

Employees' Retirement System of the  
State of Rhode Island

A N N U A L   R E P O R T

of the

R E T I R E M E N T   B O A R D

For the Fiscal Year Ended

June 30, 1960

Employees' Retirement System of the  
State of Rhode Island

A N N U A L   R E P O R T

of the

R E T I R E M E N T   B O A R D

For the Fiscal Year Ended

June 30, 1960

RETIREMENT BOARD  
(as constituted June 30, 1960)

HON. RAYMOND H. HAWKSLEY, CHAIRMAN  
General Treasurer

JOSEPH M. BOISVERT  
Woonsocket

HON. JOHN G. McWEENEY  
Chairman, Finance Committee  
The Senate

HON. JOHN J. WRENN  
Chairman, Finance Committee  
House of Representatives

CHARLES A. KILVERT  
Director of Administration

LOUIS V. JACKVONY, JR.  
Director of Business Regulation

MICHAEL F. WALSH  
Commissioner of Education

JAMES E. CONLON  
Sup't. South Kingstown School Department

CHARLES W. HILL  
State Controller

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JOSEPH B. LEWIS  
Secretary

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February 23, 1961

To his Excellency  
The Honorable John A. Nott, Jr.  
Governor, State of Rhode Island  
and Providence Plantations  
Providence, Rhode Island

Sir:

I take pleasure in submitting herewith, for transmittal to the General Assembly, the Annual Report of the Retirement Board of the Employees' Retirement System of the State of Rhode Island for the fiscal year ended June 30, 1960.

Respectfully submitted,

Raymond H. Hawksley  
Chairman

FINANCIAL AND STATISTICAL FACTS

<u>Financial</u>	<u>Fiscal Year Ended June 30</u>	
	<u>1960</u>	<u>1959</u>
Reserves at End of Year	\$40,811,760.70	\$35,551,340.81
Total Income for Year	8,765,864.00	8,164,743.00
Member Contributions	3,513,231.00	3,401,362.04
State Contributions	2,780,050.00	2,543,850.00
Contributions by Cities and Towns	1,112,687.00	1,028,990.00
Investment Income	1,345,345.00	1,185,709.45
Total Expenditures	3,505,444.00	3,073,306.00
Pension and Benefit Payments	2,857,846.00	2,442,562.00
Refunds to Withdrawing Members	634,662.00	630,744.00
Unfunded Accrued Liability	61,983,021.00	57,147,615.00

Statistical

Number of Members -

State Employees	9,201	8,900
Teachers	6,468	6,217

Number of Beneficiaries -

State Employees	630	499
Teachers	696	633

Number of retirements during year	264	256
Deaths among retirants during year	65	50
Deaths among members	79	103
Number of refunds	1,194	1,071

Employees' Retirement System of the  
State of Rhode Island

ANNUAL REPORT OF THE RETIREMENT BOARD

Fiscal Year Ended June 30, 1960

This report presents financial facts and statistics illustrating the condition of the system at June 30, 1960, and the results of its operations for the fiscal year ended on that date. Included also is a report by the actuary.

MEMBERSHIP

	<u>State Employees</u>	<u>Teachers</u>	<u>Total</u>
Active members	9,201	6,468	15,669
Retired members -	-----	-----	-----
Service retirement -			
Full retirement allowance	512	627	1,139
Option 1 - refund annuity	35	5	40
Option 2 - Joint and last survivor - same amount	32	17	49
Option 3 - Joint and last survivor - 1/2 to beneficiary	8	11	19
Disability retirement -			
Ordinary	22	35	57
Accidental	3	1	4
Accidental death	4	0	4
Beneficiary annuities	<u>14</u>	<u>0</u>	<u>14</u>
Total number of beneficiaries	630	696	1,326
	-----	-----	-----
<u>Total membership</u>	<u>9,831</u>	<u>7,164</u>	<u>16,995</u>
	=====	=====	=====

RESULTS OF OPERATIONS

Total reserves at June 30, 1960 amounted to \$40,811,760.70. This compares with the amount of \$35,551,340.81 at the close of the preceding year.

Net income for the year, being the excess of total income over expenditures, totalled \$5,260,420.00. This amount represents the increase in the reserve balances for the year. The principal items comprising income and expenditures for the year, with the comparable amounts for the preceding year, are given below separately for State employees and teachers.

STATE EMPLOYEE MEMBERS

Income	Year Ended June 30th	
	1960	1959
Members' contributions	\$1,673,898.00	\$1,625,460.00
State contributions	1,771,800.00	1,605,000.00
Investment income	826,980.00	739,835.00
Other	<u>13,490.00</u>	<u>4,460.00</u>
Totals	<u>\$4,286,168.00</u>	<u>\$3,974,755.00</u>
<u>Expenditures</u>		
Retirement allowances	\$ 766,094.00	\$ 532,515.00
Ordinary death benefits	130,846.00	166,804.00
Death retirement allowances	23,957.00	19,871.00
Refunds	<u>433,798.00</u>	<u>442,751.00</u>
Totals	<u>\$1,354,695.00</u>	<u>\$1,161,941.00</u>
NET INCOME - Excess of income over expenditures	<u>\$2,931,473.00</u>	<u>\$2,812,814.00</u>

TEACHER MEMBERS

Income	Year Ended June 30th	
	1960	1959
Members' contributions	\$1,839,333.00	\$1,775,903.00
Employer contributions -		
State of Rhode Island	1,008,250.00	938,850.00
Cities and Towns	1,112,687.00	1,028,990.00
Investment income	518,365.00	445,874.00
Other	<u>1,061.00</u>	<u>371.00</u>
Totals	<u>\$4,479,696.00</u>	<u>\$4,189,988.00</u>
<u>Expenditures</u>		
Retirement allowances	\$1,869,035.00	\$1,600,960.00
Ordinary death benefits	42,400.00	102,500.00
Death retirement allowances	25,514.00	19,912.00
Refunds	200,864.00	187,993.00
Other	<u>12,936.00</u>	<u>--</u>
Totals	<u>\$2,150,749.00</u>	<u>\$1,911,365.00</u>
NET INCOME - Excess of income over expenditures	<u>\$2,328,947.00</u>	<u>\$2,278,623.00</u>

INVESTMENTS

Investments at the close of the year, classified according to types of security, were as follows:



Type of Investment	Par Value (or Cost)	Per Cent of Total
United States Government Bonds	\$13,854,500.00	34.7%
Federal Land Bank	250,000.00	0.6
International Bank for Reconstruction and Development Bonds	500,000.00	1.3
State of Rhode Island	470,000.00	1.2
Cities and Towns in Rhode Island	2,185,000.00	5.5
Railroad bonds	978,000.00	2.4
Public Utility bonds	8,761,000.00	21.8
Industrial bonds	2,586,000.00	6.5
Bank Stocks	3,960,011.00	9.9
Investment Companies and Trusts	2,194,692.00	5.5
Corporate Stocks	<u>4,226,358.00</u>	<u>10.6</u>
TOTAL	<u>\$39,965,561.00</u>	<u>100.0%</u>

The average earnings on investments for the year were equal to 3.79%. This compares with an average for the preceding year of 3.63%.

Investments in United States Government securities have been steadily reduced to 34.7% of the investment account. Corporate bonds comprise 30.7% of the account. Investments in bank and other corporate stocks have been increased to 34.6% of the total account.

INVESTMENTS ACQUIRED AND DISPOSED OF

Purchases and sales for the year were as follows:

INVESTMENTS ACQUIRED AND DISPOSED OF

Description	Purchases		Par Value
	Rate	Maturities	
<u>United States of America:</u>			
Certificates of Indebtedness	4-7/8%	2/15/61	\$ 537,000
Treasury Bills	Discount	7/15/60	1,300,000
Treasury Notes	5	8/15/64	200,000
Treasury Notes	1-1/2	4/ 1/65	650,000
Treasury Bonds	2-1/2	11/15/61	<u>170,000</u>
Total			<u>\$2,857,000</u>
<u>The Twelve Federal Land Banks:</u>			
Consolidated Federal Farm Loan	4-1/2	4/20/64	\$ 200,000
<u>Public Utilities:</u>			
American Tel. & Tel. Co. - Debentures	5	11/ 1/83	\$ 50,000
Appalachian Elec. Power Co. - 1st Mortgage	5-3/8	11/ 1/86	100,000
Boston Edison Co. - 1st Mtge. Series G	3-1/4	12/ 1/70	25,000
Central Maine Power Co. - 1st & General Mortgage	5-1/4	10/ 1/89	200,000
Columbia Gas System, Inc. - Debentures, Series M	4-7/8	5/ 1/87	50,000
Connecticut Light & Power Co. - 1st Refunding Mortgage, Series P	5-1/8	10/ 1/84	100,000
Consolidated Edison Co. - 1st Refunding Mortgage, Series P	4-7/8	2/ 1/90	100,000
Consolidated Natural Gas Co. - Debentures	5-1/8	6/ 1/89	100,000
Dallas Power & Light Co. - 1st Mortgage	4-7/8	6/ 1/82	100,000
Duke Power Co. - 1st Refunding Mortgage	5	2/ 1/85	100,000
Georgia Power Co. - 1st Mortgage	5-1/4	12/ 1/89	150,000
	5-1/8	2/ 1/90	100,000
	5-3/4	9/ 1/89	85,000

## INVESTMENTS ACQUIRED AND DISPOSED OF - CONTINUED

## Purchases - continued

Description	Rate	Maturities	Par Value
Public Utilities - continued			
Gulf State Utilities Co.-	5-1/4%	12/ 1/89	\$ 100,000
1st Mortgage			
Houston Lighting & Power Co.-	4-3/4	11/ 1/87	25,000
1st Mortgage	4-7/8	8/ 1/89	75,000
1st Mortgage			
Illinois Bell Telephone Co.-	3-1/8	4/ 1/84	8,000
1st Mortgage, Series C			
Long Island Lighting Co.-	5-1/4	7/ 1/89	50,000
1st Mortgage, Series K			
Louisiana Power & Light Co.-	5	4/ 1/90	200,000
1st Mortgage			
Narragansett Electric Co.-	3	9/ 1/74	21,000
1st Mortgage, Series A			
New England Tel. & Tel. Co.-	5-3/4	9/ 1/94	200,000
Debentures			
New York Tel. & Tel. Co.-			
Refunding Mortgage, Series H	3	10/15/89	10,000
Niagara Mohawk Power Co.-			
General Mortgage	4-3/4	4/ 1/90	200,000
Northern Illinois Gas Co.-			
1st Mortgage	5	6/ 1/84	100,000
Ohio Power Co.-			
1st Mortgage	4-7/8	11/ 1/87	100,000
Philadelphia Electric Co.-			
1st Refunding Mortgage	5	10/ 1/89	100,000
Public Service Electric & Gas Co.-			
1st Refunding Mortgage	5-1/8	6/ 1/89	75,000
Southern Bell Tel. & Tel. Co.-			
Debentures	5-1/2	10/ 1/94	200,000
Tennessee Gas Transmission Co.-			
1st Mortgage Pipe Line	5-1/4	11/ 1/79	100,000
The Union Light, Heat & Power Co.-			
1st Mortgage	5	7/ 1/89	200,000
Western Pennsylvania Power Co.-			
1st Mortgage, Series R	5-1/8	6/ 1/89	125,000
Worcester County Electric Co.-			
1st Mortgage, Series E	5-3/8	12/ 1/89	100,000
Total			<u>\$3,249,000</u>

## INVESTMENTS ACQUIRED AND DISPOSED OF - CONTINUED

## Purchases - continued

Description	Rate	Maturities	Par Value
Industrials:			
General American Trans. Co.-	4-7/8%	5/ 1/80	\$ 100,000
Equipment Trust			
Bank Stocks:			
Chemical Bank New York Trust Co.-			23,125
700 shares			
Franklin National Bank -			1,627
96 shares			5
Irving Trust Co., New York -			13
Marine Midland Corp.-			32
Merchants National Bank of Boston -			
Plantations Bank of Rhode Island -			52,000
3,900 shares			
Transamerica Corp. -			40,611
1,500 shares			
Total			\$ 117,413
Corporate Stocks:			
Abbott Laboratories -			\$ 58,341
1,000 shares			
Allied Chemical Corporation -			153,419
3,000 shares			
American Cynamid Co. -			67,911
1,200 shares			
Bethlehem Steel Corp. -			57,169
1,200 shares			
Campbell Soup Co.-			100,435
2,000 shares			
Central & Southwest Corp. -			104,048
3,000 shares			
Cleveland Electric Illuminating Co. -			51,889
1,050 shares			
Commonwealth Edison Co. -			64,706
1,123 shares			
Consumers Power Co. -			109,088
2,000 shares			
Continental Oil Co. -			50,440
1,000 shares			
Corning Glass Works -			70,465
500 shares			

INVESTMENTS ACQUIRED AND DISPOSED OF - CONTINUED

Purchases - continued

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value</u>
<u>Corporate Stocks - continued</u>			
DuPont deNemours & Co., Inc. - 500 shares			\$ 119,189
Eastman Kodak Co. - 1,000 shares			110,097
General Electric Co. - 1,200 shares			100,005
International Business Machines Corp. - 300 shares			125,675
International Nickel Co. of Canada, Ltd. - 1,550 shares			53,523
Iowa Electric Light & Power Co. - 1,300 shares			47,206
Merck & Co. - 1,000 shares			77,943
Middle South Utilities, Inc. - 3,000 shares			48,104
Monsanto Chemical Co. - 1,000 shares			42,149
Montgomery Ward & Co. - 1,200 shares			58,389
The Norwich Pharmacal Co. - 1,600 shares			69,398
Outboard Marine Corp. - 1,000 shares			34,071
Panhandle Eastern Pipe Line - 500 shares			23,059
Polaroid Corp. - 100 shares			19,246
Sears, Roebuck & Co. - 1,400 shares			68,945
Sinclair Oil Corp. - 600 shares			33,968
Socony Mobil Oil Co., Inc. - 500 shares			20,848
Standard Oil Co. of New Jersey - 200 shares			8,228
Texaco, Inc. - 1,530 shares			118,453
Texas Utilities Co. - 1,500 shares			112,797
Union Bag-Camp Paper Corporation - 1,500 shares			59,278
Union Carbide Corporation - 300 shares			42,810

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INVESTMENTS ACQUIRED AND DISPOSED OF - CONTINUED

Purchases - continued

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value</u>
<u>Corporate Stocks - continued</u>			
Union Electric Co. - 2,300 shares			\$ 78,161
United States Steel Corporation - 1,250 shares			107,775
Virginia Electric & Power Co. - 3,000 shares			122,271
Westinghouse Electric Corporation - 2,000 shares			97,587
Total			\$2,687,086
Total Purchases			\$9,210,499

Sales or Redemptions

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value</u>
<u>United States of America:</u>			
Certificates of Indebtedness	3-3/4%	11/15/59	\$ 50,000
Certificates of Indebtedness	3-3/4	2/15/60	180,000
Certificates of Indebtedness	4	5/15/60	50,000
Treasury Bills	Discount	4/15/60	150,000
Treasury Notes	3-1/2	11/15/59	150,000
Savings Bonds, Series B	2-3/4	4/ 1/80	1,150,000
Savings Bonds, Series G	2-1/2	9/ 1/59	100,000
Savings Bonds, Series G	2-1/2	7/ 1/60	750,000
Savings Bonds, Series G	2-1/2	12/ 1/61	100,000
Savings Bonds, Series G	2-1/2	2/ 1/62	100,000
Savings Bonds, Series G	2-1/2	10/ 1/62	1,000,000
Savings Bonds, Series G	2-1/2	1/ 1/64	100,000
Treasury Bonds, Series K	2.76	7/ 1/66	100,000
Total			\$3,980,000
<u>Municipalities:</u>			
Town of West Warwick - Sewer	2-1/2	7/ 1/59	\$ 2,000

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INVESTMENTS ACQUIRED AND DISPOSED OF - CONTINUED

Sales or Redemptions - continued

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value</u>
<u>Railroads:</u>			
Chesapeake & Ohio Railway Co. - Equipment Trust	3%	2/20/60	\$ 50,000
Chicago, Milwaukee, St. Paul & Pacific R. R. Co.	3-3/8	7/ 1/59	100,000
New York Central R. R. Co. - Equipment Trust	3-5/8	9/15/59	<u>65,000</u>
Total			<u>\$ 215,000</u>
<u>Utilities:</u>			
Consumers Power Co. - 1st Mortgage	4-3/4	10/ 1/87	\$ 13,000
<u>Industrials:</u>			
National Tea Co., - Sinking Fund Debentures	5	8/ 1/77	\$ 1,000
<u>Bank Stocks:</u>			
First City National Bank, Houston New York Trust Co. - 400 shares			\$ 11,465 <u>23,125</u>
Total			<u>\$ 34,590</u>
<u>Investment Companies &amp; Trusts:</u>			
Shawmut Association - 1,000 shares			\$ 23,750
Total Sales and Redemptions			<u>\$4,269,340</u>

INVESTMENTS RECONCILIATION

Total Investments - Employees' Retirement System at June 30, 1959	\$35,024,402
ADD: Purchases July 1, 1959 to June 30, 1960	<u>9,210,499</u>
DEDUCT: Sales & Redemptions July 1, 1959 to June 30, 1960	<u>\$44,234,901</u>
TOTAL INVESTMENTS, Employees' Retirement System at June 30, 1960	<u>4,269,340</u>
	<u>\$39,965,561</u>

Summary of Changes in Investment Account

Total Investments at 7/1/59	\$35,024,402
Add: Purchases	<u>9,210,499</u>
	\$44,234,901
Deduct: Sales or Redemptions	<u>4,269,340</u>
Balance, Investments at 6/30/60	<u>\$39,965,561</u>

APPROPRIATIONS

Appropriations by the General Assembly for the fiscal year ending June 30, 1961 were as stated below, with the amounts given for the preceding year for comparison:

	<u>1961 Fiscal Year</u>	<u>1960 Fiscal Year</u>
<u>State Employees</u>		
5% of assumed payroll of the members for the year	\$1,928,200.00	\$1,800,000.00
<u>Teachers</u>		
Normal Requirements - 3% of assumed payroll of the members <u>1/</u>	1,235,590.00	982,750.00

1/ The total contribution rate on account of teacher-members from the cities and towns is 7% of payroll. This is shared equally by the State and the Cities and Towns.

ACTUARIAL VALUATION

In accordance with the authority prescribed by Chapter 36, the actuary has completed an actuarial valuation of the system as of the close of the year under review. The report of the actuary, showing the results of the valuation, is presented as a part of this annual report.

LEGISLATION

An amendment was made during the year to the Act relating to the Employees' Retirement System affecting the rights and benefits of members of the General Assembly. A special formula was prescribed for these members providing larger benefits and the rate of contribution to be made by the members was considerably increased.

The amendment, approved March 25, 1960, provides that any person who has served as a member of the General Assembly would be eligible, at the age of 60 years, for a service retirement allowance amounting to \$1,000.00 per year for service of 10 years, increased \$100.00 per year for each year of service as a member of the General Assembly above 10 years up to a maximum of \$2,000.00 per year.

Such retirement allowance is to be reduced by any allowance or payment on account of salary to which such person may be entitled from the State. If such person reenters State service in any other capacity and renders at least 2 years of service, he may elect the retirement allowance described above or the service retirement allowance provided by the formula applicable to other members of the system.

The rate of contribution on the part of a member of the General Assembly from and after July 1, 1960 was increased from 5% to 10% of salary.

The amendment was also construed to apply to former members of the General Assembly who established membership in the Employees' Retirement System.

RECOMMENDATIONS

Chapter 36 further provides that the annual report of the Retirement Board "shall also embody such other data as may be of use in the advancement of knowledge concerning state employee pensions and any recommendations of the board for changes in the laws pertaining to the system."

No recommendations for changes in the retirement act are presented in this report. In the opinion of the Board, the benefits and

qualifying conditions of the system compare favorably with those applicable to State government employees and public school teachers of other States. Federal social security coverage has been made available to State employees on an optional basis. The State of Rhode Island has undertaken an additional obligation for that purpose of increasing amounts under the graduated rate schedule prescribed by the Social Security Act.

The report of the actuary shows that the unfunded accrued liability of the system at June 30, 1960, chargeable to the State, amounted to \$42,120,210.00 and to the cities and towns \$19,862,811.00. This liability is constantly increasing due, in some measure, to the deferred method of financing the obligations of the system. The liability constitutes an actual indebtedness for the pension credits earned by the members during prior years. The liability will have to be discharged in future years by steadily increasing contributions by the State and the Cities and Towns.

The Board, therefore, recommends the disapproval of all proposals calling for liberalization of the rights or benefits under the existing plan of operation. Such proposals must be rejected if the imposition of additional obligations over and above the sizeable obligations already created is to be avoided.

The Board is constantly directing its efforts toward the maintenance of policies that will insure the operation of the system

in the most effective and efficient manner consistent with underlying principles and in accord with high standards.

Retirement Board,  
Employees' Retirement System of  
the State of Rhode Island,

RAYMOND H. HAWKSLEY, Chairman  
JOSEPH M. BOISVERT  
JOHN G. McWEENEY  
JOHN J. WRENN  
CHARLES A. KILVERT  
LOUIS V. JACKVONY, JR.  
MICHAEL F. WALSH  
JAMES E. CONLON  
CHARLES W. HILL

JOSEPH B. LEWIS  
Secretary

REPORT OF THE ACTUARY

The retirement plan as presently constituted is well-balanced. It provides an adequate measure of security for the employees and teachers. A large obligation has also been imposed on the State under the present retirement on account of social security coverage for State employees. Further liberalizing changes may prove damaging to an effective pension policy consistent with reasonable standards and within the financial ability of the State and the cities and towns to meet ultimate costs.

Membership has continued its upward trend both as to State employees and teachers. The number of male teacher members has again shown an increase as a proportion of the total number of teachers participating in the system.

A large increase occurred in the number of retirements among State employees. The number of retired members increased 26%. The increase in the retirants among teachers was only 10%.

A further improvement occurred in the financial condition of the system. This is illustrated by the trend in the amount of members' contribution credits and the contingent reserves for the last three years.

	June 30th		
	1960	1959	1958
Contribution credits:			
State employees	\$10,364,646.00	\$9,605,969.00	\$8,932,463.00
Teachers	9,846,782.00	8,440,336.00	7,005,794.00
Contingent reserve:			
State employees	14,557,165.00	12,384,368.00	10,245,060.00
Teachers	6,043,168.00	5,120,666.00	4,276,586.00

STATISTICAL DATA

Statistics required for this report were compiled by the office staff under the direction of Joseph B. Lewis, Secretary, and supplied to us in excellent form. Detailed tables reflecting these statistics are presented in the appendix. A summary of these statistics is as follows:

	State employees	
	Male	Female
Number of members	5,523	3,678
Proportion of total	60.0%	40.0%
Annual salaries	\$22,301,605.00	\$12,442,090.00
Average salary	\$4,038.00	\$3,383.00
Average age	46.2	43.3
Average total service	7.8	7.2

	Teacher members	
	Male	Female
Number of members	1,995	4,473
Proportion of total	30.9%	69.1%
Annual salaries	\$10,220,936.00	\$22,749,940.00
Average salary	\$5,123.00	\$5,086.00
Average age	39.8	44.2
Average total service	9.8	13.7

Members with Prior Service<sup>1/</sup>

	State employees	
	Male	Female
Number of members	389	204
Proportion of total	65.6%	34.4%
Annual salaries	\$2,229,939.00	\$963,397.00
Average salary	\$5,732.00	\$4,723.00
Average prior service	6.7	5.8

	Teacher members	
	Male	Female
Number of members	648	1,932
Proportion of total	25.1%	74.9%
Annual salaries	\$4,156,859.00	\$11,423,968.00
Average salary	\$6,415.00	\$5,913.00
Average prior service	12.5	17.3

<sup>1/</sup> Service prior to July 1, 1936 in the case of State employees, and July 1, 1949 in the case of teacher members.

ACTUARIAL VALUATION

The benefit and contribution provisions forming the basis of this report are summarized in the appendix. The valuation of the reserves and liabilities was made according to the rates of mortality and separation established by our previous survey of the operating experience of the system completed as of June 30, 1959. The rate of interest assumed in this valuation was 3% per annum.

An actuarial valuation of a retirement system is undertaken for the purpose of establishing the true financial condition of the system. The liabilities for the several benefit obligations to the participating members, both accrued and prospective, are determined by the application of actuarial formulas and procedure. In the calculation of these liabilities, the principles applied are similar to those used in life insurance practice. A determination is made of the reserves required to meet the obligations as they mature. The factors of mortality and interest are basic in such a determination.

The valuation of a retirement system involves such basic factors as turnover in employment, ages at retirement, rates of salary at the time the benefits become payable and rates of disability. It is the function of the actuary to properly appraise and evaluate the effect of these factors in the operation of the system. With the use of certain techniques, rates reflecting these factors



are formulated, based generally upon past experience, and used in forecasting the course of future operations. A forecast of the future, therefore, is fundamental to a proper evaluation of the financial condition of a retirement system.

A survey of the mortality and turnover experience, completed as of June 30, 1959, provided rates of death and rates of turnover for use in future valuations. These rates, with appropriate modifications reflecting the operating experience for the past year, were used in measuring mortality among the active members and retirants, and the turnover experience among the members. Separate rates were used for State employees and teachers, with a further separation between male and female individuals to give effect to differences in physiological conditions and employment factors.

Earnings on investments have been in a steady upward trend. The established investment authority for the system and a broadening of the investment policy during recent years should result in average interest earnings over the long term above 3% per year under varying cyclical economic conditions. A 3% interest rate, however, has been assumed in this valuation as a conservative measure.

Any variations in future experience from the assumed standards will be adjusted by a future revision of the basic factors. Since the financial condition of the system is reappraised each

year by means of the annual actuarial valuation, future balance sheets will give effect to these revisions and changes. It must be considered, however, that because of the long-term character of pension obligations, a forecast of future trends must be based upon operating experience for an extended period of time. Short term fluctuations and transitory factors cannot be permitted to influence the basic assumptions or conclusions.

#### ACCRUED LIABILITY

The accrued liability consists of pension credits earned by the members in service, and those who have left service with vested rights, as of the date of valuation. The amount of this liability is \$65,995,385.60. Of this amount, the members are obligated for \$11,404,572.12, and the State and cities and towns in the amount of \$54,590,813.48.

The liability for future refunds to those members who may leave service before acquiring vested rights was established at \$8,880,547.00.

The liability on account of members who are on retirement which includes prospective beneficiaries is \$28,033,867.00.

The sum of these three items amounting to \$102,909,799.60 constitutes the total accrued liability. To meet this liability, the system has accumulated assets totalling \$40,926,778.60. The

difference of \$61,983,021.00 represents the unfunded accrued liability at June 30, 1960.

### FUTURE SERVICE LIABILITY

The liability for retirement annuities on account of service to be rendered by the members after June 30, 1960, to the dates when these annuities will probably mature, has been established at \$37,302,114.00. This is the present value, at that date, of such future service pension credits.

In the computation of this liability, assumptions were made as to the probable periods of future service, the credits to be released by deaths and separations from service, future salary rates and the ages at which the credits may mature. These assumptions were based upon past experience, current operating factors and estimated future trends.

To meet the foregoing liability, the members will contribute to the system during their future service, assuming the present rates of contribution maintain and the foregoing factors prevail according to assumptions, the amount of \$14,390,990.00, leaving a remainder to be provided from employer contributions (the State and the cities and towns) of \$22,911,124.00. These constitute discounted amounts being the present value, as of June 30, 1960, of such future contributions for the assumed periods of service.

### VALUATION BALANCE SHEET

A retirement system is considered to be in sound financial condition from the technical standpoint when it has assets equal to the difference between (1) the total of all accrued and prospective liabilities, and (2) the present value of future contributions to be received by the system. This is known as the actuarial reserve. The actuarial reserve may also be defined as the assets on hand in the system equal to all accrued liabilities at the balance sheet date.

The Valuation Balance Sheet showing the results of the valuation made as of June 30, 1960 is presented in the following pages.

Employees' Retirement System of the  
State of Rhode Island

VALUATION BALANCE SHEET - JUNE 30, 1960

Statement of Assets, Liabilities and Reserves

A S S E T S

PRESENT ASSETS:

Cash		\$ 961,217.72
Investments		
Bonds (at par value)	\$29,584,500.00	
Stocks (at cost)	<u>10,381,060.88</u>	39,965,560.88

DEFERRED ASSETS:

Future service pension credits on  
account of service subsequent to  
July 1, 1960 -

State employees - Members	\$ 6,433,021.00	
State of Rhode Island	<u>11,409,118.00</u>	
Teachers - Members	7,957,969.00	
State of Rhode Island	5,751,003.00	
Cities and Towns	<u>5,751,003.00</u>	37,302,114.00

UNFUNDED ACCRUED LIABILITY -

Due from employers for unfunded  
accrued pension credits -

State of Rhode Island	\$42,120,210.00	
Cities and Towns (see foot- note)	<u>19,862,811.00</u>	<u>61,983,021.00</u>
TOTAL ASSETS		<u>\$141,211,913.60</u>

Note: Under the law governing the system, the cities and towns  
of the State share equally the cost of teachers' pensions.

Employees' Retirement System of the  
State of Rhode Island

VALUATION BALANCE SHEET - JUNE 30, 1960

Statement of Assets, Liabilities and Reserves

LIABILITIES AND RESERVES

CURRENT LIABILITIES:

None

RESERVE FOR MEMBER CONTRIBUTIONS

<u>State Employees -</u>		
For service retirement and disability annuities	\$ 4,286,479.69	
For future refunds	<u>6,078,166.00</u>	\$10,364,645.69
<u>Teacher Members -</u>		
For service retirement and disability annuities	\$ 7,044,401.22	
For future refunds	<u>2,802,381.00</u>	9,846,782.22

RESERVE FOR EMPLOYER CONTRIBUTIONS

For service retirement and disabil-  
ity annuities on active members -

<u>State Employees</u>	18,762,931.42
<u>Teacher Members</u>	35,901,573.27

RETIREMENT AND BENEFITS RESERVE

<u>State Employees -</u>		
Service retirement	\$ 7,887,781.00	
Disability	376,121.00	
Beneficiary	<u>236,616.00</u>	8,500,518.00
<u>Teacher Members -</u>		
Service retirement	\$18,675,861.00	
Disability	857,488.00	
Beneficiary	<u>--</u>	19,533,349.00

FUTURE SERVICE LIABILITY

Present value of future service  
pension credits -

<u>State employees</u>	\$17,892,781.00	
<u>Teacher members</u>	<u>19,409,333.00</u>	<u>37,302,114.00</u>

TOTAL LIABILITIES AND RESERVES

\$141,211,913.60

CERTIFICATION

In our opinion, the accompanying Valuation Balance Sheet correctly presents the condition of the Employees' Retirement System of the State of Rhode Island at June 30, 1960, giving effect to all accrued liabilities and actuarial reserve requirements for the several annuities and benefits under the applicable law in effect at such date.

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A. A. Weinberg  
Actuary

February 23, 1961

FINANCIAL STATEMENTS

Reproduced from the Report of Examination  
and Supplementary Data by Ernst & Ernst,  
Accountants and Auditors, dated

September 7, 1960

*Should be deleted - per State Auditor.  
who is authority for statement*

*\* Reference should be to  
State Bureau of Audits.*

Employees' Retirement System of the  
State of Rhode Island

FINANCIAL BALANCE SHEET - JUNE 30, 1960

A S S E T S

	\$ 961,217.72
Cash	39,965,560.88
Investments	\$40,926,778.60
<u>Total Assets</u>	<u>\$40,926,778.60</u>

R E S E R V E S

	\$ 41,326.69
Reserve for Special Pension Increases	
Reserve for Certain Employee Pensioners:	
State Employees	65,440.72
Teachers	0.32
Reserve for Amounts Due to Other Funds	8,250.17
Annuity Savings Reserve:	
State Employees	10,364,645.69
Teachers	9,846,782.22
Contingent Reserve:	
State Employees	14,557,164.81
Teachers	6,043,167.98
<u>Total Reserves</u>	<u>\$40,926,778.60</u>

Employees' Retirement System of the  
State of Rhode Island

Statement of Cash Receipts and Disbursements  
Fiscal Year Ended June 30, 1960

Cash Balance, July 1, 1959 \$ 612,909.65

Receipts:

Members Contributions		
State Employees	\$ 1,673,898.20	
Teachers	1,839,333.39	
State Contributions		
State Employees	1,817,484.00	
Teachers	1,008,250.00	
Special Pension Increases	28,200.00	
Cities and Towns Contributions		
Teachers	1,112,686.71	
Income on Investments	1,419,430.85	
Premiums or Discounts - Invest-		
ments Purchased	119,315.53	
Investments Matured or Sold	9,348,215.00	
Net Gains on Sales of Investments	14,285.00	
Refunds of Benefits	1,622.19	
Sundry	1,463.40	
<u>Total Receipts</u>	<u>18,384,184.27</u>	
Total Available		\$18,997,093.92

Disbursements:

Refunds of Contributions		
State Employees	\$ 433,798.16	
Teachers	200,864.33	
Benefits Paid - State Employees		
Monthly Retirement Allowances	793,251.15	
Ordinary Death Benefits	130,846.30	
Death Retirement Allowances	23,957.43	
Special Pension Increases	18,337.12	
Benefits Paid - Teachers		
Monthly Retirement Allowances	1,869,535.36	
Ordinary Death Benefits	42,400.00	
Death Retirement Allowances	25,513.80	
Purchase of Investments	14,289,373.75	
Accrued Interest on Investments	28,034.42	
Premiums on Investments	79,702.50	
Commissions, Postage & Insurance		
Investments & Sundries	805.23	
Discounts on Investments Sold	98,034.56	
Inter-Fund Transfer	1,422.09	
<u>Total Disbursements</u>	<u>18,035,876.20</u>	
Cash Balance June 30, 1960		\$ 961,217.72

Employees' Retirement System of the  
State of Rhode Island

INVESTMENTS - JUNE 30, 1960

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
United States of America: Cert. of Indebtedness	4-7/8%	2/15/61	\$ 537,000
Treasury Bills	Discount	7/15/60	1,300,000
Treasury Notes	5	8/15/64	200,000
Treasury Notes	1-1/2	4/ 1/65	650,000
Treasury Notes	2-3/4	4/ 1/80	2,300,000
Savings Bonds, Series B	2-1/2	11/15/61	300,000
Treasury Bonds	2-1/2	12/ 1/68-63	100,000
Treasury Bonds	2-1/2	12/15/68-63	2,750,000
Treasury Bonds	2-1/2	12/15/69-64	100,000
Treasury Bonds	2-1/2	12/15/70-65	195,000
Treasury Bonds	2-1/2	3/15/70-65	250,000
Treasury Bonds	2-1/2	3/15/71-66	2,550,000
Treasury Bonds	2-1/2	6/15/72-67	97,500
Treasury Bonds	2-1/2	9/15/72-67	700,000
Treasury Bonds	2-1/2	12/15/72-67	700,000
Treasury Bonds	3-1/4	6/15/83-78	1,825,000
TOTAL UNITED STATES OF AMERICA			\$13,854,500
The Twelve Federal Land Banks:			
Consolidated Federal Farm Loan	4-1/2	4/20/64	\$ 250,000
International Bank for Reconstruction and De- velopment:			
Bonds	3-1/2	10/15/71	\$ 400,000
Bonds	4-1/4	1/15/79	100,000
TOTAL INTERNATIONAL BANK FOR RE- CONSTRUCTION AND DEVELOPMENT			\$ 500,000

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
State of Rhode Island:			
Blackstone Valley Sewer District Loan of 1952:	2-1/2%	5/ 1/86	\$ 50,000
Series B	2-3/4	8/ 1/83	120,000
Series C	4	9/ 1/75	100,000
Series D			
Highway Improvement Loan of 1955:	3-1/4	3/ 1/84	50,000
Series A	3-1/4	3/ 1/85	100,000
Series B			
Penal and Charitable Institutions	4	3/ 1/77	10,000
State Office Building - Registered	4	6/ 1/77	12,000
Third Courthouse Loan	4	3/20/81	22,000
Washington Bridge Loan	4	5/ 1/77	6,000
TOTAL STATE OF RHODE ISLAND			\$ 470,000
Municipalities:			
City of Central Falls:			
Refunding	2-3/4	6/ 1/66-67	\$13,000
Refunding	2.90	6/ 1/73-74	7,000
Refunding	3.90	8/ 1/71	35,000
School	2-1/4	7/ 1/68	10,000
			\$ 65,000
City of Cranston:			
Construction and Equipment	1-3/4	7/ 1/63	\$10,000
School, Series A	2-1/2	6/ 1/76	45,000
School, Series E	2.70	2/15/78-79	68,000
School, Series C	2.90	11/15/76-78	70,000
School, Series B	3.60	7/ 1/69-76	65,000
Sewerage, Series E	1-3/4	10/ 1/80-81	5,000
Sewerage, Series H	1.80	3/ 1/76	10,000
Sewerage, Series D	2	6/ 1/78	4,000
Sewerage, Series I	2-1/2	6/ 1/76	15,000
			292,000
Town of Cumberland:			
School	3-1/2	5/15/77-79	\$90,000
School	4.60	10/15/71-72	45,000
Water Supply In- stallation	1.90	1/ 1/76	3,000
Water	3-1/2	5/15/77-79	60,000
			198,000

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Municipalities - continued:			
City of East Providence:	3.75%	2/ 1/78	\$ 15,000
Elementary School	2.20	3/ 1/72	25,000
School Building	2-1/2	7/ 1/70	25,000
School Building	3-1/2	4/ 1/69	7,000
School Building	2-1/2	7/ 1/70-76	48,000
Sewer Trunk Extension	2.70	2/ 1/67	95,000
Sewer	3-1/2	4/ 1/65-69	45,000
Sewer	2.70	2/ 1/67	5,000
Street and Drainage	3.75	2/ 1/76-78	45,000
Street and Drainage			\$ 410,000
Town of Glocester:			
School Construction and Extension	2.70	8/ 1/67-69	30,000
Town of Hopkinton:			
School Building and Equipment	2-3/4	12/ 1/82-84	20,000
Town of Jamestown:			
School Construction	3	12/ 1/72-74	30,000
Town of Johnston:			
Sanitary District Sewer School	3-1/2 2.90	9/ 1/87 9/ 1/65-74	\$ 50,000 107,000
			157,000
Town of Lincoln:			
Elementary School Building and Equipment	3-1/2	3/ 1/76	\$ 30,000
Junior High School Building & Equipment	2.35	3/ 1/67	15,000
			45,000
Town of Narragansett:			
Beach Development	3	4/ 1/61-63	\$11,000
Beach Repair	2.70	1/ 1/77-80	48,000
School Construction	3.70	5/ 1/82	34,000
			93,000
City of Newport:			
Sewer and Anti-Pollution Water Works	3.70 2-1/4	7/ 1/76 3/ 1/68-70	\$15,000 9,000
			24,000
Town of North Kingstown:			
Land Purchase and School Building	3.50	4/ 1/76	\$60,000
School	2.75	2/ 1/65	15,000
			75,000

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Municipalities - continued			
Town of North Providence:	3%	7/ 1/62-72	\$ 32,000
Funding	3	6/ 1/72-73	10,000
Funding	3-1/2	7/ 1/63-76	30,000
Highway Reconstruction	3-1/2	7/ 1/63-76	60,000
Sewer	3	9/ 1/67	35,000
Sewer	3	6/ 1/72-74	15,000
Sewer	3-1/2	7/ 1/63	5,000
			\$187,000
City of Pawtucket:			
Park Refunding	2-1/4	7/ 1/60-61	\$20,000
Water	2-3/4	6/ 1/68	3,000
	2-5/8	9/ 1/67	5,000
			28,000
Town of Portsmouth:			
Fire District Water	4-1/4	5/ 1/76-79	65,000
City of Providence:			
Fire Department Modernization	2	1/ 1/74	\$20,000
Highway Construction	2	1/ 1/74	4,000
Sewer Construction	2	1/ 1/74	16,000
Water Supply	4	1/ 3/68	35,000
Water Supply	4-1/4	2/ 1/64	46,000
			121,000
Town of Richmond:			
School	4	4/ 1/62	2,000
Town of Smithfield:			
School	2-3/4	6/ 1/67-76	50,000
City of Warwick:			
Highway	2.40	10/ 1/73-74	\$35,000
School	2.70	12/ 1/84-86	30,000
School	3.10	12/ 1/68	2,000
School	3-1/4	10/ 1/79	5,000
Water	4-1/2	10/ 1/72-73	24,000
			96,000
Town of Westerly:			
School	4.20	9/ 1/69-70	50,000
Town of West Warwick:			
Sewer	2-1/2	7/ 1/60-71	\$24,000
Sewer	2.70	7/ 1/78-79	30,000
Sewer	2-3/4	2/ 1/63	15,000
			69,000

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Municipalities - continued			
City of Moonsocket:			\$48,000
Junior High School	4-1/4%	4/15/71-77	25,000
Sewer	4-1/2	6/ 1/72-74	5,000
Water	4-1/4	6/ 1/66	<u>5,000</u>
			\$ 78,000
TOTAL MUNICIPALITIES			<u>\$2,185,000</u>
Railroads:			
Atchison, Topeka and Santa Fe:			\$ 10,000
General Mortgage	4	10/ 1/95	
Baltimore & Ohio Rail- road Company:			50,000
First Consolidated Mortgage, Series B	4	9/ 1/80	
Boston & Maine Rail- road Co.:			25,000
Equipment Trust	6	3/ 1/67	
Chesapeake and Ohio Railway Co.:			50,000
Equipment Trust	2-7/8	12/ 1/61	50,000
Equipment Trust	3	2/20/70	
Refunding and Improve- ment Mortgage, Series E	3-1/2	8/ 1/96	9,000
Refunding and Improve- ment Mortgage, Series H	3-7/8	12/ 1/73	<u>94,000</u>
			203,000
Chicago and Union Station:			
First Mortgage, Series F	3-1/8	7/ 1/63	10,000
Chicago, Burlington & Quincy Railroad Co.:			
First & Refunding Mortgage	2-7/8	8/ 1/70	50,000

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Railroads - continued			
Chicago, Milwaukee, St. Paul & Pacific R.R.Co.:			
Equipment Trust, Series XX	4-1/2%	8/ 1/66	\$50,000
Equipment Trust, Series XX	4-1/2	2/ 1/67	<u>50,000</u>
			\$ 100,000
Gulf, Mobile and Ohio Railroad Co.:			
Equipment Trust, Series G	3-1/8	3/ 1/62	10,000
New York Central Railroad Co.:			
Equipment Trust	3-5/8	9/15/60	\$35,000
Second Equipment Trust of 1952	3-1/8	5/15/63	<u>3,000</u>
			38,000
New York, New Haven & Hartford Railroad Co.:			
Equipment Trust, Series A	3-3/4	1/ 1/63-66	70,000
Northern Pacific Railway Co.:			
Equipment Trust	3-1/8	2/16/69	100,000
Pennsylvania Railroad Co.:			
General Mortgage, Series A	4-1/2	6/ 1/65	12,000
Seaboard Air Line Railroad Co.:			
Equipment Trust, Series P	2-7/8	11/ 1/69	\$50,000
Equipment Trust, Series K	3	11/15/65	<u>10,000</u>
			60,000
Southern Pacific Company:			
Equipment Trust, Series NN	2-5/8	4/ 1/68	\$10,000
Equipment Trust, Series RR	3-1/8	9/ 1/68	50,000
Equipment Trust, Series VV	4	11/ 1/68	<u>100,000</u>
			160,000
Southern Railway Company:			
Equipment Trust, Series TT	3	8/ 1/63	10,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Railroads - continued			
Texas, New Mexico Rail- way Co.:			
Equipment Trust, Series A	2-3/4%	5/ 1/61	\$ 10,000
Wabash Railroad Company:			
Equipment Trust, Series D	2-3/4	1/ 1/63	\$10,000
Equipment Trust, Series G	3	4/ 1/67	50,000
			<u>60,000</u>
TOTAL RAILROADS			\$ 978,000
Public Utilities:			
American Telephone & Telegraph Co.:			
Debentures	3-3/8	12/ 1/73	\$200,000
Debentures	3-7/8	7/ 1/90	100,000
Debentures	4-3/8	4/ 1/85	200,000
Debentures	5	11/ 1/83	100,000
Debentures	5-3/8	11/ 1/86	<u>100,000</u>
			700,000
Appalachian Electric Power Co.:			
First Mortgage	3-1/4	12/ 1/70	\$ 75,000
First Mortgage	4	5/ 1/88	100,000
First Mortgage	4-5/8	3/ 1/87	<u>25,000</u>
			200,000
Boston Edison Company:			
First Mortgage, Series G	5-1/4	10/ 1/89	200,000
Central Illinois Light Co.:			
First Mortgage	4	7/ 1/88	100,000
Central Maine Power Co.:			
First and General Mortgage	3-3/8	4/ 1/85	\$ 50,000
First and General Mortgage	3-1/2	10/ 1/70	18,000
First and General Mortgage	4-7/8	5/ 1/87	<u>50,000</u>
			118,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Public Utilities - continued			
Central Power and Light Co.:			
First Mortgage, Series I	4-3/4%	4/ 1/89	\$ 25,000
Columbia Gas System, Inc.:			
Debentures, Series E	3-5/8	9/ 1/80	\$150,000
Debentures, Series M	5-1/8	10/ 1/84	<u>100,000</u>
			250,000
Commonwealth Edison Co.:			
Sinking Fund Debentures	3-1/8	10/ 1/2004	75,000
Connecticut Light & Power Co.:			
First Refunding Mortgage, Series P	4-7/8	2/ 1/90	100,000
Consolidated Edison Company:			
First Refunding Mort- gage, Series M	4-1/4	10/ 1/86	\$100,000
First Refunding Mort- gage, Series N	5	10/ 1/87	50,000
First Refunding Mort- gage, Series O	4	6/ 1/88	75,000
First Refunding Mort- gage, Series P	5-1/8	6/ 1/89	<u>100,000</u>
			325,000
Consolidated Natural Gas Co.:			
Debentures	4-3/8	8/ 1/83	\$100,000
Debentures	4-7/8	6/ 1/82	100,000
Debentures	5	2/ 1/85	<u>100,000</u>
			300,000
Consumers Power Co.:			
First Mortgage	4-3/4	10/ 1/87	87,000
Dallas Power & Light Co.:			
First Mortgage	5-1/4	12/ 1/89	150,000
Delaware Power & Light Co.:			
First Mortgage and Collateral Trust	3-7/8	6/ 1/88	250,000
Detroit Edison Company:			
Refunding Mortgage	3-1/4	5/15/80	100,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)	
Public Utilities - continued				
Duke Power Company:				
First Refunding Mortgage	3%	1/ 1/75	\$100,000	
First Refunding Mortgage	5-1/8	2/ 1/90	<u>100,000</u>	\$ 200,000
Duquesne Light Company:				
First Mortgage	3-1/8	7/ 1/84		50,000
Florida Light and Power Co.:				
First Mortgage	3-1/8	6/ 1/78		100,000
General Telephone Company of California:				
First Mortgage	4-1/2	9/ 1/86	\$ 50,000	
First Mortgage	5	6/ 1/87	<u>50,000</u>	100,000
Georgia Power Co.:				
First Mortgage	5-3/4	9/ 1/89		85,000
Gulf State Utilities Co.:				
First Mortgage	5-1/4	12/ 1/89		100,000
Houston Lighting & Power Co.:				
First Mortgage	4-3/4	11/ 1/87	\$ 25,000	
First Mortgage	4-7/8	8/ 1/89	<u>75,000</u>	100,000
Idaho Power Co.:				
First Mortgage	5	5/15/89		100,000
Illinois Bell Telephone Co.:				
First Mortgage, Series C	3-1/8	4/ 1/84	\$ 53,000	
First Mortgage, Series E	4-1/4	3/ 1/88	65,000	
First Mortgage, Series F	4-3/8	3/ 1/94	<u>100,000</u>	218,000
Indiana and Michigan Electric Co.:				
First Mortgage	4-3/4	11/ 1/88		50,000
Long Island Lighting Company:				
First Mortgage, Series H	3-3/8	11/ 1/85	\$ 50,000	
First Mortgage, Series K	5-1/4	7/ 1/89	<u>50,000</u>	100,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)	
Public Utilities - continued				
Louisiana Power & Light Co.:				
First Mortgage	5%	4/ 1/90		\$ 200,000
Narragansett Electric Co.:				
First Mortgage, Series A	3	9/ 1/74	\$ 29,000	
First Mortgage, Series E	3-1/2	3/ 1/86	<u>200,000</u>	229,000
New England Power Co.:				
First Mortgage, Series H	4	6/ 1/88		200,000
New England Telephone & Telegraph Co.:				
Debentures	5-3/4	9/ 1/94		200,000
New Jersey Bell Telephone Co.:				
Debentures	3-1/4	5/ 1/84		100,000
New York Telephone & Telegraph Co.:				
Refunding Mortgage, Series H	3	10/15/89	\$110,000	
Refunding Mortgage, Series K	4-1/8	7/ 1/93	<u>100,000</u>	210,000
Niagara Mohawk Power Company:				
General Mortgage	3-7/8	6/ 1/88	\$300,000	500,000
General Mortgage	4-3/4	4/ 1/90	<u>200,000</u>	
Northern Illinois Gas Co.:				
First Mortgage	5	6/ 1/84		100,000
Northern States Power Co.:				
First Mortgage	4	7/ 1/88		100,000
Ohio Power Co.:				
First Mortgage	4-7/8	11/ 1/87		200,000
Oklahoma Gas and Electric Co.:				
First Mortgage	3-7/8	6/ 1/88		

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)	
Public Utilities - continued				
Pacific Gas & Electric Co.:				
First and Refunding Mortgage, Series Z	3-3/8%	12/ 1/88	\$ 50,000	
First and Refunding Mortgage, Series AA	4-1/2	12/ 1/86	<u>50,000</u>	\$ 100,000
Pacific Telephone & Telegraph Co.:				
Debentures	3-1/8	11/15/89	\$100,000	
Debentures	3-5/8	8/15/91	50,000	
Debentures	4-3/8	8/15/88	<u>100,000</u>	250,000
Pensylvania Electric Co.:				
First Mortgage	3-1/8	3/ 1/84		90,000
Philadelphia Electric Co.:				
First Refunding Mortgage	3-1/8	4/ 1/85	\$ 50,000	
First Refunding Mortgage	5	10/ 1/89	<u>100,000</u>	150,000
Public Service Company of New Hampshire:				
First Mortgage, Series H	3-1/4	11/ 1/84		75,000
Public Service Electric & Gas Co.:				
Debenture	4-5/8	3/ 1/77	\$ 60,000	
First Refunding Mortgage	4-5/8	8/ 1/88	65,000	
First Refunding Mortgage	5-1/8	6/ 1/89	<u>200,000</u>	325,000
Southern Bell Telephone & Telegraph Company:				
Debentures	5	6/ 1/86	\$ 50,000	
Debentures	5-1/2	10/ 1/94	<u>200,000</u>	250,000
Southern California Gas Company:				
First Mortgage, Series C	5-1/8	7/ 1/83		60,000
Southwestern Public Service Company:				
First Mortgage	3.35	2/ 1/81		50,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)	
Public Utilities - continued				
Tampa Electric Co.:				
First Mortgage	4-1/4%	7/ 1/88		\$ 50,000
Tennessee Gas Transmission Co.:				
First Mortgage Pipe Line	3-7/8	2/ 1/76	\$ 50,000	
First Mortgage Pipe Line	4-3/4	11/ 1/76	73,000	
First Mortgage Pipe Line	5-1/4	11/ 1/79	<u>100,000</u>	223,000
Union Electric Company of Missouri				
First Mortgage	4-3/8	3/ 1/88		100,000
The Union Light, Heat & Power Co.:				
First Mortgage	5	7/ 1/89		200,000
Virginia Electric and Power Co.:				
First Mortgage Refunding	3-7/8	6/ 1/88		200,000
Washington Water Power Co.				
First Mortgage	3-1/2	6/ 1/64		16,000
Western Pennsylvania Power Co.:				
First Mortgage, Series R	5-1/8	6/ 1/89		125,000
Wisconsin Public Service Corp.:				
First Mortgage	3-1/4	10/ 1/84		50,000
Wisconsin Telephone Company:				
Debentures	4-1/2	7/ 1/92		25,000
Worcester County Electric Co.:				
First Mortgage, Series E	5-3/8	12/ 1/89		<u>100,000</u>
TOTAL PUBLIC UTILITIES				\$8,761,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Industrials:			
Beacon Associates, Inc.: Sinking Fund Sub- ordinated Debentures	5-3/4%	1/ 1/70	\$ 100,000
Bethlehem Steel Corporation: Consolidated Mortgage, Sinking Fund, Series K	3	1/ 1/79	100,000
Burroughs Corporation: Sinking Fund Debentures	4-3/8	7/ 1/83	175,000
C.I.T. Financial Corp.: Debentures	3-5/8	9/ 1/70	\$100,000
Debentures	4-1/4	10/ 1/71	<u>100,000</u>
200,000			
Continental Oil Co.: Sinking Fund Debentures	3	11/ 1/84	100,000
Douglas Aircraft Co., Inc.: Convertible Subordinate Debentures	4	2/ 1/77	10,000
General American Trans- portation Corp.: Equipment Trust	4-7/8	5/ 1/80	100,000
General Electric Company: Debentures	3-1/2	5/ 1/76	200,000
General Motors Accept- ance Corp.: Debentures	3-1/2	3/15/72	\$150,000
Debentures	3-5/8	9/ 1/75	100,000
Debentures	4	3/ 1/79	100,000
Debentures	5	8/15/77	<u>25,000</u>
375,000			
National Tea Company: Sinking Fund Debentures	5	8/ 1/77	39,000
Phillips Petroleum Co.: Sinking Fund Debentures	2-3/4	2/ 1/64	27,000

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

Description	Rate	Maturities	Par Value (Bonds) or Cost (Stocks)
Industrials - continued			
Proctor & Gamble Co.: Debentures	3-7/8%	9/ 1/81	\$ 50,000
Sears, Roebuck Acceptance Corporation: Debentures	5	7/15/82	50,000
Sears, Roebuck & Co.: Sinking Fund Debentures	4-3/4	8/ 1/83	210,000
Standard Oil Company of Indiana: Debentures	4-1/2	10/ 1/83	200,000
Standard Oil Company of New Jersey Debentures	2-3/8	5/15/71	100,000
Texaco, Inc.: Debentures	3-5/8	5/ 1/83	200,000
United States Steel Corporation: Sinking Fund Debentures	4	7/15/83	<u>350,000</u>
TOTAL INDUSTRIALS			<u>\$2,586,000</u>
Bank Stocks:			
Bank of America - 6,200 shares			232,554
Bankers Trust Company of New York - 3,200 shares			90,357
Chase Manhattan Bank - New York - 3,162 shares			141,675
Chemical Bank New York Trust Co. - 2,800 shares			109,094
Continental-Illinois National Bank & Trust Company of Chicago 3,400 shares			270,096

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds) or Cost (Stocks)</u>
Bank Stocks - continued			
First American Corp. - 500 shares			\$ 10,375
First City National Bank, Houston - 806 shares			18,489
First National Bank of Boston - 2,625 shares			133,559
First National City Bank of New York - 2,142 shares			107,617
First Pennsylvania Banking & Trust Company - 525 shares			21,450
Franklin National Bank - New York - 1,130 shares			26,877
The Hanover Bank - New York - 1,350 shares			41,679
Industrial National Bank of Providence - 19,513 shares			499,274
Irving Trust Company - New York - 7,491 shares			197,662
Manufacturers Trust Co. - New York - 2,000 shares			82,712
Marine Midland Corporation - 308 shares			5,709
Merchants National Bank of Boston - 1,715 shares			65,032
Morgan Guaranty Trust Company of New York - 6,100 shares			405,849
National Shawmut Bank of Boston - 2,100 shares			99,312
The Philadelphia National Bank - 1,000 shares			38,250

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds) or Cost (Stocks)</u>
Bank Stocks - continued			
Plantations Bank of Rhode Island - 6,500 shares			\$ 204,474
Rhode Island Hospital Trust Company - 11,050 shares			922,663
State Street Bank & Trust Co. - 2,700 shares			113,635
Transamerica Corp. - 2,000 shares			50,986
United States Trust Company of New York - 1,000 shares			70,631
TOTAL BANK STOCKS			<u>\$3,960,011</u>
Investment Companies and Trusts:			
Affiliated Fund, Inc. - 41,200 shares			\$ 251,031
Boston Fund, Inc. - 21,900 shares			354,129
Diversified Investment Fund, Inc. - 21,700 shares			200,995
Fundamental Investors, Inc. - 59,000 shares			461,896
Incorporated Income Fund - 19,300 shares			152,568
Incorporated Investors - 29,000 shares			252,244
Massachusetts Investors Trust - 19,400 shares			219,691
The George Putnam Fund of Boston - 4,300 shares			50,052
Wellington Fund, Inc. - 18,500 shares			<u>252,086</u>
TOTAL INVESTMENT COMPANIES AND TRUSTS			<u>\$2,194,692</u>

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds) or Cost (Stocks)</u>
Corporate Stocks:			
Blackstone Valley Gas & Electric Co.:			
5.6% Preferred - 1,000 shares			\$ 101,820
Boston Edison Company - 4.25% Cumulative Preferred - 500 shares			50,813
Brockton Edison Company: 6.40% Preferred - 1,000 shares			109,000
Narragansett Electric Company - 4-1/2% Cumulative Preferred - 2,200 shares			106,700
Southern California Edison Co. - 4.24% Cumulative Preferred - 2,000 shares			51,100
4.78% Cumulative Preferred - 1,500 shares			38,325
Abbott Laboratories - 1,000 shares			58,341
Allied Chemical Corporation - 3,000 shares			153,419
American Cyanamid Co. - 2,000 shares			111,229
Bethlehem Steel Corporation - 2,500 shares			126,195
Campbell Soup Co. - 2,500 shares			126,531
Central & Southwest Corp. - 3,000 shares			104,048
Cleveland Electric Illuminating Co. - 1,500 shares			75,358
Commonwealth Edison Co. - 1,523 shares			89,286

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## INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds) or Cost (Stocks)</u>
Corporate Stocks - continued			
Consumers Power Co. - 2,000 shares			\$ 109,088
Continental Oil Co. - 1,000 shares			50,440
Corning Glass Works - 500 shares			70,465
E. I. duPont deNemours & Co., Inc. - 500 shares			119,189
Eastman Kodak Co. - 1,000 shares			110,097
General Electric Co. - 1,500 shares			124,724
General Motors Corporation - 3,500 shares			119,726
Gorham Manufacturing Co. - 2,000 shares			52,000
International Business Machines Corp. - 300 shares			125,675
International Nickel Co. of Canada, Ltd. - 2,000 shares			95,789
Iowa Electric Light & Power Co. - 3,000 shares			96,506
Merck & Co. - 1,000 shares			77,943
Middle South Utilities, Inc. - 4,000 shares			97,913
Monsanto Chemical Co. - 1,000 shares			42,149
Montgomery Ward & Co. - 1,700 shares			80,669
National Steel Corporation - 500 shares			33,500

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds or Cost (Stocks))</u>
Corporate Stocks - continued			
The Norwich Pharmacal Co. - 1,600 shares			\$ 69,398
Outboard Marine Corp. - 1,000 shares			34,071
Panhandle Eastern Pipe Line - 1,000 shares			50,782
Polaroid Corp. - 100 shares			19,246
Sears, Roebuck & Co. - 2,000 shares			96,043
Sinclair Oil Corporation - 1,000 shares			61,301
Socony Mobil Oil Company, Inc. - 1,500 shares			69,953
Standard Oil Company of New Jersey - 2,600 shares			145,825
Texaco, Inc. - 1,530 shares			118,453
Texas Utilities Co. - 1,500 shares			112,797
Union Bag-Camp Paper Corporation - 3,000 shares			129,884
Union Carbide Corporation - 500 shares			68,263
Union Electric Co. - 3,000 shares			102,653
United States Steel Corporation - 2,000 shares			179,293
Virginia Electric & Power Co. - 3,000 shares			122,271

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INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM - CONTINUED

<u>Description</u>	<u>Rate</u>	<u>Maturities</u>	<u>Par Value (Bonds or Cost (Stocks))</u>
Corporate Stocks - continued			
Western Massachusetts Companies - 2,000 shares			\$ 40,500
Westinghouse Electric Corp. - 2,000 shares			
TOTAL CORPORATE STOCKS			97,587
TOTAL INVESTMENTS - EMPLOYEES' RETIREMENT SYSTEM			\$ 4,226,358
			\$39,965,561

A P P E N D I X

Summary of Benefit and Contribution Provisions

Statistical Tables

Employees' Retirement System of the State of Rhode Island

SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS

B E N E F I T S

Service retirement allowance

Retirement is optional with a member upon attainment of the age of 60 years, provided he has at least 10 years of credited service. Any member completing 30 years of service may retire under age 60 on a reduced allowance which is the actuarial equivalent of the amount payable at age 60.

In the case of a member withdrawing from service prior to the attainment of age 60, the right to a retirement benefit vests in the member if his service credit is 10 years or more. The retirement allowance will become available to the member upon attainment of age 60, provided he has not taken a refund of his contributions.

Retirement of a member is compulsory on the first day of the calendar month next following that in which he attained age 70, unless the member requests permission to continue in service, in which case the retirement board may permit his continuation in service beyond such age for periods of one year.

The service retirement allowance is equal to 1-2/3% of average compensation<sup>1/</sup>, multiplied by the number of years of total service, not to exceed 45 years, subject to a maximum of 75% of the rate of compensation at the date of retirement.

Options

A member, upon or after attainment of age 60, and the completion of 10 years of service, has certain specific options whereby he may receive a lesser amount of service retirement allowance for himself in order to provide, on an actuarial equivalent basis, an annuity for a designated beneficiary to become payable upon his death, whether death occurs while in service or thereafter while on retirement.

<sup>1/</sup> Average compensation means the average annual compensation earnable by a member during the five consecutive years with- in his total service when such average was the highest.



Non-occupational disability benefit

This benefit is available to any member having at least 10 years of credited service. The benefit is equal to 90% of the amount of the service retirement allowance covering the period of total credited service of the member.

A member qualifying for this benefit but not having completed 15 years of service, is entitled to receive the benefit prescribed for 15 years of service. If the member first entered service after the age of 45 years, his benefit is limited to 90% of the rate of service retirement allowance for which he would qualify if he remained in service until the age of 60 years and retired at such age.

Occupational disability benefit

A member becoming disabled as the direct result of the performance of duty, is entitled to a benefit equal to 66-2/3% of his rate of compensation at the date of becoming eligible for this benefit.

Non-occupational death benefit

Upon death of a member while in service, from any cause other than occupational disability, his designated beneficiary or the estate of the member is entitled to receive a refund of his accumulated contributions, without interest, together with an amount provided from State contributions equal to \$200.00 for each year of total service of the member. The payment from State contributions is subject to a minimum amount of \$500.00 and a maximum of \$5,000.00.

If the period of service of the member has been less than one year, the minimum benefit of \$500.00 is reduced by the difference between the amount of accumulated contributions that the member would have had at the end of one year of service had he continued to render service, and the amount of accumulated contributions actually credited at the date of death.

Members of the General Assembly may continue coverage under this benefit after withdrawal from the General Assembly by making an annual contribution of \$15.00.

Occupational death benefit

Upon death of a member due to occupational causes, his accumulated contributions, including interest, are payable to such

person as the member shall have designated, or if no such designation shall have been made or if the beneficiary is not alive, payment is to be made to the estate of the member.

In addition to the above payment, the surviving widow is entitled to a benefit equal to 50% of the member's salary at date of death. If no widow survives, or upon death of the widow, or if the widow remarries before any child of the member has attained age 18, the 50% benefit is payable to the surviving child or children, until their attainment of age 18, or prior death. If there be no widow or minor child or children, the benefit is payable to a dependent father or mother for life.

Death benefit after retirement

Upon death of a retired member who did not elect any of the optional provisions of the Act, his beneficiary is entitled to a refund of the excess, if any, of the total member contributions at date of retirement, without interest, over the total retirement benefits paid to him. The minimum payment in such a case is an amount equal to five monthly installments of the retirement allowance, or the sum of \$300.00, whichever is the greater.

Refunds

A member, upon withdrawal from the State service, may receive a refund of his contributions to the System equal to the full amount of his contributions, plus interest on the amounts contributed by the member prior to July 1, 1947. No interest is payable on refunds representing amounts contributed by a member after July 1, 1947.

C O N T R I B U T I O N S

By members

State employee members of the System are required to contribute at the rate of 5% of salary. This rate is uniform for all employees, both male and female.

Teacher members contribute 6% of salary. This rate is the same for all teachers.

By the State of Rhode Island

The State of Rhode Island is obligated to make regular contributions to meet the cost of the various benefits after applying the amounts contributed by the members. These contributions are made by means of regular annual appropriations.

The contributions by the State for any fiscal year are to consist of an amount equal to the computed average annual expenditures for the various purposes of the System, for the period of ten years next succeeding the fiscal year in question, after applying against these expenditures the amounts to be contributed by the members. A uniform rate is to be maintained under this method of determination for a period of ten years from July 1, 1947.

The State's contribution to the System on account of State employees is equal to 5% of total salaries, effective July 1, 1957.

In the case of teacher-members, the rate of employer contribution, shared equally by the State and the cities and towns, is 7% of total salaries, effective as of July 1, 1958.

EXTENSION TO SCHOOL TEACHERS - MODIFICATIONS

Effective July 1, 1949, the System was extended to include teachers of the State schools and teachers of the several cities and towns of the State of Rhode Island.

All provisions of the System relating to State employees apply with equal force to such teachers. Prior service credit is extended to teachers covering the period prior to July 1, 1949.

Contributions for leaves of absence during any year may be made for the purpose of receiving pension credit under stated conditions. Credit for teaching service in any of the public schools of the United States, outside of this State, and in any private school or institution not operated for profit, is allowed, not exceeding a total of 10 years, upon payment of certain contributions. Such credit is available, however, only if the outside service was rendered more than 10 years before retirement.

The minimum service retirement allowance in the case of a teacher having rendered at least 35 years of service is \$1,000.00

per year. The minimum was increased in 1952 under a formula which provided an additional amount of not less than \$200.00 per year.

Any teacher having at least 20 years of credited service is assured of a minimum ordinary disability allowance (non-occupational) of \$800.00 per year. This amount was increased in 1952 under a formula which provided an additional payment of not less than \$200.00 per year.

TABLE 1

Number of Members - STATE EMPLOYEES - and Total Salaries at June 30, 1960 - Classified by Age

MALE					
Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate	Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate
17	3	\$ 7,514.00	55	161	\$ 667,359.00
18	11	27,060.00	56	167	768,879.00
19	12	32,919.00	57	172	716,868.00
			58	130	562,521.00
20	22	58,679.00	59	145	612,055.00
21	36	95,584.00			
22	39	109,158.00	60	158	614,702.00
23	57	172,231.00	61	104	438,972.00
24	67	195,845.00	62	130	514,109.00
			63	94	354,822.00
25	79	258,136.00	64	92	351,197.00
26	87	288,571.00			
27	88	301,235.00	65	72	313,276.00
28	83	274,698.00	66	61	256,549.00
29	92	348,040.00	67	53	222,570.00
			68	42	181,258.00
30	118	428,642.00	69	27	99,419.00
31	108	397,946.00			
32	112	450,214.00	70	17	80,164.00
33	98	373,045.00	71	13	37,520.00
34	109	452,658.00	72	9	29,471.00
			73	11	53,810.00
35	112	465,416.00	74	5	22,275.00
36	129	544,513.00			
37	99	383,665.00	75	4	14,429.00
38	117	472,902.00	76	8	23,975.00
39	123	550,365.00	77	3	3,158.00
			78	3	7,923.00
40	126	532,832.00			
41	113	470,482.00	80	1	4,605.00
42	110	471,797.00	81	2	6,523.00
43	113	506,669.00	82	1	1,165.00
44	130	506,787.00	83	1	6,877.00
			84	1	1,020.00
45	132	564,414.00			
46	122	535,502.00	85	2	1,470.00
47	129	548,041.00	86	1	300.00
48	141	615,546.00			
49	141	588,337.00			
			Totals	5,523	\$22,301,605.00
50	143	608,948.00			
51	152	592,873.00			
52	158	710,583.00			
53	164	712,486.00			
54	158	677,981.00			

TABLE 2

Number of Members - STATE EMPLOYEES - and Total Salaries at June 30, 1960 - Classified by Age

FEMALE					
Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate	Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate
16	1	\$ 2,184.00	53	95	\$ 339,224.00
17	3	6,968.00	54	87	340,232.00
18	13	32,832.00			
19	56	139,572.00	55	86	305,554.00
			56	86	302,018.00
20	62	160,536.00	57	88	305,083.00
21	76	202,624.00	58	99	384,337.00
22	96	276,910.00	59	75	261,203.00
23	75	220,552.00			
24	61	180,840.00	60	72	274,514.00
			61	49	165,831.00
25	60	180,607.00	62	50	197,399.00
26	50	147,878.00	63	41	148,975.00
27	55	166,564.00	64	44	153,450.00
28	58	180,444.00			
29	55	187,491.00	65	41	141,204.00
			66	23	75,588.00
30	65	224,202.00	67	30	112,567.00
31	58	192,205.00	68	24	86,619.00
32	60	204,468.00	69	12	56,739.00
33	73	252,898.00			
34	68	224,691.00	70	7	26,711.00
			71	4	24,474.00
35	70	235,084.00	72	5	20,103.00
36	68	222,638.00	73	5	16,300.00
37	65	219,423.00	74	5	15,867.00
38	83	275,959.00			
39	83	283,656.00	75	5	16,814.00
			76	3	11,893.00
40	92	291,265.00	77	4	22,819.00
41	66	222,373.00	79	1	2,102.00
42	96	347,908.00			
43	104	350,284.00	80	1	2,102.00
44	93	317,591.00			
			Totals	3,678	\$12,442,090.00
45	105	376,895.00			
46	95	315,969.00			
47	96	356,917.00			
48	90	320,712.00			
49	97	339,389.00			
50	93	324,682.00			
51	91	313,739.00			
52	104	333,418.00			

TABLE 3

Number of Members - TEACHERS - and Total Salaries  
at June 30, 1960 - Classified by Age

MALE

Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate	Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate
22	3	\$ 11,400.00	55	25	\$ 152,150.00
23	35	134,250.00	56	37	249,312.00
24	53	198,620.00	57	31	202,705.00
			58	31	198,204.00
25	52	190,294.00	59	24	152,935.00
26	46	164,374.00			
27	76	292,586.00	60	21	138,405.00
28	79	304,352.00	61	13	92,732.00
29	75	298,484.00	62	10	66,417.00
			63	18	131,053.00
30	87	346,901.00	64	13	92,883.00
31	77	321,921.00			
32	83	360,366.00	65	14	83,670.00
33	58	264,190.00	66	4	25,175.00
34	71	324,984.00	67	6	37,560.00
			68	3	20,445.00
35	70	336,680.00	69	2	12,450.00
36	67	335,985.00			
37	59	303,094.00	70	4	25,475.00
38	54	275,303.00	71	1	6,075.00
39	56	278,260.00	72	1	5,800.00
40	53	302,886.00	TOTALS	1,995	\$10,220,936.00
41	49	275,363.00			
42	46	259,908.00			
43	47	272,547.00			
44	27	144,776.00			
45	42	241,879.00			
46	50	302,663.00			
47	33	201,108.00			
48	45	264,517.00			
49	47	296,897.00			
50	47	299,458.00			
51	38	236,726.00			
52	38	233,494.00			
53	36	216,944.00			
54	38	236,280.00			

TABLE 4

Number of Members - TEACHERS - and Total Salaries  
at June 30, 1960 - Classified by Age

FEMALE

Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate	Age June 30, 1960	Number of Members	Aggregate Annual Salary Rate
21	4	\$ 13,000.00	55	146	\$ 838,033.00
22	64	241,014.00	56	129	747,883.00
23	188	704,070.00	57	115	676,356.00
24	162	598,040.00	58	120	694,093.00
			59	73	439,185.00
25	135	513,840.00			
26	103	394,979.00	60	99	573,606.00
27	93	370,070.00	61	84	494,613.00
28	86	339,810.00	62	71	416,854.00
29	66	261,091.00	63	62	364,982.00
			64	68	408,153.00
30	87	358,926.00			
31	70	289,020.00	65	58	336,820.00
32	75	328,092.00	66	39	238,905.00
33	66	316,934.00	67	36	215,931.00
34	62	296,048.00	68	22	133,238.00
			69	34	199,593.00
35	63	286,149.00			
36	49	239,840.00	70	19	116,540.00
37	46	228,485.00	71	6	35,156.00
38	57	262,980.00	72	1	4,880.00
39	75	362,325.00	73	1	5,600.00
			74	1	2,500.00
40	78	386,329.00			
41	73	336,701.00	75	1	5,800.00
42	93	475,332.00	77	1	2,050.00
43	99	528,012.00			
44	79	391,406.00	TOTALS	4,473	\$22,749,940.00
45	94	488,151.00			
46	102	526,657.00			
47	106	574,823.00			
48	106	562,609.00			
49	130	721,696.00			
50	149	825,398.00			
51	163	930,817.00			
52	148	824,959.00			
53	169	972,999.00			
54	147	848,567.00			