

**CITY OF MILWAUKEE
EMPLOYES' RETIREMENT SYSTEM**

**ACTUARIAL VALUATION
AS OF JANUARY 1, 2002**

July 17, 2002

Annuity and Pension Board
Employes' Retirement System of
the City of Milwaukee
200 East Wells Street, Room 603
Milwaukee, WI 53202

Members of the Board:

This report presents the results of the annual actuarial valuation of the assets and liabilities of the City of Milwaukee Employes' Retirement System as of January 1, 2002, prepared in accordance with Chapter 36, Part 15(15) of the Milwaukee City Charter. The valuation takes into account all of the promised benefits to which members were entitled as of January 1, 2002, including pension and survivor benefits under the Global Pension Settlement which took effect as of January 1, 2000.

The valuation was based on the actuarial assumptions and methods as adopted by the Board of Trustees, and as specified by the Charter. The assumptions and methods are the same as those used for the prior valuation and are based upon the experience study for the five-year period ending December 31, 1996, with the exception of the rates of service retirement for firemen and policemen who consented to the Global Pension Settlement which were revised effective January 1, 2000.

Assets and Membership Data

The individual data for members of the System as of the valuation date were reported to the actuary by the ERS. While we did not verify the data at their source, we did perform tests for internal consistency and reasonability. The amount of assets in the trust fund taken into account in the valuation was based on statements prepared for us by the ERS.

Annuity and Pension Board
Employees' Retirement System of
the City of Milwaukee
July 17, 2002
Page 2

Financing Objective and Employer Contribution

The results of the January 1, 2002 valuation determine the employer contribution for the year ended December 31, 2002.

The financing objective of the System is to:

- (a) fully fund all current costs based on the normal contribution payable determined under the funding method; and
- (b) liquidate the unfunded accrued liability over an amortization period equal to the future working lifetime of employees covered by the funds.

On this basis, the valuation indicates that the employer contribution of \$32,000 for the 2002 plan year would be sufficient to provide for the payment of the promised pension and survivor benefits.

Financial Results and Membership Data

Detailed summaries of the financial results of the valuation and of the membership data used in preparing the valuation are shown in the valuation report.

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

Respectfully submitted,

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Introduction

The law governing the Employees' Retirement System requires the Actuary, as the technical advisor to the Annuity and Pension Board, to “. . . make an annual valuation of the assets and liabilities of the funds of the retirement system.” {Chapter 36, Part 15(15)}. Buck Consultants, as Actuary, has completed the sixty-fifth annual actuarial valuation of the System as of January 1, 2002.

In this report we present the results of the January 1, 2002 valuation and the recommended employer contributions for the year ending December 31, 2002. For purposes of disclosure, the report also includes the schedule of employer contributions and schedule of funding progress as required by GASB Statement No. 25. The benefit provisions recognized in this valuation are those in place as of the valuation date.

The valuation was completed based upon membership and financial data provided by the administrative staff of the System. The majority of the actuarial assumptions, outlined on Pages 33-40, were adopted as of January 1, 1998, and are based on the experience study for the five-year period ended December 31, 1996. The rates of service retirement for firemen and policemen who participate in the Combined Fund were adopted as of January 1, 2000, to reflect enhanced benefits and improved service retirement eligibility under the terms of the Global Pension Settlement. The projected unit credit actuarial cost method was adopted as of January 1, 1995. As of January 1, 2000, an interest rate of 8½% has been used to value all benefits.

Changes Since Last Year

The Global Pension Settlement (GPS) provides that members enrolled through June 28, 2000, must provide written consent to the ERS in order to be eligible for the benefit enhancements of GPS. Members enrolled after June 28, 2000, are automatically participants in the Combined Fund.

Since the January 1, 2001 actuarial valuation was completed, 533 individuals who were eligible for ERS benefits as of June 28, 2000 – and who had not consented to GPS – have now consented. The January 1, 2002 valuation reflects the impact of this change.

Summary of Principal Results

Summarized below are the principal financial results for the City of Milwaukee Employees' Retirement System based upon the actuarial valuation as of January 1, 2002. Comparable results from the January 1, 2001 valuation are also shown.

| Item | January 1, 2002 | January 1, 2001 |
|--|----------------------|----------------------|
| Membership Data | | |
| Active Members | | |
| TM Number | 12,986 | 13,194 |
| TM Total Annual Covered Payroll on the Valuation Date | \$ 466,757,000 | \$ 459,270,000 |
| TM Average Pay | \$ 35,943 | \$ 34,809 |
| Retirees and Beneficiaries | | |
| TM Number | 10,173 | 9,992 |
| TM Annual Benefit | \$ 161,825,066 | \$ 149,949,879 |
| TM Average Benefit Payment | \$ 15,907 | \$ 15,007 |
| Asset Values (includes contributions receivable) | | |
| TM Actuarial Value | \$ 4,242,333,000 | \$ 4,202,023,000 |
| TM Market Value | \$ 3,871,773,000 | \$ 4,097,766,000 |
| Actuarially Determined Employer Contribution | Due 1/31/2003 | Due 1/31/2002 |
| TM Annual Cost | \$ 32,000 | \$ 144,000 |
| TM As % of Covered Payroll | 0.01% | 0.03% |
| Funded Status | | |
| TM Accrued Liability | \$ 3,091,511,000 | \$ 2,988,140,000 |
| TM Actuarial Value of Assets | <u>4,242,333,000</u> | <u>4,202,023,000</u> |
| TM Unfunded (Overfunded) Accrued Liability | \$ (1,150,822,000) | \$ (1,213,883,000) |
| TM Funded Ratio | 137.2% | 140.6% |

Fiscal Impact of New Consents to the Global Pension Settlement

Based on data provided to the actuary, 533 active members, inactive members, and benefit recipients (or estates) eligible for ERS benefits as of June 28, 2000, who had not consented to GPS at the time the last valuation was processed, have now consented. The change in consent status increased the Present Value of Future Benefits (PVFB) for these individuals by \$3.3 million. At the direction of the Court the ERS is continuing to accept GPS consent forms until April 24, 2003, and we expect that additional Consenters will be included in the next actuarial valuation. Benefits will not change for individuals who did not consent to GPS.

Some non-consenting members have died without leaving survivors eligible for ERS benefits, some have withdrawn from the System, and some have separated without rights to a future ERS benefit. Some new members have been enrolled retroactive to a date on or before June 28, 2000 and have not consented to GPS. Some non-consenting members who had separated without rights to a future ERS benefit have returned to service. Table 6 of this report provides information about Consenters and Non-Consenters included in this valuation by membership status – active member, inactive member, or benefit recipient – and by employe group – fire, police, or General City.

GPS provides that the market value of the assets in the funds for Non-Consenters be divided among Consenters and Non-Consenters. The division is based on the actuarial liability covered by each fund under pre-GPS plan provisions. The division of assets for the 136 new Consenters included in the January 1, 2001 valuation was effective January 1, 2001, and was discussed in the last valuation report. A division of the remaining assets for Non-Consenters is required at January 1, 2002, on account of the 533 Non-Consenters who have now consented. Table 8 of this report provides the necessary details.

Contribution Requirements for Fiscal Year 2002

Actuarially Determined Employer Contributions: The recommended contribution for 2002, payable January 31, 2003, is allocated to the different funds and employe groups as follows:

| Item | General Employes | Policemen | Firemen | Total |
|--|---------------------|---------------|---------------|----------------|
| Combined Fund | \$ 0 | \$ 0 | \$ 0 | \$ 0 |
| Retirement Fund | 0 | 0 | 0 | 0 |
| Duty Disability Funds | 31,000 | 1,000 | 0 | 32,000 |
| Heart & Lung Fund | N/A | N/A | 0 | 0 |
| Combined Retirement & Disability Fund | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Total Contribution | \$ 31,000 | \$ 1,000 | \$ 0 | \$ 32,000 |
| Covered Compensation | \$ 318,372,000 | \$ 97,999,000 | \$ 50,386,000 | \$ 466,757,000 |
| Total Contribution as a Percentage of Covered Compensation | 0.01% | 0.001% | 0.00% | 0.01% |

Member Contributions to the Above Funds:

Employer Paid

Each pay period the Employer makes fixed "member contributions" to the members' individual accounts equal to the following percentages of earnable compensation:

| | |
|-------------------|---|
| General Employes | 5.5% |
| Elected officials | 7.0% |
| Policemen | 7.0% less \$1.00 per year per policeman |
| Firemen | 7.0% |

Member Paid

In addition, each policeman contributes \$1 per year to his or her individual account and general employes enrolled after 1999 who participate in the Combined Fund contribute 1.6% of earnable compensation during their first 8 years of employment.

The members' individual accounts are held in the Combined Fund, Retirement Fund, and the Combined Retirement and Disability Fund.

Funded Ratio

The System's funded status is measured by comparing the valuation assets with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System's funding method and reflects future pay increases for active Employees.

On this basis, the System's funded ratio is 137.2% as of January 1, 2002. The funded ratio is based on an actuarial value of assets of \$4.242 billion and an accrued liability of \$3.092 billion.

Reasons for Change in the Funded Ratio

The funded ratio decreased from 140.6% as of January 1, 2001 to 137.2% as of January 1, 2002. The change is primarily due to the return on the actuarial value of assets, which was 4.30% for the 2001 plan year (compared to the expected return of 8.5%).

GASB No. 25 Disclosure

Statement Number 25 of the Governmental Accounting Standards Board established reporting standards for the annual financial reports of defined benefit pension plans. The System complied with Statement No. 25 beginning with the January 1, 1997 valuation. The statement requires disclosure of the “schedule of funding progress” and the “schedule of employer contributions” in the System’s financial statements.

The “schedule of funding progress” (Table 12a) shows historical trend information about the System’s actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The actuarial funded status is measured by comparing the actuarial value of assets (based on a 3-year market-related value) with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System’s funding method and reflects future pay increases for active employees. On this basis, the System’s funded ratio is 137.2% as of January 1, 2002. The funded ratio is based on an actuarial value of assets of \$4.242 billion and an accrued liability of \$3.092 billion.

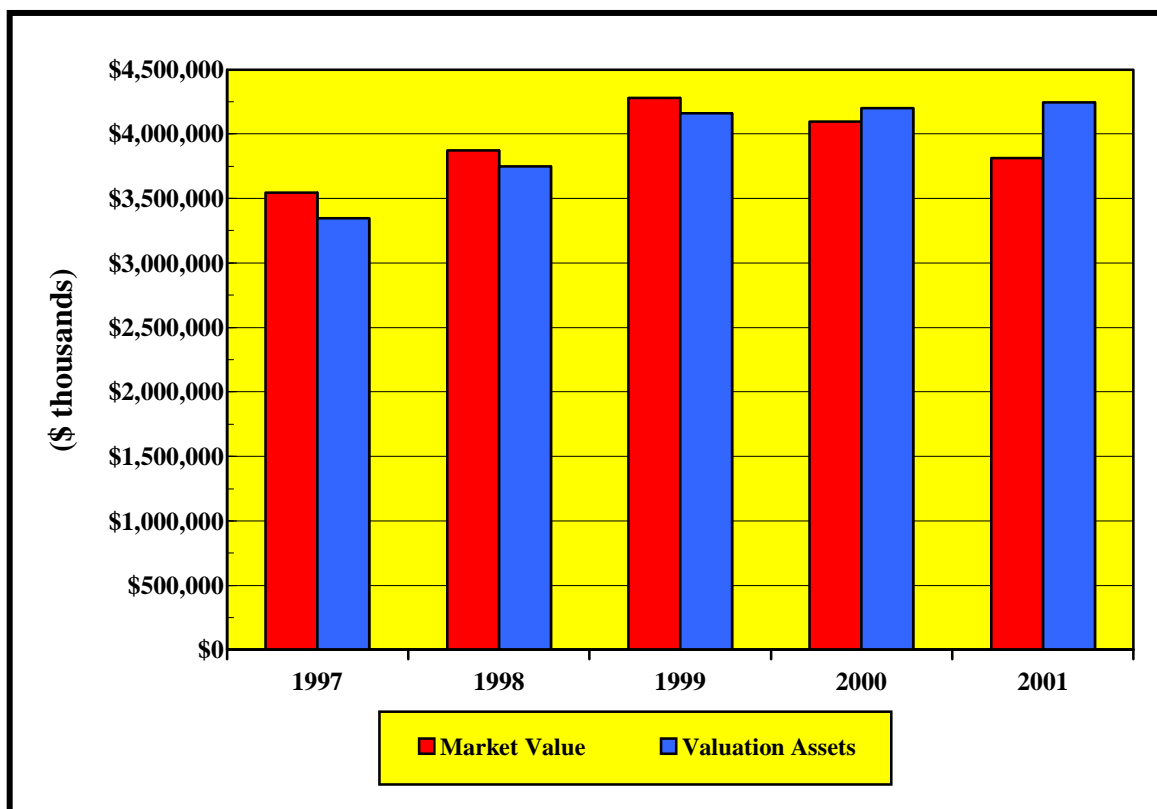
The “schedule of employer contributions” (Table 12b) shows historical trend information about the annual required contributions (ARC) of the employer and the percentage of the ARC contributed to the System. The ARC is equal to the normal cost plus amortization of the unfunded actuarial accrued liability. The maximum period for amortizing the unfunded actuarial accrued liability permitted by GASB No. 25 is 40 years. The maximum amortization period decreases to 30 years in 2006. The employer contributions to the System are equal to 100% of the ARC.

Rate of Return

The investment return on all System assets on a market value basis (i.e., total return including both realized and unrealized gains and losses) for the plan year ended December 31, 2001, was (1.95%). The return based on the actuarial value of assets used for determining the System's funded status was 4.30%. A five-year history of the return on the actuarial value of assets is shown below.

| Plan Year Ended December 31 | Return on Actuarial Value |
|-----------------------------|---------------------------|
| 2001 | 4.30% |
| 2000 | 9.32 |
| 1999 | 14.77 |
| 1998 | 15.20 |
| 1997 | 21.41 |

Five-Year History of Market Value and Valuation Assets



The remainder of this report is comprised of the following:

| Results of the Valuation | | <u>Page No.</u> |
|---|--|------------------------|
| Tables 1a/1b/1c | - Allocation of Total Contributions to Employee Groups | 10-12 |
| Table 2a | - Determination of Employer Contributions to Retirement Fund | 13 |
| Table 2b | - Determination of Employer Contributions to Combined Retirement & Disability Fund..... | 14 |
| Table 2c | - Determination of Employer Contributions to Combined Fund | 15 |
| Table 3 | - Determination of Employer Contributions to Duty Disability Funds | 16 |
| Table 4 | - Determination of City Contributions to Firemen's Heart and Lung Fund..... | 17 |
| Table 5 | - Determination of City Contributions to Firemen and Policemen's Survivorship Fund..... | 18 |
| Table 6 | - Member Data | 19-21 |
| Financial Data | | |
| Table 7 | - Summary of Market Value of Plan Assets | 23 |
| Table 8 | - Allocation of Market Value of Assets in Funds for Non-Consenters Between Global Settlement Consenters Who Were Non-Consenters Last Year and Current Non-Consenters | 24 |
| Table 9 | - Actuarial Value of Assets | 25 |
| Table 10 | - Allocation of Assets Among Funds..... | 26 |
| Disclosure | | |
| Table 11a | - Funded Status Based on Actuarial Assets | 28 |
| Table 11b | - Funded Status Based on Market Assets..... | 29 |
| Table 12a | - Schedule of Funding Progress – GASB Statement No. 25 Disclosure | 30 |
| Table 12b | - Schedule of Employer Contributions – GASB Statement No. 25 Disclosure | 31 |
| Table 13 | - Actuarial Balance Sheet for Members..... | 32 |
| Description of Actuarial Methods and Assumptions | | 33-40 |
| Summary of Plan Provisions..... | | 41-73 |
| Age/Service Distributions | | 74-84 |
| Detailed Tabulations of the Data | | 85-104 |

Table 1a

**Allocation of Total 2002 Contributions to Employee Groups
Members in Retirement and Duty Disability Funds
Amount Due January 31, 2003**

| Group | Active Members | Covered Compensation | Fund | | | January 31, 2003 | |
|-----------------------------|----------------|----------------------|-------------|------------------|--------------|------------------|--------------|
| | | | Retirement | Duty Disability | Heart & Lung | Total Due | % of Pay |
| General City | 91 | \$ 3,429,133 | \$ - | \$ 13,370 | \$ - | \$ 13,370 | 0.39% |
| Water Department | 16 | 635,826 | - | 2,479 | - | 2,479 | 0.39% |
| School Board | 154 | 3,403,330 | - | 13,270 | - | 13,270 | 0.39% |
| Milwaukee Technical College | - | - | - | - | - | - | |
| Sewerage Commission | 7 | 341,841 | - | 1,333 | - | 1,333 | 0.39% |
| Wisconsin Center District | 1 | 27,099 | - | 106 | - | 106 | 0.39% |
| Housing Authority | 2 | 113,243 | - | 442 | - | 442 | 0.39% |
| Policemen | 2 | 74,537 | - | 1,000 | - | 1,000 | 1.34% |
| Firemen | - | - | - | - | - | - | |
| TOTAL | 273 | \$ 8,025,009 | \$ - | \$ 32,000 | \$ - | \$ 32,000 | 0.40% |

Table 1b

**Allocation of Total 2002 Contributions to Employee Groups
Members in Combined Retirement and Disability Fund
Amount Due January 31, 2003**

| Group | Active Members | Covered Compensation | Fund | | January 31, 2003 | |
|-----------------------------|----------------|----------------------|----------------------------------|--------------|------------------|--------------|
| | | | Combined Retirement & Disability | Heart & Lung | Total Due | % of Pay |
| General City | 59 | \$ 2,081,931 | \$ - | \$ - | \$ - | 0.00% |
| Water Department | 1 | 34,455 | - | - | - | 0.00% |
| School Board | 176 | 2,794,501 | - | - | - | 0.00% |
| Milwaukee Technical College | - | - | - | - | - | |
| Sewerage Commission | 3 | 196,235 | - | - | - | 0.00% |
| Wisconsin Center District | 6 | 124,021 | - | - | - | 0.00% |
| Housing Authority | 3 | 73,452 | - | - | - | 0.00% |
| Policemen | 2 | 68,890 | - | - | - | 0.00% |
| Firemen | - | - | - | - | - | 0.00% |
| TOTAL | 250 | \$ 5,373,485 | \$ - | \$ - | \$ - | 0.00% |

Table 1c

**Allocation of Total 2002 Contributions to Employee Groups
Combined Fund
Amount Due January 31, 2003**

| Group | Active Members | Covered Compensation | January 31, 2003 | |
|-----------------------------|----------------|-----------------------|------------------|--------------|
| | | | Total Due | % of Pay |
| General City | 3,875 | \$ 156,832,589 | \$ - | 0.00% |
| Water Department | 332 | 13,610,626 | - | 0.00% |
| School Board | 4,587 | 102,824,731 | - | 0.00% |
| Milwaukee Technical College | 23 | 1,068,848 | - | 0.00% |
| Sewerage Commission | 398 | 21,438,856 | - | 0.00% |
| Wisconsin Center District | 74 | 2,917,955 | - | 0.00% |
| Housing Authority | 143 | 6,423,750 | - | 0.00% |
| Policemen | 2,009 | 97,855,316 | - | 0.00% |
| Firemen | <u>1,022</u> | <u>50,385,615</u> | - | 0.00% |
| TOTAL | 12,463 | \$ 453,358,286 | \$ - | 0.00% |

Table 2a
Determination of Employer Contributions to
Retirement Fund
(in thousands)

| | General Employees | Police | Fire | Total |
|--|----------------------|----------|----------|------------|
| 1. Active Members | 271 | 2 | - | 273 |
| 2. Covered Compensation | \$ 7,950 | \$ 75 | \$ - | \$ 8,025 |
| 3. Normal Cost | | | | |
| a. Total | 780 | 10 | - | 790 |
| b. Estimated Member Contributions | <u>437</u> | <u>5</u> | <u>-</u> | <u>442</u> |
| c. Employer Normal Cost | 343 | 5 | - | 348 |
| (a) – (b), not less than zero | | | | |
| 4. Active Actuarial Accrued Liability | 13,293 | 83 | - | 13,376 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 39,799 | 248 | - | 40,047 |
| 6. Unfunded Accrued Liability (4) - (5) | (26,506) | (165) | - | (26,671) |
| 7. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2003 | - | - | - | - |
| 8. Annual Contribution Payable January 31, 2003 | \$ - | \$ - | \$ - | \$ - |

* The full funding limit is the contribution which, if made January 31, 2003, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 2b

**Determination of Employer Contributions
to Combined Retirement & Disability Fund
(in thousands)**

| Item | General Employes | Police | Fire | Total |
|---|---------------------|-------------------|----------|------------|
| 1. Active Members | 248 | 2 | - | 250 |
| 2. Covered Compensation | \$ 5,305 | \$ 69 | \$ - | \$ 5,374 |
| 3. Normal Cost | | | | |
| a. Total | 351 | 9 | - | 360 |
| b. Estimated Member Contributions | <u>292</u> | <u>5</u> | <u>-</u> | <u>297</u> |
| c. Employer Normal Cost | 59 | 4 | - | 63 |
| (a) – (b), not less than zero | | | | |
| 4. Active Actuarial Accrued Liability | 1,205 | 36 | - | 1,241 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 1,402 | 42 | - | 1,444 |
| 6. Unfunded Accrued Liability (UAL) (4) - (5) | (197) | (6) | - | (203) |
| 7. Amortization of UAL (average future working lifetime) | (23) (14 years) | (1) (21 years) | - | (24) |
| 8. Full Funding Limit (3) + (6), not less than zero, with interest to 1/31/2003 | - | - | - | - |
| 9. Annual Contribution Payable January 31, 2003 (3) + (7), with interest to 1/31/2003, but not more than (8) | \$ - | \$ - | \$ - | \$ - |

* The full funding limit is the contribution which, if made January 31, 2003, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 2c

**Determination of Employer Contributions
to Combined Fund
(in thousands)**

| Item | General Employes | Police | Fire | Total |
|--|---------------------|--------------|--------------|---------------|
| 1. Active Members | 9,432 | 2,009 | 1,022 | 12,463 |
| 2. Covered Compensation | \$ 305,117 | \$ 97,855 | \$ 50,386 | \$ 453,358 |
| 3. Normal Cost | | | | |
| a. Total | 36,236 | 23,059 | 13,852 | 73,147 |
| b. Estimated Member Contributions | <u>17,197</u> | <u>6,850</u> | <u>3,527</u> | <u>27,574</u> |
| c. Employer Normal Cost | 19,039 | 16,209 | 10,325 | 45,573 |
| (a) – (b), not less than zero | | | | |
| 4. Active Actuarial Accrued Liability | 652,290 | 332,671 | 235,592 | 1,220,553 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 1,248,587 | 636,785 | 450,961 | 2,336,333 |
| 6. Unfunded Accrued Liability (UAL) (4) - (5) | (596,297) | (304,114) | (215,369) | (1,115,780) |
| 7. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2003 | - | - | - | - |
| 8. Annual Contribution Payable January 31, 2003 | \$ - | \$ - | \$ - | \$ - |

* The full funding limit is the contribution which, if made January 31, 2003, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 3

**Determination of Employer Contributions to
Duty Disability Funds
(in thousands)**

| Item | General Employees | Police | Fire | Total |
|---|----------------------|-----------------|----------|-----------|
| 1. Active Members | 271 | 2 | - | 273 |
| 2. Covered Compensation | \$ 7,950 | \$ 75 | \$ - | \$ 8,025 |
| 3. Normal Cost | | | | |
| a. Total | 21 | 1 | - | 22 |
| b. Estimated Member Contributions | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| c. Employer Normal Cost (a) - (b), not less than zero | 21 | 1 | - | 22 |
| 4. Accrued Liability | | | | |
| a. Actives | 290 | 8 | - | 298 |
| b. Annuitants | <u>22</u> | <u>-</u> | <u>-</u> | <u>22</u> |
| c. Total | 312 | 8 | - | 320 |
| 5. Actuarial Value of Assets | 254 | 4 | - | 258 |
| 6. Unfunded Accrued Liability (UAL) (4) - (5) | 58 | 4 | - | 62 |
| 7. Amortization of UAL (average future working lifetime) | 7 (12 years) | - (19 years) | - | 7 |
| 8. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2003 | 86 | 5 | - | 91 |
| 9. Annual Contribution Payable January 31, 2003 (3) + (7), with interest to 1/31/2003, but not more than (8) | \$ 31 | \$ 1 | \$ - | \$ 32 |

* The full funding limit is the contribution which, if made January 31, 2003, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 4

**Determination of City Contributions to
Firemen's Heart and Lung Fund
(in thousands)**

| Item | Amount |
|--|--------|
| 1. Active Members | - |
| 2. Covered Compensation | \$ - |
| 3. Normal Cost | |
| a. Total | - |
| b. Estimated Member Contributions | - |
| c. Employer Normal Cost | - |
| (a) – (b), not less than zero | |
| 4. Accrued Liability | |
| a. Actives | - |
| b. Annuitants | - |
| c. Total | - |
| 5. Actuarial Value of Assets | - |
| 6. Unfunded Accrued Liability (UAL) | - |
| 7. Full Funding Limit | - |
| (3) + (6), not less than zero, With interest to 1/31/2003 | |
| 8. Annual Contribution | \$ - |
| Payable January 31, 2003 | |

* The full funding limit is the contribution which, if made January 31, 2003, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 5
Determination of City Contributions to
Firemen & Policemen's Survivorship Fund
(in thousands)

| Item | Accrued Liability | Full Present Value of Future Benefits |
|---|-------------------|---------------------------------------|
| 1. Liability | | |
| a. Active Members | \$ 1 | \$ 3 |
| b. Current Beneficiaries | <u>96</u> | <u>96</u> |
| c. Total | \$ 97 | \$ 99 |
| 2. Actuarial Value of Assets | \$ 1,714 | \$ 1,714 |
| 3. Reserve for Adverse Experience | \$ 1,617 | \$ 1,615 |
| 4. Number of Members Contributing as of December 31, 2001 | | |
| a. Active Members | 4 | |
| b. Members Retired on Disability | <u>-</u> | |
| c. Total | 4 | |

Notes:

- (1) The City does not make contributions to the Fire & Police Survivorship Fund. Using assets allocated to the Fund for the Non-Consenters that remain in the Fund, the City will purchase single premium insurance to provide for future benefit payments to these non-Consenters. Once the insurance is purchased the remaining assets will be transferred to the Combined Fund and the Survivorship Fund will be dissolved.
- (2) Non-consenting firemen and policemen are required to contribute 0.87% of the first \$6,000 of earnable compensation (a maximum contribution of \$52.20 per year) toward Survivorship Benefits. These member contributions will be credited to the Combined Fund.

Table 6
Member Data

| Item | 12/31/2000 | 12/31/2001 | | |
|--|---------------|---------------|--------------|---------------|
| | | Vested | Non-Vested | Total |
| Number of Members | Total | | | |
| Active | | | | |
| General Employes | 10,135 | 7,531 | 2,420 | 9,951 |
| Policemen | 2,035 | 1,688 | 325 | 2,013 |
| Firemen | <u>1,024</u> | <u>881</u> | <u>141</u> | <u>1,022</u> |
| Total Active Members | 13,194 | 10,100 | 2,886 | 12,986 |
| Inactive | | | | |
| Deferred Retirees/Refunds | 3,303 | | | 3,789 |
| Deferred Fire & Police Survivorship Fund | <u>22</u> | | | <u>21</u> |
| Total Inactive Members | 3,325 | | | 3,810 |
| Benefit Recipients | | | | |
| Combined Fund | | | | |
| General Employes | 7,152 | | | 7,267 |
| Policemen | 1,720 | | | 1,850 |
| Firemen | <u>930</u> | | | <u>966</u> |
| Combined Fund Subtotal | 9,802 | | | 10,083 |
| Retirement Fund | 179 | | | 88 |
| Duty Disability Funds | | | | |
| General Employes | 3 | | | 1 |
| Firemen | 1 | | | - |
| Policemen | <u>3</u> | | | <u>-</u> |
| Duty Disability Funds Subtotal | 7 | | | 1 |
| Firemen's Heart & Lung Fund | 2 | | | - |
| Fire & Police Survivorship Fund | <u>2</u> | | | <u>1</u> |
| Total Benefit Recipients | 9,992 | | | 10,173 |
| TOTAL Membership | 26,511 | | | 26,969 |

Notes:

- (1) Vested members have four or more years of service. Non-vested members have less than four years of service.

Table 6
Member Data
(continued)

| Item | 12/31/2001 Membership | | |
|--|-----------------------|---------------|---------------|
| Number of Members | Consenters | Others | Total |
| Active | | | |
| General Employes | 9,432 | 519 | 9,951 |
| Policemen | 2,009 | 4 | 2,013 |
| Firemen | <u>1,022</u> | <u>-</u> | <u>1,022</u> |
| Total Active Members | 12,463 | 523 | 12,986 |
| Inactive | | | |
| Deferred Retirees/Refunds | 2,779 | 1,010 | 3,789 |
| Deferred Fire & Police Survivorship Fund | <u>15</u> | <u>6</u> | <u>21</u> |
| Total Inactive Members | 2,794 | 1,016 | 3,810 |
| Benefit Recipients | | | |
| Combined Fund | 10,083 | | 10,083 |
| Retirement Fund | | 88 | 88 |
| Duty Disability Funds | | | |
| General Employes | | 1 | 1 |
| Firemen | | - | - |
| Policemen | | <u>-</u> | <u>-</u> |
| Duty Disability Funds Subtotal | | 1 | 1 |
| Firemen's Heart & Lung Fund | | - | - |
| Fire & Police Survivorship Fund | | <u>1</u> | <u>1</u> |
| Total Benefit Recipients | 10,083 | 90 | 10,173 |
| TOTAL Membership | 25,340 | 1,629 | 26,969 |

Notes:

- (1) In addition to the above, there are additional members who have separated from service without vested rights to either a pension or a refund of accumulated contributions. There is no current actuarial liability for such individuals, and their membership will be terminated if they do not return to active service within 5 years of their date of separation from ERS covered employment.

Table 6
Member Data
(continued)

| Item | 12/31/2000 | 12/31/2001 |
|---|-----------------------|-----------------------|
| Annual Earnings | | |
| General Employes | \$ 309,322,000 | \$ 318,372,000 |
| Policemen | 100,019,000 | 97,999,000 |
| Firemen | 49,929,000 | 50,386,000 |
| Total Annual Earnings | \$ 459,270,000 | \$ 466,757,000 |
| Average Earnings | | |
| General Employes | \$ 30,520 | \$ 31,994 |
| Policemen | \$ 49,149 | \$ 48,683 |
| Firemen | \$ 48,759 | \$ 49,301 |
| Annual Benefit Payments Currently Being Made | | |
| Combined Fund | \$ 148,349,355 | \$ 161,271,598 |
| Retirement Fund | \$ 1,357,586 | \$ 527,970 |
| Duty Disability Funds | | |
| General Employes | \$ 71,522 | \$ 23,098 |
| Firemen | 35,664 | - |
| Policemen | 100,424 | - |
| Duty Disability Funds Subtotal | \$ 207,610 | \$ 23,098 |
| Firemen's Heart & Lung Fund | \$ 29,328 | \$ - |
| Fire & Police Survivorship Fund | \$ 6,000 | \$ 2,400 |
| Total Benefit Payments | \$ 149,949,879 | \$ 161,825,066 |

Notes:

- (1) "Annual earnings" represent a rate of pay as of the valuation date, and can be considered as the approximate average of (a) earnable compensation for the year just ended, and (b) expected earnable compensation for the year following the valuation date.
- (2) "Annual benefit payments currently being made" equal 12 times the full December monthly payment. The amounts shown include all amounts payable by the Employees' Retirement System, and have been reduced by workers' compensation offsets for members who are currently repaying a workers' compensation award.

FINANCIAL DATA

Information was obtained from audited financial statements prepared by the Employees' Retirement System for the year ended December 31, 2001.

The Global Pension Settlement (GPS) requires transfers between various funds as of January 1, 2002 for Consenters who were Non-Consenters when the January 1, 2001 actuarial valuation was prepared. In addition, \$5.8 million in additional GPS fees were absorbed by the Combined Fund since December 31, 2000. These adjustments to the System's market value of assets are shown in Tables 7 and 8.

Table 7
Summary of Market Value of Plan Assets
As of January 1, 2002
(in thousands)

| Item | Amount |
|--|------------------|
| 1. Market Value of Assets as of December 31, 2000 | \$ 4,097,766 |
| a. Global Settlement Fees paid from Combined Fund | 5,817 |
| b. Market Value of Assets as of January 1, 2001* | <u>4,091,949</u> |
| 2. Contributions During Year | |
| a. Member | 25,596 |
| b. Employer (receivable 1/31/2002) | <u>144</u> |
| c. Total | 25,740 |
| 3. Disbursements During Year | |
| a. Benefit Payments and Refunds During Year | 160,683 |
| 4. Investment Return (net of Administrative Expenses) | (78,620) |
| 5. Market Value of Assets as of December 31, 2001 (1) + (2) - (3) + (4) | 3,878,386 |
| 6. Average Market Value During 2001 (1) + ((2a) - (3a))/2 | 4,024,406 |
| 7. Rate of Return (4) / (6) | (1.95)% |

*Restated

Table 8

**Allocation of Market Value of Assets in Funds for Non-Consenters Between
Global Settlement Consenters who were Non-Consenters Last Year
And Current Non-Consenters as of December 31, 2001
(in thousands)**

| Fund | Accrued Liability Based on Pre-GPS Benefit Provisions | | | Market Value of Assets | | |
|--|--|--------------|--------------|---------------------------|--------------|--------------|
| | Consenters | Others | Total | Consenters | Others | Total |
| 1. Retirement Fund | \$ 10,655 | \$ 23,224 | \$ 33,879 | \$ 20,924 | \$ 45,608 | \$ 66,532 |
| 2. General Employees' Duty Disability Fund | 348 | 312 | 660 | 259 | 232 | 491 |
| 3. Fire & Police Duty Disability Fund | 1,475 | 8 | 1,483 | 777 | 4 | 781 |
| 4. Firemen's Heart & Lung Fund | 163 | - | 163 | 619 | - | 619 |
| 5. Fire & Police Survivorship Fund | 36 | 97 | 133 | 582 | 1,567 | 2,149 |
| 6. Combined Retirement & Disability Fund | <u>554</u> | <u>1,489</u> | <u>2,043</u> | <u>575</u> | <u>1,547</u> | <u>2,122</u> |
| 7. Total Funds for Non-Consenters | \$ 13,231 | \$ 25,130 | \$ 38,361 | \$ 23,736 | \$ 48,958 | \$ 72,694 |

Notes:

- (1) Assets allocated to Global Settlement Consenters who were Non-Consenters last year are transferred to the Combined Fund as of January 1, 2002.

Table 9
Actuarial Value of Assets as of January 1, 2002
(in thousands)

| Item | Total |
|--|---------------|
| 1. Preliminary Actuarial Value January 1, 2001* | \$ 4,200,353 |
| 2. Market Value January 1, 2001* | 4,091,949 |
| 3. Market Value January 1, 2002 | 3,878,386 |
| 4. Contributions | |
| (a) Member | 25,596 |
| (b) Employer (receivable 1/31/02) | <u>144</u> |
| (c) Total | 25,740 |
| 5. Benefits and Refunds Paid | 160,683 |
| 6. Actual Return Net of Administrative Expenses | (78,620) |
| 7. Expected Return based on 8½% Interest | 342,074 |
| 8. Excess of Actual over Expected | |
| (a) Current Year | (420,694) |
| (b) Previous Year* | (252,638) |
| (c) Second Previous Year | 180,061 |
| 9. Recognized Excess | |
| (a) Current Year | (140,231) |
| (b) Previous Year* | (84,213) |
| (c) Second Previous Year | <u>60,021</u> |
| (d) Total | (164,423) |
| 10. Preliminary Value January 1, 2002 (1) + (4) - (5) + (7) + (9) | 4,243,061 |
| 11. Ratio of Preliminary Value to Market Value (10) ÷ (3) | 109.40% |
| 12. Balance in Employers' Reserve Fund | 6,613 |
| 13. Market Value Excluding Employers' Reserve Fund (3) - (12) | 3,871,773 |
| 14. Actuarial Value (11) x (13) + (12) | 4,242,333 |
| 15. Rate of Return on Actuarial Value of Assets | 4.30% |

* Restated to reflect additional GPS fees

Table 10
Allocation of Assets Among Funds
as of January 1, 2002
(in thousands)

| Fund | Market Value | Actuarial Value |
|--|--------------|-----------------|
| 1. Combined Fund | \$ 3,822,815 | \$ 4,182,161 |
| 2. Employers' Reserve Fund | 6,613 | 6,613 |
| 3. Retirement Fund | 45,608 | 49,895 |
| 4. General Employees' Duty Disability Fund | 232 | 254 |
| 5. Fire & Police Duty Disability Fund | 4 | 4 |
| 6. Firemen's Heart & Lung Fund | - | - |
| 7. Fire & Police Survivorship Fund | 1,567 | 1,714 |
| 8. Combined Retirement & Disability Fund | <u>1,547</u> | <u>1,692</u> |
| 9. Total all Funds | \$ 3,878,386 | \$ 4,242,333 |

Notes:

- (1) Values shown include January 31, 2002 contributions receivable

DISCLOSURE

Table 11 shows the funded status of the Actuarial Accrued Liability. In addition, for financial reporting purposes, we have prepared tables as required by Statement No. 25 of the Governmental Accounting Standards Board (GASB) (Table 12). For historical purposes, Table 13 provides an actuarial balance sheet for members, comparing the Actuarial Accrued Liability to the Market Value of Assets.

GASB STATEMENT NO. 25

The Schedule of Funding progress (Table 12a) shows historical information about the System's actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The schedule of employer contributions (Table 12b) shows historical information about the annual required contributions (ARC) of the employer and the percentage of the ARC contributed to the System.

Table 11a
January 1, 2002 Valuation
Funded Status on Actuarial Value of Assets
(in thousands)

| Fund | Accrued Liability | Actuarial Value of Assets | Percent Funded |
|--|-------------------|---------------------------|----------------|
| 1. Combined Fund | \$ 3,066,381 | \$ 4,182,161 | 136.4% |
| 2. Employers' Reserve Fund | - | 6,613 | N/A |
| 3. Retirement Fund | 23,224 | 49,895 | 214.8% |
| 4. General Employees' Duty Disability Fund | 312 | 254 | 81.4% |
| 5. Fire & Police Duty Disability Fund | 8 | 4 | 50.0% |
| 6. Firemen's Heart & Lung Fund | - | - | N/A |
| 7. Fire & Police Survivorship Fund | 97 | 1,714 | 1767.0% |
| 8. Combined Retirement & Disability Fund | <u>1,489</u> | <u>1,692</u> | 113.6% |
| 9. Total All Funds | \$ 3,091,511 | \$ 4,242,333 | 137.2% |

Table 11b
January 1, 2002 Valuation
Funded Status on Market Value of Assets
(in thousands)

| Fund | Accrued Liability | Market Value of Assets | Percent Funded |
|--|-------------------|------------------------|----------------|
| 1. Combined Fund | \$ 3,066,381 | \$ 3,822,815 | 124.7% |
| 2. Employers' Reserve Fund | - | 6,613 | N/A |
| 3. Retirement Fund | 23,224 | 45,608 | 196.4% |
| 4. General Employees' Duty Disability Fund | 312 | 232 | 74.4% |
| 5. Fire & Police Duty Disability Fund | 8 | 4 | 50.0% |
| 6. Firemen's Heart & Lung Fund | - | - | N/A |
| 7. Fire & Police Survivorship Fund | 97 | 1,567 | 1615.5% |
| 8. Combined Retirement & Disability Fund | <u>1,489</u> | <u>1,547</u> | 103.9% |
| 9. Total All Funds | \$ 3,091,511 | \$ 3,878,386 | 125.5% |

Table 12a
Schedule of Funding Progress
GASB Statement No. 25 Disclosure
(\$ in thousands)

| Valuation as of January 1 | Actuarial Value of Assets | Actuarial Accrued Liability | Unfunded Actuarial Accrued Liability | Funded Ratio | Covered Payroll | Unfunded Accrued Liability as a Percentage of Covered Payroll |
|--|--|--|---|-------------------------|----------------------------|--|
| 2002 | \$ 4,242,333 | \$ 3,091,511 | \$ 0 | 137.2% | \$ 466,757 | 0.0% |
| 2001 | 4,202,023 | 2,988,140 | 0 | 140.6% | 459,271 | 0.0% |
| 2000 | 4,088,042 | 2,979,234 | 0 | 137.2% | 466,732 | 0.0% |
| 1999 | 3,748,894 | 2,435,776 | 0 | 153.9% | 448,972 | 0.0% |
| 1998 | 3,346,051 | 2,322,020 | 0 | 144.1% | 443,357 | 0.0% |
| 1997 | 2,728,480 | 2,280,975 | 0 | 119.6% | 431,364 | 0.0% |
| 1996 | 2,342,835 | 2,169,100 | 0 | 108.0% | 426,490 | 0.0% |
| 1995 | 2,119,557 | 1,832,449 | 0 | 115.7% | 391,314 | 0.0% |
| 1994 | 2,048,201 | 1,538,464 | 0 | 133.1% | 377,822 | 0.0% |
| 1993 | 1,924,980 | 1,514,263 | 0 | 127.1% | 376,683 | 0.0% |

Table 12b
Schedule of Employer Contributions
GASB Statement No. 25 Disclosure
(in thousands)

| Fiscal Year Ended December 31 | Annual Required Contribution | Percentage Contributed* |
|----------------------------------|---------------------------------|----------------------------|
| 2001 | \$ 144 | 100% |
| 2000 | 238 | 100 |
| 1999 | 6,806 | 100 |
| 1998 | 6,050 | 100 |
| 1997 | 5,079 | 100 |
| 1996 | 2,962 | 100 |
| 1995 | 2,557 | 100 |
| 1994 | 5,220 | 100 |
| 1993 | 3,470 | 100 |
| 1992 | 13,439 | 100 |

* Certain employer contributions for the 1996 through 1999 plan years were forgiven under the Global Pension Settlement. For purposes of GASB 25 Disclosure these contributions are treated as having been made.

The information presented above was determined as part of the actuarial valuation as of one year prior to the dates indicated (i.e., the contribution determined by the valuation completed as of January 1, 2001 was contributed for the fiscal year ending December 31, 2001).

The Annual Required Contribution (ARC) is the sum of the defined contribution to the Fire and Police Survivorship Fund and the actuarially determined Employer contribution to all other Funds.

Additional information as of the latest actuarial valuation follows:

| | |
|--------------------------------|-----------------------------|
| Valuation Date: | January 1, 2002 |
| Actuarial Cost Method: | Projected Unit Credit |
| Amortization Method: | Closed; Level dollar |
| Remaining Amortization Period: | 11-20 years |
| Asset Valuation Method: | 3-year market-related value |

Actuarial Assumptions:

- Investment Rate of Return 8.5%

| | | |
|----------------------------|----------------|------------------------|
| Projected Salary Increases | <u>General</u> | <u>Police and Fire</u> |
| | 3.5% - 7.5% | 4% - 14% |

- Inflation Assumption 3.5%
- Cost of Living Adjustments Vary by Employee Group
as explained in summary
of plan provisions

Table 13
Actuarial Balance Sheet
for Members at January 1, 2002
(in thousands)

| Item | Amount |
|---|------------------|
| Assets: | |
| Market Value of Assets | \$ 3,878,386 |
| Market Adjustment | <u>363,947</u> |
| Actuarial Value of Assets | \$ 4,242,333 |
| Liabilities: | |
| Actuarial Present Value of Credited Projected Benefits | |
| Annuitants | \$ 1,799,061 |
| Inactive Members | |
| Member Contributions | 43,377 |
| Employer Financed Portion | 13,604 |
| Active Members | |
| Member Contributions | 356,227 |
| Employer Financed Portion | 879,242 |
| Reserve for Adverse Experience | <u>1,150,822</u> |
| Total Liabilities | \$ 4,242,333 |

DESCRIPTION OF ACTUARIAL METHODS AND ASSUMPTIONS

Actuarial Cost Method

The method of financing the System is prescribed in section 36.08 of the Milwaukee City Charter.

Method: Projected Unit Credit

Under the Projected Unit Credit Method, the Normal Cost for a year is the Actuarial Present Value (APV) of the benefits expected to be earned in that year, based on pay projected to separation from ERS. The Actuarial Accrued Liability (AAL) is the APV of all benefits earned to the beginning of the year. The UAAL, under this method, is the excess of the AAL over the Actuarial Value of Assets, if any. The total Employer contribution is the sum of the Employer portion of the Normal Cost (Total Normal Cost less expected member contributions) plus an amount to amortize the UAAL over a period equal to the future working lifetime of employees covered by the Funds from the valuation date as a level dollar amount.

If the Actuarial Value of Assets exceeds the sum of the AAL and the Employer portion of the Normal Cost, there is no Employer contribution required for that year.

Asset Values

Two asset values appear in this report. A description of each and a brief explanation of where they are used is as follows:

Market Value

The market value of assets is the value of investments if they were to be sold currently. The market value of assets is used to develop the actuarial value of assets. (See Table 7.)

Actuarial Value

The actuarial value of the assets in the Employers' Reserve Fund is equal to the market value of assets. The actuarial value of assets for the remaining funds is a smoothed value of assets. Under this method, the difference between the expected 8½% return on market value and the actual return on market value is phased in over a three-year period. The actuarial value shall not be less than 90% or more than 110% of market value. (See Table 9.) The actuarial value of assets is used in the determination of the Employer's actuarial contribution requirements. (See Tables 2-4.)

Other Considerations

Where necessary for determination of separate contributions, assets allocable to various groups were estimated.

Actuarial Assumptions Adopted Effective January 1, 1998
(except as noted)

Interest

8.5% per annum

Salary Increases

Career average of 4½% per annum for general employes and 5½% per annum for police and fire, compounded annually. Representative values are as follows:

| <u>Age</u> | <u>General</u> | <u>Fire and Police</u> |
|------------|----------------|------------------------|
| 25 | 7.1% | 11.2% |
| 30 | 6.1 | 7.7 |
| 35 | 5.3 | 5.8 |
| 40 | 4.6 | 4.7 |
| 45 | 4.3 | 4.3 |
| 50 | 4.0 | 4.1 |
| 55 | 3.6 | 4.0 |
| 60 | 3.5 | 4.0 |
| 65 | 3.5 | 4.0 |

Annual increases of 4% per annum are assumed for policemen and firemen on duty disability. Annual increases of 3.5% per annum are assumed for general employes. (The increases for duty disabled fire and police affect both current duty disability benefits and future service retirement or extended life conversion benefits. The increases for general employes affect only service retirement conversion benefits.)

Early and Normal Retirement

Normal retirement rates for fire and police participating in the Combined Fund were adopted effective January 1, 2000. Illustrative rates of retirement are as follows:

| Age | Early Retirement | Normal Retirement | | | Normal Retirement | |
|-----|-------------------|-------------------|------------------------------------|---------|--------------------------------|---------|
| | General Employees | General Employees | Not Participating in Combined Fund | | Participating in Combined Fund | |
| | | | Policemen | Firemen | Policemen | Firemen |
| 44 | | | | | 10.0% | |
| 45 | | | | | 11.5 | |
| 46 | | | | | 13.5 | |
| 47 | | | | | 15.5 | |
| 48 | | | | | 17.5 | |
| 49 | | | | | 20.5 | 12% |
| 50 | | | | | 23.5 | 15 |
| 51 | | | | | 27.0 | 17 |
| 52 | | | 55% | 41% | 30.0 | 19 |
| 53 | | | 24 | 10 | 32.0 | 19 |
| 54 | | | 24 | 15 | 32.0 | 24 |
| 55 | 2% | 75% | 24 | 25 | 32.0 | 34 |
| 56 | 2 | 50 | 40 | 30 | 48.0 | 39 |
| 57 | 2 | 50 | 35 | 35 | 47.0 | 48 |
| 58 | 2 | 50 | 35 | 55 | 47.0 | 66 |
| 59 | 2 | 50 | 35 | 45 | 47.0 | 58 |
| 60 | | 25 | 35 | 45 | 47.0 | 58 |
| 61 | | 25 | 35 | 75 | 47.0 | 88 |
| 62 | | 25 | 50 | 75 | 58.0 | 88 |
| 63 | | 25 | 100 | 100 | 100.0 | 100 |
| 64 | | 25 | 100 | 100 | 100.0 | 100 |
| 65 | | 35 | 100 | 100 | 100.0 | 100 |
| 66 | | 35 | 100 | 100 | 100.0 | 100 |
| 67 | | 20 | 100 | 100 | 100.0 | 100 |
| 68 | | 20 | 100 | 100 | 100.0 | 100 |
| 69 | | 20 | 100 | 100 | 100.0 | 100 |
| 70 | | 100 | 100 | 100 | 100.0 | 100 |

For firemen and policemen participating in the Combined Fund, additional rates of normal retirement apply in the year that a member is first eligible to retire on service retirement, and in the first year that the Global Pension Settlement is effective.

Police: 12%
 Fire: 9%

Survivor Benefits

It is assumed that the female spouse is three years younger than the male. In absence of evidence to the contrary, it is assumed that 85% of general employes and 95% of Policemen and Firemen are married, with dependent children described by the following table:

| <u>Member's Age at Death</u> | <u>Number of Dependent Children</u> | <u>Age of Youngest Child</u> |
|---|--|---|
| 20 | 0 | N/A |
| 25 | 1.5 | 1 |
| 30 | 2.5 | 2 |
| 35 | 2.5 | 5 |
| 40 | 2.5 | 8 |
| 45 | 2.0 | 11 |
| 50 | 1.5 | 14 |
| 55 | 1.0 | 15 |
| 60 and Over | 0 | N/A |

The percentage of retiring employes assumed to elect option 3, the subsidized 50% option, is 60% for males and 20% for females. The percentage of general employes assumed electing the 100% PSO option before retirement is 25% for males and 10% for females. For firemen and policemen, 95% are assumed to elect the 100% PSO option before retirement.

Duty Deaths

The following percentages of deaths in active service are assumed incurred in the performance of duty:

- General Employees: 5%
- Police & Fire: 20%. In addition, amongst firemen, 25% of duty deaths are assumed to occur under the Heart and Lung Law.

Duty Disabilities

The following percentages of disabilities are assumed incurred in the performance of duty:

- General Employees: 20%
- Police: 95% of the non-Pikalek disabilities and 100% of the Pikalek disabilities. 5% of non-Pikalek duty disabilities are assumed eligible for the special 90% benefit.
- Fire: 95%. 5% of duty disabilities are assumed eligible for the special 90% benefit and 30% are assumed to occur under the Heart and Lung Law.

Miscellaneous

Part time employees who work less than 1,000 hours in the year preceding the valuation are assumed to earn one half year of creditable service for each calendar year of employment.

Active members who worked less than 100 hours in the prior year, but who have not officially terminated employment are included in the count of Inactives in Table 6. These members are not assumed to earn additional service credit in future years.

**Illustrative Rates of Termination, Disability, and Remarriage
for General Employees, Firemen, and Policemen**

| Age | Termination | | Disability | | Remarriage | |
|--------------------------|-------------|---------|------------|---------|------------|---------|
| | Males | Females | Males | Females | Males | Females |
| General Employees | | | | | | |
| 20 | 20.203% | 20.203% | 0.06% | 0.04% | 14.46% | 14.46% |
| 25 | 13.442 | 13.442 | 0.06 | 0.04 | 9.45 | 9.45 |
| 30 | 9.374 | 9.374 | 0.06 | 0.04 | 5.94 | 5.94 |
| 35 | 6.645 | 6.645 | 0.25 | 0.10 | 4.02 | 4.02 |
| 40 | 4.330 | 4.330 | 0.30 | 0.20 | 2.80 | 2.80 |
| 45 | 2.696 | 2.696 | 0.35 | 0.30 | 1.75 | 1.75 |
| 50 | 0.950 | 0.950 | 0.70 | 0.40 | 0.96 | 0.96 |
| 55 | 0.950 | 0.950 | 1.10 | 0.50 | 0.26 | 0.26 |
| 60 | - | - | 0.90 | 0.40 | - | - |
| 65 | - | - | 0.80 | 0.30 | - | - |
| Firemen | | | | | | |
| 20 | 3.000% | 4.750% | 0.08% | 0.08% | 14.46% | 14.46% |
| 25 | 2.800 | 4.050 | 0.17 | 0.17 | 9.45 | 9.45 |
| 30 | 2.300 | 3.000 | 0.35 | 0.35 | 5.94 | 5.94 |
| 35 | 1.800 | 3.000 | 0.95 | 0.95 | 4.02 | 4.02 |
| 40 | 1.200 | 3.000 | 1.50 | 1.50 | 2.80 | 2.80 |
| 45 | 0.650 | 2.400 | 1.50 | 1.50 | 1.75 | 1.75 |
| 50 | - | - | 1.50 | 1.50 | 0.96 | 0.96 |
| 55 | - | - | 1.50 | 1.50 | 0.26 | 0.26 |
| 60 | - | - | 1.50 | 1.50 | - | - |
| 65 | - | - | 1.50 | 1.50 | - | - |
| Policemen * | | | | | | |
| 20 | 3.000% | 4.750% | 0.06% | 0.06% | 14.46% | 14.46% |
| 25 | 2.800 | 4.050 | 0.06 | 0.06 | 9.45 | 9.45 |
| 30 | 2.300 | 3.000 | 0.15 | 0.15 | 5.94 | 5.94 |
| 35 | 1.800 | 3.000 | 0.20 | 0.20 | 4.02 | 4.02 |
| 40 | 1.200 | 3.000 | 0.30 | 0.30 | 2.80 | 2.80 |
| 45 | 0.650 | 2.400 | 0.40 | 0.40 | 1.75 | 1.75 |
| 50 | - | - | 0.30 | 0.30 | 0.96 | 0.96 |
| 55 | - | - | 0.30 | 0.30 | 0.26 | 0.26 |
| 60 | - | - | 0.30 | 0.30 | - | - |
| 65 | - | - | 0.30 | 0.30 | - | - |

* Disability rates for the regular 75% benefit are doubled at ages 40 and over for policemen hired prior to August 1, 1985.

**Illustrative Rates of Mortality, Disability Mortality, and Disability Recovery
for General Employees, Firemen, and Policemen**

| Age | Mortality | | Disability Mortality | | Disability Recovery | |
|-----|-----------|---------|----------------------|---------|---------------------|---------|
| | Males | Females | Males | Females | Males | Females |
| 20 | 0.094% | 0.062% | 1.213% | 1.062% | 14.950% | 14.950% |
| 25 | 0.138 | 0.063 | 1.213 | 1.062 | 9.940 | 9.940 |
| 30 | 0.097 | 0.071 | 1.213 | 1.062 | 4.880 | 4.880 |
| 35 | 0.117 | 0.086 | 1.213 | 1.062 | 6.920 | 6.920 |
| 40 | 0.140 | 0.108 | 1.213 | 1.062 | 2.830 | 2.830 |
| 45 | 0.178 | 0.139 | 1.213 | 1.062 | 1.700 | 1.700 |
| 50 | 0.276 | 0.195 | 1.213 | 1.062 | 0.450 | 0.450 |
| 55 | 0.455 | 0.301 | 1.213 | 1.062 | - | - |
| 60 | 0.733 | 0.562 | 1.213 | 1.062 | - | - |
| 65 | 1.213 | 1.062 | 1.213 | 1.062 | - | - |
| 70 | 2.076 | 1.826 | 2.076 | 1.826 | - | - |
| 75 | 3.514 | 2.997 | 3.514 | 2.997 | - | - |
| 80 | 5.233 | 4.479 | 5.233 | 4.479 | - | - |
| 85 | 7.906 | 7.906 | 7.906 | 7.906 | - | - |
| 90 | 10.844 | 12.348 | 10.844 | 12.348 | - | - |
| 95 | 15.639 | 17.504 | 15.639 | 17.504 | - | - |
| 100 | 20.836 | 27.511 | 20.836 | 27.511 | - | - |
| 105 | 26.103 | 51.790 | 26.103 | 51.790 | - | - |
| 115 | 100.000 | 100.000 | 100.000 | 100.000 | - | - |

SUMMARY OF PLAN PROVISIONS

Eligibility for Membership

Membership is optional for all employes who were in service as of January 1, 1938. New employes are automatically members as a condition of employment. Membership is optional for elected officials.

Participation in the Combined Fund

On January 19, 2001 the Combined Fund was created, retroactive to January 1, 2000. Individuals who participate in the Combined Fund may be eligible for certain benefit enhancements which are described in this Summary of Plan Provisions. Members who enroll in the ERS after June 28, 2000, and their eligible survivors, are automatically participants in the Combined Fund. Members enrolled in the ERS on or before June 28, 2000, and their eligible survivors, participate in the Combined Fund provided that the members consented in writing to the Global Pension Settlement. Eligible survivors of members or retirees who died on or before June 28, 2000 participate in the Combined Fund provided that the eligible survivors consented in writing to the Global Pension Settlement. Members or survivors whose benefit payments ceased prior to January 1, 2000, are not eligible for benefits from the Combined Fund.

Creditable Service

Creditable service equals prior service plus membership service. Prior service includes service as an employe prior to January 1, 1938, or prior to an amendment which made the employe eligible for membership in the System. Membership service means service as an employe since last becoming a member, on account of which contributions are made.

- (a) For most employes, 2080 hours of service constitute one year of creditable service. For prevailing wage employes (carpenters and other tradespeople) 2000 hours constitute one year. For members employed by the school board for a 10-month school year, 1560 hours of service constitute a year of creditable service.

- (b) Under certain conditions creditable service may be granted for periods of absence due to military service.
- (c) For purposes of computing the service retirement allowance only, creditable service is granted for periods of eligibility for a duty disability retirement allowance.
- (d) No more than one year of creditable service is granted for service in a single calendar year.

Imputed Service

Imputed service credit may be granted, under specified conditions, to members who consented to the Global Pension Settlement. Imputed service credit is used to calculate the amount of certain benefits, but is not used to determine eligibility for any kind of benefit. An individual may be eligible for one or more types of imputed service credit.

Eligibility for Imputed Service Credit

Only individuals participating in the Combined Fund can become eligible for the following types of imputed service credit.

- (a) **Imputed military service credit:** The member must have been active in the armed forces of the United States of America prior to his or her enrollment in the ERS, and must have been honorably discharged. In addition, the member's date of retirement or pre-retirement death must be on or before December 31, 2002, and must also be on or after (i) January 1, 1998, for eligible members of the MPA and Local 215; (ii) January 1, 1999, for eligible general employees and members of the MPSO; and (iii) January 1, 2000, for non-represented fire and police. An individual eligible for imputed military service credit must apply for the credit.
- (b) **Imputed fire and police service credit:** The member must have been in active ERS service as a fireman or policeman as of January 1, 2000, and must also retire from ERS service as a fireman or policeman, or die while a fireman or policeman

eligible for protective survivorship option benefits. If the eligible individual is a policeman at death or retirement, then he must have either attained the minimum service retirement age of 57, or completed 25 years of creditable service as a fireman or policeman,

- (c) **Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund**, (the "Fund"): The member must have been a policeman who was an active member of the "Fund" as of January 1, 2000. If the policeman was in active ERS service as of January 1, 2000, he must either retire as a policeman on a service retirement allowance at the minimum service retirement age of 57 or after completing 25 years of creditable service as a fireman or policeman; or he must retire on a policeman's duty disability retirement allowance and subsequently convert to a service retirement allowance. If the policeman was retired on a duty disability retirement allowance as of January 1, 2000, then he must subsequently convert to a service retirement allowance.

Benefits Affected by Imputed Service Credit

- (a) **Imputed military service credit and/or imputed fire and police service credit:** The amount of the service retirement allowance, the conversion service retirement allowance, protective survivorship option benefits, and the extended life duty disability retirement allowance are affected. If the eligible individual is also entitled to a 5% Lump Sum Bonus, a Retiree Special Bonus, and/or an 8.6% Dissolution Bonus that is based on the affected benefit, then the imputed service credit is included in calculating the base for the bonus payment(s).
- (b) **Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund:** The amount of the service retirement allowance and the conversion service retirement allowance are affected. If the service retirement allowance is affected, then the imputed service credit is included in calculating the base for the 5% Lump Sum Bonus.

See the benefit descriptions later in this summary for further details on how imputed service credit is used.

Amount of Imputed Service Credit

- (a) **Imputed military service credit:** A period of eligible military service consists of a period of at least 90 consecutive days of active service in the armed forces of the United States prior to enrollment in the ERS. Total eligible military service equals the sum of all periods of eligible military service. Imputed military service credit equals one-third of the member's total eligible military service, to a maximum of three years of imputed military service credit.
- (b) **Imputed fire and police service credit:** For policemen - and for firemen with 20 years of creditable service as a fireman or policeman - 1.5 years. For firemen with less than 20 years of creditable service as a fireman or policeman: 1.5 years times a fraction whose numerator is years of creditable fire and police service, and whose denominator is 20.
- (c) **Imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund:** 2 years.

Vesting Service

In the year of hire or termination, vesting service is based on elapsed time. In other years, members receive vesting service as follows:

- (a) No vesting service if creditable service is zero for the year;
- (b) One-half year of vesting service if creditable service is less than or equal to one-half the hours required for a year of creditable service; and
- (c) One year of vesting service if creditable service exceeds one-half the hours required for a year of creditable service.

Earnable Compensation

The annual regular base salary that would be payable to a member if he or she worked the full normal working time for his or her position. Earnable compensation for the calendar year preceding retirement may also include longevity in rank pay, (limited) variable shift assignment pay, and/or certification pay for policemen; and emergency medical technician pay for firemen. Earnable compensation for school board employes represented by Local 950, OEIU, also includes site differential pay.

Final Average Salary

- (a) For general employes, final average salary means the average annual earnable compensation computed on the 3 years of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.
- (b) For policemen and firemen, final average salary means the average annual earnable compensation computed on the year of creditable service preceding retirement, death or separation from service during which earnable compensation was the highest.
- (c) For members converting from a duty disability retirement allowance to a service retirement allowance, the service retirement allowance is computed on the basis of the current compensation of the member's position at the service retirement date.

Eligibility for Service Retirement

- (a) A service retirement allowance is payable to any member who elects to retire after attaining the minimum service retirement age, which is age 60 for general employes and age 57 for policemen and firemen.
- (b) General employes who have attained age 55 and completed 30 years of creditable service, are eligible for service retirement.

- (c) Policemen who participate in the Combined Fund are eligible for service retirement at any age after completing 25 years of creditable fire or police service.
- (d) Firemen who participate in the Combined Fund, who have attained age 49 and completed 22 years of creditable fire or police service, are eligible for service retirement.
- (e) Policeman and firemen who are not participants in the Combined Fund are eligible for service retirement after attaining age 52 and completing 25 years of creditable fire or police service.

Amount of Service Retirement Allowance

The amount of a member's service retirement allowance is equal to the following:

- (a) For general employes, 2% of final average salary for each year of creditable service or imputed military service, limited to 70% of final average salary.
- (b) For firemen enrolled prior to March 1, 1989, and policemen enrolled prior to July 1, 1989, 2.5% of final average salary for each year of creditable service or imputed service (of any kind).
- (c) For firemen enrolled after February 28, 1989, and policemen enrolled after June 30, 1989, 2.5% of final average salary for each year of creditable service or imputed military service, limited to 90% of final average salary, plus 2.5% of final average salary for each year of imputed fire and police service or imputed service under the dissolution of the Firemen and Policemen's Survivorship Fund.
- (d) For elected officials, 2.6% of final average salary for each year of creditable service as an elected official for years before 1996. From 1996 forward the rate of accrual for creditable service or imputed military service is 2.5% except for the mayor, who will have an accrual rate of 2.0%.

Funds Charged with Service Retirement Allowance

For individuals participating in the Combined Fund, service retirement allowance payments are charged to the Combined Fund. For all other individuals, the service retirement allowance is charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member enrolled on or after February 1, 1996.

Eligibility for Ordinary Disability Retirement Allowance

A member who the medical council certifies is mentally or physically incapacitated for further performance of duty, that such incapacity is likely to be permanent and that such member should be retired, is eligible for the ordinary disability retirement allowance. The ordinary disability allowance is not payable if the member qualifies for the duty disability allowance.

Amount of Ordinary Disability Retirement Allowance

Imputed service credit is not used in any part of the calculation of the Ordinary Disability Retirement Allowance. The "service retirement allowance" referred to below is calculated based on creditable service only.

- (a) For general employees, 90% of the service retirement allowance based on creditable service to date of disability retirement, but no less than 25% of final average salary, provided such amount does not exceed 90% of the retirement allowance payable had the member continued in service to the minimum service retirement age.
- (b) For policemen and firemen hired after January 1, 1971, who have 5 years of service, 25% of final average salary plus 2% thereof for each year of creditable service in excess of 5 years up to a maximum of 50% of final average salary.
- (c) For policemen and firemen hired before January 1, 1971, the greater of the benefit described in (a), or the benefit described in (b).
- (d) The benefit is payable for life while the member remains disabled, except that for general employees with less than 10 years of creditable service, the duration is

limited to one-fourth (1/4) of the period of the service accrued to the date of disability.

- (e) Members receiving benefits for life may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

Funds Charged with Ordinary Disability Retirement Allowance

Ordinary disability retirement allowance payments are charged to the Combined Fund if the eligible individual is a participant in the Combined Fund. Otherwise, the allowance is charged to (i) the Retirement Fund, if the member's enrollment date is before February 1, 1996, and (ii) the Combined Retirement and Disability Fund, if the member's enrollment date is on or after February 1, 1996.

Eligibility for Duty Disability Retirement Allowance

If a member becomes permanently and totally incapacitated as a result of the performance of his duty, and his mental or physical incapacitation is medically certified, such member is eligible for a duty disability retirement allowance. If a fireman's disability is due to heart or lung disease, such disability is considered a duty disability.

Amount of Duty Disability Related Benefits

Imputed service credit is *not* used when calculating a duty disability retirement allowance. Imputed service credit *is* used when calculating the conversion service retirement allowance referred to in paragraphs (a) - (c) below. Eligibility for imputed military service credit depends upon the date of the conversion, not upon the date of the duty disability retirement.

- (a) For general employes, the duty disability retirement allowance equals 75% of the member's final average salary. Members receive the allowance, while disability continues, until the later of age 65, or for a period of 5 years, at which time they convert to a service retirement allowance. General employes receiving duty

disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a designated beneficiary.

- (b) For firemen and policemen, the duty disability retirement allowance is 75% of the current annual salary for the position held by the member at retirement, plus \$40 per month for each child younger than age 18 (up to a maximum of 20% of the member's salary). In certain cases of extreme disability, when approved by a panel of physicians, the disability allowance will be 90% of such salary. Duty disability benefits paid to firemen on account of heart and lung disease are at the 75% level. In the event of the death of a policeman or fireman receiving a 75% or 90% disability allowance, 70% or 75%, respectively, of the amount of the member's allowance shall be paid to the member's spouse during her lifetime.

The 90% duty disability allowances are payable for life. The 75% duty disability allowances are payable until the earlier of attainment of age 57, or completion of 25 years of service and attainment of age 52, at which time the member must either convert to a service retirement allowance or irrevocably elect to receive a recalculated duty disability allowance, referred to as an extended life duty disability allowance, as described in (c), below. A fireman or policeman who becomes duty disabled on or after his conversion age does not choose between a conversion service retirement allowance and an extended life duty disability allowance. Instead, he receives the duty retirement allowance for life.

- (c) The extended life duty disability allowance referred to in (b), above, equals the lesser of the conversion service retirement allowance, or 75% of the current annual salary, provided further that the benefit will not be less than 57% of current annual salary for a fireman, or 60% of current annual salary for a policeman. "Current annual salary" here refers to the salary at the conversion age, for the position held by the member at the time of injury. The extended life duty disability allowance is payable for life and, unlike the duty disability allowance, is a fixed amount that does not change after the conversion age. Firemen or policemen receiving extended life duty disability benefits may elect reduced benefits under an optional form of payment in order to provide a death benefit to a

designated beneficiary. Their spouses are not eligible to receive the 70% benefit payable to surviving spouses of firemen and policemen who die while in receipt of the 75% duty disability benefit.

- (d) Members disabled prior to the valuation date receive benefits according to the provisions in effect at the time of their disability, or their application for disability benefits, according to the terms of the plan.

Under Charter Ordinance 980130 Substitute 2, firemen and policemen who retired on duty disability prior to October 17, 1992, will not be required to convert to service retirement prior to the conversion age requirements that were in effect when they were hired.

Under Charter Ordinance 000789, duty disabled firemen and policemen who signed the DeBraska II release form will be subject to the following conversion requirements: (i) members retired on duty disability prior to February 8, 1972, will receive duty disability benefits for life; (ii) members enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after August 1, 1985, or firemen who retired on duty disability on or after March 1, 1984, will have a conversion age of 63; (iii) members enrolled on or after February 8, 1972, who retired on duty disability on or after October 17, 1992, will not be required to convert to service retirement prior to the conversion age requirements that were in effect when they were hired; and (iv) for all other members who signed the DeBraska II release form, there is no difference between the conversion requirements of Charter Ordinance 980130 Substitute 2, and Charter Ordinance 000789.

Funds Charged with Duty Disability Related Benefits

- (a) For participants in the Combined Fund, duty disability benefits paid to members, benefits paid to survivors of members who die while duty disabled, child

allotment payments, conversion service retirement benefits, and extended life duty disability benefits are paid from the Combined Fund.

- (b) For general employes who do not participate in the Combined Fund, duty disability benefits, and survivor benefits paid to beneficiaries of general employes who elect an optional form of payment and die while disabled, are paid from (i) the General Employes Duty Disability Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.
- (c) For firemen and policemen who do not participate in the Combined Fund, if the enrollment date is prior to February 1, 1996, duty disability benefits, child allotment payments, and surviving spouse benefits paid if the member dies while disabled, are paid from the Fire and Police Duty Disability Fund, unless the member is a fireman disabled due to heart and lung disease, in which case these benefits are paid from the Heart and Lung Fund. For firemen and policemen whose enrollment dates are on or after February 1, 1996, duty disability benefits, child allotment payments, and surviving spouse benefits paid if the member dies while disabled, are paid from the Combined Retirement and Disability Fund, unless the member is a fireman disabled due to heart and lung disease, in which case these benefits are paid from the Heart and Lung Fund.
- (d) For members who do not participate in the Combined Fund, benefits paid after conversion to either a service retirement allowance or an extended life disability benefit are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Ordinary Death Benefit

- (a) In the event of death of a member while in service, a death benefit equal to the sum of the member's accumulated contributions plus one-half of his final average salary is payable to the designated beneficiary. Optional forms of payment of such benefit to the beneficiary are provided. If the member had elected a protective

survivorship option – and duty death benefits are not payable – such option will become effective and the ordinary death benefit will not be payable. If a duty death benefit is payable the ordinary death benefit will not be paid.

- (b) Unless the member elects an optional death benefit, the death benefit subsequent to retirement is the excess, if any, of (i) the member's contributions with interest to retirement over (ii) the sum of the allowance payments made prior to the member's death.

Funds Charged with Ordinary Death Benefits

Ordinary death benefits paid on behalf of a participant in the Combined Fund are charged to the Combined Fund. Otherwise, ordinary death benefits are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Protective Survivorship Option

Firemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 57, or completion of 25 years of service as a fireman. Policemen may elect a Protective Survivorship Option (PSO) during the 6 months that precede the earlier of attainment of age 57, or completion of 25 years of service as a policeman. Firemen and policemen who fail to elect a PSO during the eligible period are deemed to have elected an Option 2 PSO with the spouse as the named beneficiary.

General employes may elect a PSO during the 6 months that precede the earlier of attainment of age 60, or completion of 30 years of service and attainment of age 55.

Except for firemen and policemen, the election shall be irrevocable and shall continue after retirement. Firemen and policemen are allowed to reselect a PSO if they marry, or divorce, and to select a different option and/or beneficiary at retirement, if they wish.

The PSO is automatically canceled if the joint annuitant predeceases the member before retirement; or if the member is divorced from the joint annuitant before retirement.

Under a PSO, if a member eligible to retire on a service retirement allowance dies prior to retirement, benefits begin to the named beneficiary just as if the member retired under such option immediately prior to his or her death, except that imputed service credit arising from the dissolution of the Firemen and Policemen's Survivorship Fund will *not* be used in the calculation of the PSO benefit. If a fireman eligible for PSO coverage dies prior to age 49, benefits for the named beneficiary will be deferred until the date the fireman would have attained age 49. Imputed military service and imputed fire and police service may be used in the calculation of the deferred PSO benefit.

In all cases where the requirements are met for both a PSO benefit and a duty death benefit, the duty death benefit will be payable in lieu of the PSO.

Funds Charged with PSO Benefits

PSO benefits for participants in the Combined Fund are charged to the Combined Fund. Benefits for individuals who do not participate in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Retirement and Disability Fund if the member's enrollment date is on or after February 1, 1996.

Duty Death Benefits

In the event the member's death occurs in the performance of his duty, a lump sum payment equal to the member's accumulated contributions, plus an annuity of 60% of such deceased member's final average salary will be paid to one of the following:

- (a) The member's surviving spouse
- (b) The member's children until their 21st birthday
- (c) The member's dependent parents

Death of a fireman that is due to heart or lung disease is considered a duty death.

Funds Charged with Duty Death Benefits

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. Heart & Lung duty death benefits payable to individuals who are not participants in the Combined Fund are charged to the Heart & Lung Fund. Duty death benefits (other than Heart & Lung) payable to individuals who are not participants in the Combined Fund are charged to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Member Contributions

Member contribution rates are the following percentages of annual salary:

- (a) General Employes - 5.5%
- (b) Firemen and Policemen - 7.0%
- (c) Elected Officials - 7.0%

Currently, the City or the City Agency employing the member makes all contributions on the member's behalf (with the exception of \$1.00 per year contributed by each policeman).

Member contributions made for or by participants in the Combined Fund are credited to the Combined fund. Member contributions made for or by individuals who are not participants in the Combined Fund are credited to (i) the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Pension Escalators

Several different pension escalators are paid by the ERS. They are as follows:

Fire and Police \$50 Escalator

Firemen in Local 215 who retired under a service retirement allowance between March 1, 1990, and December 31, 1992; members of the Milwaukee Police Association (MPA) who retired under a service retirement allowance between January 1, 1990, and December 31, 1992; members of the Milwaukee Police Supervisors Organization who retired under a service retirement allowance between January 1, 1991, and December 31, 1992; and firemen in Local 215 or members of the MPA who elect a deferred retirement allowance after separating from service between January 1, 1993, and December 31, 1994, with 25 years of service; are eligible for a pension escalator which increases their allowance by \$50 per month on the 4th, 7th, and 10th anniversary of retirement.

Members who both retired on duty disability and converted from duty disability to service retirement during the eligibility period are eligible for the escalators on the 4th, 7th, and 10th anniversaries of their conversion dates.

The surviving spouses of eligible retirees, or of members who died during the eligibility period, are eligible provided that the member elected an optional benefit at retirement – or elected a protective survivorship option (PSO) prior to retirement – with the spouse as beneficiary. The member's surviving spouse receives increases on the member's 4th, 7th, and 10th anniversary of retirement (or spouse's retirement date in the case of a PSO) with the amount of the escalator adjusted to reflect the option elected by the member.

\$50 escalators paid to participants in the Combined Fund are charged to the Combined Fund. \$50 escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

January 1996 Catch-up COLA for pre-October, 1987 Retirees**Eligible Group:**

- (a) General employes who attained the minimum service retirement age and retired with a service retirement allowance prior to October 1, 1987, or who retired on a

duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.

- (b) Firemen and policemen who retired prior to October 1, 1987, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to October 1, 1987.
- (c) Surviving spouses of eligible retirees, or of members who elected a PSO and died prior to October 1 1987, after naming their spouse as the designated beneficiary under Option 2, Option 3, or Option 4 with a percentage to the beneficiary.

Timing and Amount of Increase:

The catch-up COLA was a permanent increase in the ERS monthly benefit which was granted effective January 1, 1996. The increase was an amount equal to (i) the total ERS benefit in payment, multiplied by the greater of (ii) the total percentage change in the cost of living for each full calendar month between the 8th anniversary of service retirement and October 1, 1995, and (iii) the total percentage change required to bring the member's allowance to 60% of its full inflation adjusted value considering inflation for the period from retirement to October 1, 1995. The percentage change in the cost of living was measured by the increase in the CPI-U, U.S. Cities, as reported by the U.S. Department of Labor, Bureau of Labor Statistics.

(When the catch-up COLA was calculated, the factor was not applied to supplemental, pass through benefits, which are paid by the ERS but are not a liability of the ERS. These pass through benefits, which appear on the pension payroll data supplied to the actuary, are part of an old guaranteed minimum program. The ERS is a paying agent for these benefits, but is reimbursed by the City for all such payments.)

Catch-up COLA amounts paid to participants in the Combined Fund are charged to the Combined Fund. Catch-up COLA amounts paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund..

2% Escalator for pre-1993 Retirees

Eligible Group:

- (a) General employes who attained the minimum service retirement age and retired with a service retirement allowance prior to January 1, 1993, or who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.
- (b) Firemen and policemen who retired prior to January 1, 1993, who became eligible to retire on service retirement at age 57, or after attaining age 52 and completing 25 years of service. Also, firemen and policemen who retired on a duty disability allowance and converted to a service retirement allowance prior to January 1, 1993.
- (c) Surviving spouses of eligible members who elected Option 3 with the spouse as the beneficiary, or of members who died prior to January 1, 1993 after electing an Option 3 PSO with the spouse as the beneficiary.

Timing and Amount of Increase:

The first increase occurs with the later of the January 1996 installment or the installment next following the 8th anniversary of the member's service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

The first increase is 2% of the total ERS benefit in payment. That is, the monthly benefit to which the increase is applied includes \$50 fire and police escalators, and the January, 1996 catch-up COLA amount, if any, but it excludes supplemental pass through payments, if any. Increases after the first are also 2%, and are compounded -- that is, they are applied to the total ERS benefit in payment, including all prior increases, and again, excluding any supplemental pass through payments. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

2% escalators paid to participants in the Combined Fund are charged to the Combined Fund. 2% escalators paid to individuals who are not participants in the Combined Fund are charged to the Retirement Fund.

CPI Escalator for post-1992 Fire and Police Retirees who *don't* Participate in the Combined Fund and Pre-2000 CPI Escalator for post-1992 Fire and Police Retirees who *do* Participate in the Combined Fund

Eligible Group:

- (a) Firemen and policemen in active service on or after January 1, 1993, who become eligible to retire on service retirement at age 57 or after attaining age 52 and completing 25 years of service.
- (b) Firemen and policemen who retire on either a 75% Fire & Police duty disability benefit or a Heart & Lung duty disability benefit (i) between January 1, 1993, and December 31, 1994, and thereafter convert to service retirement; or (ii) on or after January 1, 1995, and who are eligible to elect between service retirement and extended life duty disability benefits at their conversion age.
- (c) Police in active service on or after January 1, 1995, who separate with 25 years of service and elect a deferred retirement allowance.
- (d) Surviving spouses of eligible members who elect Option 2 or 3, or who elect Option 4 with a percentage to the spouse, or who elect a PSO with a percentage to the spouse.

Timing and Amount of Increase:

For members who retired on service retirement between January 1, 1993, and December 31, 1994; or who retired on duty disability between January 1, 1993, and December 31, 1994, and later convert to service retirement; and for eligible surviving spouses of members who died prior to retirement between January 1, 1993, and December 31, 1994, with PSO coverage in effect; the first increase occurs for March of the year following the first full calendar year of service

retirement. For all others, the first increase occurs one full year after the member's service retirement date. Thereafter, increases occur annually on the anniversary of the first increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

Benefits payable to participants in the Combined Fund are charged to the Combined Fund. For individuals who are not participants in the Combined Fund: (i) benefits are charged to the Retirement Fund for members whose enrollment dates are prior to February 1, 1996; and (ii) benefits are charged to the Combined Retirement and Disability Fund for members whose enrollment dates are on or after February 1, 1996.

Post-1999 CPI Escalator for post-1992 Fire and Police Retirees who Participate in the Combined Fund

Eligible Group:

The eligible group is restricted to individuals who were firemen and policemen who retired on duty disability between October 17, 1992, and December 31, 1992; or who were in active service on or after January 1, 1993, who either retire as firemen or policemen, or who die in active service as firemen or policemen; and their eligible surviving spouses. The types of benefits that receive the CPI escalator include:

- (a) The service retirement allowance and ordinary disability retirement allowance.
- (b) Benefits paid to members after the duty disability conversion age: the conversion service retirement allowance or the extended life duty disability retirement allowance.
- (c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.

- (d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.
- (e) The fire and police or heart & lung duty disability surviving spouse allowance.
- (f) The duty death surviving spouse allowance.

Timing and Amount of Increases that occur after 1999:

- (a) The first post-1999 increase occurs the later of March 2000 and March of the year following the first full calendar year of retirement for: members who retired on service retirement or ordinary disability between January 1, 1993, and December 31, 1994; or who convert to service retirement after a period of duty disability which commenced between January 1, 1993, and December 31, 1994; or who separated from service between January 1, 1993, and December 31, 1994, and subsequently retire on a deferred, early, involuntary separation, or County transfer/ State reciprocity allowance; eligible spouse survivors of such members, including PSO spouse survivors when the member died between January 1, 1993, and December 31, 1994; duty death surviving spouses of members who died between January 1, 1993, and December 31, 1994; and duty disability surviving spouses where both the member's duty disability retirement date and duty disabled death date were between January 1, 1993, and December 31, 1994.
- (b) The first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's date of death for: duty disability surviving spouses where the member's duty disability death date is on or after January 1, 1995.
- (c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the first anniversary of the member's retirement or pre-retirement death. (Note: this group includes members who retired on duty disability between October 17, 1992, and December 31, 1994, who subsequently elect an extended life duty disability retirement allowance, and members who retired on duty

disability between October 17, 1992, and December 31, 1992, who subsequently convert to service retirement.)

Thereafter, increases occur annually on the anniversary of the first post-1999 increase.

The monthly benefit is increased by an amount equal to (i) the total allowance for the preceding December (including all prior increases), multiplied by the lesser of (ii) 3%, and (iii) the increase in the CPI-U, U.S. Cities Average, for the calendar year preceding the increase. If the member retired on duty disability between October 17, 1992, and December 31, 1992, and subsequently converts to service retirement, then the 2nd, 3rd, and 4th increases will not be less than 1.5%, and the 5th and subsequent increases will not be less than 2%. (The benefit initially payable to an eligible spouse upon the member's death includes a proportionate share of any increases in payment at the member's death, based on the option elected.)

The CPI escalator is charged to the Combined Fund.

2% Guarantee for Fire and Police CPI Escalator for Participants in Combined Fund

The eligible group is restricted to firemen and policemen who retire on service retirement, their spouse survivors, and PSO spouse survivors. In addition, firemen members of Local 215 and policemen members of the MPA must have been in active service on or after January 1, 1998; policemen members of the MPSO must have been in active service on or after January 1, 1999; and non-represented firemen and policemen must have been in active service on or after January 1, 2000. The benefit is a guarantee that the CPI Escalator will not be less than 2% per annum.

2% Escalator for post-1992 General Employee Retirees who do Not Participate in Combined Fund**Eligible Group:**

- (a) General employees who retire on a service retirement allowance on or after January 1, 1993 who have either (i) attained age 60, or (ii) completed 30 years of service and attained age 55.
- (b) General employees receiving a duty disability retirement allowance who convert to service retirement on or after January 1, 1993.
- (c) Spouses of eligible members who either elect Option 3 at retirement with the spouse as beneficiary, or who die after electing an Option 3 PSO with the spouse as beneficiary.

Timing and Amount of Increase:

The first increase occurs with the installment next following the 8th anniversary of the member's service retirement or conversion to service retirement date (or the 8th anniversary of the surviving spouse's retirement date in the case of a PSO). Thereafter, increases occur annually on the anniversary of the first increase.

Each increase is 2%, and increases after the first are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes 50% of any increases in payment at the member's death.)

For members whose enrollment dates are prior to February 1, 1996, the 2% escalator for post-1992 general employe retirees is paid from the Retirement Fund. For members whose enrollment dates are on or after February 1, 1996, the 2% escalator for post-1992 general employe retirees is paid from the Combined Retirement and Disability Fund.

Post-1999 1.5% / 2% Escalator for General Employe Retirees and for Pre-1993 Fire and Police Retirees who Participate in the Combined Fund

Eligible Group:

The eligible group includes (i) pre-1993 retirees and surviving spouses who are not eligible for either the 2% Escalator for pre-1993 retirees, or the Post-1999 CPI Escalator for post-1992 fire and police retirees; and (ii) post-1992 general employe retirees and their surviving spouses. The types of benefits that receive the 1.5%/2% escalator include:

- (a) The service retirement allowance and ordinary disability retirement allowance for all members, and the duty disability retirement allowance for general employes.
- (b) Benefits paid to members after the duty disability conversion age: the conversion service retirement allowance for all members or the extended life duty disability retirement allowance for fire and police.
- (c) Benefits paid to members after separation from service: the deferred retirement allowance, early retirement allowance, involuntary separation allowance, or the ERS allowance paid under the County transfer or State reciprocity provisions.
- (d) The spouse survivor allowance paid to the surviving spouse of an eligible member who elects Option 2 or 3, or who elects Option 4 with a percentage to the spouse, or who elects a PSO with a percentage to the spouse.
- (e) The fire and police or heart & lung duty disability surviving spouse allowance.

- (f) The duty death surviving spouse allowance.

Timing and Amount of Increases that occur after 1999:

- (a) The first post-1999 increase occurs for January 2000 for eligible Option 2 and 4 spouse survivors of members retired on a service retirement allowance or a conversion service retirement allowance - and for eligible Option 2 and 4 PSO spouse survivors - when the member's date of retirement or pre-retirement death was prior to January 1988.
- (b) The first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's date of death for: duty disability surviving spouses of firemen and policemen.
- (c) For all others, the first post-1999 increase occurs the later of the year 2000 anniversary or the 2nd anniversary of the member's retirement or pre-retirement death.

Thereafter, increases occur annually on the anniversary of the first increase.

All increases for the group described in paragraph (a) are 2% increases. For paragraphs (b) and (c), an increase which takes effect on the 2nd, 3rd, or 4th anniversary is a 1.5% increase. An increase which takes effect on the 5th or subsequent anniversary is a 2% increase. Increases after the first one are compounded -- that is, they are applied to the total benefit in payment, including all prior increases. (The benefit initially payable to an eligible spouse upon the member's death includes the spouse's proportionate share of any increases in payment at the member's death, based on the option elected.)

Benefits are charged to the Combined Fund.

Fire and Police Survivorship Benefits for Individuals not Participating in Combined Fund

The survivors of firemen or policemen who die in active service or while in receipt of a disability allowance may be entitled to a survivorship benefit. The survivorship benefit is

payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. Eligible children include unmarried children who are either under the age of 18, or are over age 18, but who suffer from a disability which commenced before the age of 18. The amount of the survivorship benefit for a death occurring in 2000 is \$600 monthly for the spouse and one child or for two or more eligible children. If there is no surviving widow and only one child, the benefit is \$300. Upon attainment of age 57, \$300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disabled prior to age 18) or marriage. For member deaths that occurred prior to 2000 the monthly amount payable depends upon the plan provisions in effect at the member's death.

Active firemen and policemen not participating in the Combined Fund contribute \$52.20 annually for Survivorship benefits. Firemen and policemen receiving disability benefits and not participating in the Combined Fund may retain eligibility for Survivorship benefits, until attainment of the minimum service retirement age, by continuing to make the required annual contribution of \$52.20.

The City intends to purchase single premium insurance to cover the liability for this benefit. Prior to the purchase, any benefits paid to individuals not participating in the Combined Fund will be charged to the Fire and Police Survivorship Fund. The funds to purchase the insurance will be provided by the assets allocated to the non-Consenters in the Fire and Police Survivorship Fund. Any assets remaining after this purchase will be transferred to the Combined Fund. Member contributions made toward this benefit are to be credited to the Combined Fund.

Fire and Police Survivorship Benefits for Survivors Participating in Combined Fund

Survivors of firemen or policemen who died prior to 2000 while in active service or while retired on disability (and contributing to the Fire and Police Survivorship Fund) may be entitled to a survivorship benefit. The survivorship benefit is payable to the spouse of the deceased member provided the spouse has one or more eligible children in her care. For participants in the Combined Fund, the amount of the survivorship benefit for a death occurring prior to 2000 is \$600 monthly for the spouse and one child under age 18, or for two or more children under age

18. If there is no surviving widow and only one child, the benefit is \$300. The monthly amount payable to a disabled child over the age of 18 depends upon the plan provisions in effect at the member's death. Upon attainment of age 57, \$300 is payable to the spouse for her lifetime. Benefits payable to a spouse cease on remarriage and benefits payable in respect of children cease on attainment of age 18 (unless disability commenced prior to age 18) or marriage.

Survivorship Benefits for Participants in the Combined Fund are charged to the Combined Fund.

Separation Benefits

Should a member separate from service and no other benefit is payable, such member will be entitled to one of the following:

- (a) A refund of member contributions (not paid by the member's employer), with interest.
- (b) If the member has four years of service, a deferred allowance payable at the minimum service retirement age.
- (c) A refund of the member contributions and interest, including contributions paid on the member's behalf, is payable to (i) general employees after 8 years of service, or (ii) firemen or policemen after 10 years of service.
- (d) If the member's service is involuntarily terminated, or the member terminates voluntarily after attaining age 55 and completing 15 years of service, such member may elect to receive a deferred allowance at the minimum service retirement age, or an immediate allowance that is the actuarial equivalent of the deferred allowance.
- (e) If the member has 25 years of service as a fireman or policeman, and is not participating in the Combined Fund, a deferred allowance payable at age 52.
- (f) If the member is a fireman with 25 years of service as a fireman or policeman, had not attained age 49 at the date of separation from service, and is participating in the Combined Fund, a deferred allowance payable at age 52.

Imputed service credit is not used when calculating separation benefits.

Funds Charged with Separation Benefits

Benefits paid to participants in the Combined Fund are charged to the Combined Fund. Separation benefits paid to individuals not participating in the Combined Fund are charged to (i) the Retirement Fund if the member's enrollment date is prior to February 1, 1996, and (ii) the Combined Fund if the member's enrollment date is on or after February 1, 1996.

Lump Sum Bonus Payments

Under the Global Pension Settlement, various lump sum bonus payments may be made to eligible individuals participating in the Combined Fund. An individual may be eligible for one or more types of lump sum bonus payments.

Eligibility for Lump Sum Bonus Payments

Only individuals participating in the Combined Fund can become eligible for the following types of lump sum bonus payments. In addition, the following conditions apply to the individual lump sum bonuses.

- (a) **Military service credit cash bonus:** The member must have retired on service retirement, or converted to service retirement after duty disability, and must be in payment as of January 1, 2000. In addition, for general employes and policemen members of the MPSO, the effective date of service retirement or conversion must be prior to January 1, 1999; for firemen members of local 215 and policemen members of the MPA, the effective date of service retirement or conversion must be prior to January 1, 1998; for non-represented firemen and policemen, the effective date of service retirement or conversion must be prior to January 1, 2000. In addition, the retired member must have served in the armed forces of the U.S. prior to first being enrolled in the ERS, must have been

honorably discharged, and must apply for this bonus to the ERS no later than July 19, 2001.

- (b) **5% lump sum bonus:** All retired members and surviving spouses in payment as of January 1, 2000 are eligible *except* surviving spouses receiving either (i) a Fire & Police duty disability surviving spouse benefit; (ii) a Heart & Lung duty disability surviving spouse benefit; or (iii) a Firemen & Policemen's Survivorship Fund surviving spouse benefit.

Members who are inactive as of January 1, 2000, will become eligible at the time that their deferred retirement allowance commences.

Members in active service as of January 1, 2000, will become eligible when they first retire.

If a member in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

Only one 5% lump sum bonus will be paid on account of an individual member. Thus, if a member receiving a duty disability retirement allowance receives a 5% lump sum bonus on account of the duty disability benefit, then the member will *not* be eligible for an additional 5% lump sum bonus at the time of conversion.

- (c) **Retiree special bonus:** All retired members and surviving spouses who originally retired prior to January 1, 2000, and who are in payment as of January 1, 2000, are eligible *except* surviving spouses receiving either (i) a Fire & Police duty disability surviving spouse benefit; (ii) a Heart & Lung duty disability surviving spouse benefit; or (iii) a Firemen & Policemen's Survivorship Fund surviving spouse benefit.
- (d) **8.6% lump sum bonus:** A fireman or policeman in active service as of January 1, 2000, who (i) retires as a fireman or policeman on a service retirement

allowance; or (ii) converts to service retirement or elects an extended life duty disability retirement allowance after retiring as a fireman or policeman on duty disability; or (iii) attains age 63 while in receipt of an ordinary disability retirement allowance or a lifetime Fire & Police or Heart & Lung duty disability retirement allowance, is eligible for this bonus so long as the member did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund.

If a fireman or policeman in active service as of January 1, 2000, dies prior to retirement and the member's surviving spouse is eligible for either a surviving spouse duty death benefit (including Heart & Lung duty death) or a PSO spouse survivor benefit then the surviving spouse is eligible for this bonus payment.

A fireman or policeman retired on disability as of January 1, 2000, who is also an active member of the Firemen and Policemen's Survivorship Fund as of January 1, 2000 - under age 57 at 1/1/2000, and made all required contributions to the Survivorship Fund – is eligible for this bonus if he (i) converts to service retirement or elects an extended life duty disability retirement allowance; or (ii) is ineligible to convert to service retirement and attains age 63 while in receipt of the disability retirement allowance; provided that he (iii) did not receive 2 years of imputed service credit under the dissolution of the Firemen and Policemen's Survivorship Fund.

- (e) **Dissolution lump sum bonus:** An individual who is a member of the ERS as of January 1, 2000, and who is also a surviving former member of the Firemen and Policemen's Survivorship Fund as of that date is eligible for this bonus payment.

Amount of Lump Sum Bonus Payments

Age factors are used in the 5% lump sum bonus and the 8.6% lump sum bonus calculations. The age factors for these bonus payments are contained in s. 36-05-11-a.

- (a) **Military service credit cash bonus:** \$1,000,000 is to be divided pro-rata among the eligible group in proportion to each individual's "military service credit." An individual's "military service credit" equals the lesser of 1 year, or one-third of the individual's "eligible military service." An individual's "eligible military service" is the sum of all "eligible periods of active military service". An "eligible period of active military service" is a period of military service which precedes enrollment in the ERS, and which consists of not less than 90 consecutive days spent in the active service of the armed forces of the U.S.A. An individual's bonus payment cannot exceed his full December 1999 monthly allowance.
- (b) **5% lump sum bonus:** For individuals in payment as of January 1, 2000, the bonus payment equals 5% times 12 times their full December 1999 monthly allowance – or their full January 2000 allowance if the individual was not in payment for all of December 1999 – times a factor based on the age the individual attained on his birthday in 1999.

For members who are either inactive or active as of January 1, 2000, who retire in the future, the bonus payment equals 5% times their initial annual retirement allowance times a factor based on attained age on the retirement date. The retirement allowance used in the bonus calculation is to be reduced for early retirement, if applicable, but is not to be reduced for any optional election the member might have made under s. 36-05-7.

If a member in active service as of January 1, 2000 dies prior to retirement and the member's surviving spouse is eligible for this bonus payment, then the bonus will equal 5% times the spouse's initial annual benefit times a factor based on the spouse's attained age when the benefit commences.

- (c) **Retiree special bonus:** The bonus payment equals a factor times the full December 1999 monthly allowance – or the full January 2000 allowance if the individual was not in payment for all of December 1999 – minus an "offset"

related to the Catch-up COLA overpayment that occurred during the period January 1, 1996 through April 30, 1997.

The factor for firemen and policemen is 8. The factor for general employees depends upon the year of retirement or pre-retirement death. For an individual receiving a conversion service retirement allowance, the retirement date used in the calculation is the date of the original duty disability retirement. The general employee factor is 2 for retirement during 1997-1999; 3 for 1996 retirements; 4 for 1995 retirements; 5 for 1994 retirements; 6.5 for 1993 retirements; and 8 for retirements in 1992 and prior years.

Individuals who received a Catch-up COLA overpayment – and the surviving spouses of members who were overpaid and who had elected an optional form of payment under s. 36-05-7 naming their spouse as the beneficiary under the option – have an “offset” applied to their bonus payment. The offset equals the lesser of (i) 3 times the full December 1999 (or January 2000 allowance, as applicable) or (ii) the sum of the overpayments made to both the member and the spouse survivor.

- (d) **8.6% lump sum bonus:** In the explanation that follows, whenever an annual allowance is used in calculating a bonus due to a *member*, the allowance used is the allowance that would be paid if the member did not elect an option under s. 36-05-7.

For members who retire on service retirement: 8.6% times the annual service retirement allowance times a factor based on attained age at retirement.

For surviving spouses who receive either a PSO benefit or a duty death benefit: 8.6% times the initial annual allowance payable to the spouse times a factor based on the spouse's attained age when the benefit commences.

For a member who is retired on duty disability as of January 1, 2000 - or who retires on duty disability thereafter - and who is eligible to convert to service retirement: 8.6% times the annual conversion service retirement allowance earned as of the conversion age times a factor based on attained age at conversion.

For a member who is retired on disability as of January 1, 2000 – or who retired on disability thereafter – who is ineligible to convert to service retirement, and who is age 63 or younger at the later of 1/1/2000 or the disability retirement date: 8.6% times the “hypothetical” annual conversion service retirement allowance earned at age 63 times the attained age factor for age 63. The “hypothetical” allowance is calculated as if the member *were* eligible to convert at age 63.

For a member who retires on disability after January 1, 2000, who is older than age 63 at the disability retirement date: 8.6% times the annual disability allowance payable when the allowance commences times a factor based on the member’s attained age at retirement.

- (e) **Dissolution lump sum bonus:** An amount equal to \$500 times the total number of surviving former members of the Firemen and Policemen’s Survivorship Fund as of January 1, 2000, is to be divided pro-rata among all eligible individuals in proportion to each individual’s full years of service as a fireman or policeman prior to January 1, 2000, including time retired on disability prior to the minimum service retirement age of 57.

The military service credit cash bonus, 5% lump sum bonus, retiree special bonus, and 8.6% lump bonus are paid from the Combined Fund. The dissolution lump sum bonus is to be paid from \$10,000,000 set aside for the Employers’ Reserve Fund. See the explanation of the dissolution of the Firemen and Policemen’s Survivorship Fund for a fuller explanation of the source of the funds that will be used to pay the dissolution bonus.

EXHIBIT 1
Age/Service Distributions

EXHIBIT 1
Age/Service Distributions

ACTIVE MEMBERSHIP - GENERAL CITY EMPLOYEES

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total | |
|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|---------------|-------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | | |
| Under 25 | 88 \$27,131 | 1 \$29,182 | | | | | | | | | 89 \$27,154 |
| 25-29 | 153 \$32,467 | 29 \$34,760 | | | | | | | | | 182 \$32,833 |
| 30-34 | 215 \$33,301 | 103 \$36,865 | 34 \$37,700 | 3 \$29,811 | | | | | | | 355 \$34,727 |
| 35-39 | 143 \$33,316 | 135 \$39,868 | 120 \$40,646 | 62 \$41,305 | 22 \$34,613 | | | | | | 482 \$38,063 |
| 40-44 | 115 \$33,521 | 128 \$39,270 | 151 \$43,827 | 175 \$41,671 | 127 \$42,353 | 12 \$41,717 | | | | | 708 \$40,496 |
| 45-49 | 96 \$35,749 | 101 \$43,874 | 144 \$43,043 | 180 \$43,419 | 172 \$45,360 | 92 \$45,351 | 9 \$53,639 | | | | 794 \$43,242 |
| 50-54 | 66 \$35,263 | 77 \$38,576 | 127 \$45,119 | 101 \$46,128 | 135 \$47,801 | 171 \$49,964 | 148 \$47,354 | 24 \$49,102 | | | 849 \$45,784 |
| 55-59 | 26 \$33,737 | 36 \$42,189 | 69 \$41,010 | 62 \$46,901 | 37 \$47,732 | 68 \$52,347 | 66 \$52,769 | 24 \$53,712 | 4 \$33,098 | | 392 \$46,845 |
| 60-64 | 9 \$36,663 | 17 \$36,550 | 31 \$42,043 | 14 \$34,974 | 16 \$37,757 | 19 \$43,823 | 9 \$46,886 | 14 \$49,226 | 3 \$52,641 | | 132 \$41,288 |
| Over 64 | 2 \$96,649 | 2 \$24,213 | 5 \$52,466 | 9 \$41,062 | 3 \$46,429 | 6 \$53,855 | 3 \$31,974 | 1 \$30,954 | 2 \$67,554 | | 33 \$48,425 |
| Total | 913 \$33,180 | 629 \$39,481 | 681 \$42,733 | 606 \$43,208 | 512 \$44,736 | 368 \$48,729 | 235 \$48,901 | 63 \$50,598 | 9 \$47,269 | | 4,016 \$41,423 |

ACTIVE MEMBERSHIP - WATER DEPARTMENT

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|-----------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 1 \$29,032 | | | | | | | | | 1 \$29,032 |
| 25-29 | 4 \$36,928 | | | | | | | | | 4 \$36,928 |
| 30-34 | 9 \$29,595 | 5 \$34,058 | 4 \$48,008 | | | | | | | 18 \$34,926 |
| 35-39 | 2 \$30,044 | 9 \$40,953 | 10 \$39,825 | 12 \$43,789 | | | | | | 33 \$40,981 |
| 40-44 | 2 \$35,533 | 10 \$34,511 | 19 \$38,490 | 23 \$44,013 | 16 \$38,034 | 1 \$55,581 | | | | 71 \$39,774 |
| 45-49 | 3 \$52,762 | 6 \$56,598 | 18 \$40,771 | 17 \$42,575 | 25 \$40,580 | 10 \$43,889 | | | | 79 \$43,151 |
| 50-54 | | 6 \$33,274 | 12 \$49,076 | 15 \$38,598 | 14 \$41,077 | 23 \$39,925 | 23 \$40,938 | 3 \$42,914 | | 96 \$40,950 |
| 55-59 | 1 \$40,054 | 2 \$41,631 | 4 \$34,691 | 4 \$43,596 | 4 \$36,382 | 3 \$36,304 | 8 \$43,969 | 5 \$36,287 | | 31 \$39,487 |
| 60-64 | | | 3 \$52,975 | 2 \$37,670 | 1 \$31,804 | 1 \$59,573 | 3 \$36,665 | 1 \$45,071 | 1 \$39,172 | 12 \$43,324 |
| Over 64 | | | 1 \$53,348 | | 3 \$53,913 | | | | | 4 \$53,772 |
| Total | 22 \$35,118 | 38 \$39,644 | 71 \$42,189 | 73 \$42,332 | 63 \$40,273 | 38 \$41,612 | 34 \$41,274 | 9 \$39,472 | 1 \$39,172 | 349 \$40,920 |

ACTIVE MEMBERSHIP - SCHOOL BOARD
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|-----------------|-------------------|-------------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|---------------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 122 \$14,935 | 7 \$21,302 | | | | | | | | 129 \$15,281 |
| 25-29 | 250 \$16,783 | 70 \$19,324 | 2 \$27,522 | | | | | | | 322 \$17,402 |
| 30-34 | 278 \$17,578 | 172 \$19,485 | 46 \$24,601 | | | | | | | 496 \$18,891 |
| 35-39 | 279 \$17,644 | 257 \$20,453 | 133 \$23,323 | 31 \$31,676 | 8 \$31,177 | | | | | 708 \$20,498 |
| 40-44 | 269 \$19,474 | 258 \$19,339 | 180 \$22,453 | 73 \$32,922 | 60 \$34,134 | 8 \$37,216 | | | | 848 \$22,427 |
| 45-49 | 213 \$17,255 | 234 \$19,436 | 217 \$25,455 | 106 \$31,278 | 49 \$37,584 | 80 \$36,063 | 5 \$27,209 | | | 904 \$24,254 |
| 50-54 | 127 \$17,234 | 156 \$18,730 | 191 \$23,237 | 92 \$34,759 | 60 \$33,622 | 80 \$35,536 | 56 \$41,331 | 2 \$29,718 | | 764 \$26,153 |
| 55-59 | 58 \$22,033 | 75 \$19,689 | 95 \$22,007 | 62 \$26,867 | 50 \$31,839 | 64 \$25,946 | 13 \$56,761 | 5 \$42,602 | 3 \$30,169 | 425 \$25,423 |
| 60-64 | 16 \$12,284 | 44 \$15,281 | 50 \$20,172 | 29 \$23,829 | 18 \$21,380 | 49 \$19,598 | 5 \$30,522 | 4 \$41,665 | 1 \$36,507 | 216 \$19,766 |
| Over 64 | 9 \$11,125 | 21 \$12,841 | 20 \$15,001 | 12 \$22,048 | 11 \$16,524 | 29 \$15,192 | | | 1 \$40,584 | 103 \$15,508 |
| Total | 1,621 \$17,584 | 1,294 \$19,310 | 934 \$23,224 | 405 \$30,913 | 256 \$32,480 | 310 \$29,313 | 79 \$42,292 | 11 \$39,919 | 5 \$33,520 | 4,915 \$22,188 |

ACTIVE MEMBERSHIP - MILWAUKEE TECHNICAL COLLEGE

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|-----|-------|-------|-------|-------|----------|----------|-----|----------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | | | | | | | | | | |
| 25-29 | | | | | | | | | | |
| 30-34 | | | | | | | | | | |
| 35-39 | | | | | | | | | | |
| 40-44 | | | | | | | | | | |
| 45-49 | | | | | | | | | | |
| 50-54 | | | | | | | 8 | 1 | | 9 |
| | | | | | | | \$43,074 | \$39,616 | | \$42,690 |
| 55-59 | | | | | | | 7 | 4 | | 11 |
| | | | | | | | \$52,641 | \$44,414 | | \$49,649 |
| 60-64 | | | | | | | 2 | 1 | | 3 |
| | | | | | | | \$50,643 | \$37,214 | | \$46,167 |
| Over 64 | | | | | | | | | | |
| Total | | | | | | | 17 | 6 | | 23 |
| | | | | | | | \$47,904 | \$42,414 | | \$46,472 |

ACTIVE MEMBERSHIP - SEWERAGE COMMISSION

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|----------------|-----------------|----------------|-----------------|----------------|----------------|---------------|---------------|-----------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 1 \$39,417 | | | | | | | | | 1 \$39,417 |
| 25-29 | 4 \$43,739 | | | | | | | | | 4 \$43,739 |
| 30-34 | 6 \$53,771 | 3 \$39,281 | 2 \$71,487 | | | | | | | 11 \$53,041 |
| 35-39 | 4 \$73,996 | 3 \$55,603 | 20 \$48,181 | 1 \$46,236 | | | | | | 28 \$52,595 |
| 40-44 | 7 \$64,505 | 6 \$52,163 | 23 \$49,035 | 22 \$51,983 | 19 \$46,248 | 3 \$57,287 | | | | 80 \$51,082 |
| 45-49 | 10 \$57,195 | 4 \$58,568 | 29 \$50,361 | 24 \$58,205 | 48 \$58,478 | 11 \$49,231 | | | | 126 \$55,652 |
| 50-54 | 4 \$62,892 | 5 \$58,948 | 15 \$51,954 | 11 \$52,365 | 32 \$53,418 | 19 \$52,402 | 9 \$49,077 | | | 95 \$53,140 |
| 55-59 | 4 \$71,558 | 2 \$57,936 | 7 \$47,831 | 7 \$50,345 | 10 \$69,367 | 11 \$54,417 | 3 \$78,052 | | 1 \$55,016 | 45 \$59,350 |
| 60-64 | | | 5 \$38,223 | 4 \$64,282 | 3 \$66,036 | 4 \$36,487 | | 1 \$44,917 | | 17 \$49,248 |
| Over 64 | | | | 1 \$51,842 | | | | | | 1 \$51,842 |
| Total | 40 \$59,857 | 23 \$54,022 | 101 \$49,506 | 70 \$54,631 | 112 \$56,132 | 48 \$51,116 | 12 \$56,321 | 1 \$44,917 | 1 \$55,016 | 408 \$53,866 |

ACTIVE MEMBERSHIP - WISCONSIN CENTER DISTRICT

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|-----------|----------|----------|----------|----------|----------|-------|-----|-----------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 4 | | | | | | | | | 4 |
| | \$31,594 | | | | | | | | | \$31,594 |
| 25-29 | 4 | | | | | | | | | 4 |
| | \$24,357 | | | | | | | | | \$24,357 |
| 30-34 | 4 | 2 | 1 | | | | | | | 7 |
| | \$40,506 | \$37,097 | \$31,907 | | | | | | | \$38,304 |
| 35-39 | 7 | 3 | | 2 | | | | | | 12 |
| | \$32,481 | \$45,230 | | \$36,200 | | | | | | \$36,288 |
| 40-44 | 8 | 3 | 3 | 1 | 1 | | | | | 16 |
| | \$39,808 | \$27,750 | \$51,069 | \$33,553 | \$35,362 | | | | | \$38,990 |
| 45-49 | 3 | 3 | | 2 | | | 1 | | | 9 |
| | \$37,083 | \$48,094 | | \$14,431 | | | \$67,177 | | | \$39,063 |
| 50-54 | 3 | | | 2 | | | 3 | | | 8 |
| | \$44,590 | | | \$55,577 | | | \$52,428 | | | \$50,276 |
| 55-59 | 2 | 1 | 2 | 1 | 1 | 3 | | | | 10 |
| | \$31,049 | \$132,911 | \$49,523 | \$26,983 | \$44,325 | \$47,301 | | | | \$50,726 |
| 60-64 | 1 | | 1 | | | 1 | | | | 3 |
| | \$52,200 | | \$9,843 | | | \$55,536 | | | | \$39,193 |
| Over 64 | 2 | 6 | | | | | | | | 8 |
| | \$ 30,111 | \$ 13,239 | | | | | | | | \$ 17,457 |
| Total | 38 | 18 | 7 | 8 | 3 | 7 | | | | 81 |
| | \$35,558 | \$36,098 | \$42,000 | \$34,119 | \$45,074 | \$52,338 | | | | \$37,895 |

ACTIVE MEMBERSHIP - HOUSING AUTHORITY

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|----------|----------|----------|----------|----------|----------|-------|-----|----------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 4 | | | | | | | | | 4 |
| | \$31,013 | | | | | | | | | \$31,013 |
| 25-29 | 10 | 1 | | | | | | | | 11 |
| | \$29,653 | \$44,594 | | | | | | | | \$31,012 |
| 30-34 | 13 | | 1 | | | | | | | 14 |
| | \$39,831 | | \$42,646 | | | | | | | \$40,032 |
| 35-39 | 9 | 6 | 5 | 3 | 1 | | | | | 24 |
| | \$38,748 | \$43,920 | \$50,737 | \$49,301 | \$46,032 | | | | | \$44,161 |
| 40-44 | 9 | 3 | | 5 | 2 | 1 | | | | 20 |
| | \$40,448 | \$36,696 | | \$56,220 | \$44,920 | \$42,677 | | | | \$44,387 |
| 45-49 | 7 | 7 | 7 | 1 | 6 | 2 | | | | 30 |
| | \$27,444 | \$42,470 | \$53,932 | \$40,025 | \$58,339 | \$37,638 | | | | \$44,409 |
| 50-54 | 12 | 7 | 4 | 4 | 3 | 4 | 1 | | | 35 |
| | \$42,199 | \$42,626 | \$55,952 | \$60,967 | \$69,034 | \$54,151 | \$30,066 | | | \$49,321 |
| 55-59 | 4 | | | 1 | | 2 | 1 | | | 8 |
| | \$51,274 | | | \$67,554 | | \$83,438 | \$59,559 | | | \$62,385 |
| 60-64 | 1 | 1 | | | | | | | | 2 |
| | \$33,540 | \$46,109 | | | | | | | | \$39,824 |
| Over 64 | | | | | | | | | | |
| Total | 69 | 25 | 17 | 14 | 12 | 9 | 2 | | | 148 |
| | \$37,511 | \$42,399 | \$52,804 | \$55,746 | \$57,751 | \$55,715 | \$44,812 | | | \$44,665 |

ACTIVE MEMBERSHIP - GENERAL EMPLOYEES

NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total | |
|-----------------|-------------------|-------------------|-------------------|-------------------|-----------------|-----------------|-----------------|----------------|----------------|-------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | | |
| Under 25 | 223 \$20,531 | 8 \$22,198 | | | | | | | | | 231 \$20,589 |
| 25-29 | 426 \$23,145 | 101 \$23,870 | 2 \$27,522 | | | | | | | | 529 \$23,300 |
| 30-34 | 525 \$25,196 | 286 \$26,037 | 88 \$31,731 | 3 \$29,084 | | | | | | | 902 \$26,113 |
| 35-39 | 445 \$23,686 | 414 \$27,686 | 289 \$32,936 | 113 \$38,410 | 31 \$33,495 | | | | | | 1,292 \$28,560 |
| 40-44 | 411 \$24,903 | 408 \$26,338 | 376 \$33,276 | 300 \$40,060 | 226 \$39,223 | 26 \$41,848 | | | | | 1,747 \$31,747 |
| 45-49 | 333 \$24,380 | 355 \$27,857 | 415 \$34,079 | 330 \$39,788 | 296 \$45,117 | 194 \$40,895 | 14 \$43,561 | | | | 1,937 \$34,682 |
| 50-54 | 212 \$25,396 | 253 \$26,363 | 350 \$33,305 | 225 \$41,125 | 243 \$44,148 | 300 \$44,887 | 243 \$43,960 | 30 \$45,916 | | | 1,856 \$37,294 |
| 55-59 | 95 \$28,833 | 116 \$28,381 | 177 \$30,642 | 137 \$37,411 | 102 \$41,162 | 152 \$40,705 | 96 \$52,509 | 38 \$48,151 | 8 \$34,336 | | 921 \$37,037 |
| 60-64 | 28 \$21,717 | 62 \$21,366 | 90 \$29,333 | 49 \$30,637 | 39 \$32,299 | 73 \$27,098 | 19 \$40,820 | 21 \$46,011 | 5 \$45,950 | | 386 \$29,231 |
| Over 64 | 13 \$26,990 | 29 \$13,667 | 26 \$23,493 | 22 \$30,771 | 17 \$28,289 | 36 \$21,436 | 3 \$31,194 | 1 \$30,199 | 3 \$57,466 | | 150 \$23,892 |
| Total | 2,711 \$24,213 | 2,032 \$26,484 | 1,813 \$32,737 | 1,179 \$39,128 | 954 \$41,849 | 781 \$40,237 | 375 \$45,872 | 90 \$46,707 | 16 \$42,302 | | 9,951 \$31,994 |

ACTIVE MEMBERSHIP - POLICEMEN
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|-------|----------------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 129 \$29,943 | 13 \$46,207 | | | | | | | | 142 \$31,432 |
| 25-29 | 161 \$41,114 | 109 \$49,626 | 7 \$50,603 | | | | | | | 277 \$44,703 |
| 30-34 | 127 \$42,534 | 300 \$49,637 | 92 \$51,462 | 12 \$51,984 | | | | | | 531 \$48,307 |
| 35-39 | 39 \$39,764 | 126 \$49,670 | 113 \$51,626 | 51 \$53,816 | 18 \$54,816 | | | | | 347 \$50,070 |
| 40-44 | 15 \$38,448 | 59 \$49,304 | 55 \$50,765 | 93 \$53,725 | 74 \$54,974 | 6 \$58,021 | | | | 302 \$51,955 |
| 45-49 | 3 \$40,738 | 14 \$49,698 | 13 \$50,296 | 50 \$52,633 | 133 \$54,289 | 34 \$57,516 | 9 \$54,901 | | | 256 \$53,803 |
| 50-54 | 3 \$44,189 | 6 \$49,625 | 10 \$51,236 | 15 \$51,277 | 44 \$54,282 | 29 \$56,047 | 19 \$57,812 | | | 126 \$54,159 |
| 55-59 | | | 1 \$49,269 | | 11 \$55,117 | 3 \$50,143 | 13 \$63,569 | | | 28 \$58,299 |
| 60-64 | | | | | | 1 \$50,136 | 1 \$50,136 | | 1 \$55,770 | 3 \$52,014 |
| Over 64 | | | | | | | | | 1 \$ 50,666 | 1 \$ 50,666 |
| Total | 477 \$38,294 | 627 \$49,540 | 291 \$51,306 | 221 \$53,238 | 280 \$54,535 | 73 \$56,570 | 42 \$58,787 | | 2 \$53,218 | 2,013 \$48,683 |

ACTIVE MEMBERSHIP - FIREMEN
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2001

| Age | Years of Service | | | | | | | | | Total |
|--------------|------------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|---------------|-----|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 50 \$33,380 | 15 \$44,943 | | | | | | | | 65 \$36,048 |
| 25-29 | 45 \$34,575 | 19 \$49,470 | | | | | | | | 64 \$38,997 |
| 30-34 | 60 \$35,861 | 102 \$48,982 | 17 \$51,212 | | | | | | | 179 \$44,796 |
| 35-39 | 17 \$33,810 | 60 \$49,968 | 89 \$51,565 | 31 \$51,963 | | | | | | 197 \$49,609 |
| 40-44 | 5 \$34,871 | 17 \$49,845 | 43 \$50,360 | 76 \$52,222 | 54 \$56,298 | 1 \$71,376 | | | | 196 \$52,386 |
| 45-49 | 2 \$32,944 | 7 \$46,329 | 21 \$50,995 | 49 \$53,623 | 88 \$54,948 | 30 \$56,003 | 1 \$49,186 | | | 198 \$53,805 |
| 50-54 | | | 4 \$50,468 | 6 \$50,045 | 26 \$56,520 | 47 \$54,206 | 16 \$62,485 | 1 \$55,599 | | 100 \$55,747 |
| 55-59 | | | 1 \$48,912 | | | 9 \$55,178 | 9 \$53,023 | 2 \$66,183 | | 21 \$55,004 |
| 60-64 | | | | | | | 2 \$52,292 | | | 2 \$52,292 |
| Over 64 | | | | | | | | | | |
| Total | 179 \$34,590 | 220 \$49,000 | 175 \$51,126 | 162 \$52,516 | 168 \$55,626 | 87 \$55,123 | 28 \$58,240 | 3 \$62,655 | | 1,022 \$49,301 |

EXHIBIT 2
Detailed Tabulations of the Data

TABLE 1
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2001
GENERAL EMPLOYEES

| Age | Men | | Women | | Totals | |
|-----|--------|--------------|--------|--------------|--------|--------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 18 | 9 | \$ 174,979 | 1 | \$ 18,524 | 10 | \$ 193,504 |
| 19 | 4 | 74,249 | 3 | 49,128 | 7 | 123,377 |
| 20 | 4 | 82,662 | 12 | 202,104 | 16 | 284,766 |
| 21 | 8 | 183,450 | 6 | 138,852 | 14 | 322,302 |
| 22 | 15 | 369,942 | 18 | 291,666 | 33 | 661,608 |
| 23 | 16 | 363,466 | 39 | 817,281 | 55 | 1,180,747 |
| 24 | 35 | 853,110 | 61 | 1,136,634 | 96 | 1,989,744 |
| 25 | 30 | 748,645 | 56 | 1,157,317 | 86 | 1,905,962 |
| 26 | 24 | 671,066 | 63 | 1,357,830 | 87 | 2,028,896 |
| 27 | 43 | 1,246,551 | 76 | 1,577,604 | 119 | 2,824,155 |
| 28 | 48 | 1,255,873 | 69 | 1,499,430 | 117 | 2,755,303 |
| 29 | 43 | 1,157,913 | 77 | 1,653,390 | 120 | 2,811,303 |
| 30 | 63 | 1,721,169 | 94 | 2,095,487 | 157 | 3,816,657 |
| 31 | 75 | 2,266,405 | 90 | 1,960,396 | 165 | 4,226,801 |
| 32 | 56 | 1,746,792 | 112 | 2,629,898 | 168 | 4,376,690 |
| 33 | 86 | 2,700,085 | 106 | 2,361,084 | 192 | 5,061,169 |
| 34 | 112 | 3,798,982 | 108 | 2,273,579 | 220 | 6,072,561 |
| 35 | 94 | 3,237,169 | 105 | 2,202,539 | 199 | 5,439,708 |
| 36 | 111 | 3,666,242 | 149 | 3,307,244 | 260 | 6,973,486 |
| 37 | 122 | 3,934,732 | 134 | 3,232,200 | 256 | 7,166,932 |
| 38 | 114 | 4,059,738 | 166 | 4,091,142 | 280 | 8,150,881 |
| 39 | 120 | 4,715,654 | 177 | 4,452,989 | 297 | 9,168,643 |
| 40 | 165 | 6,389,062 | 197 | 5,129,531 | 362 | 11,518,593 |
| 41 | 139 | 4,950,916 | 184 | 4,617,308 | 323 | 9,568,224 |
| 42 | 168 | 6,400,595 | 174 | 4,218,123 | 342 | 10,618,718 |
| 43 | 166 | 6,624,696 | 203 | 5,307,587 | 369 | 11,932,283 |
| 44 | 180 | 7,208,504 | 171 | 4,616,439 | 351 | 11,824,944 |
| 45 | 182 | 7,366,568 | 196 | 5,176,915 | 378 | 12,543,483 |
| 46 | 204 | 8,727,351 | 196 | 5,563,047 | 400 | 14,290,399 |
| 47 | 187 | 7,719,792 | 207 | 5,728,319 | 394 | 13,448,111 |
| 48 | 176 | 7,452,343 | 191 | 5,121,876 | 367 | 12,574,219 |
| 49 | 200 | 8,927,992 | 198 | 5,394,702 | 398 | 14,322,693 |
| 50 | 178 | 7,573,821 | 183 | 5,322,336 | 361 | 12,896,156 |
| 51 | 203 | 8,685,829 | 197 | 6,269,889 | 400 | 14,955,718 |
| 52 | 199 | 8,735,472 | 172 | 4,766,110 | 371 | 13,501,581 |
| 53 | 227 | 9,998,739 | 155 | 4,323,904 | 382 | 14,322,642 |
| 54 | 191 | 8,948,590 | 151 | 4,592,545 | 342 | 13,541,135 |
| 55 | 129 | 6,134,654 | 124 | 3,316,280 | 253 | 9,450,934 |
| 56 | 92 | 4,784,387 | 99 | 2,601,770 | 191 | 7,386,157 |
| 57 | 91 | 4,470,083 | 87 | 2,454,897 | 178 | 6,924,979 |

TABLE 1
 THE NUMBER AND ANNUAL SALARIES
 OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
 AGE AS OF DECEMBER 31, 2001
 GENERAL EMPLOYEES

| Age | Men | | Women | | Totals | |
|--------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 58 | 79 | 3,376,791 | 80 | 2,103,162 | 159 | 5,479,953 |
| 59 | 57 | 2,824,291 | 83 | 2,044,928 | 140 | 4,869,219 |
| 60 | 32 | 1,265,613 | 94 | 2,322,368 | 126 | 3,587,982 |
| 61 | 29 | 1,285,579 | 63 | 1,528,021 | 92 | 2,813,600 |
| 62 | 22 | 934,993 | 34 | 739,006 | 56 | 1,673,999 |
| 63 | 26 | 1,056,433 | 42 | 1,002,846 | 68 | 2,059,280 |
| 64 | 10 | 334,110 | 34 | 814,324 | 44 | 1,148,434 |
| 65 | 9 | 432,022 | 21 | 439,709 | 30 | 871,731 |
| 66 | 7 | 266,526 | 22 | 406,514 | 29 | 673,040 |
| 67 | 5 | 246,366 | 17 | 298,781 | 22 | 545,147 |
| 68 | 3 | 156,969 | 7 | 86,079 | 10 | 243,047 |
| 69 | 4 | 220,435 | 10 | 147,887 | 14 | 368,321 |
| 70 | 1 | 18,086 | 8 | 145,475 | 9 | 163,562 |
| 71 | 4 | 89,539 | 4 | 45,554 | 8 | 135,094 |
| 72 | | | 3 | 53,537 | 3 | 53,537 |
| 73 | 3 | 171,773 | 2 | 30,720 | 5 | 202,493 |
| 74 | | | 3 | 38,061 | 3 | 38,061 |
| 75 | | | 5 | 65,970 | 5 | 65,970 |
| 76 | 1 | 26,792 | 2 | 29,044 | 3 | 55,836 |
| 77 | 1 | 31,546 | 1 | 8,305 | 2 | 39,851 |
| 78 | 2 | 59,758 | 3 | 39,701 | 5 | 99,458 |
| 79 | 1 | 14,133 | | | 1 | 14,133 |
| 83 | 1 | 14,515 | | | 1 | 14,515 |
| Total | 4,606 | \$ 182,954,534 | 5,345 | \$ 135,417,888 | 9,951 | \$ 318,372,422 |

TABLE 2
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2001
GENERAL EMPLOYEES

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|--------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 265 | \$ 7,700,184 | 314 | \$ 6,823,756 | 579 | \$ 14,523,940 |
| 1 | 176 | 5,753,106 | 292 | 6,865,653 | 468 | 12,618,759 |
| 2 | 203 | 5,973,490 | 371 | 6,807,921 | 574 | 12,781,410 |
| 3 | 191 | 5,981,521 | 333 | 5,776,778 | 524 | 11,758,299 |
| 4 | 222 | 7,278,868 | 344 | 6,680,498 | 566 | 13,959,365 |
| 5 | 171 | 6,090,328 | 267 | 5,392,058 | 438 | 11,482,386 |
| 6 | 191 | 6,278,204 | 267 | 5,604,846 | 458 | 11,883,050 |
| 7 | 171 | 5,581,244 | 202 | 4,694,057 | 373 | 10,275,301 |
| 8 | 148 | 5,153,770 | 216 | 4,724,386 | 364 | 9,878,156 |
| 9 | 133 | 4,582,991 | 266 | 5,713,617 | 399 | 10,296,608 |
| 10 | 193 | 7,492,234 | 231 | 5,422,384 | 424 | 12,914,617 |
| 11 | 200 | 8,144,962 | 257 | 6,623,160 | 457 | 14,768,122 |
| 12 | 152 | 6,139,456 | 220 | 6,010,101 | 372 | 12,149,558 |
| 13 | 128 | 5,636,007 | 152 | 4,357,398 | 280 | 9,993,405 |
| 14 | 110 | 4,736,804 | 170 | 4,788,836 | 280 | 9,525,641 |
| 15 | 150 | 6,182,122 | 179 | 5,227,701 | 329 | 11,409,823 |
| 16 | 192 | 8,553,311 | 139 | 4,412,407 | 331 | 12,965,718 |
| 17 | 135 | 6,327,993 | 84 | 2,926,710 | 219 | 9,254,702 |
| 18 | 92 | 4,137,822 | 71 | 2,634,777 | 163 | 6,772,599 |
| 19 | 84 | 3,808,483 | 53 | 1,921,002 | 137 | 5,729,485 |
| 20 | 115 | 5,166,903 | 70 | 2,203,321 | 185 | 7,370,224 |
| 21 | 146 | 6,540,807 | 120 | 4,197,499 | 266 | 10,738,307 |
| 22 | 119 | 5,805,238 | 91 | 3,367,055 | 210 | 9,172,293 |
| 23 | 116 | 5,214,765 | 58 | 2,181,477 | 174 | 7,396,242 |
| 24 | 74 | 3,650,010 | 45 | 1,597,131 | 119 | 5,247,141 |
| 25 | 101 | 4,837,861 | 58 | 1,994,985 | 159 | 6,832,846 |
| 26 | 95 | 4,305,391 | 88 | 2,714,531 | 183 | 7,019,922 |
| 27 | 68 | 3,249,014 | 64 | 2,319,431 | 132 | 5,568,445 |
| 28 | 63 | 2,895,589 | 107 | 2,675,192 | 170 | 5,570,781 |
| 29 | 92 | 4,539,376 | 45 | 1,893,409 | 137 | 6,432,786 |
| 30 | 68 | 3,189,570 | 20 | 810,761 | 88 | 4,000,331 |
| 31 | 55 | 2,613,218 | 18 | 715,573 | 73 | 3,328,792 |
| 32 | 62 | 2,888,202 | 38 | 1,576,737 | 100 | 4,464,939 |
| 33 | 47 | 2,346,456 | 21 | 817,420 | 68 | 3,163,876 |
| 34 | 20 | 1,104,751 | 26 | 1,139,302 | 46 | 2,244,053 |
| 35 | 28 | 1,489,039 | 12 | 516,023 | 40 | 2,005,062 |
| 36 | 9 | 522,839 | 12 | 419,181 | 21 | 942,021 |
| 37 | 6 | 272,046 | 9 | 346,511 | 15 | 618,557 |
| 38 | | | 6 | 231,373 | 6 | 231,373 |
| 39 | 7 | 373,517 | 1 | 33,133 | 8 | 406,651 |

TABLE 2

**THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2001
GENERAL EMPLOYEES**

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|----------------|--------|----------------|--------|----------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 40 | 3 | 113,996 | 3 | 104,815 | 6 | 218,811 |
| 41 | 2 | 113,135 | 2 | 64,919 | 4 | 178,054 |
| 42 | | | 1 | 15,700 | 1 | 15,700 |
| 43 | 2 | 156,617 | 1 | 36,507 | 3 | 193,123 |
| 45 | | | 1 | 37,856 | 1 | 37,856 |
| 46 | 1 | 33,292 | | | 1 | 33,292 |
| Total | 4,606 | \$ 182,954,534 | 5,345 | \$ 135,417,888 | 9,951 | \$ 318,372,422 |

TABLE 3
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2001
POLICEMEN

| Age | Men | | Women | | Totals | |
|-----|--------|--------------|--------|--------------|--------|--------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 18 | 9 | \$ 171,986 | 4 | \$ 76,438 | 13 | \$ 248,424 |
| 19 | 16 | 331,392 | 3 | 60,418 | 19 | 391,810 |
| 20 | 12 | 269,161 | 4 | 95,006 | 16 | 364,167 |
| 21 | 13 | 347,498 | 10 | 268,782 | 23 | 616,279 |
| 22 | 20 | 767,578 | 9 | 339,662 | 29 | 1,107,240 |
| 23 | 22 | 892,304 | 4 | 157,028 | 26 | 1,049,332 |
| 24 | 12 | 524,898 | 4 | 161,186 | 16 | 686,084 |
| 25 | 24 | 987,906 | 5 | 208,458 | 29 | 1,196,364 |
| 26 | 36 | 1,586,422 | 11 | 466,916 | 47 | 2,053,338 |
| 27 | 37 | 1,626,671 | 7 | 322,902 | 44 | 1,949,573 |
| 28 | 61 | 2,782,556 | 15 | 617,245 | 76 | 3,399,802 |
| 29 | 63 | 2,954,631 | 18 | 829,121 | 81 | 3,783,751 |
| 30 | 81 | 3,802,298 | 18 | 851,896 | 99 | 4,654,194 |
| 31 | 96 | 4,630,392 | 23 | 1,119,087 | 119 | 5,749,479 |
| 32 | 75 | 3,660,843 | 27 | 1,322,042 | 102 | 4,982,885 |
| 33 | 89 | 4,347,993 | 29 | 1,427,760 | 118 | 5,775,754 |
| 34 | 79 | 3,835,583 | 14 | 653,283 | 93 | 4,488,866 |
| 35 | 56 | 2,756,500 | 21 | 1,024,878 | 77 | 3,781,378 |
| 36 | 77 | 3,809,266 | 16 | 779,397 | 93 | 4,588,664 |
| 37 | 49 | 2,431,578 | 11 | 552,759 | 60 | 2,984,337 |
| 38 | 57 | 2,896,901 | 9 | 455,590 | 66 | 3,352,491 |
| 39 | 48 | 2,517,685 | 3 | 149,723 | 51 | 2,667,408 |
| 40 | 52 | 2,667,411 | 10 | 522,959 | 62 | 3,190,369 |
| 41 | 53 | 2,719,405 | 13 | 625,695 | 66 | 3,345,099 |
| 42 | 51 | 2,669,439 | 14 | 711,492 | 65 | 3,380,931 |
| 43 | 53 | 2,806,805 | 7 | 355,568 | 60 | 3,162,372 |
| 44 | 40 | 2,113,598 | 9 | 497,982 | 49 | 2,611,580 |
| 45 | 46 | 2,515,140 | 11 | 635,104 | 57 | 3,150,244 |
| 46 | 44 | 2,324,943 | 7 | 358,026 | 51 | 2,682,969 |
| 47 | 51 | 2,769,817 | 3 | 163,418 | 54 | 2,933,235 |
| 48 | 43 | 2,274,241 | 6 | 337,545 | 49 | 2,611,786 |
| 49 | 35 | 1,856,028 | 10 | 539,394 | 45 | 2,395,422 |
| 50 | 30 | 1,617,796 | 4 | 204,154 | 34 | 1,821,950 |
| 51 | 21 | 1,175,164 | 4 | 205,653 | 25 | 1,380,817 |
| 52 | 31 | 1,658,228 | 1 | 54,848 | 32 | 1,713,076 |
| 53 | 22 | 1,215,079 | | | 22 | 1,215,079 |
| 54 | 10 | 538,530 | 3 | 154,579 | 13 | 693,109 |
| 55 | 11 | 687,091 | 2 | 99,405 | 13 | 786,496 |
| 56 | 9 | 532,056 | 1 | 55,650 | 10 | 587,706 |
| 57 | 2 | 100,272 | | | 2 | 100,272 |

TABLE 3
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2001
POLICEMEN

| Age | Men | | Women | | Totals | |
|--------------|--------|---------------|--------|---------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 58 | 2 | 107,763 | | | 2 | 107,763 |
| 59 | 1 | 50,136 | | | 1 | 50,136 |
| 60 | 1 | 50,136 | | | 1 | 50,136 |
| 61 | 1 | 50,136 | | | 1 | 50,136 |
| 62 | 1 | 55,770 | | | 1 | 55,770 |
| 65 | 1 | 50,666 | | | 1 | 50,666 |
| Total | 1,643 | \$ 80,537,692 | 370 | \$ 17,461,051 | 2,013 | \$ 97,998,743 |

TABLE 4
 THE NUMBER AND ANNUAL SALARIES
 OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
 YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2001
 POLICEMEN

| Years of Service | Men | | Women | | Totals | |
|------------------|--------------|----------------------|------------|----------------------|--------------|----------------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 123 | \$ 4,199,288 | 39 | \$ 1,330,357 | 162 | \$ 5,529,645 |
| 1 | 82 | 2,906,145 | 13 | 434,911 | 95 | 3,341,057 |
| 2 | 55 | 2,096,338 | 17 | 591,255 | 72 | 2,687,593 |
| 3 | 34 | 1,479,556 | 12 | 446,188 | 46 | 1,925,745 |
| 4 | 83 | 3,903,276 | 19 | 878,911 | 102 | 4,782,187 |
| 5 | 111 | 5,446,886 | 26 | 1,261,498 | 137 | 6,708,384 |
| 6 | 121 | 5,983,029 | 34 | 1,667,327 | 155 | 7,650,356 |
| 7 | 59 | 2,945,497 | 16 | 793,739 | 75 | 3,739,236 |
| 8 | 64 | 3,193,077 | 23 | 1,156,290 | 87 | 4,349,367 |
| 9 | 131 | 6,538,803 | 42 | 2,075,627 | 173 | 8,614,429 |
| 10 | 105 | 5,332,886 | 27 | 1,338,547 | 132 | 6,671,433 |
| 11 | 64 | 3,344,925 | 11 | 587,826 | 75 | 3,932,751 |
| 12 | 21 | 1,061,626 | 5 | 248,472 | 26 | 1,310,097 |
| 13 | 28 | 1,460,727 | 5 | 265,108 | 33 | 1,725,835 |
| 14 | 21 | 1,084,975 | 4 | 204,928 | 25 | 1,289,903 |
| 15 | 23 | 1,225,230 | 5 | 260,148 | 28 | 1,485,378 |
| 16 | 62 | 3,267,022 | 13 | 680,183 | 75 | 3,947,205 |
| 17 | 18 | 1,017,977 | 5 | 305,326 | 23 | 1,323,302 |
| 18 | 37 | 1,953,510 | 7 | 354,773 | 44 | 2,308,282 |
| 19 | 43 | 2,321,167 | 8 | 380,352 | 51 | 2,701,518 |
| 20 | 49 | 2,688,441 | 15 | 851,807 | 64 | 3,540,248 |
| 21 | 80 | 4,247,251 | 6 | 317,342 | 86 | 4,564,593 |
| 22 | 36 | 1,997,343 | 5 | 286,698 | 41 | 2,284,041 |
| 23 | 50 | 2,711,716 | 3 | 166,017 | 53 | 2,877,734 |
| 24 | 32 | 1,791,734 | 4 | 211,579 | 36 | 2,003,313 |
| 25 | 19 | 1,088,194 | 3 | 192,113 | 22 | 1,280,307 |
| 26 | 17 | 927,830 | 1 | 66,295 | 18 | 994,126 |
| 27 | 11 | 615,441 | 1 | 51,977 | 12 | 667,418 |
| 28 | 8 | 501,356 | | | 8 | 501,356 |
| 29 | 13 | 686,410 | | | 13 | 686,410 |
| 30 | 8 | 441,732 | 1 | 55,456 | 9 | 497,188 |
| 31 | 9 | 533,152 | | | 9 | 533,152 |
| 32 | 14 | 825,378 | | | 14 | 825,378 |
| 33 | 7 | 372,698 | | | 7 | 372,698 |
| 34 | 3 | 240,640 | | | 3 | 240,640 |
| 41 | 1 | 50,666 | | | 1 | 50,666 |
| 44 | 1 | 55,770 | | | 1 | 55,770 |
| Total | 1,643 | \$ 80,537,692 | 370 | \$ 17,461,051 | 2,013 | \$ 97,998,743 |

TABLE 5
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2001
FIREMEN

| Age | Men | | Women | | Totals | |
|-----|--------|--------------|--------|--------------|--------|--------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 19 | 6 | \$ 156,374 | 1 | \$ 26,100 | 7 | \$ 182,474 |
| 20 | 7 | 208,442 | 1 | 33,056 | 8 | 241,498 |
| 21 | 12 | 382,363 | | | 12 | 382,363 |
| 22 | 15 | 573,427 | | | 15 | 573,427 |
| 23 | 10 | 425,348 | | | 10 | 425,348 |
| 24 | 13 | 538,036 | | | 13 | 538,036 |
| 25 | 7 | 284,609 | | | 7 | 284,609 |
| 26 | 6 | 199,963 | | | 6 | 199,963 |
| 27 | 13 | 465,252 | | | 13 | 465,252 |
| 28 | 15 | 575,123 | | | 15 | 575,123 |
| 29 | 23 | 970,835 | | | 23 | 970,835 |
| 30 | 30 | 1,273,552 | | | 30 | 1,273,552 |
| 31 | 43 | 1,911,047 | 2 | 88,524 | 45 | 1,999,571 |
| 32 | 21 | 905,376 | 2 | 82,581 | 23 | 987,957 |
| 33 | 42 | 1,903,363 | 2 | 98,380 | 44 | 2,001,743 |
| 34 | 36 | 1,706,514 | 1 | 49,072 | 37 | 1,755,586 |
| 35 | 32 | 1,546,967 | 2 | 98,058 | 34 | 1,645,025 |
| 36 | 35 | 1,639,851 | 7 | 355,424 | 42 | 1,995,274 |
| 37 | 45 | 2,238,227 | 1 | 48,914 | 46 | 2,287,141 |
| 38 | 38 | 1,942,249 | 5 | 276,367 | 43 | 2,218,615 |
| 39 | 29 | 1,473,949 | 3 | 152,981 | 32 | 1,626,930 |
| 40 | 32 | 1,605,952 | 2 | 49,201 | 34 | 1,655,152 |
| 41 | 32 | 1,595,462 | 3 | 190,912 | 35 | 1,786,374 |
| 42 | 32 | 1,704,896 | 2 | 104,189 | 34 | 1,809,085 |
| 43 | 48 | 2,626,938 | 2 | 104,419 | 50 | 2,731,357 |
| 44 | 37 | 1,959,488 | 6 | 326,113 | 43 | 2,285,601 |
| 45 | 60 | 3,229,283 | 3 | 155,173 | 63 | 3,384,456 |
| 46 | 28 | 1,491,024 | 1 | 48,713 | 29 | 1,539,737 |
| 47 | 38 | 2,064,477 | 1 | 55,142 | 39 | 2,119,619 |
| 48 | 34 | 1,812,798 | | | 34 | 1,812,798 |
| 49 | 33 | 1,796,741 | | | 33 | 1,796,741 |
| 50 | 20 | 1,050,262 | | | 20 | 1,050,262 |
| 51 | 16 | 836,784 | | | 16 | 836,784 |
| 52 | 21 | 1,244,293 | | | 21 | 1,244,293 |
| 53 | 17 | 922,806 | 1 | 55,599 | 18 | 978,405 |
| 54 | 25 | 1,464,955 | | | 25 | 1,464,955 |
| 55 | 13 | 689,138 | | | 13 | 689,138 |
| 56 | 3 | 157,313 | | | 3 | 157,313 |
| 57 | 1 | 71,252 | | | 1 | 71,252 |
| 58 | 2 | 101,714 | | | 2 | 101,714 |

TABLE 5
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2001
FIREMEN

| Age | Men | | Women | | Totals | |
|--------------|--------|---------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 59 | 2 | 135,674 | | | 2 | 135,674 |
| 60 | 2 | 104,584 | | | 2 | 104,584 |
| Total | 974 | \$ 47,986,698 | 48 | \$ 2,398,917 | 1,022 | \$ 50,385,615 |

TABLE 6
 THE NUMBER AND ANNUAL SALARIES
 OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
 YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2001
 FIREMEN

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|---------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 9 | \$ 249,081 | | | 9 | \$ 249,081 |
| 1 | 65 | 1,923,429 | 1 | 26,100 | 66 | 1,949,529 |
| 2 | 27 | 941,055 | 1 | 33,056 | 28 | 974,110 |
| 3 | 28 | 1,016,268 | 2 | 73,092 | 30 | 1,089,361 |
| 4 | 46 | 1,929,468 | | | 46 | 1,929,468 |
| 5 | 39 | 1,782,200 | | | 39 | 1,782,200 |
| 6 | 34 | 1,666,843 | | | 34 | 1,666,843 |
| 7 | 63 | 3,156,933 | 3 | 147,085 | 66 | 3,304,018 |
| 8 | 29 | 1,427,669 | 2 | 97,986 | 31 | 1,525,655 |
| 9 | 40 | 1,990,537 | 10 | 510,695 | 50 | 2,501,232 |
| 10 | 31 | 1,556,656 | 1 | 48,993 | 32 | 1,605,649 |
| 11 | 40 | 2,037,417 | 4 | 202,589 | 44 | 2,240,006 |
| 12 | 19 | 972,037 | 1 | 48,979 | 20 | 1,021,016 |
| 13 | 30 | 1,535,214 | | | 30 | 1,535,214 |
| 14 | 48 | 2,495,983 | 1 | 49,170 | 49 | 2,545,153 |
| 15 | 20 | 1,061,883 | 9 | 422,668 | 29 | 1,484,551 |
| 16 | 46 | 2,406,092 | 1 | 52,097 | 47 | 2,458,189 |
| 17 | 26 | 1,353,097 | 4 | 224,438 | 30 | 1,577,535 |
| 18 | 30 | 1,565,148 | 4 | 215,271 | 34 | 1,780,419 |
| 19 | 22 | 1,206,860 | | | 22 | 1,206,860 |
| 20 | 22 | 1,195,863 | | | 22 | 1,195,863 |
| 21 | 31 | 1,734,957 | 2 | 135,658 | 33 | 1,870,615 |
| 22 | 42 | 2,304,991 | | | 42 | 2,304,991 |
| 23 | 46 | 2,520,720 | 1 | 55,440 | 47 | 2,576,160 |
| 24 | 24 | 1,397,457 | | | 24 | 1,397,457 |
| 25 | 35 | 1,894,215 | | | 35 | 1,894,215 |
| 26 | 14 | 772,604 | | | 14 | 772,604 |
| 27 | 14 | 764,675 | | | 14 | 764,675 |
| 28 | 13 | 718,442 | | | 13 | 718,442 |
| 29 | 11 | 645,805 | | | 11 | 645,805 |
| 30 | 3 | 154,207 | | | 3 | 154,207 |
| 31 | 6 | 394,911 | | | 6 | 394,911 |
| 32 | 9 | 534,294 | | | 9 | 534,294 |
| 33 | 9 | 495,028 | | | 9 | 495,028 |
| 34 | 1 | 52,292 | | | 1 | 52,292 |
| 35 | 1 | 52,292 | 1 | 55,599 | 2 | 107,891 |
| 37 | 1 | 80,075 | | | 1 | 80,075 |
| Total | 974 | \$ 47,986,698 | 48 | \$ 2,398,917 | 1,022 | \$ 50,385,615 |

TABLE 7A

THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
 CONSENTING GENERAL EMPLOYEES FROM THE COMBINED FUND
 AS OF DECEMBER 31, 2001

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 28 | | | 1 | \$ 16,627 | 1 | \$ 16,627 |
| 29 | 1 | 9,514 | | | 1 | 9,514 |
| 31 | | | 2 | 24,803 | 2 | 24,803 |
| 34 | | | 1 | 3,684 | 1 | 3,684 |
| 37 | 1 | 7,503 | | | 1 | 7,503 |
| 38 | 2 | 13,273 | 1 | 2,605 | 3 | 15,878 |
| 39 | | | 4 | 65,010 | 4 | 65,010 |
| 40 | 5 | 42,861 | 1 | 4,953 | 6 | 47,814 |
| 41 | 5 | 129,204 | 2 | 9,217 | 7 | 138,421 |
| 42 | 14 | 201,604 | 1 | 2,998 | 15 | 204,602 |
| 43 | 6 | 76,776 | 3 | 18,430 | 9 | 95,206 |
| 44 | 4 | 64,183 | 1 | 4,872 | 5 | 69,055 |
| 45 | 17 | 181,446 | 3 | 30,647 | 20 | 212,093 |
| 46 | 11 | 96,122 | 3 | 31,423 | 14 | 127,545 |
| 47 | 12 | 147,812 | 4 | 26,892 | 16 | 174,704 |
| 48 | 10 | 139,511 | 10 | 67,132 | 20 | 206,643 |
| 49 | 12 | 122,698 | 2 | 26,412 | 14 | 149,110 |
| 50 | 22 | 245,759 | 3 | 16,060 | 25 | 261,819 |
| 51 | 15 | 152,312 | 1 | 14,031 | 16 | 166,343 |
| 52 | 17 | 219,803 | 10 | 69,690 | 27 | 289,493 |
| 53 | 18 | 275,791 | 5 | 52,224 | 23 | 328,015 |
| 54 | 10 | 86,995 | 12 | 104,678 | 22 | 191,673 |
| 55 | 29 | 639,941 | 10 | 80,980 | 39 | 720,921 |
| 56 | 47 | 1,020,855 | 5 | 43,394 | 52 | 1,064,249 |
| 57 | 68 | 1,544,391 | 6 | 45,142 | 74 | 1,589,533 |
| 58 | 65 | 1,523,969 | 11 | 132,221 | 76 | 1,656,190 |
| 59 | 75 | 1,742,619 | 17 | 199,801 | 92 | 1,942,420 |
| 60 | 114 | 2,225,029 | 12 | 140,533 | 126 | 2,365,562 |
| 61 | 123 | 2,109,884 | 10 | 77,216 | 133 | 2,187,100 |
| 62 | 157 | 2,225,615 | 21 | 241,685 | 178 | 2,467,300 |
| 63 | 196 | 3,019,981 | 17 | 171,206 | 213 | 3,191,187 |
| 64 | 208 | 3,122,392 | 17 | 149,751 | 225 | 3,272,143 |
| 65 | 220 | 2,962,765 | 18 | 156,608 | 238 | 3,119,373 |
| 66 | 175 | 2,261,517 | 19 | 151,788 | 194 | 2,413,305 |
| 67 | 213 | 2,369,640 | 24 | 206,617 | 237 | 2,576,257 |
| 68 | 229 | 2,849,703 | 26 | 264,910 | 255 | 3,114,613 |
| 69 | 253 | 2,994,123 | 22 | 186,841 | 275 | 3,180,964 |
| 70 | 253 | 2,881,579 | 39 | 247,399 | 292 | 3,128,978 |
| 71 | 253 | 3,133,610 | 42 | 341,301 | 295 | 3,474,911 |
| 72 | 233 | 2,823,630 | 45 | 324,559 | 278 | 3,148,189 |

TABLE 7A

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING GENERAL EMPLOYEES FROM THE COMBINED FUND
AS OF DECEMBER 31, 2001**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|--------------|----------------------|---------------|---------------------|--------------|----------------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 73 | 232 | 2,421,677 | 46 | 377,980 | 278 | 2,799,657 |
| 74 | 238 | 2,446,929 | 45 | 422,562 | 283 | 2,869,491 |
| 75 | 254 | 2,905,472 | 48 | 306,364 | 302 | 3,211,836 |
| 76 | 224 | 2,471,955 | 54 | 372,888 | 278 | 2,844,843 |
| 77 | 255 | 2,526,838 | 54 | 358,887 | 309 | 2,885,725 |
| 78 | 196 | 1,850,494 | 57 | 342,867 | 253 | 2,193,361 |
| 79 | 201 | 2,008,623 | 60 | 379,637 | 261 | 2,388,260 |
| 80 | 217 | 1,925,238 | 81 | 557,919 | 298 | 2,483,157 |
| 81 | 149 | 1,206,728 | 59 | 353,665 | 208 | 1,560,393 |
| 82 | 131 | 1,165,124 | 47 | 268,696 | 178 | 1,433,820 |
| 83 | 145 | 1,149,566 | 57 | 342,730 | 202 | 1,492,296 |
| 84 | 117 | 891,965 | 46 | 267,141 | 163 | 1,159,106 |
| 85 | 108 | 763,880 | 47 | 268,188 | 155 | 1,032,068 |
| 86 | 83 | 565,068 | 36 | 198,536 | 119 | 763,604 |
| 87 | 80 | 576,918 | 30 | 188,738 | 110 | 765,656 |
| 88 | 53 | 383,761 | 30 | 177,242 | 83 | 561,003 |
| 89 | 41 | 305,420 | 26 | 129,662 | 67 | 435,082 |
| 90 | 30 | 234,229 | 18 | 118,246 | 48 | 352,475 |
| 91 | 28 | 177,230 | 16 | 69,490 | 44 | 246,720 |
| 92 | 13 | 92,045 | 14 | 111,753 | 27 | 203,798 |
| 93 | 16 | 101,038 | 8 | 42,856 | 24 | 143,894 |
| 94 | 11 | 74,645 | 6 | 50,931 | 17 | 125,576 |
| 95 | 5 | 44,595 | 4 | 36,207 | 9 | 80,802 |
| 96 | 6 | 53,605 | 1 | 6,332 | 7 | 59,937 |
| 97 | 2 | 15,537 | | | 2 | 15,537 |
| 98 | 4 | 35,299 | 2 | 4,836 | 6 | 40,135 |
| 99 | 1 | 4,077 | 3 | 23,254 | 4 | 27,331 |
| 100 | 5 | 27,055 | 1 | 6,889 | 6 | 33,944 |
| 101 | 1 | 10,557 | | | 1 | 10,557 |
| 103 | | | 1 | 5,575 | 1 | 5,575 |
| Total | 5,939 | \$ 70,099,978 | 1,328 | \$ 9,544,411 | 7,267 | \$ 79,644,389 |

TABLE 7B

THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
 CONSENTING FIREMEN FROM THE COMBINED FUND
 AS OF DECEMBER 31, 2001

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 11 | | | 2 | \$ 17,298 | 2 | \$ 17,298 |
| 16 | | | 2 | 17,298 | 2 | 17,298 |
| 23 | 1 | 29,346 | | | 1 | 29,346 |
| 34 | 1 | 35,883 | | | 1 | 35,883 |
| 35 | 1 | 40,038 | | | 1 | 40,038 |
| 36 | | | 1 | 16,461 | 1 | 16,461 |
| 37 | 2 | 71,766 | | | 2 | 71,766 |
| 38 | 1 | 34,932 | | | 1 | 34,932 |
| 39 | 2 | 71,530 | | | 2 | 71,530 |
| 40 | 4 | 149,025 | | | 4 | 149,025 |
| 41 | 5 | 191,953 | | | 5 | 191,953 |
| 42 | 6 | 142,790 | 1 | 7,200 | 7 | 149,990 |
| 43 | 6 | 200,770 | | | 6 | 200,770 |
| 44 | 7 | 229,921 | | | 7 | 229,921 |
| 45 | 7 | 242,234 | | | 7 | 242,234 |
| 46 | 8 | 299,727 | | | 8 | 299,727 |
| 47 | 7 | 248,680 | | | 7 | 248,680 |
| 48 | 11 | 399,630 | 1 | 25,276 | 12 | 424,906 |
| 49 | 7 | 245,517 | 4 | 45,749 | 11 | 291,266 |
| 50 | 5 | 194,262 | | | 5 | 194,262 |
| 51 | 6 | 175,106 | | | 6 | 175,106 |
| 52 | 17 | 643,436 | 1 | 4,996 | 18 | 648,432 |
| 53 | 16 | 635,942 | 1 | 21,357 | 17 | 657,299 |
| 54 | 19 | 763,956 | 2 | 29,362 | 21 | 793,318 |
| 55 | 27 | 1,085,560 | | | 27 | 1,085,560 |
| 56 | 18 | 670,457 | 3 | 99,252 | 21 | 769,709 |
| 57 | 23 | 831,916 | 3 | 67,656 | 26 | 899,572 |
| 58 | 38 | 1,346,480 | 6 | 107,351 | 44 | 1,453,831 |
| 59 | 21 | 823,152 | 1 | 18,585 | 22 | 841,737 |
| 60 | 31 | 1,152,614 | 4 | 78,327 | 35 | 1,230,941 |
| 61 | 27 | 980,856 | 2 | 13,728 | 29 | 994,584 |
| 62 | 20 | 649,902 | 1 | 46,084 | 21 | 695,986 |
| 63 | 30 | 1,023,727 | 4 | 53,095 | 34 | 1,076,822 |
| 64 | 24 | 849,431 | 2 | 33,002 | 26 | 882,433 |
| 65 | 21 | 790,083 | 11 | 163,326 | 32 | 953,409 |
| 66 | 22 | 674,898 | 4 | 59,827 | 26 | 734,725 |
| 67 | 17 | 557,532 | 4 | 64,164 | 21 | 621,696 |
| 68 | 14 | 415,509 | 5 | 81,720 | 19 | 497,229 |
| 69 | 21 | 662,731 | 12 | 177,266 | 33 | 839,997 |
| 70 | 38 | 1,133,759 | 16 | 221,957 | 54 | 1,355,716 |

TABLE 7B

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING FIREMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2001**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|---------------|---------------|--------------|--------|---------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 71 | 36 | 1,137,467 | 14 | 171,408 | 50 | 1,308,875 |
| 72 | 44 | 1,228,476 | 7 | 103,097 | 51 | 1,331,573 |
| 73 | 24 | 685,301 | 18 | 288,171 | 42 | 973,472 |
| 74 | 24 | 645,309 | 9 | 110,717 | 33 | 756,026 |
| 75 | 29 | 734,365 | 13 | 165,154 | 42 | 899,519 |
| 76 | 19 | 558,457 | 8 | 93,500 | 27 | 651,957 |
| 77 | 15 | 362,369 | 3 | 28,701 | 18 | 391,070 |
| 78 | 17 | 433,467 | 2 | 16,528 | 19 | 449,995 |
| 79 | 11 | 285,322 | 4 | 50,983 | 15 | 336,305 |
| 80 | 12 | 289,306 | 4 | 46,789 | 16 | 336,095 |
| 81 | 9 | 182,044 | 4 | 39,372 | 13 | 221,416 |
| 82 | 5 | 89,108 | 3 | 23,268 | 8 | 112,376 |
| 83 | 5 | 94,807 | | | 5 | 94,807 |
| 84 | 1 | 19,635 | 2 | 10,117 | 3 | 29,752 |
| Total | 782 | \$ 25,440,484 | 184 | \$ 2,618,142 | 966 | \$ 28,058,626 |

TABLE 7C

THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
 CONSENTING POLICEMEN FROM THE COMBINED FUND
 AS OF DECEMBER 31, 2001

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 4 | | | 2 | \$ 27,569 | 2 | \$ 27,569 |
| 16 | | | 2 | 7,200 | 2 | 7,200 |
| 17 | | | 1 | 3,600 | 1 | 3,600 |
| 19 | | | 1 | 16,775 | 1 | 16,775 |
| 28 | | | 1 | 8,687 | 1 | 8,687 |
| 31 | 1 | 35,883 | 1 | 8,687 | 2 | 44,570 |
| 34 | 1 | 32,595 | | | 1 | 32,595 |
| 35 | 2 | 24,951 | | | 2 | 24,951 |
| 36 | 1 | 35,245 | | | 1 | 35,245 |
| 37 | 1 | 35,052 | | | 1 | 35,052 |
| 39 | 6 | 200,665 | | | 6 | 200,665 |
| 40 | 2 | 70,672 | 4 | 55,924 | 6 | 126,596 |
| 41 | 4 | 130,234 | 1 | 31,504 | 5 | 161,738 |
| 42 | 4 | 150,653 | 1 | 11,567 | 5 | 162,220 |
| 43 | 6 | 190,054 | | | 6 | 190,054 |
| 44 | 5 | 181,254 | 3 | 22,437 | 8 | 203,691 |
| 45 | 10 | 400,369 | 3 | 55,651 | 13 | 456,020 |
| 46 | 12 | 466,252 | 1 | 12,683 | 13 | 478,935 |
| 47 | 12 | 469,317 | 1 | 24,861 | 13 | 494,178 |
| 48 | 20 | 834,795 | 1 | 10,264 | 21 | 845,059 |
| 49 | 19 | 739,905 | 2 | 56,229 | 21 | 796,134 |
| 50 | 19 | 802,436 | 4 | 94,021 | 23 | 896,457 |
| 51 | 38 | 1,512,269 | 3 | 68,487 | 41 | 1,580,756 |
| 52 | 40 | 1,581,840 | 5 | 90,356 | 45 | 1,672,196 |
| 53 | 52 | 2,220,950 | 1 | 28,004 | 53 | 2,248,954 |
| 54 | 76 | 3,079,214 | 2 | 43,704 | 78 | 3,122,918 |
| 55 | 59 | 2,248,837 | 4 | 95,498 | 63 | 2,344,335 |
| 56 | 41 | 1,571,638 | 5 | 110,903 | 46 | 1,682,541 |
| 57 | 63 | 2,432,612 | 3 | 63,324 | 66 | 2,495,936 |
| 58 | 67 | 2,423,534 | 6 | 118,163 | 73 | 2,541,697 |
| 59 | 79 | 2,797,514 | 6 | 133,175 | 85 | 2,930,689 |
| 60 | 51 | 1,872,588 | 4 | 88,690 | 55 | 1,961,278 |
| 61 | 57 | 1,923,619 | 7 | 93,469 | 64 | 2,017,088 |
| 62 | 49 | 1,608,542 | 4 | 39,945 | 53 | 1,648,487 |
| 63 | 43 | 1,317,657 | 6 | 60,238 | 49 | 1,377,895 |
| 64 | 42 | 1,369,672 | 2 | 31,228 | 44 | 1,400,900 |
| 65 | 39 | 1,235,008 | 11 | 206,340 | 50 | 1,441,348 |
| 66 | 41 | 1,199,891 | 8 | 93,572 | 49 | 1,293,463 |
| 67 | 36 | 1,126,519 | 11 | 164,857 | 47 | 1,291,376 |
| 68 | 31 | 779,801 | 19 | 274,041 | 50 | 1,053,842 |

TABLE 7C

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING POLICEMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2001**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|---------------|---------------|--------------|--------|---------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 69 | 42 | 1,207,674 | 19 | 191,165 | 61 | 1,398,839 |
| 70 | 52 | 1,434,463 | 8 | 104,501 | 60 | 1,538,964 |
| 71 | 43 | 1,222,339 | 13 | 150,142 | 56 | 1,372,481 |
| 72 | 55 | 1,544,962 | 18 | 235,984 | 73 | 1,780,946 |
| 73 | 47 | 1,249,209 | 24 | 293,222 | 71 | 1,542,431 |
| 74 | 62 | 1,547,052 | 21 | 260,498 | 83 | 1,807,550 |
| 75 | 33 | 774,092 | 13 | 149,426 | 46 | 923,518 |
| 76 | 36 | 765,507 | 12 | 103,043 | 48 | 868,550 |
| 77 | 28 | 556,356 | 19 | 206,886 | 47 | 763,242 |
| 78 | 37 | 674,813 | 9 | 88,831 | 46 | 763,644 |
| 79 | 23 | 471,199 | 8 | 102,146 | 31 | 573,345 |
| 80 | 15 | 258,195 | 7 | 53,618 | 22 | 311,813 |
| 81 | 12 | 222,951 | 6 | 47,432 | 18 | 270,383 |
| 82 | 7 | 135,090 | 3 | 19,117 | 10 | 154,207 |
| 83 | 6 | 93,814 | 1 | 7,570 | 7 | 101,384 |
| 84 | 1 | 3,919 | 2 | 12,826 | 3 | 16,745 |
| 85 | | | 1 | 4,115 | 1 | 4,115 |
| 86 | 1 | 15,471 | 1 | 7,265 | 2 | 22,736 |
| Total | 1,529 | \$ 49,279,143 | 321 | \$ 4,289,440 | 1,850 | \$ 53,568,583 |

TABLE 8

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
NON-CONSENTERS FROM THE RETIREMENT FUND
AS OF DECEMBER 31, 2001**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|-----------|-------------------|---------------|-------------------|-----------|-------------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 40 | | | 1 | \$ 7,807 | 1 | \$ 7,807 |
| 47 | 1 | 5,188 | 1 | 5,031 | 2 | 10,219 |
| 50 | | | 1 | 12,874 | 1 | 12,874 |
| 54 | | | 1 | 2,548 | 1 | 2,548 |
| 59 | 1 | 6,902 | | | 1 | 6,902 |
| 61 | 1 | 24,486 | 2 | 23,309 | 3 | 47,795 |
| 62 | | | 1 | 8,524 | 1 | 8,524 |
| 63 | 2 | 9,523 | | | 2 | 9,523 |
| 64 | | | 1 | 9,981 | 1 | 9,981 |
| 65 | 1 | 1,014 | | | 1 | 1,014 |
| 67 | 2 | 2,006 | 1 | 19,931 | 3 | 21,937 |
| 68 | 1 | 9,670 | 1 | 7,362 | 2 | 17,032 |
| 69 | 4 | 32,723 | | | 4 | 32,723 |
| 70 | 1 | 880 | 1 | 6,435 | 2 | 7,315 |
| 72 | 2 | 13,476 | 2 | 3,236 | 4 | 16,712 |
| 74 | 5 | 33,294 | 1 | 5,769 | 6 | 39,063 |
| 75 | 5 | 16,962 | | | 5 | 16,962 |
| 76 | 2 | 19,171 | 2 | 24,110 | 4 | 43,281 |
| 77 | 2 | 8,531 | | | 2 | 8,531 |
| 78 | 2 | 21,238 | 1 | 2,730 | 3 | 23,968 |
| 79 | | | 1 | 8,695 | 1 | 8,695 |
| 80 | 3 | 9,279 | 1 | 1,040 | 4 | 10,319 |
| 81 | 5 | 22,597 | 3 | 17,304 | 8 | 39,901 |
| 82 | 3 | 6,653 | 3 | 13,146 | 6 | 19,799 |
| 84 | 1 | 8,090 | | | 1 | 8,090 |
| 85 | 1 | 3,005 | | | 1 | 3,005 |
| 86 | 1 | 6,150 | 1 | 1,129 | 2 | 7,279 |
| 87 | 2 | 11,254 | | | 2 | 11,254 |
| 88 | 3 | 19,941 | | | 3 | 19,941 |
| 89 | 3 | 12,114 | | | 3 | 12,114 |
| 90 | 1 | 2,196 | 1 | 706 | 2 | 2,902 |
| 91 | | | 2 | 6,647 | 2 | 6,647 |
| 93 | | | 2 | 15,507 | 2 | 15,507 |
| 94 | 1 | 7,573 | | | 1 | 7,573 |
| 95 | 1 | 10,233 | | | 1 | 10,233 |
| Total | 57 | \$ 324,149 | 31 | \$ 203,821 | 88 | \$ 527,970 |

TABLE 9

THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
NON-CONSENTERS FROM THE GENERAL EMPLOYEE DUTY DISABILITY FUND
AS OF DECEMBER 31, 2001

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 63 | 1 | \$ 23,098 | | | 1 | \$ 23,098 |
| Total | 1 | \$ 23,098 | | | 1 | \$ 23,098 |

TABLE 10

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
NON-CONSENTERS FROM THE FIREMEN AND POLICEMEN'S SURVIVORSHIP FUND
AS OF DECEMBER 31, 2001**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 60 | | | 1 | \$ 2,400 | 1 | \$ 2,400 |
| Total | | | 1 | \$ 2,400 | 1 | \$ 2,400 |