

Employees' Retirement System of the  
State of Rhode Island

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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, 1964

*Joseph B. Jamelle*

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, 1964

RETIREMENT BOARD  
(as constituted June 30, 1964)

HON. RAYMOND H. HAWKSLEY, Chairman  
General Treasurer

G. ALDEN WINTER  
Warwick

HON. FRANCIS P. SMITH  
Chairman, Finance Committee  
The Senate

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

JOSEPH H. O'DONNELL, Jr.  
Director of Administration

ANDREW A. DIPRETE  
Director of Business Regulation

DR. WILLIAM P. ROBINSON  
Commissioner of Education

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

CHARLES W. HILL  
State Controller

\* \* \* \* \*

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March 31, 1965

To his Excellency  
The Honorable John H. Chasee  
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, 1964.

Respectfully submitted,

Raymond H. Hawksley  
Chairman

SUMMARY OF FINANCIAL AND STATISTICAL FACTS

<u>Financial</u>	<u>Fiscal Year Ended June 30</u>	
	<u>1964</u>	<u>1963</u>
Reserves at End of Year	\$67,164,716.00	\$59,461,242.00
Total Income for Year	14,792,785.00	11,605,690.00
Member Contributions	5,282,532.00	4,686,297.00
State Contributions	3,724,164.00	3,405,000.00
Contributions by Cities and Towns	1,844,867.00	1,418,722.00
Investment Income	2,887,370.00	2,097,860.00
Total Expenditures	7,089,311.00	5,244,711.00
Pension and Benefit Payments	4,783,699.00	4,382,856.00
Refunds to Withdrawing Members	902,569.00	861,854.00
Unfunded Accrued Liability -		
State Employees	30,189,200.00	28,213,485.00
Teachers	63,004,266.00	53,700,330.00

Statistical

Number of Members -

State Employees	11,541 ✓	10,838
Teachers	7,783 ✓	7,554

Number of Beneficiaries -

State Employees	1,112	1,004
Teachers	995	886
Number of retirements during year	306	261
Deaths among retirants during year	89	91
Deaths among members	107	68
Number of refunds	1,363	1,182

Employees' Retirement System of the  
State of Rhode Island

ANNUAL REPORT OF THE RETIREMENT BOARD

FISCAL YEAR ENDED JUNE 30, 1964

Presented herewith is the Annual Report of the Retirement Board for the fiscal year ended June 30, 1964. Included also is a report by the actuary on a valuation of the system as of the aforesaid date.

MEMBERSHIP

	<u>State Employees</u>		<u>Teachers</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Active members	6,518	5,023	2,643	5,140
Retired members and beneficiaries -				
Full allowance	556	388	123	783
Actuarial Equivalent	1	--	--	--
Option 1	22	10	--	5
Option 2	60 ✓	3	16	6
Option 3	15	--	15	2
Option 4	--	--	1	--
Accidental death	1	9	--	--
Ordinary disability	14	11	11	31
Accidental disability	--	3	--	1
Beneficiary annuities -				
Option 2	12	6	--	1
Option 3	--	1	--	--
Totals	<u>7,199</u>	<u>5,454</u>	<u>2,809</u>	<u>5,969</u>

681                      431                      166                      829

Retired

1112                      995

FINANCIAL REVIEW

Total reserves at June 30, 1964 amounted to \$67,164,716.00. This compares with the sum of \$59,461,242.00 at the close of the preceding year.

Net income for the year, being the excess of revenues over expenditures, amounted to \$7,703,474.00, constituting the increase in total reserves. This compares with the increase for the preceding year of \$6,407,642.00. The increase in reserves for the year was due in large measure to increases in member contributions and investment income.

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

	<u>June 30, 1964</u>		<u>June 30, 1963</u>	
	<u>Cost or Par</u>	<u>Per Cent of Total</u>	<u>Cost or Par</u>	<u>Per Cent of Total</u>
U.S. Governments	\$22,936,222	34.4%	\$15,917,500	27.2%
Certificates of Deposit	--	--	1,200,000	2.1
Federal Home Loan Bank	1,000,000	1.5	--	--
Consolidated Federal Farm Loan	900,000	1.4	250,000	0.4
International Bank	500,000	0.7	500,000	0.9
Commercial Paper	400,000	0.6	--	--
State and Municipal	2,162,000	3.3	2,298,000	3.9
Railroad Bonds and Equipment Trusts	3,360,000	5.0	2,930,000	5.0
Public Utility Bonds and Debentures	13,398,000	20.1	11,512,000	19.7
Other Bonds and Debentures	4,688,000	7.0	4,678,000	8.0
Preferred and Common Stocks	16,717,971	25.1	16,952,788	29.0
Mutual Funds	623,290	0.9	2,194,692	3.8
<b>Totals</b>	<b>\$66,685,483</b>	<b>100.0%</b>	<b>\$58,432,980</b>	<b>100.0%</b>

A well balanced investment account has been established comprising the several types of securities that are eligible for investment by the system. Investment earnings on invested assets have substantially increased. The ratio of investment income to total revenues for the year under review was 17.5%. With continued operations of the system and a greater measure of funding, this proportion should increase to higher levels.

APPROPRIATIONS

The appropriations to the system for the ensuing fiscal year were as stated below, with the amounts given for the preceding year for comparison:

	<u>1964 Fiscal Year</u>	<u>1963 Fiscal Year</u>
<u>State Employees</u>		
5% of assumed payroll for the year	\$2,450,000.00	\$2,326,000.00
<u>Teachers</u>		
Normal Requirements - 3-1/2% of assumed payroll <u>1/</u>	\$1,480,000.00	\$1,425,000.00

1/ Contributions on account of teacher-members are equal to 7% of payroll. These are shared equally by the State and the Cities and Towns.



LEGISLATION

Substantive amendments were approved at the 1964 session of the General Assembly affecting State employees and teachers. These are briefly described.

H-1860. Approved May 8, 1964. Several important changes affecting members of the General Assembly were made. The bill increased the rate for future contributions by the members and liberalized the rate of service retirement allowance. The changes are as follows:

1. The rate of contribution for such members was increased from 10% to 20% of salary. *(Regulators)*
2. The rate of service retirement allowance was increased from \$1,000.00 per year after 10 years of service with an increment of \$100.00 per year for each year of service above 10 years subject to a maximum allowance of \$2,000.00, to \$1,500.00 per year after 10 years with an increment of \$150.00 per year above 10 years subject to a maximum allowance of \$3,000.00 per year. *(Regulators)*

*Regulators*

S-638. Approved May 7, 1964. This change concerns the continuance of the ordinary death benefit to persons on retirement. For the first year on retirement and for each year thereafter the benefit shall be reduced 25% until a minimum of 25% of the ordinary death benefit in effect at date of retirement has been attained, provided that the benefit shall not be less than \$1,000.00. The benefit shall be payable on account of retirement for service and for ordinary disability.

H-1847. Approved May 7, 1964. Options 2, 3 and 4 whereby the member may elect to take a reduced service retirement for himself and provide, on a joint and last survivor basis, an allowance for a designated beneficiary, has been modified to the extent that the option may be made beginning at age 55 if the member has 20 years of service or more. Previously this option was available only to a member with 10 years of service or more beginning at age 60. This latter condition still maintains.

H-1126. Approved May 7, 1964. Any teacher of a State school may retire after 35 years of service regardless of age, at a full service retirement allowance, or after 30 years of service while under age 60, at an actuarial equivalent allowance, or at age 60 after 10 years of service. The conditions for retirement of such teachers have been made to conform to those in effect for teachers of the cities and towns of the State.

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H-1344 A. Approved May 10, 1964. The provisions governing the administration of the system have been amended to provide for the appointment of a legal counsel to the Board.

S-154. Approved May 7, 1964. Any teacher who retired prior to July 1, 1964, may establish a right to a survivors benefit by making application therefor on or before December 10, 1964, and paying a contribution equal to 3% of the maximum salary of \$4,800.00 per year for a period of 5 years.

Although several of these amendments became effective July 1, 1964 which is after the close of the fiscal year covered by this report, the cost effect thereof has been given by the actuary in his valuation of the system as of June 30, 1964.

SURVIVORS BENEFITS FOR TEACHERS

Effective as of July 1, 1963, a program of survivors benefits for teacher members was established by legislation enacted at the 1962 session of the General Assembly.

The schedule of survivors benefits conforms closely to that in effect under the federal social security act. Teachers make additional contributions equal to 1-1/2% of salary up to a maximum salary of \$4,800 per year. This is matched equally by the cities and towns. The Retirement Board of

the Employees' Retirement System is obligated to administer this program with the expense of administration to be assumed by the State.

A summary of the principal provisions of this survivors insurance program is presented in the appendix. A valuation of the cost effect thereof is included in the report of the actuary.

#### ACTUARIAL VALUATION

In accordance with the directive embodied in Chapter 36, the actuary has completed a valuation of the liabilities and reserves of the system and has submitted a Valuation Balance Sheet as of June 30, 1964. The report of the actuary embodying the results of the valuation is presented later in this report.

#### GENERAL COMMENTS

The Board has noted with some apprehension and concern the recurring proposals for special legislation to provide preferential pensions or pension credits to certain employees or former employees or officials of the State outside of the specific provisions of the established retirement systems. Proposals of this type generally involve broad policy and

cost implications. Any deviation from the general standards only serves to encourage similar efforts for other individuals and the effect is to impair the morale of the membership of the systems and destroy the standards developed over a period of years. Besides, the special legislative bills which are designed to provide preferential benefits for individual employees generally entail large and disproportionate financial obligations for the State government.

The Board suggests that all such efforts be discouraged in order that the established retirement systems may be permitted to continue to operate on an equitable and non-discriminatory basis in fulfillment of their objectives. It is only in this way that the motivations underlying these systems and their personnel objectives may be realized in full measure to the satisfaction of all employees and the public as the employer.

The obligations already established under the existing systems to which the State government and the cities and towns are committed represent substantial amounts. Large unfunded accrued obligations have been created. Any liberalizing changes, therefore, should be critically and thoroughly examined and evaluated, not only in respect to their lifetime financial impact, but also in terms of their policy implications. Under the financial provisions embodied in the law

governing the system, full funding of the accruing pension cost is not provided. The method of financing calls for steadily increasing appropriations to the system. Therefore, extreme caution should be exercised in any action aiming at increases in benefits or the granting of special benefits to individual employees.

CONCLUSION

From a current standpoint, the system has been making satisfactory progress. Although the unfunded accrued liability is in an upward trend, the reserves of the system are being maintained at a reasonable level consistent with current requirements. The management policies reflect a conscientious and constructive approach to all problems arising in operations.

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

RAYMOND H. HAWKSLEY, Chairman

G. ALDEN WINTER

FRANCIS P. SMITH

JOHN J. WRENN

JOSEPH H. O'DONNELL, Jr.

ANDREW A. DIPRETE

DR. WILLIAM P. ROBINSON

JAMES E. CONLON

CHARLES W. HILL

REPORT OF THE ACTUARY

ON AN

ACTUARIAL VALUATION

June 30, 1964

REPORT OF THE ACTUARY ON AN  
ACTUARIAL VALUATION OF THE SYSTEM

An actuarial valuation of the assets and liabilities of the Employees' Retirement System of the State of Rhode Island has been completed as of June 30, 1964 and the results are presented herewith.

The contingent reserves are continuing their upward trend in keeping with the expansion of the system as will be noted in the following statement:

	<u>J u n e</u>	<u>30th</u>
	<u>1964</u>	<u>1963</u>
Contribution credits:		
State employees	\$15,186,636.00	\$13,884,460.00
Teachers	16,953,258.00	14,935,257.00
Contingent reserves:		
State employees	\$24,109,629.00	\$21,435,810.00
Teachers	10,915,192.00	9,157,439.00

The retirement system as presently constituted operates as a full supplement to federal social security in the case of State employees and as a single system for teacher members. Combined with federal social security, the program for State employees is superior to that in effect in most other States. In the case of teachers, the plan compares favorably with

that in effect for teachers in other States.

Large liabilities have been assumed by the State and by the cities and towns under the program. Any substantive liberalizing changes for either group may seriously disrupt the plan and jeopardize the future stability and solvency of the system. The ability of the employers to meet future obligations under any further increases in liabilities may be open to question.

The Valuation Balance Sheet included as a part of this report presents the total obligations of the system and illustrates its true financial condition. The unfunded accrued liability is shown separately for the State of Rhode Island and the Cities and Towns.

STATISTICAL DATA

The statistics required for this report were compiled by the office staff and supplied to us in proper form. A summary of these statistics is as follows:

	<u>State employees</u>	
	<u>Male</u>	<u>Female</u>
Number of members	6,802	4,739
Proportion of total	58.9%	41.1%
Annual salaries	\$32,496,274.00	\$18,749,427.00
Average salary	\$4,777.00	\$3,956.00
Average age	46.7	44.0
Average total service	8.0	7.5

	Teacher members	
	Male	Female
Number of members	2,615	5,168
Proportion of total	33.6%	66.4%
Annual salaries	\$14,952,854.00	\$28,994,270.00
Average salary	\$5,718.00	\$5,610.00
Average age	39.8	44.0
Average total service	9.8	13.7

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

	State employees	
	Male	Female
Number of members	311	169
Proportion of total	64.8%	35.2%
Annual salaries	\$2,158,757.00	\$944,372.00
Average salary	\$6,941.00	\$5,588.00
Average years of prior service	6.8	5.9

	Teacher members	
	Male	Female
Number of members	602	1,711
Proportion of total	26.0%	74.0%
Annual salaries	\$4,206,776.00	\$10,815,231.00
Average salary	\$6,988.00	\$6,321.00
Average years of prior service	12.7	16.8

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

ACTUARIAL VALUATION

The benefit and contribution provisions forming the basis of this report are summarized in the appendix. The rate of interest assumed in this valuation was 3-1/2% per annum. This represents a conservative rate according to the established investment authority and the experience thereunder.

An actuarial valuation is made to establish the liabilities for the accrued and prospective benefits. The financial condition of the system is established each year through such a valuation. An actuarial balance sheet is prepared to give effect to current trends and conditions. Because of the long-term character of pension obligations, a forecast of the future must be based upon actual operating experience for an extended period of time. Short term fluctuations and transitory factors are not indicative of the long term basic trend.

In the calculation of the liabilities, the principles that are applied are the same as those that are applied in insurance practice. A determination is made of the reserves required for the obligations when they mature. The factors of mortality and interest are basic in such a calculation. In a valuation of a retirement system, however, the actuary must appraise and evaluate additional factors such as turnover, ages at retirement, rates of disability and salary increments. Actuarial functions representing these factors are selected

reflecting past experience, and are used in forecasting the course of future operations. A forecast of the future, therefore, is fundamental in such a valuation.

The rates previously developed in an actuarial survey of the system were used in measuring the effect of these factors with appropriate modifications reflecting current operations. Separate rates were applied for the State employees and the teacher members, with a further division between male and female individuals to give effect to diverse physiological and employment factors. Any variations in future experience from the basic assumptions are adjusted currently by a revision of the basic factors.

#### ACCRUED LIABILITY

The accrued liability consists of pension credits earned by the members in service and by those who left service with vested rights. The total amount of this liability is \$105,743,981.00 consisting of the members' share of \$19,202,286.00 and the amount chargeable to the State and Cities and Towns of \$86,541,695.00.

A matured liability exists on account of members on retirement. The amount of this liability, which includes present annuitants and prospective beneficiaries, is \$41,342,447.00.

The liability for future refunds to those members who may leave service before acquiring vested rights was established at \$12,645,736.00.

The reserve accumulated for survivors' benefits is \$626,018.00.

The sum of these four liability items amounted to \$160,358,182.00 and constitutes the total accrued liability. To meet this liability, the system has present assets totaling \$67,164,716.00. The difference between the total accrued liability and the total present assets is \$93,193,466.00 which represents the unfunded accrued liability.

#### FUTURE SERVICE LIABILITY

The liability for retirement annuities on account of service to be rendered by the members after June 30, 1964 to the dates when these annuities will probably mature, has been established at \$45,130,341.00. This is the present value of 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 an estimate of probable future trends.

The present value of member contributions during future service, assuming the present rates of contribution maintain and the foregoing factors prevail according to assumptions, is calculated to be \$16,621,544.00, leaving a remainder to be provided from contributions by the State and the Cities and Towns of \$28,508,797.00.

SURVIVORS INSURANCE BENEFIT FOR TEACHERS

The survivors insurance benefit for teachers became effective in the fiscal year under review. The provisions governing this benefit are fully detailed in the appendix. A substantial amount of life insurance is represented by this benefit which has been determined to be as follows:

Male teachers	\$62,403,000
Female teachers	28,501,000

The contributions towards this benefit total 3% of salary up to a maximum salary of \$4,800 per year. This rate is shared equally by the members and the cities and towns. The annual cost required to finance this benefit is as follows:

Male teachers	\$347,000.00
Female teachers	<u>233,000.00</u>
Total	<u>\$580,000.00</u>

The foregoing amount is somewhat in excess of the net revenues prescribed by the plan from contributions by the members and the cities and towns of the State. For purposes of our report, this provision has been valued strictly as life insurance rather than as an annuity benefit.

VALUATION BALANCE SHEET

A retirement system is considered to be financially sound when its total assets are 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. The system may then be said to have met full actuarial reserve requirements.

A Valuation Balance Sheet showing the results of the valuation made as of June 30, 1964 is presented in the following pages.

VALUATION BALANCE SHEET - JUNE 30, 1964  
Statement of Assets, Liabilities and Reserves

A S S E T S

NET PRESENT ASSETS:

Cash	\$ 443,955.00	
Investments		66,720,761.00

DEFERRED ASSETS:

Present value of future service credits on account of service subsequent to July 1, 1964

State employees -			
Members	\$ 8,198,683.00		
State of Rhode Island	14,862,821.00		
Teachers -			
Members	8,422,861.00		
State of Rhode Island	6,822,988.00		
Cities and Towns	<u>6,822,988.00</u>	45,130,341.00	

UNFUNDED ACCRUED LIABILITY:

Due from employers for unfunded accrued pension credits

State of Rhode Island	\$59,491,333.00		
Cities and Towns <sup>1/</sup>	<u>33,702,133.00</u>	<u>93,193,466.00</u>	
TOTAL ASSETS		<u>\$205,488,523.00</u>	

<sup>1/</sup> The cities and towns of the State are obligated for one-half of the cost of teachers' pensions.

VALUATION BALANCE SHEET - JUNE 30, 1964  
Statement of Assets, Liabilities and Reserves

RESERVE REQUIREMENTS:

RESERVE FOR MEMBER CONTRIBUTIONS -

<u>State Employees -</u>			
For service retirement and disability annuities	\$ 7,172,821.00		
For future refunds	<u>8,013,815.00</u>	\$ 15,186,636.00	

Teacher Members -

For service retirement and disability annuities	\$12,029,465.00		
For future refunds	<u>4,631,921.00</u>	16,661,386.00	

RESERVE FOR SURVIVOR BENEFITS

626,018.00

RESERVE FOR EMPLOYER CONTRIBUTIONS -

For service retirement and disability annuities on active members -

<u>State Employees</u>	29,330,287.00
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<u>Teacher Members</u>	57,211,408.00
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RETIREMENT AND BENEFITS RESERVE -

State Employees -

Service retirement	\$13,689,102.00		
Disability	685,289.00		
Other	<u>333,191.00</u>	14,707,582.00	

Teacher Members -

Service retirement	\$25,389,882.00		
Disability	1,196,817.00		
Other	<u>48,166.00</u>	26,634,865.00	

FUTURE SERVICE LIABILITY:

Present value of future service pension credits -

State Employees	\$20,355,144.00		
Teacher Members	<u>24,775,197.00</u>	<u>45,130,341.00</u>	

TOTAL LIABILITIES AND RESERVES

\$205,488,523.00

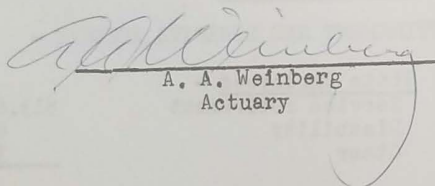
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CERTIFICATION

The accompanying Valuation Balance Sheet exhibits all assets, accrued liabilities and reserves of the system as of June 30, 1964. Present assets were taken from the financial statements submitted by the accountant of the system.

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, 1964, after 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.

  
A. A. Weinberg  
Actuary

March 31, 1965

FINANCIAL STATEMENTS

1. Financial Balance Sheet as of June 30, 1964
2. Statement of Cash Receipts and Disbursements for the Period from July 1, 1963 to June 30, 1964

FINANCIAL BALANCE SHEET - JUNE 30, 1964

A S S E T S

Cash	\$ 443,955.46	
Investments	<u>66,720,761.03</u>	
<u>Total Assets</u>		<u>\$67,164,716.49</u>

R E S E R V E S

Annuity Savings

State Employees	\$15,186,636.61	
Teachers	16,661,386.88	
Teachers' Survivors	<u>291,870.95</u>	
Total Annuity Savings		\$32,139,894.44

Contingent Reserves

State Employees	\$24,068,634.60	
Teachers	10,581,044.45	
Certain State Employees	19,982.30	
Teachers' Survivors	<u>334,147.94</u>	
Total Contingent Reserves		35,003,809.29

Other Reserves

Accumulated Net Income for certain teachers and State Employees	\$ 16,417.83	
Reserve for Unclaimed Benefits	<u>4,594.93</u>	
Total Other Reserves		<u>21,012.76</u>

Total Reserves \$67,164,716.49

Statement of Cash Receipts and Disbursements  
For the Period from July 1, 1963 to June 30, 1964

Cash Balance July 1, 1963 \$ 1,028,262.74

Receipts:

Investments Sold or Matured	\$10,175,906.51	
Investment Earnings	2,417,495.10	
Premium on Sale of Investments	333,233.80	
Discount on Investments Purchased	<u>276,209.45</u>	\$13,202,844.86

Member Contributions:

State Employees	\$ 2,386,604.08	
Teachers	2,587,674.94	
Teachers' Survivors (Active Teachers)	294,557.62	
Teachers' Survivors (Retired Teachers)	4,262.34	

Death Benefit Premiums:

Retired Legislators	870.00	
Retired State Employees	<u>8,563.96</u>	5,282,532.94

General Fund Appropriations:

State Employees	\$ 2,291,082.00	
Certain State Employees	14,360.00	
Teachers	<u>1,418,722.00</u>	3,724,164.00

Municipal Contributions:

Teachers	\$ 1,531,159.72	
Teachers Survivors	<u>313,707.52</u>	1,844,867.24

Interfund Transfers	2,938.28	
Unclaimed Benefits	4,594.93	
Miscellaneous Refunds	<u>624.84</u>	

Total Receipts 21,062,567.09

Total Available \$25,090,829.83

Statement of Cash Receipts and Disbursements  
-continued-

Disbursements:

Investments Purchased	\$18,463,687.84	
Accrued Interest on Investments Purchased	117,129.59	
Premiums Paid on Investments Purchased	20,947.64	
Postage and Commissions Paid on Investments Purchased	<u>1,490.61</u>	\$18,603,255.68
Pension Benefits, Death and Retirement Allowances:		
State Employees	\$ 1,898,280.33	
Teachers	3,204,945.09	
Certain State Employees	24,869.02	
Certain Teachers	<u>345.78</u>	5,128,440.22
Refunds of Contributions:		
State Employees	\$ 554,586.74	
Teachers	347,326.39	
Teachers' Survivors	<u>656.71</u>	902,569.84
Interfund Transfers		2,938.28
Transfers of Unclaimed Benefits:		
Pension Benefits:		
State Employees	\$ 857.69	
Death Retirement Allowances:		
State Employees	2,389.02	
Teachers	<u>918.28</u>	4,164.99
Other Disbursements		<u>5,505.36</u>
Total Disbursements		\$24,646,874.37
Cash Balance June 30, 1964		\$ 443,955.46

A P P E N D I X

Summary of Benefit and Contribution

Provisions

Statistical Tables

SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS  
(Including all 1964 amendments)

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, or beginning at age 55 after 20 years of service, may elect to 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.

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

<sup>1/</sup> Average compensation means the average annual compensation earnable by a member during the 5 consecutive years within his total service when such average was the highest.

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 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 \$250.00 for each year of total service of the member. The payment from State contributions is subject to a minimum amount of \$1,000.00 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 \$1,000.00 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.

A member retiring on or after July 1, 1964 receives continued coverage for ordinary death benefit but on a reduced basis, reduced to the extent of 25% for each full year on retirement, down to a minimum of 25% of the amount of benefit in effect for the member at date of retirement but not less than \$1,000.00.

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 contributions, shared equally by the State and the cities and towns, is 7% of total salaries, effective as of July 1, 1958. TEACHERS

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.

Effective July 1, 1962, any teacher may retire after 35 years of service regardless of age.

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.

SUMMARY OF SURVIVORS' BENEFITS FOR SCHOOL TEACHERS

Effective July 1, 1963, survivors' benefits are provided certain designated beneficiaries of teachers, namely, a widow or widower, a dependent parent and minor children under age 18.

A survivors' benefit fund was created to which teachers make additional contributions equal to 1-1/2% of salary up to salary of \$4,800 per year which are to be matched equally by the cities and towns. The State of Rhode Island, through the Employees' Retirement Board, is designated as administrator of this program. The State assumes the cost of administration.

No member or dependents are eligible for benefits unless contributions had been made for at least 6 consecutive calendar months prior to death or retirement. However, any teacher who retired between April 21, 1962 and September 1, 1963 may become eligible for this program by contributing for at least 6 months, 3% of salary based upon his last rate of salary, provided he makes written application to the retirement board on or before September 1, 1963.

The beneficiaries under this provision are:

(a) a widow who was married to the deceased teacher at least one year prior to death, or was the mother of his son or daughter, or legally adopted his son or daughter while married to him while such son or daughter was under age 18, or was married to him at the time both of them legally adopted a child under age 18;

(b) a widower who was married to the teacher for not less than one year prior to the date of her death, is the father of her children, or legally adopted a child while married to her while the child was under 18;

(c) a natural parent, a stepparent of the deceased member by marriage contracted before the member attained age 18, or an adopting parent who adopted the deceased teacher before the teacher attained age 18;

(d) children including a stepchild who was in that capacity for at least one year before the death of the member or an adopted child of the member regardless of length of adoption;

(e) former divorced wife who is the mother of his child or children, who legally adopted his child or children while married to him and while they were under age 18, was married to the member at the time both of them legally adopted a child under age 18.

Widows' benefits. Payable during widowhood at age 62 or over of the widow, provided she was living with the husband at time of death. The amount of benefit payable is as follows:

<u>Last annual salary</u>	<u>Monthly benefit</u>	<u>Last annual salary</u>	<u>Monthly benefit</u>
\$1200	\$48.70	\$3600	\$ 86.70
1800	60.30	4200	95.70
2400	69.30	4800 and over	104.80
3000	78.40		

Benefits for annual salary not shown in this schedule must be determined by the retirement board.

Mother's benefit. Payable to a widow who is not entitled to a widow's benefit provided (a) she has in her care a child of a member entitled to child's benefits and was living with the teacher-member at the time of his death, and (b) she has not remarried. The amount of benefit payable is as follows:

<u>Last annual salary</u>	<u>Widow and 1 child</u>	<u>Widow and 2 children</u>	<u>Widow and 3 or more children</u>
\$1200	\$ 88.50	\$ 88.50	\$ 88.50
1800	109.60	120.00	120.00
2400	126.00	161.60	161.60
3000	142.60	202.40	202.40
3600	157.60	236.40	240.00
4200	174.00	254.00	254.00
4800	190.60	254.00	254.00

Benefits for salaries not shown above must be determined by the retirement board.

When the youngest child attains age 18, the widow is entitled to receive the widow's annuity provided she has attained age 62, otherwise she must wait until she attains such age.

Child's benefits. These benefits are payable on account of any unmarried child under age 18 who was dependent upon the teacher at time of his death or the child was disabled which had its origin prior to age 18. The monthly amounts of benefit payable are as follows:

<u>Last annual salary</u>	<u>One Child</u>	<u>Two Children</u>	<u>Three or more Children</u>
\$1200	\$ 44.30	\$ 88.50	\$ 88.50
1800	54.80	109.60	120.00
2400	63.00	126.00	161.60
3000	71.30	142.60	202.40
3600	78.80	157.60	236.40
4200	87.00	174.00	254.00
4800	95.30	190.60	254.00

Benefits for amounts of salary not shown above must be determined by the retirement board.

Widower's benefit. Payable to the widower of a deceased teacher member upon attainment of age 62 who is not entitled to a social security benefit from his own earnings equal to or greater than the amount of this benefit. The rates of benefit are the same as those prescribed for a widow.

Parent's benefit. Payable to a dependent parent or parents of a teacher who did not leave a widow, widower or eligible child surviving him, who had attained age 65 and payable while the parent is unmarried, and is not entitled to a social security benefit from his own earnings equal to or greater than the amount of this benefit. The rates of benefit are the same as those prescribed for a widow.

Refunds. Any member who dies while in service, leaving no dependents eligible for benefits, is entitled to a refund of his contributions towards this benefit, plus interest.

If a member leaves the service before retirement with 5 years of service or more, he is entitled to a refund of his contributions for this purpose. If service is less than 5 years, no refund is payable.

Social security. The survivors' annuity provisions described herein do not apply to teachers of any city or town who prior to July 1, 1963 elected coverage for its teachers under the federal social security act.

MODIFICATIONS AFFECTING MEMBERS OF THE GENERAL ASSEMBLY

Members of the General Assembly became eligible for participation in the system effective July 1, 1960. Members contribute 20% of salary. A member may retire beginning at age 60 after 10 years of service. The retirement annuity is equal to \$1,500.00 for 10 years of service increased \$150.00 for each year of service above 10 years up to a maximum of \$3,000.00 per year.

If a former member of the General Assembly (not on retirement) re-enters service of any agency or division of the State government other than as a member of the General Assembly and renders at least 2 years of service, he may elect the above formula or the regular service retirement allowance described hereinbefore, whichever is greater.

TABLE 1. Number of STATE EMPLOYEES and Annual Salaries - Classified by Age

<u>M A L E</u>		
<u>Age at June 30, 1964</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
Under 20	40	\$ 116,994
20 to 24 incl.	302	967,273
25 to 29 incl.	530	2,284,352
30 to 34 incl.	637	2,950,863
35 to 39 incl.	753	3,754,775
40 to 44 incl.	738	3,701,676
45 to 49 incl.	799	3,904,004
50 to 54 incl.	870	4,138,949
55 to 59 incl.	974	4,754,749
60 to 64 incl.	699	3,456,962
65 to 69 incl.	335	1,791,556
70 to 74 incl.	97	541,814
75 to 79 incl.	22	111,409
80 and over	<u>6</u>	<u>20,898</u>
TOTALS	<u>6,802</u>	<u>\$32,496,274</u>

TABLE 2. Number of STATE EMPLOYEES and Annual Salaries - Classified by Age

<u>F E M A L E</u>		
<u>Age at June 30, 1964</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
Under 20	101	\$ 287,423
20 to 24 incl.	485	1,516,193
25 to 29 incl.	352	1,308,823
30 to 34 incl.	307	1,241,576
35 to 39 incl.	442	1,796,787
40 to 44 incl.	541	2,134,482
45 to 49 incl.	688	2,737,781
50 to 54 incl.	650	2,651,717
55 to 59 incl.	576	2,365,571
60 to 64 incl.	374	1,617,860
65 to 69 incl.	158	769,267
70 to 74 incl.	49	261,270
75 to 79 incl.	12	37,648
80 and over	<u>4</u>	<u>23,029</u>
TOTALS	<u>4,739</u>	<u>\$18,749,427</u>



TABLE 3. Number of TEACHER Members and Annual Salaries - Classified by Age

<u>M A L E</u>		
Age at June 30, 1964	Number of Members	Aggregate Annual Salaries
20 to 24 incl.	155	\$ 695,076
25 to 29 incl.	448	1,990,558
30 to 34 incl.	492	2,357,823
35 to 39 incl.	392	2,108,227
40 to 44 incl.	306	1,841,255
45 to 49 incl.	237	1,654,096
50 to 54 incl.	233	1,624,928
55 to 59 incl.	175	1,268,396
60 to 64 incl.	112	879,201
65 to 69 incl.	49	430,249
70 to 74 incl.	12	82,851
75 and over	<u>4</u>	<u>20,194</u>
TOTALS	<u>2,615</u>	<u>\$14,952,854</u>

TABLE 4. Number of TEACHER Members and Annual Salaries - Classified by Age

<u>F E M A L E</u>		
Age at June 30, 1964	Number of Members	Aggregate Annual Salaries
Under 20	2	\$ 10,509
20 to 24 incl.	535	2,394,499
25 to 29 incl.	634	2,815,405
30 to 34 incl.	409	1,951,188
35 to 39 incl.	376	1,974,478
40 to 44 incl.	419	2,271,076
45 to 49 incl.	538	3,094,549
50 to 54 incl.	713	4,277,562
55 to 59 incl.	764	4,793,669
60 to 64 incl.	465	3,106,675
65 to 69 incl.	238	1,768,964
70 to 74 incl.	70	514,131
75 to 79 incl.	2	7,604
80 and over	<u>3</u>	<u>13,961</u>
TOTALS	<u>5,168</u>	<u>\$28,994,270</u>

TABLE 5. Number of STATE EMPLOYEES -  
Classified by Length of Service

M A L E

<u>Length of Service</u>	<u>Number of Members</u>
1 to 4 yrs. incl.	2,979
5 to 9 yrs. incl.	1,536
10 to 14 yrs. incl.	1,137
15 to 19 yrs. incl.	499
20 to 24 yrs. incl.	406
25 to 29 yrs. incl.	132
30 to 34 yrs. incl.	64
35 to 39 yrs. incl.	30
40 to 44 yrs. incl.	17
45 years and over	<u>2</u>
TOTAL	<u>6,802</u>

TABLE 6. Number of STATE EMPLOYEES -  
Classified by Length of Service

F E M A L E

<u>Length of Service</u>	<u>Number of Members</u>
1 to 4 yrs. incl.	2,281
5 to 9 yrs. incl.	1,028
10 to 14 yrs. incl.	672
15 to 19 yrs. incl.	370
20 to 24 yrs. incl.	245
25 to 29 yrs. incl.	92
30 to 34 yrs. incl.	26
35 to 39 yrs. incl.	18
40 years and over	<u>7</u>
TOTAL	<u>4,739</u>

TABLE 7. Number of TEACHER Members -  
Classified by Length of Service

M A L E

<u>Length of Service</u>	<u>Number of Members</u>
1 to 4 yrs. incl.	1,116
5 to 9 yrs. incl.	557
10 to 14 yrs. incl.	355
15 to 19 yrs. incl.	112
20 to 24 yrs. incl.	147
25 to 29 yrs. incl.	147
30 to 34 yrs. incl.	115
35 to 39 yrs. incl.	61
40 years and over	<u>5</u>
TOTAL	<u><u>2,615</u></u>

TABLE 8. Number of TEACHER Members -  
Classified by Length of Service

F E M A L E

<u>Length of Service</u>	<u>Number of Members</u>
1 to 4 yrs. incl.	1,833
5 to 9 yrs. incl.	1,150
10 to 14 yrs. incl.	457
15 to 19 yrs. incl.	229
20 to 24 yrs. incl.	293
25 to 29 yrs. incl.	310
30 to 34 yrs. incl.	351
35 to 39 yrs. incl.	313
40 to 44 yrs. incl.	148
45 years and over	<u>84</u>
TOTAL	<u><u>5,168</u></u>

TABLE 9. Number of STATE EMPLOYEES with  
Prior Service and Annual  
SalariesM A L E

<u>Length of Prior Service</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
1 to 4 yrs. incl.	140	\$ 990,028
5 to 9 yrs. incl.	90	629,743
10 to 14 yrs. incl.	53	357,011
15 to 19 yrs. incl.	19	131,518
20 to 24 yrs. incl.	5	30,485
25 years and over	<u>4</u>	<u>19,972</u>
TOTALS	<u>311</u>	<u>\$2,158,757</u>

TABLE 10. Number of STATE EMPLOYEES with  
Prior Service and Annual  
SalariesF E M A L E

<u>Length of Prior Service</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
1 to 4 yrs. incl.	92	\$ 514,876
5 to 9 yrs. incl.	42	241,399
10 to 14 yrs. incl.	21	110,559
15 to 19 yrs. incl.	10	52,901
20 years and over	<u>4</u>	<u>24,637</u>
TOTALS	<u>169</u>	<u>\$944,372</u>

TABLE 11. Number of TEACHER Members with Prior Service and Annual Salaries

M A L E

<u>Length of Prior Service</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
1 to 4 yrs. incl.	120	\$ 781,137
5 to 9 yrs. incl.	95	637,208
10 to 14 yrs. incl.	168	1,216,161
15 to 19 yrs. incl.	106	753,525
20 to 24 yrs. incl.	85	605,524
25 to 29 yrs. incl.	22	170,584
30 years and over	<u>6</u>	<u>42,637</u>
TOTALS	<u>602</u>	<u>\$4,206,776</u>

TABLE 12. Number of TEACHER Members with Prior Service and Annual Salaries

F E M A L E

<u>Length of Prior Service</u>	<u>Number of Members</u>	<u>Aggregate Annual Salaries</u>
1 to 4 yrs. incl.	178	\$ 1,076,039
5 to 9 yrs. incl.	242	1,464,690
10 to 14 yrs. incl.	284	1,758,127
15 to 19 yrs. incl.	311	1,938,929
20 to 24 yrs. incl.	347	2,366,907
25 to 29 yrs. incl.	200	1,266,322
30 to 34 yrs. incl.	116	730,860
35 to 39 yrs. incl.	31	201,546
40 years and over	<u>2</u>	<u>11,811</u>
TOTALS	<u>1,711</u>	<u>\$10,815,231</u>