,489
b) Administrative Expenses	684,492
c) Total (a) + (b)	\$ 102,611,981
4. Investment Return During Fiscal 2003	
a) Income from Investments	\$ 46,927,368
b) Realized Depreciation	(8,123,755)
c) Unrealized Appreciation	43,144,904
d) Investment Expenses	6,160,380
e) Net Investment Return (a) + (b) + (c) - (d)	\$ 75,788,137
5. Market Value of Assets as of June 30, 2003 (1) + (2) - (3) + (4)	\$ 1,622,773,985
6. Rate of Return	4.80%

TABLE 4

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

1. Market Value of Assets as of June 30, 2003				\$ 1,622,773,985
2. Determination of Deferred Gain (Loss)				
	<u>Year</u>	<u>Realized and Unrealized Appreciation</u>	<u>Percentage Deferred</u>	<u>Deferred Amount</u>
	2003	\$ 35,021,149	80%	\$ 28,016,919
	2002	(170,451,169)	60%	(102,270,701)
	2001	(165,620,078)	40%	(66,248,031)
	2000	<u>112,813,622</u>	<u>20%</u>	<u>22,562,724</u>
	Total	\$ (188,236,476)		(117,939,089)
3. Preliminary Actuarial Value of Assets as of June 30, 2003 (1) - (2)				\$ 1,740,713,074
4. 14% Corridor on Market Value of Assets				
(a) 86% of (1)				\$ 1,395,585,627
(b) 114% of (1)				\$ 1,849,962,343
5. Actuarial Value of Assets as of June 30, 2003 Greater of (3) and (4a), not more than (4b)				\$ 1,740,713,074
6. Rate of Return				2.19%

TABLE 5**DETERMINATION OF POST RETIREMENT INCREASE FUND
AS OF JUNE 30, 2003**

Item	Amount
1. PRIF Account Balance as of June 30, 2002	\$ 35,932,978
2. Transfer to Pension Accumulation Fund for July 1, 2002 COLA	\$ 13,204,661
3. PRIF Account Balance as of December 31, 2002 before Transfer of Excess Investment Income (1) - (2)	\$ 22,728,317
4. Excess Investment Earnings During Calendar 2002	\$ -
5. PRIF Account Balance as of June 30, 2003 before Maximum Limitation (3) + (4)	\$ 22,728,317
6. Maximum Limitation	
a) Cost of 4% COLA as of July 1, 2003	\$ 34,407,988
b) Maximum PRIF Account Balance	
2 * (a)	\$ 68,815,976
7. PRIF Account Balance as of June 30, 2003 Lesser of (5) or (6b)	\$ 22,728,317
8. Excess Investment Earnings Transferred into PRIF Account as of December 31, 2002 (7) - (3)	\$ -

TABLE 6

**ANALYSIS OF CHANGE IN UNFUNDED ACCRUED LIABILITY
AS OF JUNE 30, 2003**

Item	Amount
1. Unfunded Accrued Liability at June 30, 2002	\$ (39,891,943)
2. Interest Charge at 7.875% to June 30, 2003	\$ (3,141,490)
3. Contributions Toward Unfunded Accrued Liability	
(a) Employer	\$ (9,553,481)
(b) Member	628,456
(c) Interest Credit at 7.875% to June 30, 2003	<u>(344,764)</u>
(d) Total	\$ (9,269,789)
4. Decrease due to Assumption/Method Changes	\$ (25,436,962)
5. Increase due to Benefit Improvements	\$ 52,236,701
6. Expected Unfunded Accrued Liability at June 30, 2003 (1) + (2) - (3) + (4) + (5)	\$ (6,963,905)
7. Actual Unfunded Accrued Liability at June 30, 2003	\$ 89,871,233
8. Increase (Decrease) from Expected / Actuarial Loss (7) - (6)	\$ 96,835,138

TABLE 7

**PROGRESS TOWARD AMORTIZATION OF
UNFUNDED ACCRUED LIABILITY
AS OF JUNE 30, 2003**

Item	Amount	Amortization Period
Unfunded Accrued Liability		
1. 2003 Initial Employer Base	\$ (38,295,603)	25.00 years
2. Member Base for 12 Month Average Final Compensation	4,531,959	9.00 years
3. 2003 Actuarial Loss	96,835,138	25.00 years
4. 2003 Change in Assumptions/Methods	(25,436,962)	25.00 years
5. 2003 Amendments	<u>52,236,701</u>	25.00 years
6. Total	\$ <u>89,871,233</u>	

TABLE 8

**SCHEDULE OF FUNDING PROGRESS
GASB STATEMENT NO. 25 DISCLOSURE**

Valuation as of June 30	Actuarial Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio	Covered Payroll	Unfunded Accrued Liability as a Percentage of Covered Payroll
2003 ⁽¹⁾	\$ 1,740,713,074	\$ 1,830,584,307	\$ 89,871,233	95.1%	\$ 361,013,138	24.9%
2002	1,764,776,154	1,724,884,211	(39,891,943)	102.3%	350,863,213	-11.4%
2001 ⁽²⁾	1,744,066,828	1,616,588,483	(127,478,345)	107.9%	323,691,312	-39.4%
2000 ⁽³⁾	1,689,860,650	1,511,544,211	(178,316,439)	111.8%	308,851,790	-57.7%
1999	1,566,992,511	1,418,527,276	(148,465,235)	110.5%	282,496,049	-52.6%
1998 ⁽⁴⁾	1,386,509,211	1,338,860,832	(47,648,379)	103.6%	270,667,111	-17.6%

- (1) Assumption changes recommended in 2001 experience study were adopted, amortization period was changed to 25 years, Police and Fire DROP were added and Fire J&50 eligibility was changed to 25 years.
- (2) Revised Police and Fire retirement rates due to benefit improvements.
- (3) Actuarial asset valuation method changed from 4-year to 5-year moving market average, with a 14% corridor on the market value of assets.
- (4) Cost method changed to Entry Age Normal and assumption changes recommended in 1997 experience study were adopted.

TABLE 9

**SCHEDULE OF EMPLOYER CONTRIBUTIONS
GASB STATEMENT NO. 25 DISCLOSURE**

Year Ended June 30	Annual Required Contribution	Percentage Contributed
2003	\$ 18,240,994	100%
2002	11,174,863	100%
2001	11,993,888	100%
2000	17,974,997	100%
1999	22,296,119	100%
1998	22,261,716	100%

The information presented above was determined as part of the actuarial valuation as of two years prior to the dates indicated (i.e. the contribution determined by the valuation completed as of June 30, 2001 was contributed in the fiscal year ending June 30, 2003). Additional information as of the latest actuarial valuation follows:

Valuation Date:	6/30/2003
Actuarial Cost Method:	Entry Age Normal
Normal Cost Allocation:	Earnings
Aggregation:	Employee Group
-- Regular County General Employees	
-- Employees of County Agencies	
-- Police	
-- Firefighters	
-- Correctional Officers	
Amortization Method:	Level percent closed
Remaining Amortization Period:	25 Years
Asset Valuation Method:	5-year smoothed market
Actuarial Assumptions:	
- Investment Rate of Return *	7.875%
- Projected Salaried Increases *	3.00% - 7.50%
- Cost-of-Living Adjustments **	none
* Includes Inflation at:	3.00%
** Increases equal to the CPI up to a maximum of 4% are granted only if sufficient reserves have accumulated in the Post Retirement Increase Fund.	

TABLE 10
SOLVENCY TEST
10 YEAR COMPARATIVE SUMMARY OF ACCRUED LIABILITY
AND ACTUARIAL VALUE OF ASSETS

Valuation as of June 30	Accrued Liability For:			Actuarial Value of Assets	Portion of Accrued Liability Covered by Actuarial Value of Assets		
	(A) Active Member Contributions	(B) Retirees and Beneficiaries	(C) Active Member Employer Financed		(A)	(B)	(C)
2003 ⁽¹⁾	\$ 286,223,066	\$ 947,448,642	\$ 596,912,599	\$ 1,740,713,074	100.0%	100.0%	84.9%
2002	267,367,396	911,599,906	545,916,909	1,764,776,154	100.0%	100.0%	100.0%
2001 ⁽²⁾	247,121,190	888,237,904	481,229,389	1,744,066,828	100.0%	100.0%	100.0%
2000 ⁽³⁾	230,386,737	844,563,160	436,594,314	1,689,860,650	100.0%	100.0%	100.0%
1999 ⁽⁴⁾	216,630,554	796,268,960	405,627,762	1,566,992,511	100.0%	100.0%	100.0%
1998 ⁽⁵⁾	200,848,781	758,578,074	379,433,977	1,386,509,211	100.0%	100.0%	100.0%
1997 ⁽⁶⁾	185,328,076	675,102,012	443,376,684	1,227,074,666	100.0%	100.0%	82.7%
1996 ⁽⁷⁾	168,766,131	631,040,099	426,038,927	1,114,549,586	100.0%	100.0%	73.9%
1995 ⁽⁸⁾	165,399,710	556,307,455	397,168,176	1,031,249,798	100.0%	100.0%	77.9%
1994 ⁽⁹⁾	156,372,843	493,348,347	387,721,304	964,208,661	100.0%	100.0%	81.1%

(1) Assumption changes recommended in 2001 experience study were adopted, amortization period was changed to 25 years, Police and Fire DROPs were added and Fire J&50 eligibility was changed to 25 years.

(2) Change in benefits and retirement rates for Police and Firefighters.

(3) Change in benefits for Deputy Sheriffs. The actuarial asset valuation method was changed from a 4-year to a 5-year moving market average with a 14% corridor on the market value of assets.

(4) Revise survivor benefits and eligibility per Section 23 - 59 of the Code.

(5) Cost method changed to Entry Age Normal and assumption changes recommended in 1997 experience study were adopted.

(6) Net actuarial losses for the fiscal year ending June 30, 1994 were transferred from accrued liability to future normal cost.

(7) Council Bills 209-95 and 27-96 contain a Retirement Incentive Program for Regular County General Employees. This program provided an increased benefit amount for retirements effective January 1 thru February 29, 1996. Creditable service was increased with unused sick leave and average final compensation was increased by 5%.

(8) Council Bill 91-95 increased the service retirement benefit (a) for all correctional officers, and (b) for Police and Firefighters who retire with more than 20 years of service. The bill also restructured accidental disability benefits for police and increased lump sum death benefits for Pay Schedule II employees.

(9) Accidental disability benefits were modified for General and Correctional Employees as of December 18, 1993. Effective July 1, 1994 the member contribution rate for Firefighters was increased 2.95% for all members on pay schedule V, and 4.75% for members on pay schedule VIII who elect to be covered by the Early Retirement Incentive Program or the new retirement provisions. Effective July 1, 1994 accidental disability benefits for firefighters were reduced. An Early Retirement Incentive Program was offered to eligible Firefighters who retire effective December 31, 1994. The member contribution rate for Firefighters was reduced by 1% effective April 1, 1995 and by an additional .6% July 1, 1995. Effective January 1, 1999 new retirement provisions will go into effect for Firefighters. Net Actuarial losses for the fiscal year ending June 30, 1994 were added to the Accrued Liability.

TABLE 11**10 YEAR COMPARATIVE SUMMARY OF ACCRUED
AND UNFUNDED ACCRUED LIABILITY**

Valuation as of June 30	Accrued Liability	Actuarial Value of Assets	Assets as a Percent of Accrued Liability	Unfunded Accrued Liability	Active Member Payroll	Unfunded as % of Member Payroll
2003 ⁽¹⁾	\$ 1,830,584,307	\$ 1,740,713,074	95.09%	\$ 89,871,233	\$ 361,013,138	24.9%
2002	1,724,884,211	1,764,776,154	100.00%	(39,891,943)	350,863,213	-11.4%
2001 ⁽²⁾	1,616,588,483	1,744,066,828	100.00%	(127,478,345)	323,691,312	-39.4%
2000 ⁽³⁾	1,511,544,211	1,689,860,650	100.00%	(178,316,439)	308,851,790	-57.7%
1999 ⁽⁴⁾	1,418,527,276	1,566,992,511	100.00%	(148,465,235)	282,496,049	-52.6%
1998 ⁽⁵⁾	1,338,860,832	1,386,509,211	100.00%	(47,648,379)	270,667,111	-17.6%
1997 ⁽⁶⁾	1,303,806,772	1,227,074,666	94.11%	76,732,106	259,735,670	29.5%
1996 ⁽⁷⁾	1,225,845,157	1,114,549,586	90.92%	111,295,571	251,460,787	44.3%
1995 ⁽⁸⁾	1,118,875,341	1,031,249,798	92.17%	87,625,543	261,532,431	33.5%
1994 ⁽⁹⁾	1,037,442,494	964,208,661	92.94%	73,233,833	246,970,987	29.7%

- (1) Assumption changes recommended in 2001 experience study were adopted, amortization period was changed to 25 years, Police and Fire DROPs were added and Fire J&50 eligibility was changed to 25 years.
- (2) Change in benefits and retirement rates for Police and Firefighters.
- (3) Change in benefits for Deputy Sheriffs. The actuarial asset valuation method was changed from a 4-year to a 5-year moving market average with a 14% corridor on the market value of assets.
- (4) Revise survivor benefits and eligibility per Section 23 - 59 of the Code.
- (5) Cost method changed to Entry Age Normal and assumption changes recommended in 1997 experience study were adopted.
- (6) Net actuarial losses for the fiscal year ending June 30, 1994 were transferred from accrued liability to future normal cost.
- (7) Council Bills 209-95 and 27-96 contain a Retirement Incentive Program for Regular County General Employees. This program provided an increased benefit amount for retirements effective January 1 thru February 29, 1996. Creditable service was increased with unused sick leave and average final compensation was increased by 5%.
- (8) Council Bill 91-95 increased the service retirement benefit (a) for all correctional officers, and (b) for Police and Firefighters who retire with more than 20 years of service. The bill also restructured accidental disability benefits for police and increased lump sum death benefits for Pay Schedule II employees.
- (9) Accidental disability benefits were modified for General and Correctional Employees as of December 18, 1993. Effective July 1, 1994 the member contribution rate for Firefighters was increased 2.95% for all members on pay schedule V, and 4.75% for members on pay schedule VIII who elect to be covered by the Early Retirement Incentive Program or the new retirement provisions. Effective July 1, 1994 accidental disability benefits for firefighters were reduced. An Early Retirement Incentive Program was offered to eligible Firefighters who retire effective December 31, 1994. The member contribution rate for Firefighters was reduced by 1% effective April 1, 1995 and by an additional .6% July 1, 1995. Effective January 1, 1999 new retirement provisions will go into effect for Firefighters. Net Actuarial losses for the fiscal year ending June 30, 1994 were added to the Accrued Liability.

TABLE 12**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS****ASSUMPTIONS**

Interest Rate: 7 $\frac{7}{8}$ % per annum, compounded annually (adopted as of June 30, 1993 effective for the fiscal 1995 contribution).

Inflation: 3.0% per annum (adopted as of June 30, 2003, effective for the fiscal 2005 contribution)

Salary Increase: Representative values are as follows:

Age	Annual Rates of Salary Increase	
	Other than Police and Firefighters	Police and Firefighters
25	7.50%	7.25%
30	6.00	5.75
35	5.00	4.75
40	4.50	4.25
45	4.00	3.75
50	3.50%	3.25%
55	3.00	3.00
60	3.00	3.00
65	3.00	3.00

3% of each increase is attributable to inflation, while the remainder is due to productivity, merit or seniority (adopted as of June 30, 2003 effective for the fiscal 2005 contribution).

The effect of these assumptions is illustrated by the following examples: When used in the valuation process, these assumptions produce an effective annual average increase of 4.7% over a 27-year career for a Policeman hired at age 25, and 4.1% over a 30-year career for a General Employee hired at age 30.

Future Expenses: Effective June 30, 2003, the assumed interest rate is gross of the anticipated future administrative expenses of the fund. All administrative and operating expenses of the ERS are included in the normal cost effective with the June 30, 2001 actuarial valuation (effective for the fiscal 2003 contribution).

Loading or Contingency Reserves: None.

TABLE 12

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(continued)

Illustrative Rates of Separation from Service (adopted as of June 30, 2003):

Age	Withdrawal			Disability		Death	
	Refund Before 10 Years of Service	Refund After 10 Years of Service	Termination Benefit After 10 Years of Service	Ordinary	Accidental	Ordinary	Accidental
Employees Other Than Police and Firefighters							
20	14.50%			.04%	.013%	.056%	.002%
25	11.25			.06	.013	.054	.001
30	8.63	1.69%	.60%	.10	.025	.052	.001
35	8.25	1.61	.60	.17	.025	.061	.001
40	8.25	1.54	.60	.30	.038	.082	.002
45	8.25	1.46	.68	.42	.062	.121	.003
50	6.00	1.39	.75	.60	.075	.188	.006
55	4.50	1.31	.75	.72	.088	.310	.009
59	3.90	1.25	.75	.72	.112	.514	.014
60				.72	.112	.588	.015
65				.72	.112	1.127	.024
69				.72	.112	1.787	.035
Police							
20	3.75%			.047%	.060%	.056%	.008%
25	1.95			.047	.075	.054	.012
30	1.80	.75%	.515%	.056	.090	.052	.016
35	1.20	.50	.315	.213	.128	.061	.024
40	.90	.30	.195	.213	.218	.082	.036
45	.90	.30	.110	.213	.412	.121	.052
50	.60	.30	.060	.298	.758	.188	.084
54	.42	.30	.020	.943	1.200	.277	.124
55				1.105	1.350	.310	.140
59				1.105	2.175	.514	.240
Firefighters							
20	2.50%			.047%	.045%	.056%	.008%
25	1.30			.047	.056	.054	.012
30	1.20	.75%	.515%	.056	.068	.052	.016
35	.80	.50	.315	.213	.095	.061	.024
40	.60	.30	.195	.213	.131	.082	.036
45	.60	.30	.110	.213	.247	.121	.052
50	.40	.30	.060	.298	.454	.188	.084
54	.28	.30	.020	.943	.739	.277	.124
55				1.105	.810	.310	.140
59				1.105	.910	.514	.240

TABLE 12

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(continued)

Illustrative Rates of Retirement (adopted as of June 30, 2003):

Age	Early Retirement	Normal Retirement			
	General Employees	General Employees	Correctional Officers/ Deputy Sheriffs	Police*	Firefighters*
40				9.16%	
41				9.21	
42				9.26	
43				9.31	
44				9.34	12.00%
45		11.05%	14.95%	9.41	12.00
46		11.05	14.95	9.47	12.00
47		11.05	14.95	9.56	12.00
48		11.05	14.95	9.67	12.00
49		11.05	14.95	9.78	12.00
50		11.05	14.95	9.91	10.25
51		11.05	14.95	10.05	10.40
52		11.05	14.95	10.23	10.58
53		11.05	14.95	10.44	10.80
54		11.05	14.95	10.69	11.05
55	12.35%	11.05	14.95	19.30	19.89
56	3.90	11.05	14.95	17.79	18.32
57	2.60	11.05	14.95	9.86	10.10
58	4.16	11.05	14.95	10.07	10.31
59	5.85	11.05	14.95	10.41	10.65
60		11.05	14.95	100.00	100.00
61		12.71	17.19		
62		23.11	31.27		
63		16.48	22.30		
64		18.69	25.29		
65		30.29	40.99		
66		25.76	34.86		
67		24.44	33.06		
68		23.11	31.27		
69		22.01	29.77		
70		100.00	100.00		

* Members meeting the service requirement for either the DROP or the free joint & 50% spousal benefit by age 60 are assumed to retire at 75% of the rates shown prior to eligibility for either benefit. Members not qualifying for either benefit are assumed to retire at the rates shown.

TABLE 12

DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS
(continued)

Death After Retirement: The 1995 George B. Buck Mortality Table with ages set forward one year was used for service retirements and dependent beneficiaries. Special mortality tables are used for disability retirements. Illustrative rates are as follows (adopted as of June 30, 1998):

Age	Annual Rates of Mortality Among:				
	Service Pensioners		Disability Pensioners		
	All Members		Other than Police and Firefighters		Police and Firefighters
	Males	Females	Males	Females	
40	.102%	.062%	2.322%	1.732%	3.786%
45	.151	.099	2.444	1.842	2.643
50	.235	.155	2.635	2.020	2.434
55	.387	.226	2.939	2.299	2.637
60	.735	.360	3.417	2.740	3.046
65	1.408	.779	4.166	3.431	3.704
70	2.485	1.562	5.340	4.515	4.726
75	4.176	2.566	7.157	6.193	6.319
80	6.934	4.195	9.920	8.770	8.758

Marital Status: For Firefighters and Police, 90% of active members are assumed to be married. For all other employees, 90% of active males and 50% of active females are assumed to be married. In all cases it is assumed that the male spouse is three years older than the female spouse.

Credit for Unused Sick Leave: For members entitled to receive credit for unused sick leave, it was assumed that each member will accumulate such credit as follows:

Supervisory, management and confidential (SMC) members, other than firefighters	¾ year
Firefighters including SMC members	1 year
Employees other than Police and Firefighters, excluding SMC members	½ year
Police	½ year

TABLE 12**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS**

(continued)

METHODS

Actuarial Cost Method: Entry Age Normal. Changes in benefits and assumptions and gains or losses are amortized over 25 years with payments that increase by 3% per annum. (Adopted as of June 30, 2003)

Asset Valuation Method: The valuation assets are determined as the market value less (1) 80% of the net appreciation during the preceding year, (2) 60% of the net appreciation during the second preceding year, (3) 40% of the net appreciation during the third preceding year, and (4) 20% of the net appreciation during the fourth preceding year. Valuation assets are not less than 86% of the market value and not more than 114% of the market value. (Adopted as of June 30, 2000)

Liability Due to Assets in Post Retirement Increase Fund: Liabilities for retirees and beneficiaries include the value of assets in the Post Retirement Increase Fund.

Payroll Growth: 3% per annum, compounded annually.

DATA

The valuation was based on members of the System as of June 30, 2003 and does not take into account future members. All census data was supplied by the County and was subject to reasonable consistency checks. Asset data was supplied by the County.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

Groups	Members who are general employees, correctional officers and deputy sheriffs are included in Groups 1, 2, and 3. Members who are police officers and firefighters are included in Group 4.
Benefit Basis for General Employees	<p>1/55 basis includes general employees who became members on and after January 1, 1961 and those members as of December 31, 1960 who elected to make increased contributions.</p> <p>1/60 basis includes general employees who were members as of December 31, 1960 and who did not elect to make increased contributions.</p> <p>1/40 basis includes general employees who have been appointed department heads for at least 2 years.</p>
Average Final Compensation	Based on the highest paid 12 consecutive months for general SMC (including department heads and other eligible employees) correctional officers SMC, and deputy sheriffs SMC who elected the option, general AFSCME, police SMC, police FOP, general BCFPE and PSNA, correctional officers BCFPE, deputy sheriffs BCFPE, firefighter SMC, and firefighter IAFF. For all other general employees, and police cadets, the average annual compensation for the three highest paid consecutive years of service.
Creditable Service	
Amount	Creditable service consists of membership service, purchased military service, service rendered prior to the establishment of the retirement system, and credit for unused sick leave, except as specified below.
Exclusions	Military service is excluded from creditable service when determining whether police officers, correctional officers, or deputy sheriffs have satisfied the 20 year eligibility requirement for the normal retirement allowance. It is included when determining the amount of the allowance.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

In determining eligibility for benefits, credit for unused sick leave is counted only for purposes of meeting the 30-year service requirement for most general employees, or the age 50 requirement for firefighters.

In determining the amount of benefits, credit for unused sick leave is counted only for purposes of the normal retirement allowance for all members or the early retirement allowance for general employees who are SMC members.

Credit for Unused Sick Leave One month of service is credited for each 22 complete days of unused sick leave. One additional month is granted if fractional days of sick leave total 11 or more days. Firefighters will receive 12 days of sick leave per year after December 31, 2001, and one month of service credit will be granted for every 16 days of accumulated unused sick leave.

SUMMARY OF BENEFITS

Normal Retirement Allowance Members are entitled to receive an annual allowance which consists of a) an annuity consisting of a benefit which is actuarially equivalent to member contributions accumulated with interest at 5%; and b) a pension, which together with the annuity provides the total annual allowance.

General employees:

Eligibility Age 60, or completion of 30 years of creditable service regardless of age.

Amount The total annual allowance is equal to the Benefit Basis times average final compensation times years of creditable service.

Police:

Eligibility Age 55, or completion of 20 years of creditable service regardless of age. Mandatory retirement at age 60, except for extensions approved by the Board.

Amount If less than 20 years of creditable service, the total annual allowance is equal to 1/50 times average final compensation times years of creditable service.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

If 20 or more years of creditable service, the total annual allowance is equal to 50% of average final compensation, plus 2% of average final compensation for each year of creditable service in excess of 20 years.

Firefighters:

Eligibility

Age 55, or age 50 and completion of 20 years of creditable service, or completion of 25 years of creditable service regardless of age. Mandatory retirement at age 60, except for extensions approved by the Board. A member on pay schedule VIII must make a formal election to receive the benefit described here. If the election is not made, such member will continue to receive benefits based on eligibility conditions and formula in effect prior to January 1, 1999.

Amount

The total annual allowance is equal to 1/40 times average final compensation times years of service up to 20 years, plus 1/50 times average final compensation times years of creditable service in excess of 20 years.

Correctional officers:

Eligibility

Age 60, or completion of 20 years of creditable service regardless of age.

Amount

If less than 20 years of creditable service, the total annual allowance is equal to 1/50 times average final compensation times years of creditable service.

If 20 or more years of creditable service, the total annual allowance is equal to 50% of average final compensation, plus 1% of average final compensation for each year of creditable service in excess of 20 years.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Deputy Sheriffs:**

Eligibility	Age 60, or completion of 20 years of creditable service regardless of age.
Amount	<p>If less than 20 years of creditable service, the total annual allowance is equal to 1/55 times average final compensation times years of creditable service.</p> <p>If 20 or more years of creditable service, the total annual allowance is equal to 50% of average final compensation, plus 1% of average final compensation for each year of creditable service in excess of 20 years.</p>

Deferred Retirement Option Plan (DROP)

The County has adopted a Back DROP for Police Officers and Firefighters under which eligible active members may elect to receive a lump sum payment at retirement in exchange for a reduced monthly benefit for life. Election to participate in the DROP will be made when the member is ready to retire. The DROP benefit will be calculated along with all other available options, and the member will then choose between the DROP benefit and the regular pension benefits provided by the County. The DROP monthly pension will be determined as of a date that is a specified number of years in the past (the "look-back" date) based on the plan provisions and the member's salary and service at that earlier date, and the lump sum payment will be based on an assumed accumulation of member contributions and monthly pension payments during the period from the "look-back" date to the actual retirement date.

The specifics of the DROP are as follows:

- (1) Length of the DROP may be from three to five years.
- (2) Qualifying Service: In order to be eligible to elect the DROP, a retiring member must have at least 27 years of service with the County as a Police Officer or 32 years of service with the County as a Firefighter, including credit for accumulated unused sick leave, military service and credit for service as a Police Cadet. Other jurisdiction service or transfer service within or outside of Baltimore

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

County is included in Qualifying service only for Firefighters who are active Firefighters in the System as of December 31, 2003. The length of the DROP a member may elect will be determined according to the following tables:

Years of County Police Service	Length of the DROP
27 Years	3 Years
28 Years	3, 3½, or 4 Years
29 or more Years	3, 3½, 4, 4½, or 5 Years

Years of County Fire Service	Length of the DROP
32 Years	3 Years
33 Years	3, 3½, or 4 Years
34 or more Years	3, 3½, 4, 4½, or 5 Years

- (3) The pension payments credited to the DROP account will be calculated according to the following enhanced formula:
- a) Determine the length of the DROP
 - b) DROP Service: Service at retirement (including accumulated unused sick leave at the actual retirement date, military service, other jurisdiction service, credit for service as a Police Cadet and transfer service within or outside of Baltimore County) minus the length of the DROP.
 - c) Average final compensation is determined as if the member had retired at the beginning of the DROP.
 - d) The DROP Retiree Allowance equals 50% of average final compensation (AFC) plus 2% of AFC for each year of DROP Service over 20 years, plus a bonus of 6% of AFC. For Police Officers, this equals 64% of AFC plus 2% of AFC for DROP Service over 24 years. For Firefighters, this equals 74% of AFC plus 2% of AFC for DROP service over 29 years.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

- (4) The Retirement Allowance paid after the retirement date will equal the DROP Allowance except, if the member elects an optional form of payment – other than the free Joint & 50% Spousal benefit - the pension paid after retirement will be reduced for the option elected. This reduction will be based on the member's and beneficiary's ages at the actual retirement date, not their ages at the DROP "look-back" date.
- (5) Pension payments credited to the DROP account, and paid after retirement, will be increased for COLAs just as if the member had retired at the beginning of the DROP.
- (6) Member contributions made during the period of the DROP will be credited to the DROP account.
- (7) The DROP account will be credited with interest each June 30, based on the administrative procedures currently used to determine the member's accumulated contributions, except that the interest rate used will be the greater of (a) the rate of return on the actuarial value of assets for the prior calendar year, minus 50 basis points; or (b) the regular rate of interest (5% per annum).
- (8) The DROP accumulation may be paid to the member in a single lump sum, or may be rolled over into an eligible plan such as an IRA. The distribution must be taken at the actual retirement date. There is no provision for delaying this distribution until a later date.
- (9) DROP elections may only be made by the member at the date of Service or ~~Disability retirement~~. DROP benefits will not be paid to a member who elected a Termination benefit. In addition, if a member dies in active service, the surviving beneficiary will not be allowed to make a DROP election.
- (10) The benefit provisions used to calculate the DROP benefit will be based on the provisions in effect at the DROP look-back date. That is, a member retiring on July 1, 2004 under a 3-year DROP will have the DROP benefit based on service, salary, and Plan provisions as of June 30, 2001.

*Remove
DS as
reference
next year*

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

- (11) The first retirements under a 3-year DROP cannot occur before July 1, 2004, the first retirements under a 4-year DROP cannot occur before July 1, 2005, and the first retirements under a 5-year DROP cannot occur before July 1, 2006.

Early Retirement Allowance

Eligibility	Age 55 and completion of 20 years of creditable service for general employees. Not applicable to police, correctional officers, firefighters, or deputy sheriffs.
Amount	The accrued normal retirement allowance deferred to normal retirement age. A member may elect to receive an immediate benefit equal to the accrued normal retirement benefit reduced by 5/12 of 1% for each month the benefit commencement date precedes normal retirement date.

Discontinued Service Benefit

Eligibility	Service discontinued through no fault of the member or through failure of re-election or re-appointment after age 50 and completion of 20 years of creditable service or completion of 25 years of creditable service.
Amount	In lieu of the withdrawal of accumulated contributions, a member may elect to receive the ordinary disability allowance that would have been payable had the member retired on an ordinary disability retirement. The additional cost in excess of the member's accumulated contributions is payable by the County.

Ordinary Disability Retirement Benefit

Eligibility	Completion of 5 years of creditable service and disabled due to causes not the result of an accident in the performance of duty.
Amount	The total annual allowance for general employees, correctional officers, and deputy sheriffs is equal to the Benefit Basis (as defined for general employees) times average final compensation times years of creditable service. For police and firefighters, the total allowance is equal to 1/50 times average final compensation times years of creditable service up to 25,

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

plus $1/55$ times average final compensation times years of creditable service in excess of 25.

The minimum allowance for general employees, correctional officers, and deputy sheriffs is $1/4$ of average final compensation increased by $1/55$ of such compensation for each year of service in excess of 5 years to a maximum of $1/3$ of average final compensation. For police and firefighters the minimum is $1/2$ of average final compensation. The allowance is never greater than the member would have received had service continued to normal retirement age.

If the member is eligible for normal or early retirement, the member may elect to receive that benefit in lieu of the Ordinary Disability Retirement Benefit.

Accidental Disability Benefit

Eligibility

Totally and permanently incapacitated for duty as the natural and proximate result of an accident occurring while in the actual performance of duty at some definite time and place, without willful negligence on the part of the member, which permanently incapacitates the member for further performance of duty. In the case of police and firefighters, an impairment as a direct result of the actual performance of duties with the County which permanently incapacitates the member for further performance of the duties of the member's job classification.

Amount

For police and firefighters, a total annual allowance which is equal to 50% of average final compensation, plus $1/55$ for firefighters and $1/50$ for police, times average final compensation times years of creditable service in excess of 20. If the member has suffered severe impairment, the benefit will not be less than $66\frac{2}{3}\%$ of average final compensation. If the member has suffered dismemberment or paralysis, the benefit will not be less than 75% of average final compensation. For other employee groups, an annuity which is the actuarial equivalent of accumulated contributions, plus a pension of $2/3$ of average final compensation.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

Ordinary Death Benefit

Eligibility	Death in service due to causes not the result of an accident in the performance of duty.
Amount	Return of member's accumulated contributions plus, if member had one or more years of service, 50% of annual earnable compensation at death (100% of such compensation in the case of pay schedule II employees, and certain supervisory, managerial and confidential merit employees under pay Schedule VI and pay Schedule XII).

Survivor Annuity

Eligibility	Ordinary death in service while eligible for normal retirement, or after completion of 15 years of creditable service.
Amount	Surviving spouse or minor receives the option 2 allowance which would have been payable had member retired just prior to death and elected such option. Spouse may elect ordinary death benefit in lieu of spouse annuity. Minimum benefit of 25% of average final compensation plus an annuity equal to the actuarial equivalent of accumulated contributions.

Free Joint & 50% Spousal Benefit (Option 7)

Eligibility	For police and firefighters, Service Retirement or Disability Retirement with at least 25 years of actual Baltimore County Police service or 25 years of actual Baltimore County Fire service. Credit for accumulated unused sick leave, military service or Police Cadet service does <i>not</i> count toward the 25 year requirement, nor does transfer service from within or outside of Baltimore County. The 25 year requirement for firefighters takes effect December 31, 2003.
Amount	A Joint & 50% Option (Option 3) with the member's spouse as the designated beneficiary may be elected at retirement at no cost to the member. That is, a member who meets the eligibility requirements and elects this option will receive the maximum monthly pension for his or her lifetime, and upon the member's death the member's spouse will receive one-half of the member's monthly pension for the spouse's remaining lifetime.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Accidental Death Benefit**

Eligibility	Death as a result of injuries sustained in line of duty.
Amount	In lieu of any other benefit, (i) a pension of 66-2/3% of average final compensation in the case of general employees, correctional officers, and deputy sheriffs, and 100% of annual earnable compensation at death in the case of police or firefighters, plus (ii) an annuity which is the actuarial equivalent of accumulated contributions. If no widow, benefit is paid to children until age 18 or if no children to dependent parents.

Other Death Benefit

Eligibility	Ordinary death for police or firefighters after 2 or more years of service.
Amount	In lieu of any other benefit, the surviving spouse or minor may elect an allowance of 25% of average final compensation plus an annuity equal to the actuarial equivalent of accumulated contributions.

Supplementary Benefit Payments

	At the discretion of the County.
Eligibility	For those employees who became members prior to July 1, 1965:
Amount	Supplementary payment not to exceed \$25 a month if member had less than 10 years of service, or \$50 a month if member had 10 or more years of service, but total allowance not to exceed \$100 a month.
Eligibility	For those employees who became members on and after July 1, 1965:
Amount	Amount to bring normal retirement allowance without option up to \$50 per annum per year of creditable service not in excess of 30 years.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)

Return of Contributions	Upon withdrawal prior to retirement, accumulated contributions are returned. Interest is credited on a member's contributions at the rate of 5% per annum compounded annually.
Termination Benefit	
Eligibility	5 years of service and member does not elect a refund of his accumulated contributions.
Amount	The accrued normal retirement allowance commencing at age 60 for general employees and correctional officers, and at age 55 for members who are police and firefighters.
Optional Allowances	A member can elect a retirement allowance of equivalent actuarial value in one of the seven optional forms described below.
	Option 1. Refund of accumulated contributions at retirement less annuity payments.
	Option 2. 100% joint and survivorship allowance.
	Option 3. 50% joint and survivorship allowance.
	Option 4. Some other benefit of equivalent actuarial value.
	Option 5. 100% joint and survivor allowance, with further provision that in the event the retired member becomes divorced from the designated beneficiary, or if the designated beneficiary predeceases the retired member, the reduced retirement allowance payable to the retired member will increase to the amount that would be payable had no option been chosen.
	Option 6. 50% joint and survivor allowance, with further provision that in the event the retired member becomes divorced from the designated beneficiary, or if the designated beneficiary predeceases the retired member, the reduced allowance payable to the retired member will increase to the amount that would be payable had no option been chosen.
	Option 7. See Free Joint & 50% Spousal Benefit.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

CONTRIBUTIONS**By Members**

General employees who enter the System on or after January 1, 1961, and members who are police, firefighters, correctional officers, or deputy sheriffs, contribute to individual accounts at a rate computed to produce an annuity for a male of 92.35% of 1/120 of the average final compensation for each year of membership service upon retirement at age 60. General employees who became members prior to January 1, 1961 contribute at lower rates. Appointed department heads, as defined in Section 23-36, and other members who satisfy the conditions set forth in Section 23-38(7), pay an additional rate on account of the higher benefit provided to them.

Effective July 1, 1994, all members who were firefighters on pay schedule V contributed an additional 2.95% of payroll to fund the 1994 retirement window and the improved retirement benefits that become effective January 1, 1999. Effective May 1, 1996 this additional rate was reduced to 1.95%. The County funds the remaining cost.

Effective July 1, 1994, members who were firefighters on pay schedule VIII who elected to receive improved benefits during the 1994 retirement window or after December 31, 1998, contributed an additional 4.75% of payroll. Effective July 1, 1995 this additional rate dropped to 2.95% of payroll, and effective May 1, 1996 it was reduced to 1.95%. The County funds the remaining cost.

Effective July 1, 1988, an additional contribution rate of 1.00% of payroll was payable by all members who were police, in order to provide for the cost of increased benefits. The County funds the remaining cost.

Additional member contributions are payable to the Annuity Savings Fund by members who are general employees, police, correctional officers, and deputy sheriffs, to provide for the cost of determining benefits based on average final compensation during the highest 12 consecutive months. The additional rates are as follows:

TABLE 13

SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS
(Continued)

General AFSCME Members (effective 7/1/92)

Total Increase		Percentage of Total Increase Payable by Members			
Normal Cost	Accrued Liability	FY 93	FY 94	FY 95	FY 96+
.50%	.63%	100%	85%	70%	50%

The County funds the remaining cost. Accrued liability contributions end 6/30/2012.

General, Correctional and Deputy Sheriff SMC Members (effective 7/1/91)

Total Increase		Percentage of Total Increase Payable by Members				
Normal Cost	Accrued Liability	FY 92	FY 93	FY 94	FY 95	FY 96+
.50%	1.15%	80%	60%	40%	20%	0%

The County funds the remaining cost. Accrued liability contributions end 6/30/2011.

By Members**General and Deputy Sheriff BCFPE and PSNA Members (effective 7/1/91)**

Total Increase		Percentage of Total Increase Payable by Members			
Normal Cost	Accrued Liability	FY 92	FY 93	FY 94	FY 95+
.50%	.63%	100%	85%	70%	50%

The County funds the remaining cost. Accrued liability contributions end 6/30/2011.

TABLE 13

SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS
(Continued)

Correctional BCFPE Members (effective 7/1/91)

Total Increase		Percentage of Total Increase Payable by Members			
Normal Cost	Accrued Liability	FY 92	FY 93	FY 94	FY 95+
.60%	.62%	100%	85%	70%	50%

The County funds the remaining cost. Accrued liability contributions end 6/30/2011.

Police FOP Members (effective 7/1/92)

Total Increase		Percentage of Total Increase Payable by Members			
Normal Cost	Accrued Liability	FY 93	FY 94	FY 95	FY 96+
.91%	1.03%	100%	85%	70%	50%

The County funds the remaining cost. Accrued liability contributions end 6/30/2012.

By Members

Police SMC Members (effective 7/1/91)

Total Increase		Percentage of Total Increase Payable by Members					
Normal Cost	Accrued Liability	7/91-12/91	1/92-6/92	FY 93	FY 94	FY 95	FY 96+
.72%	.88%	0%	85%	75%	65%	60%	50%

The County funds the remaining cost. Accrued liability contributions end 6/30/2011.

By County

Supplementary benefits and discontinued service pensions are on a pay-as-you-go basis. All other benefits payable by the County are funded on a reserve basis.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**SPECIAL PROVISIONS FOR MEMBERS
ELECTING THE COUNTY COUNCIL OPTION**

Eligibility	Service as an elected or appointed councilperson, or County Executive, and election of the County Council option, for which the member makes the required contributions (presently 13.85% of compensation).
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SUMMARY OF BENEFITS**Service Retirement Allowance**

Eligibility	Completion of 16 years of service or attainment of age 55 with 4 or more years of service.
Amount	1/20 of average final compensation multiplied by years of service not in excess of 20.

**Deferred Service Retirement
Allowance**

Eligibility	Completion of 4 years of service and election to leave accumulated contributions in System.
Amount	Accrued service retirement allowance commencing at age 55.

Death Benefit

Eligibility	Death in service where no spouse's benefit is paid.
Amount	Refund of accumulated contributions. In addition, if member has 1 or more years of service a lump sum payment of 50% of annual earnable compensation at death.

TABLE 13**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**
(Continued)**Spouse's Benefit**

Eligibility Ordinary death in service while eligible for normal retirement, or after completion of 15 years of creditable service.

Amount Surviving spouse or minor receives the option 2 allowance which would have been payable had member retired just prior to death and elected such option. Spouse may elect ordinary death benefit in lieu of spouse annuity. Minimum benefit of 25% of average final compensation plus an annuity equal to the actuarial equivalent of accumulated contributions.

Return of Contributions Upon termination prior to retirement, accumulated contributions are refunded.

Optional Forms of Benefit Same as for other members of System.

CONTRIBUTIONS

By Members 13.85% of compensation.

By County To fund benefits payable by the County on a reserve basis.

POST RETIREMENT INCREASES IN ALLOWANCE

Post-retirement increases, which are related to the annual increase in the CPI-U as of each December 31, are granted commencing as of the following July 1 to retired members (regardless of the provisions of the System under which they retired) who have been on the retired roll for more than 12 months, provided that there are sufficient excess investment earnings in the Post Retirement Increase Fund to cover the actuarial reserves for such increases. The retirement allowances of eligible retired members are increased by an amount equal to the increase in the CPI-U, not to exceed 4%.

TABLE 14**SUMMARY OF MEMBERSHIP DATA AS OF JUNE 30, 2003****ACTIVE MEMBERS**

Item	Total
Number of Members	
---- Regular County General	3,545
---- County Agency General	2,544
---- Police	1,761
---- Firefighters	1,007
---- Correctional Officers and Sheriffs	<u>284</u>
Total	9,141
Annual Salaries	
---- Regular County General	\$ 136,581,656
---- County Agency General	71,753,394
---- Police	90,956,535
---- Firefighters	51,149,350
---- Correctional Officers and Sheriffs	<u>10,572,203</u>
Total	\$ 361,013,138
Average Age	
---- Regular County General	46.8
---- County Agency General	47.8
---- Police	37.1
---- Firefighters	41.7
---- Correctional Officers and Sheriffs	<u>40.0</u>
Total	44.4
Average Vesting Service	
---- Regular County General	12.4
---- County Agency General	10.8
---- Police	12.8
---- Firefighters	16.3
---- Correctional Officers and Sheriffs	<u>10.0</u>
Total	12.4

TABLE 14

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

ACTIVE GENERAL EMPLOYEES
BENEFIT BASIS

Group	Number	Annual Salaries
Full - time Regular County		
---- 1/55 Basis	2,833	\$ 114,114,046
---- 1/40 Basis	<u>30</u>	<u>2,704,490</u>
Total	2,863	\$ 116,818,536
Part - time Regular County		
---- 1/55 Basis	669	\$ 18,996,000
---- 1/40 Basis	<u>5</u>	<u>396,437</u>
Total	674	\$ 19,392,437
County Council Option	8	\$ 370,683
Total Regular County	3,545	\$ 136,581,656
Full - time County Agency		
---- 1/55 Basis	2,106	\$ 66,212,225
---- 1/40 Basis	<u>0</u>	<u>0</u>
Total	2,106	\$ 66,212,225
Part - time County Agency		
---- 1/55 Basis	438	\$ 5,541,169
---- 1/40 Basis	<u>0</u>	<u>0</u>
Total	438	\$ 5,541,169
Total County Agency	2,544	\$ 71,753,394
Grand Total	6,089	\$ 208,335,050

TABLE 14

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

RETIREES AND BENEFICIARIES

Item	Number	Annual Allowance	Average Allowance
Service and Discontinued Service Retirements			
-- Regular County General	1,873	\$ 29,577,286	\$ 15,791
-- County Agency General	1,359	11,646,898	8,570
-- Police	686	20,217,904	29,472
-- Fire	356	13,355,429	37,515
-- Correctional Officers and Sheriffs	49	<u>1,042,449</u>	<u>21,274</u>
Subtotal	4,323	\$ 75,839,966	\$ 17,543
Disability Retirements			
-- Regular County General	245	\$ 3,927,019	\$ 16,029
-- County Agency General	189	2,016,697	10,670
-- Police	366	10,128,170	27,673
-- Fire	115	3,716,773	32,320
-- Correctional Officers and Sheriffs	10	<u>148,692</u>	<u>14,869</u>
Subtotal	925	\$ 19,937,351	\$ 21,554
Beneficiaries			
-- Regular County General	277	\$ 2,603,047	\$ 9,397
-- County Agency General	159	824,007	5,182
-- Police	55	1,140,950	20,745
-- Fire	29	638,292	22,010
-- Correctional Officers and Sheriffs	1	<u>6,122</u>	<u>6,122</u>
Subtotal	521	\$ 5,212,418	\$ 10,005
Total			
-- Regular County General	2,395	\$ 36,107,352	\$ 15,076
-- County Agency General	1,707	14,487,602	8,487
-- Police	1,107	31,487,024	28,444
-- Fire	500	17,710,494	35,421
-- Correctional Officers and Sheriffs	60	<u>1,197,263</u>	<u>19,954</u>
Grand Total	5,769	\$ 100,989,735	\$ 17,506

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY**

GENERAL EMPLOYEES

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +	
Under 25	132 \$23,069	1 \$24,015								133 \$23,076
25 - 29	185 \$28,370	40 \$30,645								225 \$28,775
30 - 34	227 \$30,215	89 \$31,771	43 \$34,944	3 \$38,923						362 \$31,231
35 - 39	303 \$27,795	131 \$32,768	148 \$36,936	104 \$39,032	5 \$33,833					691 \$32,430
40 - 44	331 \$26,041	157 \$32,928	145 \$36,345	193 \$41,648	112 \$39,575	9 \$42,189				947 \$33,695
45 - 49	338 \$26,882	184 \$30,698	178 \$34,726	206 \$40,679	214 \$45,574	144 \$45,313	7 \$43,401			1,271 \$36,096
50 - 54	229 \$28,870	163 \$33,131	140 \$33,988	178 \$37,652	133 \$41,795	153 \$51,076	51 \$49,538	2 \$68,913		1,049 \$37,664
55 - 59	180 \$26,905	133 \$32,803	132 \$31,779	125 \$36,490	104 \$39,996	79 \$47,380	39 \$51,695	15 \$47,891		807 \$35,439
60 - 64	72 \$25,182	63 \$31,535	75 \$32,110	95 \$33,131	67 \$36,308	46 \$41,501	11 \$30,889	14 \$45,621	2 \$46,367	445 \$33,188
Over 64	23 \$22,339	24 \$26,667	34 \$25,034	23 \$30,579	29 \$33,514	17 \$26,676	4 \$34,548	5 \$28,058		159 \$27,750
TOTAL	2,020 \$27,258	985 \$32,059	895 \$34,227	927 \$38,520	664 \$41,382	448 \$46,484	112 \$47,539	36 \$45,422	2 \$46,367	6,089 \$34,215

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)**

REGULAR COUNTY GENERAL EMPLOYEES

AGE	SERVICE									TOTAL	
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +		
Under 25	77 \$25,160										77 \$25,160
25 - 29	139 \$29,908	18 \$32,114									157 \$30,161
30 - 34	144 \$33,277	51 \$35,081	24 \$36,422	2 \$41,409							221 \$34,109
35 - 39	167 \$31,275	67 \$38,094	107 \$39,202	67 \$41,123							408 \$36,091
40 - 44	170 \$31,111	80 \$36,796	101 \$40,035	144 \$43,662	54 \$41,247	3 \$50,863					552 \$37,941
45 - 49	165 \$31,533	84 \$33,523	109 \$37,746	149 \$43,136	148 \$48,806	82 \$49,550	2 \$48,441				739 \$40,519
50 - 54	115 \$36,227	86 \$38,789	76 \$39,063	110 \$40,902	96 \$44,162	121 \$54,137	31 \$51,065	2 \$68,913			637 \$43,141
55 - 59	85 \$31,081	62 \$38,411	72 \$36,563	73 \$38,956	66 \$45,814	54 \$53,542	27 \$56,691	10 \$54,470			449 \$41,181
60 - 64	29 \$27,034	22 \$37,331	45 \$33,330	51 \$36,082	33 \$40,462	23 \$48,331	5 \$33,165	11 \$48,618	1 \$51,799		220 \$37,021
OVER 64	10 \$27,403	11 \$30,942	20 \$26,209	13 \$32,267	13 \$45,071	11 \$26,731	2 \$32,489	5 \$28,058			85 \$31,097
TOTAL	1,101 \$31,305	481 \$36,503	554 \$37,639	609 \$41,306	410 \$45,451	294 \$51,235	67 \$51,363	28 \$48,486	1 \$51,799		3,545 \$38,528

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)**

COUNTY AGENCY GENERAL EMPLOYEES

AGE	SERVICE									TOTAL	
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +		
Under 25	55 \$20,143	1 \$24,015									56 \$20,212
25 - 29	46 \$23,724	22 \$29,443									68 \$25,574
30 - 34	83 \$24,903	38 \$27,328	19 \$33,077	1 \$33,953							141 \$26,722
35 - 39	136 \$23,522	64 \$27,191	41 \$31,024	37 \$35,245	5 \$33,833						283 \$27,153
40 - 44	161 \$20,686	77 \$28,909	44 \$27,875	49 \$35,730	58 \$38,019	6 \$37,852					395 \$27,762
45 - 49	173 \$22,446	100 \$28,325	69 \$29,956	57 \$34,257	66 \$38,328	62 \$39,710	5 \$41,386				532 \$29,951
50 - 54	114 \$21,448	77 \$26,812	64 \$27,962	68 \$32,395	37 \$35,653	32 \$39,501	20 \$47,171				412 \$29,196
55 - 59	95 \$23,168	71 \$27,907	60 \$26,039	52 \$33,028	38 \$29,890	25 \$34,071	12 \$40,456	5 \$34,734			358 \$28,237
60 - 64	43 \$23,934	41 \$28,425	30 \$30,280	44 \$29,712	34 \$32,277	23 \$34,671	6 \$28,992	3 \$34,632	1 40,934		225 \$29,440
Over 64	13 \$18,444	13 \$23,049	14 \$23,357	10 \$28,385	16 \$24,125	6 \$26,576	2 \$36,608				74 \$23,904
TOTAL	919 \$22,409	504 \$27,817	341 \$28,684	318 \$33,185	254 \$34,812	154 \$37,414	45 \$41,844	8 \$34,696	1 \$40,934		2,544 \$28,205

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)**

POLICE

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +	
Under 25	123 \$32,518	14 \$40,391								137 \$33,323
25 - 29	136 \$37,887	142 \$45,215	3 \$50,850							281 \$41,728
30 - 34	68 \$37,949	224 \$47,435	50 \$52,963	8 \$57,463						350 \$46,611
35 - 39	18 \$37,695	68 \$48,043	124 \$55,458	147 \$57,749	4 \$63,865					361 \$54,201
40 - 44	6 \$40,113	25 \$48,694	26 \$53,090	150 \$58,422	67 \$63,682	1 \$56,914				275 \$57,910
45 - 49	5 \$41,630	7 \$48,890	6 \$52,164	40 \$55,908	80 \$62,533	73 \$68,211	8 \$75,972			219 \$62,509
50 - 54	3 \$40,825	8 \$49,805	1 \$61,757	12 \$57,963	20 \$61,161	32 \$69,245	34 \$73,735	1 \$62,096		111 \$65,643
55 - 59		1 \$49,992		1 \$53,689	1 \$67,823	4 \$64,494	11 \$74,373	4 \$73,440		22 \$70,061
60 - 64							2 \$66,774	3 \$69,658		5 \$68,504
Over 64										
TOTAL	359 \$36,164	489 \$46,802	210 \$54,440	358 \$57,815	172 \$62,883	110 \$68,274	55 \$73,935	8 \$70,604		1,761 \$51,651

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)**

FIREFIIGHTERS

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +	
Under 25	39 \$29,804									39 \$29,804
25 - 29	59 \$32,159	15 \$42,266								74 \$34,208
30 - 34	46 \$33,288	23 \$43,889	32 \$47,846	1 \$57,006						102 \$40,478
35 - 39	19 \$32,357	14 \$42,839	75 \$48,302	86 \$52,305	8 \$61,817					202 \$48,663
40 - 44	8 \$32,597	4 \$42,407	38 \$48,664	86 \$51,867	79 \$59,387					215 \$53,171
45 - 49	2 \$34,975	5 \$47,205	15 \$48,097	57 \$52,206	86 \$61,214	32 \$65,948	1 \$56,123			198 \$57,748
50 - 54	1 \$23,865		4 \$52,256	19 \$51,525	26 \$56,826	57 \$63,480	15 \$69,635			122 \$60,264
55 - 59			1 \$51,095	4 \$50,583	2 \$47,971	8 \$55,839	20 \$61,272	10 \$69,152		45 \$60,290
60 - 64				1 \$48,299		1 \$51,097	3 \$63,744	4 \$56,124		9 \$57,236
Over 64			1 \$50,739							1 \$50,739
TOTAL	174 \$31,956	61 \$43,423	166 \$48,405	254 \$52,052	201 \$59,821	98 \$63,536	39 \$64,546	14 \$65,430		1,007 \$50,794

EXHIBIT I

ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +	
Under 25	4 \$28,632									4 \$28,632
25 - 29	17 \$29,125	4 \$35,104								21 \$30,264
30 - 34	25 \$30,449	28 \$35,474	6 \$41,557							59 \$33,963
35 - 39	16 \$30,013	18 \$36,489	25 \$39,844	5 \$43,837	1 \$40,577					65 \$36,813
40 - 44	10 \$31,747	12 \$37,083	14 \$39,357	21 \$42,715	3 \$50,518					60 \$39,367
45 - 49	6 \$31,612	6 \$37,520	4 \$37,627	10 \$40,272	11 \$47,129	3 \$57,482				40 \$41,472
50 - 54	4 \$31,962	3 \$35,037	4 \$37,890	7 \$43,128	2 \$51,942	1 \$54,589				21 \$40,232
55 - 59	2 \$30,875	2 \$37,380		5 \$41,526	3 \$45,168	1 \$43,441				13 \$40,237
60 - 64		1 \$36,542								1 \$36,542
Over 64										
TOTAL	84 \$30,331	74 \$36,176	53 \$39,595	48 \$42,259	20 \$47,497	5 \$54,095				284 \$37,226

EXHIBIT I

**ACTIVE MEMBERSHIP DATA AS OF JUNE 30, 2003
NUMBER AND AVERAGE ANNUAL SALARY
(Continued)**

ALL GROUPS

AGE	SERVICE									TOTAL
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 +	
Under 25	298 \$27,925	15 \$39,299								313 \$28,470
25 - 29	397 \$32,226	201 \$41,894	3 \$50,850							601 \$35,552
30 - 34	366 \$32,054	364 \$42,461	131 \$45,276	12 \$52,790						873 \$38,662
35 - 39	356 \$28,639	231 \$38,165	372 \$45,597	342 \$50,485	18 \$53,319					1,319 \$41,091
40 - 44	355 \$26,587	198 \$35,362	223 \$40,586	450 \$49,242	261 \$51,886	10 \$43,661				1,497 \$41,168
45 - 49	351 \$27,219	202 \$31,940	203 \$36,287	313 \$44,711	391 \$52,528	252 \$54,711	16 \$60,482			1,728 \$42,049
50 - 54	237 \$29,052	174 \$33,930	149 \$34,770	216 \$40,178	181 \$46,206	243 \$56,393	100 \$60,779	3 \$66,641		1,303 \$42,205
55 - 59	182 \$26,948	136 \$32,997	133 \$31,925	135 \$37,222	110 \$40,535	92 \$48,817	70 \$57,995	29 \$58,746		887 \$37,628
60 - 64	72 \$25,182	64 \$31,613	75 \$32,110	96 \$33,289	67 \$36,308	47 \$41,705	16 \$41,535	21 \$51,056	2 \$46,367	460 \$34,049
Over 64	23 \$22,339	24 \$26,667	35 \$25,769	23 \$30,579	29 \$33,514	17 \$26,676	4 \$34,548	5 \$28,058		160 \$27,893
TOTAL	2,637 \$28,878	1,609 \$37,160	1,324 \$39,426	1,587 \$45,152	1,057 \$48,503	661 \$52,696	206 \$57,806	58 \$53,725	2 \$46,367	9,141 \$39,494

EXHIBIT II

SCHEDULE OF ACTIVE MEMBER VALUATION DATA

GENERAL EMPLOYEES

Valuation as of June 30	Number of Active Members	Valuation Payroll	Average Salary	Percent Increase (Decrease)	CPI % Increase
2003	6,089	\$ 208,335,050	\$ 34,215	3.8%	2.1%
2002	6,161	203,036,384	32,955	5.0%	1.1%
2001	5,999	188,253,900	31,381	1.5%	3.2%
2000	5,938	183,520,218	30,906	7.5%	3.7%
1999	5,847	168,148,206	28,758	4.2%	2.0%
1998	5,809	160,298,745	27,595	4.1%	1.7%
1997	5,761	152,748,208	26,514	1.2%	2.3%
1996	5,706	149,489,934	26,199	0.6%	2.8%
1995	6,094	158,638,741	26,032	6.1%	3.0%
1994	6,110	149,920,562	24,537	1.3%	2.5%

POLICE

Valuation as of June 30	Number of Active Members	Valuation Payroll	Average Salary	Percent Increase (Decrease)	CPI % Increase
2003	1,761	\$ 90,956,535	\$ 51,651	0.4%	2.1%
2002	1,774	91,225,162	51,423	13.2%	1.1%
2001	1,799	81,739,776	45,436	8.2%	3.2%
2000	1,777	74,594,530	41,978	9.8%	3.7%
1999	1,712	65,427,248	38,217	2.8%	2.0%
1998	1,665	61,880,233	37,165	3.2%	1.7%
1997	1,627	58,598,679	36,016	2.6%	2.3%
1996	1,562	54,812,005	35,091	-3.8%	2.8%
1995	1,518	55,358,661	36,468	7.8%	3.0%
1994	1,476	49,927,732	33,826	-2.6%	2.5%

EXHIBIT II**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**
(Continued)**FIREFIGHTERS**

Valuation as of June 30	Number of Active Members	Valuation Payroll	Average Salary	Percent Increase (Decrease)	CPI % Increase
2003	1,007	\$ 51,149,350	\$ 50,794	4.4%	2.1%
2002	984	47,859,370	48,638	6.8%	1.1%
2001	1,004	45,716,523	45,534	5.1%	3.2%
2000	987	42,753,238	43,316	5.1%	3.7%
1999	1,009	41,600,617	41,230	-0.5%	2.0%
1998	1,002	41,537,511	41,455	1.7%	1.7%
1997	1,013	41,294,241	40,764	0.7%	2.3%
1996	992	40,164,569	40,488	-0.9%	2.8%
1995	1,000	40,868,637	40,869	6.1%	3.0%
1994	1,062	40,923,641	38,535	2.2%	2.5%

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS

Valuation as of June 30	Number of Active Members	Valuation Payroll	Average Salary	Percent Increase (Decrease)	CPI % Increase
2003	284	\$ 10,572,203	\$ 37,226	0.1%	2.1%
2002	235	8,742,297	37,201	5.3%	1.1%
2001	226	7,981,113	35,315	1.3%	3.2%
2000	229	7,983,804	34,864	10.5%	3.7%
1999	232	7,319,978	31,552	2.6%	2.0%
1998	226	6,950,622	30,755	0.1%	1.7%
1997	231	7,094,542	30,712	1.9%	2.3%
1996	232	6,994,279	30,148	0.8%	2.8%
1995	223	6,666,392	29,894	4.2%	3.0%
1994	216	6,199,052	28,699	0.1%	2.5%

EXHIBIT II**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**
(Continued)**ALL GROUPS**

Valuation as of June 30	Number of Active Members	Valuation Payroll	Average Salary	Percent Increase (Decrease)	CPI % Increase
2003	9,141	\$361,013,138	\$ 39,494	3.0%	2.1%
2002	9,154	350,863,213	38,329	6.9%	1.1%
2001	9,028	323,691,312	35,854	3.7%	3.2%
2000	8,931	308,851,790	34,582	7.7%	3.7%
1999	8,800	282,496,049	32,102	3.2%	2.0%
1998	8,702	270,667,111	31,104	3.4%	1.7%
1997	8,632	259,735,670	30,090	1.6%	2.3%
1996	8,492	251,460,787	29,611	0.0%	2.8%
1995	8,835	261,532,431	29,602	6.2%	3.0%
1994	8,864	246,970,987	27,862	0.8%	2.5%

EXHIBIT III - A

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

NUMBER AND AVERAGE ANNUAL ALLOWANCE

REGULAR COUNTY GENERAL EMPLOYEES

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	266	\$ 6,289,099	\$ 23,643
60 - 64	291	5,061,867	17,395
65 - 69	348	5,480,397	15,748
70 - 74	358	5,338,331	14,912
75 - 79	294	3,832,593	13,036
Over 79	316	3,574,999	11,313
Total	1,873	\$ 29,577,286	\$ 15,791
Disability Retirements			
Under 60	138	\$ 2,176,236	\$ 15,770
60 - 64	44	706,673	16,061
65 - 69	28	487,093	17,396
70 - 74	25	440,693	17,628
75 - 79	7	95,016	13,574
Over 79	3	21,308	7,103
Total	245	\$ 3,927,019	\$ 16,029
Beneficiaries			
Under 60	38	\$ 471,618	\$ 12,411
60 - 64	23	283,876	12,342
65 - 69	36	383,385	10,650
70 - 74	40	440,206	11,005
75 - 79	48	413,325	8,611
Over 79	92	610,637	6,637
Total	277	\$ 2,603,047	\$ 9,397
Grand Total	2,395	\$ 36,107,352	\$ 15,076

EXHIBIT III - B

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

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

COUNTY AGENCY GENERAL EMPLOYEES

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	53	\$ 1,188,763	\$ 22,429
60 - 64	155	1,626,399	10,493
65 - 69	265	2,546,801	9,611
70 - 74	296	2,551,484	8,620
75 - 79	313	2,209,562	7,059
Over 79	277	1,523,889	5,501
Total	1,359	\$ 11,646,898	\$ 8,570
Disability Retirements			
Under 60	71	\$ 900,918	\$ 12,689
60 - 64	43	462,986	10,767
65 - 69	28	266,312	9,511
70 - 74	31	241,739	7,798
75 - 79	14	132,924	9,495
Over 79	2	11,818	5,909
Total	189	\$ 2,016,697	\$ 10,670
Beneficiaries			
Under 60	12	\$ 82,673	\$ 6,889
60 - 64	8	40,397	5,050
65 - 69	22	170,806	7,764
70 - 74	16	94,804	5,925
75 - 79	37	209,100	5,651
Over 79	64	226,227	3,535
Total	159	\$ 824,007	\$ 5,182
Grand Total	1,707	\$ 14,487,602	\$ 8,487

EXHIBIT III**RETIREE AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL ALLOWANCE
(Continued)****GENERAL EMPLOYEES**

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	319	\$ 7,477,862	\$ 23,442
60 - 64	446	6,688,266	14,996
65 - 69	613	8,027,198	13,095
70 - 74	654	7,889,815	12,064
75 - 79	607	6,042,155	9,954
Over 79	593	5,098,888	8,598
Total	3,232	\$ 41,224,184	\$ 12,755
Disability Retirements			
Under 60	209	\$ 3,077,154	\$ 14,723
60 - 64	87	1,169,659	13,444
65 - 69	56	753,405	13,454
70 - 74	56	682,432	12,186
75 - 79	21	227,940	10,854
Over 79	5	33,126	6,625
Total	434	\$ 5,943,716	\$ 13,695
Beneficiaries			
Under 60	50	\$ 554,291	\$ 11,086
60 - 64	31	324,273	10,460
65 - 69	58	554,191	9,555
70 - 74	56	535,010	9,554
75 - 79	85	622,425	7,323
Over 79	156	836,864	5,365
Total	436	\$ 3,427,054	\$ 7,860
Grand Total	4,102	\$ 50,594,954	\$ 12,334

EXHIBIT III**RETIREE AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL ALLOWANCE
(Continued)****POLICE**

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	482	\$ 14,688,797	\$ 30,475
60 - 64	110	3,218,913	29,263
65 - 69	55	1,520,828	27,651
70 - 74	26	578,242	22,240
75 - 79	12	210,099	17,508
Over 79	1	1,025	1,025
Total	686	\$ 20,217,904	\$ 29,472
Disability Retirements			
Under 60	262	\$ 7,098,372	\$ 27,093
60 - 64	49	1,495,642	30,523
65 - 69	34	997,483	29,338
70 - 74	16	429,054	26,816
75 - 79	5	107,619	21,524
Over 79	0	0	0
Total	366	\$ 10,128,170	\$ 27,673
Beneficiaries			
Under 60	28	\$ 662,845	\$ 23,673
60 - 64	10	239,336	23,934
65 - 69	8	115,891	14,486
70 - 74	4	81,696	20,424
75 - 79	2	30,084	15,042
Over 79	3	11,098	3,699
Total	55	\$ 1,140,950	\$ 20,745
Grand Total	1,107	\$ 31,487,024	\$ 28,444

EXHIBIT III**RETIREE AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL ALLOWANCE
(Continued)****FIREFIGHTERS**

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	130	\$ 5,225,411	\$ 40,195
60 - 64	140	5,455,610	38,969
65 - 69	62	2,035,556	32,832
70 - 74	17	460,994	27,117
75 - 79	7	177,858	25,408
Over 79	0	0	0
Total	356	\$ 13,355,429	\$ 37,515
Disability Retirements			
Under 60	72	\$ 2,154,692	\$ 29,926
60 - 64	24	956,207	39,842
65 - 69	14	445,767	31,841
70 - 74	4	135,432	33,858
75 - 79	1	24,675	24,675
Over 79	0	0	0
Total	115	\$ 3,716,773	\$ 32,320
Beneficiaries			
Under 60	16	\$ 326,136	\$ 20,384
60 - 64	3	109,525	36,508
65 - 69	5	113,183	22,637
70 - 74	4	61,962	15,491
75 - 79	1	27,486	27,486
Over 79	0	0	0
Total	29	\$ 638,292	\$ 22,010
Grand Total	500	\$ 17,710,494	\$ 35,421

EXHIBIT III**RETIREE AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL ALLOWANCE
(Continued)****CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS**

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	36	\$ 822,826	\$ 22,856
60 - 64	4	85,345	21,336
65 - 69	5	77,061	15,412
70 - 74	4	57,217	14,304
75 - 79	0	0	0
Over 79	0	0	0
Total	49	\$ 1,042,449	\$ 21,274
Disability Retirements			
Under 60	10	\$ 148,692	\$ 14,869
60 - 64	0	0	0
65 - 69	0	0	0
70 - 74	0	0	0
75 - 79	0	0	0
Over 79	0	0	0
Total	10	\$ 148,692	\$ 14,869
Beneficiaries			
Under 60	1	\$ 6,122	\$ 6,122
60 - 64	0	0	0
65 - 69	0	0	0
70 - 74	0	0	0
75 - 79	0	0	0
Over 79	0	0	0
Total	1	\$ 6,122	\$ 6,122
Grand Total	60	\$ 1,197,263	\$ 19,954

EXHIBIT III**RETIREE AND BENEFICIARY MEMBERSHIP DATA
AS OF JUNE 30, 2003****NUMBER AND AVERAGE ANNUAL ALLOWANCE
(Continued)****TOTAL ALL GROUPS**

Age Last Birthday	Number	Annual Allowance	Average Annual Allowance
Service and Discontinued Service Retirements			
Under 60	967	\$ 28,214,896	\$ 29,178
60 - 64	700	15,448,134	22,069
65 - 69	735	11,660,643	15,865
70 - 74	701	8,986,268	12,819
75 - 79	626	6,430,112	10,272
Over 79	594	5,099,913	8,586
Total	4,323	\$ 75,839,966	\$ 17,543
Disability Retirements			
Under 60	553	\$ 12,478,910	\$ 22,566
60 - 64	160	3,621,508	22,634
65 - 69	104	2,196,655	21,122
70 - 74	76	1,246,918	16,407
75 - 79	27	360,234	13,342
Over 79	5	33,126	6,625
Total	925	\$ 19,937,351	\$ 21,554
Beneficiaries			
Under 60	95	\$ 1,549,394	\$ 16,309
60 - 64	44	673,134	15,299
65 - 69	71	783,265	11,032
70 - 74	64	678,668	10,604
75 - 79	88	679,995	7,727
Over 79	159	847,962	5,333
Total	521	\$ 5,212,418	\$ 10,005
Grand Total	5,769	\$ 100,989,735	\$ 17,506

EXHIBIT IV**SCHEDULE OF RETIREE DATA**

Valuation as of June 30	Added to Rolls		Removed from Rolls		Rolls - End of Year		Percent Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
2003	269	7,408,360	160	2,060,263	5,248	95,777,317	5.9%	18,250
2002	266	6,623,007	183	1,181,331	5,139	90,429,220	6.4%	17,597
2001	243	6,596,023	146	1,494,710	5,056	84,987,544	6.4%	16,809
2000	262	6,123,358	135	1,357,132	4,959	79,886,231	6.3%	16,109
1999	204	4,946,501	108	888,864	4,832	75,120,005	5.7%	15,546
1998	157	4,957,724	91	1,189,836	4,736	71,062,368	5.6%	15,005

SCHEDULE OF BENEFICIARY DATA

Valuation as of June 30	Added to Rolls		Removed from Rolls		Rolls - End of Year		Percent Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
2003	23	411,311	19	178,409	521	5,212,418	4.7%	10,005
2002	41	741,662	25	298,064	517	4,979,516	9.8%	9,632
2001	37	419,643	32	494,356	501	4,535,918	-1.6%	9,054
2000	29	563,656	24	179,812	496	4,610,631	9.1%	9,296
1999	36	493,191	41	278,052	491	4,226,787	5.4%	8,609
1998	35	461,138	26	125,988	496	4,011,648	9.1%	8,088

SCHEDULE OF RETIREE AND BENEFICIARY DATA

Valuation as of June 30	Added to rolls		Removed from Rolls		Rolls - End of Year		Percent Increase in Annual Allowances	Average Annual Allowances
	Number	Annual Allowances	Number	Annual Allowances	Number	Annual Allowances		
2003	292	7,819,671	179	2,238,672	5,769	100,989,735	5.8%	17,506
2002	307	7,364,669	208	1,479,395	5,656	95,408,736	6.6%	16,869
2001	280	7,015,666	178	1,989,066	5,557	89,523,462	5.9%	16,110
2000	291	6,687,014	159	1,536,944	5,455	84,496,862	6.5%	15,490
1999	240	5,439,692	149	1,166,916	5,323	79,346,792	5.7%	14,906
1998	192	5,418,862	117	1,315,824	5,232	75,074,016	5.8%	14,349

EXHIBIT V

**RETIREES AND BENEFICIARIES IN PAY STATUS
AS OF JUNE 30, 2003**

DISTRIBUTION OF MEMBERS BY TYPE OF RETIREMENT

Amount of Monthly Benefit	Number of Retirees	Type of Retirement					
		1	2	3	4	5	6
Deferred	361						361
\$ 1 - \$ 300	672	528	131		11	2	
\$ 301 - \$ 600	964	724	155		81	4	
\$ 601 - \$ 900	753	551	79	1	117	5	
\$ 901 - \$ 1,200	540	392	52	39	46	11	
\$ 1,201 - \$ 1,500	519	337	40	47	46	49	
\$ 1,501 - \$ 1,800	423	257	11	45	47	63	
\$ 1,801 - \$ 2,100	398	250	14	27	18	89	
\$ 2,101 - \$ 2,400	386	227	12	41	11	95	
\$ 2,401 - \$ 2,700	306	203	6	21	5	71	
\$ 2,701 - \$ 3,000	214	129	2	14	2	67	
Over \$3,000	<u>594</u>	<u>467</u>	<u>19</u>	<u>23</u>	<u>7</u>	<u>78</u>	
Totals	6,130	4,065	521	258	391	534	361

Type of Retirement

- 1 = Normal retirement for age and/or service
- 2 = Survivor payment - normal, early or disability retirement
- 3 = Discontinued service retirement
- 4 = Ordinary disability retirement
- 5 = Accidental disability retirement
- 6 = Deferred future benefits

EXHIBIT VI

**RETIREES AND BENEFICIARIES IN PAY STATUS
AS OF JUNE 30, 2003**

DISTRIBUTION OF MEMBERS BY OPTION SELECTED

Amount of Monthly Benefit	Number of Retirees	Option Selected									
		M	1	2	3	4	5	6	7	8	
Deferred	361										361
\$ 1 - \$ 300	672	365	199	28	21		34	25			
\$ 301 - \$ 600	964	453	339	42	47		27	56			
\$ 601 - \$ 900	753	342	274	17	37	1	31	51			
\$ 901 - \$ 1,200	540	222	167	22	44	5	23	57			
\$ 1,201 - \$ 1,500	519	239	125	19	43	5	26	62			
\$ 1,501 - \$ 1,800	423	207	97	14	30	8	20	47			
\$ 1,801 - \$ 2,100	398	218	74	11	25	22	14	34			
\$ 2,101 - \$ 2,400	386	233	48	7	16	25	18	39			
\$ 2,401 - \$ 2,700	306	167	35	8	16	31	9	40			
\$ 2,701 - \$ 3,000	214	117	32	4	8	28	3	21	1		
Over \$3,000	<u>594</u>	<u>265</u>	<u>80</u>	<u>4</u>	<u>20</u>	<u>116</u>	<u>11</u>	<u>58</u>	<u>40</u>		
Totals	6,130	2,828	1,470	176	307	241	216	490	41		361

Option Selected

- M = Maximum. At member's death, all payments cease. Surviving beneficiary will receive pro-rated payment for number of days in final month.
- 1 = Guarantees the return of the member's accumulated contributions and interest less the member's accumulated reserves already paid.
- 2 = Guarantees the same payment to the designated beneficiary for their lifetime.
- 3 = Guarantees one-half the member's payment to the designated beneficiary for their lifetime.
- 4 = Special option calculation performed by actuary.
- 5 = Guarantees same payment to beneficiary, unless beneficiary divorces or predeceases member. Allowance then pops-up to maximum.
- 6 = Guarantees one-half payment to beneficiary, unless beneficiary divorces or predeceases member. Allowance then pops-up to maximum.
- 7 = Guarantees one-half the member's payment to the designated beneficiary for their lifetime.
- 8 = Deferred future benefits.

EXHIBIT VII

DETAILED TABULATIONS OF THE DATA

TABLE 1

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
18	4	\$ 80,746		
19	5	104,718		
20	14	315,814	1	\$ 25,555
21	16	349,693	8	180,233
22	16	388,730	8	207,527
23	5	135,168	11	261,453
24	13	328,480	7	172,353
25	15	435,566	14	414,608
26	21	599,044	15	460,331
27	19	542,797	20	587,388
28	23	647,607	15	432,203
29	21	659,134	11	380,883
30	21	725,405	15	571,016
31	30	1,012,323	20	613,511
32	35	1,156,672	24	759,987
33	43	1,454,543	32	967,733
34	30	1,101,242	32	1,017,100
35	52	1,865,810	31	976,940
36	47	1,617,355	47	1,590,266
37	68	2,405,074	47	1,679,474
38	73	2,833,647	57	1,789,991
39	72	2,465,526	64	2,178,628
40	82	2,980,538	57	1,879,428
41	70	2,744,363	69	2,159,346
42	100	3,807,412	68	2,456,609
43	97	3,772,154	67	2,305,154
44	95	3,740,959	71	2,371,681
45	140	5,755,678	88	3,235,129
46	128	4,657,693	109	4,152,290
47	105	4,292,811	92	3,176,756
48	139	5,612,223	80	2,876,218
49	107	4,693,828	83	2,876,693
50	120	5,372,972	84	3,131,508
51	109	4,555,388	74	2,749,943
52	102	4,238,181	69	2,315,975
53	89	3,686,372	69	2,293,856
54	96	4,318,623	72	2,692,288
55	90	3,521,705	56	1,942,231
56	86	3,677,002	74	2,671,226
57	72	2,902,089	66	2,359,030
58	59	2,383,406	63	2,177,622
59	41	1,805,454	56	1,898,246

TABLE 1

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
60	57	\$ 2,232,254	73	\$ 2,576,431
61	45	1,705,990	45	1,614,232
62	29	1,099,501	31	1,059,548
63	27	1,048,714	23	748,309
64	15	512,955	16	639,619
65	11	401,230	12	511,161
66	11	370,250	9	301,355
67	3	113,793	10	333,413
68	5	150,351	4	106,312
69	7	246,835	3	85,545
70	1	32,964	3	91,114
71	5	151,529	3	121,784
72	1	29,454		
73	2	76,157	1	49,873
74	2	46,820		
76	2	43,293		
77	1	51,940	1	36,002
78			2	58,212
79			1	22,150
TOTAL	2,794	\$ 108,057,975	2,183	\$ 75,343,469

TABLE 1A

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

REGULAR COUNTY GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
18	1	\$ 26,002		
19	4	85,196		
20	5	127,362	1	\$ 25,555
21	6	148,547	6	150,963
22	6	172,468	7	183,791
23	4	109,498	7	184,701
24	5	126,443	5	125,836
25	8	241,715	11	326,080
26	12	366,202	13	394,964
27	9	273,708	16	489,052
28	11	320,603	12	371,421
29	14	466,323	8	279,422
30	14	544,187	14	507,910
31	15	545,290	12	370,010
32	14	540,029	16	568,408
33	22	755,561	23	768,089
34	16	596,852	20	707,101
35	31	1,113,915	20	684,456
36	24	933,585	27	1,000,127
37	40	1,477,423	33	1,285,967
38	46	1,779,886	39	1,350,417
39	33	1,215,226	40	1,597,599
40	41	1,641,535	31	1,071,603
41	43	1,835,979	42	1,465,335
42	63	2,541,717	45	1,730,896
43	60	2,485,912	41	1,634,867
44	49	2,127,279	38	1,504,074
45	79	3,442,572	52	2,204,745
46	72	2,893,329	62	2,673,883
47	63	2,774,027	59	2,276,405
48	80	3,348,310	48	1,887,846
49	65	3,217,293	45	1,789,268
50	81	3,996,983	52	2,141,013
51	69	3,173,088	39	1,615,724
52	60	2,790,841	42	1,584,676
53	56	2,622,572	36	1,461,500
54	66	3,225,632	39	1,619,481
55	52	2,300,673	33	1,240,667
56	51	2,523,437	44	1,812,428
57	33	1,589,643	38	1,499,822
58	31	1,425,401	35	1,401,397

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

REGULAR COUNTY GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
59	22	\$ 1,159,675	31	\$ 1,167,741
60	28	1,217,862	30	1,140,401
61	19	906,968	21	933,131
62	9	416,413	13	490,075
63	17	788,589	13	464,083
64	4	165,477	12	492,613
65	6	265,569	9	433,892
66	5	183,345	4	161,132
67	1	57,370	5	201,172
68	2	79,764	1	31,680
69	2	62,454	1	30,683
70			2	63,596
71	2	75,233	2	76,586
73	2	76,157	1	49,873
77	1	51,940	1	36,002
TOTAL	1,574	\$ 67,429,060	1,297	\$ 49,760,159

TABLE 1B

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

COUNTY AGENCY GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
18	3	\$ 54,744		
19	1	19,522		
20	9	188,452		
21	10	201,146	2	\$ 29,270
22	10	216,262	1	23,736
23	1	25,670	4	76,752
24	8	202,037	2	46,517
25	7	193,851	3	88,528
26	9	232,842	2	65,367
27	10	269,089	4	98,336
28	12	327,004	3	60,782
29	7	192,811	3	101,461
30	7	181,218	1	63,106
31	15	467,033	8	243,501
32	21	616,643	8	191,579
33	21	698,982	9	199,644
34	14	504,390	12	309,999
35	21	751,895	11	292,484
36	23	683,770	20	590,139
37	28	927,651	14	393,507
38	27	1,053,761	18	439,574
39	39	1,250,300	24	581,029
40	41	1,339,003	26	807,825
41	27	908,384	27	694,011
42	37	1,265,695	23	725,713
43	37	1,286,242	26	670,287
44	46	1,613,680	33	867,607
45	61	2,313,106	36	1,030,384
46	56	1,764,364	47	1,478,407
47	42	1,518,784	33	900,351
48	59	2,263,913	32	988,372
49	42	1,476,535	38	1,087,425
50	39	1,375,989	32	990,495
51	40	1,382,300	35	1,134,219
52	42	1,447,340	27	731,299
53	33	1,063,800	33	832,356
54	30	1,092,991	33	1,072,807
55	38	1,221,032	23	701,564
56	35	1,153,565	30	858,798
57	39	1,312,446	28	859,208
58	28	958,005	28	776,225
59	19	645,779	25	730,505

TABLE 1B

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

COUNTY AGENCY GENERAL EMPLOYEES

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
60	29	\$ 1,014,392	43	\$ 1,436,030
61	26	799,022	24	681,101
62	20	683,088	18	569,473
63	10	260,125	10	284,226
64	11	347,478	4	147,006
65	5	135,661	3	77,269
66	6	186,905	5	140,223
67	2	56,423	5	132,241
68	3	70,587	3	74,632
69	5	184,381	2	54,862
70	1	32,964	1	27,518
71	3	76,296	1	45,198
72	1	29,454		
74	2	46,820		
76	2	43,293		
78			2	58,212
79			1	22,150
TOTAL	1,220	\$ 40,628,915	886	\$ 25,583,310

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

POLICE

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
18	3	\$ 57,017		
19	5	97,823		
20	15	308,292	2	\$ 40,496
21	10	301,303	1	36,296
22	15	534,226	5	184,302
23	34	1,253,512	9	333,842
24	30	1,124,045	8	294,068
25	37	1,472,409	6	225,502
26	50	1,951,132	13	498,016
27	30	1,267,303	12	506,454
28	54	2,338,830	9	404,246
29	60	2,649,047	10	412,765
30	60	2,701,875	14	620,231
31	49	2,262,913	10	443,287
32	62	2,905,798	11	522,603
33	64	3,055,231	12	584,552
34	64	3,013,087	4	204,309
35	49	2,562,826	4	203,858
36	63	3,308,232	6	302,325
37	53	2,888,842	15	807,639
38	73	4,043,300	14	743,666
39	71	3,918,213	13	787,807
40	60	3,459,629	7	368,880
41	57	3,288,965	13	701,467
42	39	2,316,628	7	358,978
43	51	3,015,762	4	210,346
44	36	2,139,749	1	64,889
45	38	2,364,852	10	568,925
46	54	3,399,334	3	213,793
47	35	2,150,916	2	111,362
48	45	2,937,157	4	231,667
49	27	1,654,545	1	56,917
50	30	2,176,539	4	215,067
51	24	1,494,921	1	54,470
52	18	1,154,416	3	168,298
53	15	970,004		
54	15	995,756	1	56,915
55	5	417,892		
56	10	630,612		
57	4	298,467		
58	1	62,097		
59	2	132,279		
60	3	195,642		
61	1	62,096		
62	1	84,783		
TOTAL	1,522	\$ 79,418,297	239	\$ 11,538,238

TABLE 3

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

FIREFIGHTERS

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
20	2	\$ 47,730	1	\$ 23,865
21	5	140,178	3	92,448
22	4	111,859	3	78,050
23	7	208,855	2	58,302
24	4	131,543	8	269,524
25	9	296,337	1	25,422
26	9	285,992	3	97,208
27	15	544,327	2	60,991
28	9	310,733	5	186,573
29	11	400,812	10	322,985
30	15	564,936		
31	12	475,870	6	216,027
32	19	740,588	8	366,448
33	12	520,955	5	187,886
34	19	805,585	6	250,467
35	22	1,027,128	6	301,329
36	28	1,313,263	5	231,257
37	37	1,745,294	3	144,912
38	39	1,960,535	3	136,459
39	51	2,580,086	8	389,685
40	43	2,234,287	6	306,987
41	35	1,779,113	6	313,151
42	40	2,144,002	3	150,879
43	37	2,037,332	1	48,764
44	38	2,100,171	6	317,052
45	35	1,983,529	6	309,383
46	43	2,513,135	4	240,837
47	34	1,945,937	1	62,313
48	34	1,968,275	2	100,138
49	37	2,214,587	2	95,921
50	22	1,355,971		
51	28	1,726,364	1	71,004
52	28	1,664,191	1	23,865
53	23	1,442,492	1	51,096
54	17	966,137	1	51,097
55	18	1,068,874		
56	7	400,493		
57	4	259,367		
58	8	521,246		
59	8	463,055		
60	3	179,609		
61	2	123,870		
62	3	163,344		
63	1	48,299		
67			1	50,739
TOTAL	877	\$ 45,516,286	130	\$ 5,633,064

TABLE 4

**THE NUMBER AND ANNUAL COMPENSATION
OF FULL-TIME MEMBERS DISTRIBUTED BY
AGE AS OF JUNE 30, 2003**

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS

AGE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
21	1	\$ 27,122		
23	1	29,336	2	\$ 58,068
25	2	42,541		
26	2	43,011	2	66,830
27	2	64,245	3	95,580
28			2	57,465
29	4	134,061	4	131,811
30	10	322,097	5	164,206
31	7	238,880	2	66,871
32	7	231,359	5	165,336
33	11	388,206	2	67,865
34	9	331,888	1	27,118
35	9	325,501	3	103,307
36	8	293,868	3	104,897
37	7	273,396	6	212,296
38	10	362,109	6	230,072
39	10	383,723	3	103,707
40	8	329,708	3	114,874
41	5	184,761	6	219,103
42	14	567,986	2	80,185
43	8	331,633	4	162,329
44	10	371,462		
45	7	313,110	2	78,334
46	4	181,184	1	35,620
47	9	322,870	3	108,115
48	7	341,259	4	154,912
49	3	123,477		
50	3	126,201		
51	7	253,918	1	38,632
52	2	109,313	1	38,293
53	3	126,913	1	40,041
54	3	111,571		
55	5	185,352	1	36,463
56	4	165,302	1	38,297
57	1	51,942		
58			1	45,729
60	1	36,542		
TOTAL	204	\$ 7,725,847	80	\$ 2,846,356

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

GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	161	\$ 4,521,757	156	\$ 4,418,539
1	160	4,636,757	146	3,806,274
2	163	4,944,992	143	4,271,329
3	112	3,657,525	141	3,953,284
4	95	3,183,946	121	3,758,187
NONVESTED:	691	20,944,977	707	20,207,613
5	103	3,503,676	87	2,492,251
6	102	3,591,840	93	2,737,492
7	43	1,760,785	46	1,519,103
8	93	3,376,027	85	3,033,011
9	70	2,825,298	72	2,349,067
10	47	1,721,594	60	1,965,166
11	49	1,910,048	68	2,467,144
12	53	2,086,363	79	3,013,297
13	112	4,105,919	92	3,182,493
14	84	3,215,167	96	3,627,483
15	123	4,960,748	91	3,558,570
16	111	4,561,775	62	2,428,769
17	121	5,082,866	77	2,971,134
18	75	3,043,206	68	2,641,188
19	68	2,723,032	53	2,024,093
20	81	3,454,560	42	1,629,786
21	61	2,560,703	55	2,209,843
22	84	3,444,700	53	2,181,538
23	101	4,319,057	44	2,076,791
24	67	3,147,685	36	1,573,959
25	76	3,546,966	32	1,492,593
26	80	3,913,350	14	597,023
27	61	2,795,553	21	955,859
28	62	2,872,092	19	928,577
29	53	2,632,302	12	566,006
30	20	988,247	5	229,660
31	30	1,529,224	4	219,367
32	25	1,259,055	6	315,317
33	8	302,204	1	40,014
34	8	347,447		

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

GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
35	8	\$ 398,522		
36	7	320,760	2	\$ 71,195
37	8	349,299	1	38,067
38	3	151,063		
39	4	219,132		
43	2	92,733		
VESTED:	2,103	87,112,998	1,476	55,135,856
TOTAL	2,794	\$ 108,057,975	2,183	\$ 75,343,469

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

REGULAR COUNTY GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	77	\$ 2,162,502	89	\$ 2,750,933
1	62	2,126,356	70	2,158,571
2	88	2,879,561	71	2,434,699
3	57	2,044,836	67	2,157,350
4	56	1,985,295	62	2,130,814
NONVESTED:	340	11,198,550	359	11,632,367
5	58	2,185,224	48	1,562,595
6	41	1,759,512	44	1,545,440
7	15	687,266	24	960,505
8	41	1,596,756	40	1,482,537
9	26	1,303,730	31	1,164,776
10	16	701,898	26	1,027,945
11	22	1,017,099	41	1,583,325
12	41	1,705,793	64	2,470,172
13	65	2,601,576	63	2,294,894
14	61	2,411,186	73	2,781,310
15	89	3,745,640	64	2,593,808
16	74	3,183,633	41	1,673,298
17	89	3,927,240	52	2,153,479
18	36	1,614,204	38	1,597,811
19	48	2,041,137	37	1,515,016
20	56	2,561,993	29	1,203,074
21	35	1,597,435	38	1,729,597
22	41	1,768,742	39	1,646,820
23	53	2,585,801	36	1,718,316
24	42	2,174,683	24	1,140,583
25	46	2,294,172	21	1,110,670
26	53	2,947,221	11	471,539
27	37	1,943,176	15	749,991
28	40	2,044,645	12	625,324
29	36	1,935,532	11	533,157
30	9	554,843	4	201,643
31	17	879,241	4	219,367
32	18	982,504	4	221,524
33	3	126,568	1	40,014
34	3	139,049		

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

REGULAR COUNTY GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
35	7	\$ 367,015		
36	5	256,551	2	\$ 71,195
37	4	207,137	1	38,067
38	2	111,377		
39	4	219,132		
43	1	51,799		
VESTED:	1,234	56,230,510	938	38,127,792
TOTAL	1,574	\$ 67,429,060	1,297	\$ 49,760,159

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

COUNTY AGENCY GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	84	\$ 2,359,255	67	\$ 1,667,606
1	98	2,510,401	76	1,647,703
2	75	2,065,431	72	1,836,630
3	55	1,612,689	74	1,795,934
4	39	1,198,651	59	1,627,373
NONVESTED:	351	9,746,427	348	8,575,246
5	45	1,318,452	39	929,656
6	61	1,832,328	49	1,192,052
7	28	1,073,519	22	558,598
8	52	1,779,271	45	1,550,474
9	44	1,521,568	41	1,184,291
10	31	1,019,696	34	937,221
11	27	892,949	27	883,819
12	12	380,570	15	543,125
13	47	1,504,343	29	887,599
14	23	803,981	23	846,173
15	34	1,215,108	27	964,762
16	37	1,378,142	21	755,471
17	32	1,155,626	25	817,655
18	39	1,429,002	30	1,043,377
19	20	681,895	16	509,077
20	25	892,567	13	426,712
21	26	963,268	17	480,246
22	43	1,675,958	14	534,718
23	48	1,733,256	8	358,475
24	25	973,002	12	433,376
25	30	1,252,794	11	381,923
26	27	966,129	3	125,484
27	24	852,377	6	205,868
28	22	827,447	7	303,253
29	17	696,770	1	32,849
30	11	433,404	1	28,017
31	13	649,983		
32	7	276,551	2	93,793
33	5	175,636		
34	5	208,398		

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

COUNTY AGENCY GENERAL EMPLOYEES

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
35	1	\$ 31,507		
36	2	64,209		
37	4	142,162		
38	1	39,686		
43	1	40,934		
VESTED:	869	30,882,488	538	17,008,064
TOTAL	1,220	\$ 40,628,915	886	\$ 25,583,310

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

POLICE

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	44	\$ 1,230,262	7	\$ 206,694
1	67	2,249,777	18	628,834
2	55	1,981,394	11	415,602
3	65	2,572,913	16	613,611
4	67	2,726,873	9	356,842
NONVESTED:	298	10,761,219	61	2,221,583
5	76	3,254,305	15	644,019
6	67	2,983,692	18	804,828
7	106	4,954,104	13	596,771
8	67	3,252,889	11	529,688
9	96	4,866,758	20	999,324
10	24	1,260,781	7	390,993
11	10	506,362		
12	33	1,825,176	10	529,647
13	37	2,017,156	7	375,929
14	70	3,861,773	12	664,681
15	56	3,108,766	12	700,684
16	80	4,585,835	12	663,975
17	74	4,372,278	12	669,014
18	58	3,431,603	7	396,672
19	43	2,547,045	4	221,763
20	26	1,651,406	2	113,833
21	49	3,012,435	5	362,762
22	21	1,306,088	3	170,750
23	31	1,971,839	6	352,405
24	28	1,816,332	1	58,010
25	19	1,208,921		
26	22	1,459,811	1	70,907
27	24	1,602,095		
28	28	2,047,758		
29	16	1,120,617		
30	21	1,530,290		
31	17	1,248,045		
32	8	596,845		
33	6	480,902		
34	3	210,341		

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

POLICE

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
35	2	\$ 124,192		
36	2	146,881		
37	2	146,878		
39	2	146,879		
VESTED:	1,224	68,657,078	178	9,316,655
TOTAL	1,522	\$ 79,418,297	239	\$ 11,538,238

TABLE 7

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

FIREFIGHTERS

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	19	\$ 453,374	14	\$ 334,122
1	2	32,451		
2	25	858,985	18	610,794
3	25	836,578	6	197,232
4	53	1,820,234	12	416,575
NONVESTED:	124	4,001,622	50	1,558,723
5	3	103,236		
6	18	730,619	5	205,696
7	1	40,879	1	45,460
8	22	994,049	11	528,889
10	27	1,256,290	13	637,482
12	10	493,323	4	195,319
13	44	2,129,885	3	148,757
14	57	2,770,014	8	404,239
15	40	1,993,227	4	206,243
16	50	2,616,491	11	575,664
17	79	4,094,169	6	306,010
18	46	2,453,324	4	209,485
19	11	617,002	3	149,496
20	74	4,241,916	3	174,395
21	27	1,600,782		
22	30	1,751,165		
23	35	2,120,607	1	61,649
24	29	1,918,871	2	154,553
25	22	1,445,512		
26	13	837,256		
27	23	1,453,715		
28	15	929,612	1	71,004
29	24	1,489,393		
30	6	398,528		
31	18	1,163,809		
32	2	131,591		
33	8	519,522		
34	5	303,862		
35	4	269,637		
36	4	268,284		
37	4	221,992		
38	1	78,082		
39	1	78,020		
VESTED:	753	41,514,664	80	4,074,341
TOTAL	877	\$ 45,516,286	130	\$ 5,633,064

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

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS

SERVICE	MALES		FEMALES	
	NUMBER	SALARIES	NUMBER	SALARIES
0	20	\$ 524,871	2	\$ 55,512
1	12	361,830	8	246,650
2	12	384,641	11	339,347
3	7	235,178	3	92,014
4	5	171,019	4	136,746
NONVESTED:	56	1,677,539	28	870,269
5	6	198,116	4	134,897
6	9	320,601	3	105,481
7	10	361,688	5	180,366
8	11	398,634	3	109,624
9	17	639,610	6	227,996
10	9	344,294	4	150,484
11	4	178,913	5	188,804
12	8	327,251	2	88,216
13	4	165,383	2	70,762
14	11	435,248	4	149,161
15	4	173,380	6	240,608
16	5	209,525	2	80,082
17	12	511,307	4	160,155
18	4	165,241	1	43,722
19	9	398,706	1	45,729
20	7	329,748		
21	4	177,283		
22	5	234,684		
23	2	114,497		
24	2	93,722		
25	1	61,865		
26	3	165,171		
29	1	43,441		
VESTED:	148	6,048,308	52	1,976,087
TOTAL	204	\$ 7,725,847	80	\$ 2,846,356

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

REGULAR COUNTY GENERAL EMPLOYEES

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
39	1	\$ 23,860		
45	2	33,729	1	\$ 13,029
46	2	40,812		
47	6	120,929		
48	8	148,920	2	33,601
49	6	120,981	3	47,492
50	12	230,023	3	58,987
51	9	173,591	2	37,138
52	12	260,498	2	34,864
53	20	497,245	1	20,702
54	14	324,724	7	154,242
55	30	832,836	9	202,454
56	23	618,817	10	199,692
57	22	649,813	6	136,090
58	17	432,536	2	35,347
59	25	648,737	9	157,410
60	40	935,159	16	236,067
61	25	652,371	25	360,814
62	33	531,190	25	186,219
63	29	552,774	26	262,467
64	40	1,038,733	32	306,073
65	49	1,214,509	33	383,003
66	39	622,518	39	398,644
67	28	515,240	19	142,420
68	41	735,292	27	265,345
69	35	754,083	38	449,343
70	27	602,369	42	368,520
71	34	526,341	33	355,849
72	43	813,850	37	340,452
73	39	784,980	28	244,746
74	38	931,719	37	369,505
75	28	515,851	35	290,697
76	24	453,358	29	297,058
77	32	613,729	27	192,768
78	33	600,712	22	213,226
79	19	300,663	45	354,531

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

REGULAR COUNTY GENERAL EMPLOYEES

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
80	30	\$ 552,878	20	\$ 203,559
81	22	325,783	31	332,888
82	27	418,751	23	168,867
83	12	112,900	21	165,638
84	13	249,975	15	120,081
85	12	159,996	10	72,557
86	14	148,751	4	41,431
87	7	85,027	6	25,565
88	2	8,665	6	58,826
89	4	63,109	7	37,504
90	1	7,505	4	33,541
91	5	24,442	3	24,819
92	2	21,512	2	3,240
93	4	34,565	3	22,903
94			2	11,145
95			1	10,435
96			1	11,174
97	1	15,230		
98			1	1,737
TOTAL	1,041	\$ 21,082,581	832	\$ 8,494,705

OPTION

1	246	\$ 4,800,393	335	\$ 3,076,028
2	87	1,325,518	9	137,249
3	126	2,222,960	15	161,514
4	59	2,262,113	6	125,930
5	73	1,267,737	23	161,219
6	167	3,287,527	67	853,011
M	<u>283</u>	<u>5,916,333</u>	<u>377</u>	<u>3,979,754</u>
	1,041	\$ 21,082,581	832	\$ 8,494,705

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

COUNTY AGENCY GENERAL EMPLOYEES

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
48			1	\$ 21,675
49	2	\$ 41,921		
50	3	47,703		
51	5	139,086	2	26,600
52	3	84,910	1	19,649
53	2	35,052		
54	2	46,603		
55	6	162,751		
56	7	174,332		
57	2	36,188	2	17,923
58	7	218,682	2	18,932
59	4	76,281	2	20,475
60	7	92,177	13	66,396
61	4	72,945	17	124,601
62	13	199,267	24	227,412
63	20	250,241	18	145,306
64	15	240,138	24	207,916
65	16	236,203	23	215,059
66	23	332,941	22	181,214
67	21	175,516	38	285,765
68	22	201,226	34	252,165
69	20	263,905	46	402,807
70	24	293,678	36	252,321
71	21	204,022	36	331,943
72	30	282,185	40	296,371
73	27	239,731	32	232,238
74	14	170,553	36	248,442
75	13	131,250	43	264,261
76	34	411,319	44	237,219
77	25	227,747	37	181,364

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

COUNTY AGENCY GENERAL EMPLOYEES

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
78	19	\$ 138,004	33	\$ 179,840
79	21	193,592	44	244,966
80	18	129,326	24	112,214
81	21	268,874	27	107,380
82	9	53,084	15	89,756
83	16	108,127	22	92,649
84	12	77,040	15	46,856
85	10	48,411	6	24,297
86	6	56,770	7	16,254
87	13	66,171	9	26,066
88	5	35,961	9	43,486
89	4	18,249	9	26,611
90	1	2,304	6	31,475
91	2	5,947	5	15,044
93			1	2,415
94	1	1,404	2	9,589
96	1	7,517		
97			1	612
TOTAL	551	\$ 6,299,334	808	\$ 5,347,564

OPTION

1	180	\$ 1,821,773	401	\$ 2,796,368
2	43	314,459	7	20,001
3	72	944,520	18	110,096
4	9	303,957		
5	42	393,943	11	72,657
6	76	1,141,159	24	188,243
M	<u>129</u>	<u>1,379,523</u>	<u>347</u>	<u>2,160,199</u>
	551	\$ 6,299,334	808	\$ 5,347,564

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

POLICE

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
39			1	\$ 28,246
40	1	\$ 29,914		
41	1	24,400		
42	2	50,763		
43	3	76,117		
44	3	78,205	1	27,849
45	13	393,776	2	62,282
46	19	541,760	1	44,082
47	13	425,528	1	24,165
48	26	735,078	2	79,365
49	30	909,729	1	30,210
50	29	1,066,364		
51	36	1,149,208		
52	36	1,033,483	2	76,411
53	33	966,190	2	56,351
54	38	1,112,055		
55	45	1,343,777	2	73,183
56	46	1,324,699		
57	28	933,488		
58	33	1,034,536		
59	32	957,583		
60	36	1,068,925		
61	25	727,345		
62	21	660,739		
63	12	330,824		
64	16	431,080		
65	19	600,837		
66	13	317,930	1	13,425
67	9	271,239		
68	6	160,305		
69	7	157,092		
70	5	93,534		
71	5	97,348		
72	4	70,271		

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

POLICE

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
73	4	\$ 104,025		
74	8	213,064		
75	5	77,907		
76	4	72,957		
77	1	20,552		
78	1	22,215		
79	1	16,468		
80			1	\$ 1,025
TOTAL	669	\$ 19,701,310	17	\$ 516,594

OPTION

1	90	\$ 2,406,816	2	\$ 87,123
2	10	203,065		
3	33	829,966		
4	54	1,954,061	1	21,986
5	24	637,419	3	79,001
6	53	1,536,534		
7	36	1,792,995	2	101,461
M	<u>369</u>	<u>10,340,454</u>	<u>9</u>	<u>227,023</u>
	669	\$ 19,701,310	17	\$ 516,594

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

FIREFIGHTERS

SERVICE AND DISCONTINUED SERVICE RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
46	1	\$ 42,152		
48	1	57,399		
49	1	36,611		
50	8	326,489		
51	6	223,954		
52	8	313,283		
53	6	192,652		
54	7	242,094		
55	15	622,194		
56	17	726,532	1	\$ 49,804
57	21	792,828		
58	22	899,206		
59	16	700,213		
60	29	1,125,820		
61	25	980,434		
62	37	1,429,302		
63	16	561,500		
64	33	1,358,554		
65	20	673,329		
66	14	453,926		
67	12	434,993		
68	11	337,888		
69	5	135,420		
70	4	106,440		
71	4	90,925		
72	3	91,420		
73	2	40,641		
74	4	131,568		
75	3	88,999		
76	2	43,136		
77	2	45,723		
TOTAL	355	\$ 13,305,625	1	\$ 49,804

OPTION

1	41	\$ 1,436,404		
2	6	181,164		
3	14	468,709		
4	89	3,769,766		
5	11	323,662		
6	59	2,097,675		
7	2	84,452		
<u>M</u>	<u>133</u>	<u>4,943,793</u>	<u>1</u>	<u>\$ 49,804</u>
	355	\$ 13,305,625	1	\$ 49,804

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

**CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS
SERVICE AND DISCONTINUED SERVICE RETIREMENTS**

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
41	1	\$ 19,860		
42	1	22,153		
43	3	70,391		
44	1	28,868		
45	2	38,247		
46	1	17,983		
47	3	54,476	1	\$ 19,284
48	3	100,047		
49	3	65,150		
50	2	45,007		
51	1	37,909		
54	3	70,996		
55	4	91,616	1	26,726
56	1	20,904	1	19,937
57	1	18,827		
58	2	33,206		
59	1	21,239		
61	1	28,773		
62	1	22,278	1	14,567
64	1	19,727		
65			1	20,095
66	1	24,018		
67	1	12,782		
68	2	20,166		
72	1	21,012		
73	1	15,605	1	10,962
74	1	9,638		
TOTAL	43	\$ 930,878	6	\$ 111,571

OPTION

1	9	\$ 238,356	3	\$ 59,316
2	1	21,012		
4	3	89,490		
5	15	273,128		
6	7	147,547		
M	8	<u>161,345</u>	<u>3</u>	<u>52,255</u>
	43	\$ 930,878	6	\$ 111,571

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

REGULAR COUNTY GENERAL EMPLOYEES

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
34	1	\$ 8,446		
37	1	16,172	1	\$ 7,095
39	2	14,053	1	10,616
40	1	8,033	1	15,883
41	2	35,398		
42	2	33,915	1	10,313
43			1	32,002
44	5	82,156	1	18,298
45	4	56,984	3	84,721
46	2	29,449	1	7,788
47	5	81,987		
48	6	121,700	1	15,297
49	6	99,794		
50	4	72,490	2	31,973
51	4	36,457	3	41,639
52	8	150,554	2	28,161
53	8	143,200	4	59,838
54	11	141,773	4	47,206
55	5	86,350	1	8,697
56	7	122,074	5	84,950
57	6	109,266	2	17,444
58	5	74,161	2	18,819
59	5	72,898	2	38,186
60	11	239,326	1	8,725
61	3	34,909	5	60,291
62	7	79,815	3	41,202
63	4	71,252	1	5,049
64	6	126,687	3	39,417
65	7	119,704		
66	5	82,391	4	63,914
67	3	35,113	2	19,521
68	3	46,620	1	5,550
69	2	105,329	1	8,951
70	4	64,965	2	50,695
71	5	73,257	1	27,974
72	4	74,438	1	15,105
73	3	48,476		
74	3	71,493	2	14,290
75			2	11,099

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

REGULAR COUNTY GENERAL EMPLOYEES

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
76	1	\$ 20,213		
77	1	9,585	1	\$ 7,680
78			1	30,693
79			1	15,746
80	1	12,003	2	9,305
TOTAL	173	\$ 2,912,886	72	\$ 1,014,133

OPTION

1	37	\$ 668,533	19	\$ 271,540
2	4	56,272		
3	13	192,174		
4	7	135,617		
5	8	116,017	2	62,696
6	10	129,631	1	15,803
M	<u>94</u>	<u>1,614,642</u>	<u>50</u>	<u>664,094</u>
	173	\$ 2,912,886	72	\$ 1,014,133

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

COUNTY AGENCY GENERAL EMPLOYEES

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
40	1	\$ 7,999		
41	1	10,796		
42	1	18,290	1	\$ 7,272
43	3	24,450		
44	2	19,885		
45	1	7,895	1	7,517
46	1	7,174		
47	2	27,836		
48	2	13,439		
49	2	19,193	2	15,155
50	1	33,261	2	23,924
51	3	40,645	1	5,595
52			3	33,763
53			4	44,088
54	7	147,066	3	21,100
55	2	74,291	1	15,145
56	1	8,977	6	63,540
57	1	16,792	2	10,486
58	2	27,982		
59	2	31,562	10	115,800
60	4	65,953	7	60,704
61	4	63,803	3	21,066
62	1	12,070	4	34,964
63	5	33,694	5	44,443
64	7	89,980	3	36,309
65	3	37,184	1	16,165
66	2	14,097	1	7,812
67	2	25,909	9	63,460
68	1	19,661	6	51,528
69	2	22,620	1	7,876
70	3	28,391	5	36,314
71	1	6,553	9	48,301

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

COUNTY AGENCY GENERAL EMPLOYEES

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
72	4	\$ 31,172	3	\$ 46,773
73	1	9,234		
74	2	16,485	3	18,516
75			4	51,268
77	3	29,433	2	9,272
78	1	3,854	2	19,308
79	1	5,386	1	14,403
82			1	2,352
88			1	9,466
TOTAL	82	\$ 1,053,012	107	\$ 963,685

OPTION

1	22	\$ 333,278	40	\$ 333,692
2	7	42,749	1	5,035
3	4	26,847	1	9,277
5	2	13,043	1	4,173
6	9	141,824	6	48,434
M	<u>38</u>	<u>495,271</u>	<u>58</u>	<u>563,074</u>
	82	\$ 1,053,012	107	\$ 963,685

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

POLICE

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
33	1	\$ 19,905		
35	2	48,866		
36	3	78,087	1	\$ 26,383
37	4	102,874	1	23,782
38	4	97,567	1	26,517
39	6	144,210	2	50,195
40	3	71,852	5	124,160
41	1	23,356	1	25,790
42	5	124,142		
43	3	73,200	4	126,232
44	7	161,767	2	62,208
45	11	293,460		
46	8	207,095	2	43,740
47	7	181,209	5	106,714
48	11	315,346	3	65,387
49	12	345,713	3	79,516
50	16	482,370	4	120,583
51	10	263,169	1	20,610
52	8	189,165	2	55,320
53	15	409,377	1	23,007
54	18	524,771	2	59,563
55	10	275,345	1	14,521
56	13	358,953		
57	21	603,584		
58	11	340,732	1	29,505
59	9	275,693	1	2,831
60	8	186,928		
61	14	423,404	1	32,850
62	7	179,010		
63	8	256,845		
64	11	416,605		
65	13	345,453	1	30,830
66	3	64,034		

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

POLICE

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
67	4	\$ 121,197		
68	7	239,969		
69	6	196,000		
70	2	29,326		
71	4	87,213		
72	5	172,704		
73	1	32,257		
74	4	107,554		
76	3	91,530		
77	2	16,089		
TOTAL	321	\$ 8,977,926	45	\$ 1,150,244

OPTION

1	32	\$ 831,320	3	\$ 88,221
3	7	123,050		
4	6	213,440		
6	3	85,759	1	22,578
M	<u>273</u>	<u>7,724,357</u>	<u>41</u>	<u>1,039,445</u>
	321	\$ 8,977,926	45	\$ 1,150,244

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

FIREFIGHTERS

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
31			2	\$ 31,833
35			1	29,443
36			1	20,681
37			2	31,833
38	2	\$ 37,657		
41	1	20,495	1	36,891
42			1	26,905
43	1	14,440	1	14,590
44	2	49,803	1	33,026
45	1	38,163	1	35,937
46			2	66,217
47	1	20,058	1	16,910
48	1	18,735		
49	3	72,918	1	21,225
50	1	35,374	1	22,845
51	3	83,484		
52	1	29,354		
53	3	89,273		
54	3	80,426		
55	8	304,641		
56	6	198,304		
57	8	276,272		
58	6	232,631		
59	5	164,328		
60	3	102,061		
61	9	343,362		

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

FIREFIGHTERS

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
62	9	\$ 366,621		
63	2	101,657		
64	1	42,506		
65	3	107,671		
66	4	126,753		
67	5	176,064		
69	2	35,279		
70	3	112,475		
72	1	22,957		
76	1	24,675		
TOTAL	99	\$ 3,328,437	16	\$ 388,336

OPTION

1	7	\$ 215,434	1	\$ 22,845
3	4	100,760		
4	7	257,780		
5	1	21,190		
6	5	153,199	1	15,055
7	1	39,447		
M	<u>74</u>	<u>2,540,627</u>	<u>14</u>	<u>350,436</u>
	99	\$ 3,328,437	16	\$ 388,336

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

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS

DISABILITY RETIREMENTS

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
42			1	\$ 11,345
43	1	\$ 9,700		
45	3	50,056		
46	1	9,316	1	9,024
47			1	10,790
49	2	48,461		
TOTAL	7	\$ 117,533	3	\$ 31,159

OPTION

1	2	\$ 21,290		
2	1	9,316		
6	1	12,371		
M	<u>3</u>	<u>74,556</u>	<u>3</u>	\$ <u>31,159</u>
	7	\$ 117,533	3	\$ 31,159

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

REGULAR COUNTY GENERAL EMPLOYEES

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
36			1	\$ 3,075
38			1	19,761
40			1	6,427
42			1	5,248
43			1	9,601
44			1	12,581
45			1	14,457
46			2	19,265
49			1	24,659
50	2	\$ 11,591	1	6,341
51			1	9,838
52	1	15,407	1	8,181
53			1	16,861
54			3	47,402
55			7	145,205
56	2	9,624	3	31,757
57			3	26,838
58			2	14,809
59			1	12,690
60			2	21,210
61	1	16,742	6	112,148
62	1	7,722	3	39,244
63	1	11,928	2	9,935
64	1	7,722	6	57,225
65			6	39,042
66	1	3,346	4	56,272
67			7	49,088
68			10	94,379
69	1	7,097	7	134,161
70			4	33,190
71			8	124,600
72	2	8,896	9	117,232
73			12	138,504
74			5	17,784
75			10	102,278

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

REGULAR COUNTY GENERAL EMPLOYEES

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
76	1	\$ 1,737	8	\$ 67,926
77			5	33,294
78	1	9,971	8	49,712
79	1	5,596	14	142,811
80			8	94,872
81	1	12,621	9	62,031
82			10	74,128
83	1	6,432	8	37,515
84			8	40,751
85			9	86,658
86	3	15,832	5	30,143
87	1	3,010	5	30,514
88	1	1,937	4	13,455
89			5	21,140
90			3	26,634
91			1	4,180
92			2	9,804
93	1	1,158	3	12,115
94	1	3,634	1	15,742
98			1	4,620
99			1	1,711
TOTAL	25	\$ 162,003	252	\$ 2,441,044

OPTION

M 25 \$ 162,003 252 \$ 2,441,044

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

COUNTY AGENCY GENERAL EMPLOYEES

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
45			1	\$ 4,061
46			1	14,578
49			1	2,248
50	1	\$ 1,508		
53			1	5,814
54			1	7,999
55			1	17,386
56			1	8,238
57			1	4,146
58			1	2,814
59			2	13,881
61			1	1,879
62			2	6,370
63			2	17,776
64			3	14,372
65			4	38,054
66	1	10,124	1	5,828
67			8	52,323
68	1	2,810	1	6,342
69			6	55,325
70	1	2,958	3	13,883
71	2	9,233	3	9,211
72			2	7,802
73			3	7,510
74			2	44,207
75	1	4,417	9	78,066
76	3	13,905	5	30,504
77	1	1,890	2	6,739

TABLE 17B

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

COUNTY AGENCY GENERAL EMPLOYEES

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
78	1	\$ 1,816	6	\$ 33,121
79			9	38,642
80			11	59,173
81			11	37,348
82			5	19,551
83			6	27,340
84			4	6,547
85			6	12,472
86			4	11,070
87			1	4,301
88			7	26,223
89			2	3,439
90			1	1,041
91			1	3,923
92	1	3,802	2	2,739
94			2	7,258
TOTAL	13	\$ 52,463	146	\$ 771,544

OPTION

M 13 \$ 52,463 146 \$ 771,544

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

POLICE

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
35			1	\$ 15,759
37			2	65,211
43			3	90,007
44			2	15,491
45			1	12,740
46			1	72,981
48			2	14,012
50			1	27,019
51			2	38,637
52			1	18,330
53			1	31,342
54			2	26,872
55			2	124,974
56			3	30,600
58			3	75,950
59			1	2,920
60			4	78,726
61	1	\$ 28,158		
62			3	110,038
63			1	6,455
64			1	15,959
65			4	59,323
66			1	9,304
67			1	16,094
68			1	13,306
69			1	17,864
70			1	19,255
71			1	9,293
74			2	53,148
77			1	7,816
78			1	22,268
81			1	3,434
83			1	3,796
89			1	3,868
TOTAL	1	\$ 28,158	54	\$ 1,112,792

OPTION

M 1 \$ 28,158 54 \$ 1,112,792

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

FIREFIGHTERS

BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
40			2	\$ 27,992
44			1	10,981
45			1	31,791
46			1	43,977
50			1	14,554
52			1	40,101
53			3	60,319
54			2	38,329
56			1	15,502
57			1	17,608
58			1	10,068
59			1	14,914
61			1	14,226
62			1	15,957
64			1	79,342
65			1	27,650
66			2	17,235
68			1	11,608
69			1	56,690
71			2	24,535
72			1	7,155
73	1	\$ 30,272		
75			1	27,486
TOTAL	1	\$ 30,272	28	\$ 608,020

OPTION

M 1 \$ 30,272 28 \$ 608,020

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

CORRECTIONAL OFFICERS AND DEPUTY SHERIFFS
BENEFICIARIES

AGE	MALES		FEMALES	
	NUMBER	AMOUNT	NUMBER	AMOUNT
61			1	\$ 6,122
TOTAL	0	\$ 0	1	\$ 6,122

OPTION

M			1	\$ 6,122
	0	\$ 0	1	\$ 6,122