

*Employes' Retirement System
of the City of Milwaukee*

Actuarial Valuation Report

As of

January 1, 2012

June, 2012

June 19, 2012

Annuity and Pension Board
Employees' Retirement System
of the City of Milwaukee
789 N. Water St., #300
Milwaukee, WI 53202

Members of the Board:

This report presents the results of the annual actuarial valuation of the assets and liabilities of the Employees' Retirement System of the City of Milwaukee ("ERS") as of January 1, 2012, prepared in accordance with Section 36-15-15 of the Milwaukee City Charter (MCC). The valuation takes into account all of the promised benefits to which members were entitled as of January 1, 2012.

Global Pension Settlement (GPS) benefits have been provided to 20 individuals who consented to the GPS since the last valuation and, as a result, assets are transferred from the non-consenter funds in which these members previously participated to the Global Combined Fund.

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. Effective May 18, 2010, the asset smoothing, asset corridor and amortization methods were added as Section 36-15-15 of the MCC. The actuarial cost method (Section 36-15-15) and the Full Funding Limit (Section 36-08-6-A2) were already contained in Chapter 36 of the MCC. The assumptions and methods used for this valuation are individually and in the aggregate reasonable and comply with generally accepted actuarial standards of practice. As required under Section 36-15-14, experience reviews are performed once every five year period. This valuation was prepared on the basis of the demographic assumptions that were determined from the Experience Study for the period January 1, 2002 to December 31, 2006 prepared by Buck Consultants and approved by the Board for use beginning with the January 1, 2008 actuarial valuation. These assumptions will remain in effect for valuation purposes until such time as the Board adopts revised assumptions, which is scheduled to be performed before the January 1, 2013 valuation. The next Experience Study will be based on the period from January 1, 2007 to December 31, 2011 and upon approval by the Board will be the basis of valuations performed from January 1, 2013 through January 1, 2017. Actuarial Standards of Practice now require that the likelihood and extent of future mortality improvements be considered for valuations performed on or after June 30, 2011. We will explore this issue in more detail during the experience review to be conducted before the January 1, 2013 valuation in accordance with Section 36-15-14.

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.

Financing Objective and Employer Contribution

The results of the January 1, 2012 valuation determine the employer contribution for the year ending December 31, 2012.

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 the amortization period as adopted by the Board. The Board adopted a twenty five year amortization period effective with the January 1, 2009 actuarial valuation. The period will be reduced by one year each subsequent year until the period equals the future working lifetime of employees covered by the funds. The amortization period is twenty two years as of January 1, 2012.

On this basis, the valuation indicates that the employer contribution of \$73,298,000 for the 2012 plan year would be sufficient to provide for the payment of the promised pension and survivor benefits.

The cost of benefits accruing in the Retirement System is the normal cost. This amount is item 3a. Tables 2a, 2b, 2c, 3 and 4 later in this report. For the largest of the Funds, the combined fund, the cost of benefits accruing is \$83.8 million. Members contribute a portion of this, with the remainder being an employer obligation. Over the past several years, no employer contributions have been required except for in January 2010. An employer contribution is required based on the results of this actuarial valuation as expected based on last year's valuation. Furthermore, given the anticipation that unfunded liabilities will emerge as asset losses are recognized over the next few years, a contribution of at least the normal cost is very likely to continue in the next couple of years.

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.

Qualified actuaries completed the valuation in accordance with accepted actuarial procedures as prescribed by the Actuarial Standards Board. The qualified actuaries are members of the American Academy of Actuaries and are experienced in performing actuarial valuations of public employee retirement systems. 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. The undersigned with actuarial designations are qualified to render the opinions contained in this report.

Respectfully submitted,



Larry Langer, A.S.A., E.A., M.A.A.A.
Principal, Consulting Actuary



Kevin (Chih Hung) Peng, ASA, EA, MAAA
Consultant, Retirement



Bryan Hartman
Associate

Introduction

The law governing the Employees' Retirement System (ERS) 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.” (Section 36-15-15 of the MCC). Buck Consultants, as Actuary, has completed the seventy-fourth annual actuarial valuation of the ERS as of January 1, 2012.

In this report we present the results of the January 1, 2012 valuation and the recommended employer contributions for the year ending December 31, 2012. For purposes of disclosure, the report also includes the schedule of employer contributions and schedule of funding progress as required by Governmental Accounting Standards Board (GASB) No. 25.

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 34-41, were adopted as of January 1, 2008, and are based on the experience study for the five-year period ended December 31, 2006. However, the 3.0% inflation assumption was adopted as of January 1, 2003, and an interest rate of 8.5% has been used to value all benefits since January 1, 2000. The projected unit credit actuarial cost method was adopted as of January 1, 1995, and is prescribed in Section 36-08 of the MCC. The actuarial asset valuation method and the amortization method were adopted as of January 1, 2010 and are prescribed in Section 36-15 of the MCC. The next experience review will be performed in time for implementation in the January 1, 2013 actuarial valuation.

Changes Since Last Year

The following changes have been made since the actuarial valuation dated January 1, 2011:

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, 2011 actuarial valuation was completed, 20 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, 2012 valuation reflects the impact of this change.

Note that the “Bonus Year” provisions of Section 36-04-1-f are not included in this valuation unless a member has elected the “Bonus Year,” at which point additional liability is incurred. Refer to “Benefits Not Valued” at the end of the Summary of Plan Provisions section of this report.

Fiscal Impact of Changes

The fiscal aspect of the “Bonus Year” has not been isolated, but is anticipated to have generated actuarial losses during calendar year 2011.

The fiscal impact of new consents to GPS is explained on page 4.

Summary of Principal Results

Summarized below are the principal financial results for the ERS based upon the actuarial valuation as of January 1, 2012. Comparable results from the January 1, 2011 valuation are also shown.

| Item | January 01, 2011 | January 01, 2012 |
|---|----------------------|----------------------|
| Membership Data | | |
| Active Members | | |
| ➤ Number | 11,247 | 10,767 |
| ➤ Total Annual Covered Payroll on the Valuation Date | \$538,218,000 | \$525,181,000 |
| ➤ Average Pay | \$47,854 | \$48,777 |
| Retirees and Beneficiaries | | |
| ➤ Number | 11,568 | 11,960 |
| ➤ Annual Benefit | \$261,404,933 | \$277,148,323 |
| ➤ Average Benefit Payment | \$22,597 | \$23,173 |
| Asset Values (includes contributions receivable) | | |
| ➤ Actuarial Value | \$4,641,425,000 | \$4,404,635,000 |
| ➤ Market Value | \$4,322,384,000 | \$4,008,589,000 |
| Actuarially Determined Employer Contribution | | |
| | Due 1/31/2012 | Due 1/31/2012 |
| ➤ Annual Cost | \$0 | \$73,298,000 |
| ➤ As % of Covered Payroll | 0.00% | 13.96% |
| Funded Status | | |
| ➤ Accrued Liability | \$ 4,447,548,000 | \$ 4,587,915,000 |
| ➤ Actuarial Value of Assets | <u>4,641,425,000</u> | <u>4,404,635,000</u> |
| ➤ Unfunded (Overfunded) Accrued Liability | \$ (193,877,000) | \$ 183,280,000 |
| ➤ Funded Ratio Based on Actuarial Value of Assets | 104.4% | 96.0% |
| ➤ Accrued Liability | \$ 4,447,548,000 | \$ 4,587,915,000 |
| ➤ Market Value of Assets | <u>4,322,384,000</u> | <u>4,008,589,000</u> |
| ➤ Unfunded (Overfunded) Accrued Liability | \$ 125,164,000 | \$ 579,326,000 |
| ➤ Funded Ratio Based on Market Value of Assets | 97.2% | 87.4% |

Fiscal Impact of New Consents to the Pension Settlement

Based on data provided to the actuary, 20 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 \$940 thousand. At the direction of the Court, the ERS has continued to accept and process GPS consent forms and additional Consenters will be included in future actuarial valuations. Benefits will not change for individuals who do 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 non-consenting members who had separated without rights to a future ERS benefit have returned to service. Table 5 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.

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 required division of assets for members who consented during 2011 was calculated as of January 1, 2011 (the beginning of the year of consent). Table 7 of this report provides the necessary details.

Contribution Requirements for Fiscal Year 2012

Actuarially Determined Employer Contributions: The recommended contribution for 2012 payable January 31, 2013 is allocated to the different funds and employe groups as follows:

| Item | General Employees | Policemen | Firemen | Total |
|--|-------------------|---------------|---------------|---------------|
| Combined Fund | \$28,417,000 | \$29,954,000 | \$14,846,000 | \$73,217,000 |
| Retirement Fund | 0 | 0 | 0 | 0 |
| Duty Disability Funds | 0 | 0 | 0 | 0 |
| Heart & Lung Fund | N/A | N/A | 0 | 0 |
| Combined Retirement & Disability Fund | 73,000 | 8,000 | 0 | 81,000 |
| Total Contribution | \$28,490,000 | \$29,962,000 | \$14,846,000 | \$73,298,000 |
| Covered Compensation | \$335,459,000 | \$130,716,000 | \$ 59,006,000 | \$525,181,000 |
| Total Contribution as a Percentage of Covered Compensation | 8.5% | 22.9% | 25.2% | 14.0% |

Member Contributions to the Above Funds:

Employer Paid

For hires prior to January 1, 2010, each pay period the Employer makes fixed "member contributions" to the members' individual accounts equal to the following percentages of earnable compensation:

| | |
|-------------------|---|
| General Employees | 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. However, members who are obligated to make the member contribution are not also required to make the 1.6% contribution (see Section 36-08-7-m). Many new hires after January 1, 2010 now make the member contribution.

The members' individual accounts are held in the Combined Fund, the 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 employes.

On this basis, the System's funded ratio is 96.0% as of January 1, 2012. The funded ratio is based on an actuarial value of assets of \$4.405 billion and an accrued liability of \$4.588 billion.

Reasons for Change in the Funded Ratio

The funded ratio decreased from 104.4% as of January 1, 2011 to 96.0% as of January 1, 2012. The change is primarily due to the return on the actuarial value of assets, which was negative 0.09% for the 2011 plan year – compared to positive 1.34% for the 2010 plan year. Liabilities for the Retirement System came in right about where expected, within 1% of the liability amount expected.

The unfunded actuarial accrued liability was expected to increase from negative \$194 million to negative \$121 million during 2011. The actual unfunded accrued liability was positive \$183 million, indicating that an actuarial loss of \$304 million occurred during 2011. This loss was composed of a loss on actuarial value of assets of \$333 million plus a loss of offset by a gain of \$29 million. The asset loss was due to investment return recognized using the five year asset smoothing. The liability gain was primarily due to active employee pays during 2011 that were lower than expected, somewhat offset by the bonus year experience.

GASB No. 25 Disclosure

Statement Number 25 of the GASB 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 11a) shows historical trend information about the System’s actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The actuarial funded status is measured by comparing the actuarial value of assets based on a 5-year market-related value (3-year prior to 2009) 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 96.0% as of January 1, 2012. The funded ratio is based on an actuarial value of assets of \$4.405 billion and an accrued liability of \$4.588 billion.

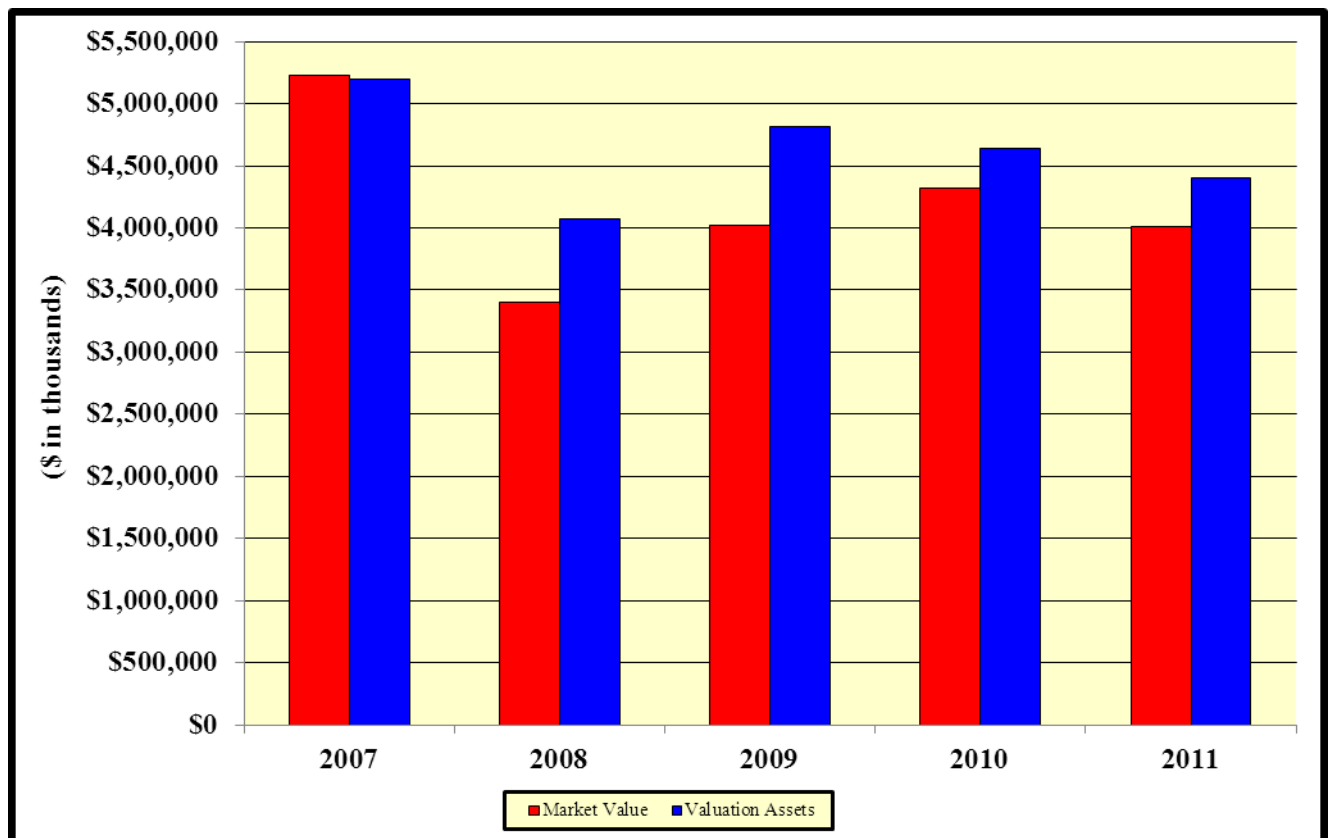
The “Schedule of Employer Contributions” (Table 11b) shows historical trend information about the annual required contributions (ARC) of the employer and the percentage of the ARC contributed to the System. The ARC is equal to the normal cost plus amortization of the unfunded actuarial accrued liability. The maximum period for amortizing the unfunded actuarial accrued liability permitted by GASB No. 25 is 30 years; for assets in excess of liabilities the minimum period is 10 years. Other than 2010 and 2011, the employer contributions to the System are equal to 100% of the ARC. In 2010 and 2011, the Full Funding Limitation reduced the contribution to zero, which is below the GASB ARC of \$1.5 million and \$31 million, respectively. (Based on a ten-year amortization of assets in excess of liabilities, this is zero.) For 2012, the Full Funding Limitation does not impact the contribution and the employer contribution is 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, 2011, was -1.93%. The return based on the actuarial value of assets used for determining the System's funded status was -0.09%. A five-year history of the rate of return on the actuarial value of assets and the market values of assets is shown below.

| Plan Year Ended December 31 | Return on Actuarial Value | Return on Market Value |
|-----------------------------|---------------------------|------------------------|
| 2011 | (0.09)% | (1.93)% |
| 2010 | 1.34 | 13.78 |
| 2009 | 22.62 | 23.70 |
| 2008 | (17.88) | (31.70) |
| 2007 | 10.17 | 6.83 |

Five-Year History of Market Value and Valuation Assets



The remainder of this report is comprised of the following:

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Table 1a

**Allocation of Total 2012 Contributions to Employee Groups
Members in Retirement and Duty Disability Funds
Amount Due January 31, 2013**

| Group | Active Members | Covered Compensation | Fund | | | January 31, 2013 | |
|-----------------------------|----------------|----------------------|-------------|-----------------|--------------|------------------|--------------|
| | | | Retirement | Duty Disability | Heart & Lung | Total Due | % of Pay |
| General City | 23 | \$ 1,155,719 | \$ - | \$ - | \$ - | \$ - | 0.00% |
| Water Department | 1 | 47,094 | - | - | - | - | 0.00% |
| School Board | 38 | 1,157,040 | - | - | - | - | 0.00% |
| Milwaukee Technical College | - | - | - | - | - | - | - |
| Sewerage Commission | - | - | - | - | - | - | - |
| Veolia | 1 | 72,220 | - | - | - | - | 0.00% |
| Wisconsin Center District | 1 | 35,396 | - | - | - | - | 0.00% |
| Housing Authority | - | - | - | - | - | - | - |
| Redevelopment Authority | - | - | - | - | - | - | - |
| Policemen | - | - | - | - | - | - | - |
| Firemen | - | - | - | - | - | - | - |
| TOTAL | 64 | \$ 2,467,469 | \$ - | \$ - | \$ - | \$ - | 0.00% |

Table 1b

**Allocation of Total 2012 Contributions to Employee Groups
Members in Combined Retirement and Disability Fund
Amount Due January 31, 2013**

| Group | Active Members | Covered Compensation | Fund | | January 31, 2013 | |
|-----------------------------|----------------|----------------------|----------------------------------|--------------|------------------|--------------|
| | | | Combined Retirement & Disability | Heart & Lung | Total Due | % of Pay |
| General City | 23 | \$ 1,115,457 | \$ 36,715 | \$ - | \$ 36,715 | 3.29% |
| Water Department | 1 | 47,774 | 1,572 | - | 1,572 | 3.29% |
| School Board | 31 | 947,041 | 31,172 | - | 31,172 | 3.29% |
| Milwaukee Technical College | - | - | - | - | - | |
| Sewerage Commission | - | - | - | - | - | |
| Veolia | - | - | - | - | - | |
| Wisconsin Center District | 1 | 7,745 | 255 | - | 255 | 3.29% |
| Housing Authority | 2 | 99,825 | 3,286 | - | 3,286 | 3.29% |
| Redevelopment Authority | - | - | - | - | - | |
| Policemen | 1 | 74,239 | 8,000 | - | 8,000 | 10.78% |
| Firemen | - | - | - | - | - | |
| TOTAL | 59 | \$ 2,292,081 | \$ 81,000 | \$ - | \$ 81,000 | 3.53% |

Table 1c

**Allocation of Total 2012 Contributions to Employee Groups
Combined Fund
Amount Due January 31, 2013**

| Group | Active Members | Covered Compensation | January 31, 2013 | |
|-----------------------------|----------------|-----------------------|----------------------|---------------|
| | | | Total Due | % of Pay |
| General City * | 3,283 | \$ 168,361,269 | \$ 14,464,032 | 8.59% |
| Water Department | 305 | 16,064,189 | 1,380,085 | 8.59% |
| School Board | 3,635 | 106,336,836 | 9,135,470 | 8.59% |
| Milwaukee Technical College | 1 | 55,515 | 4,769 | 8.59% |
| Sewerage Commission | 225 | 16,672,716 | 1,432,364 | 8.59% |
| Veolia | 99 | 6,934,389 | 595,738 | 8.59% |
| Wisconsin Center District | 91 | 3,963,605 | 340,516 | 8.59% |
| Housing Authority | 186 | 10,569,940 | 908,071 | 8.59% |
| Redevelopment Authority | 25 | 1,815,317 | 155,955 | 8.59% |
| Policemen | 1,921 | 130,641,853 | 29,954,000 | 22.93% |
| Firemen | 873 | 59,005,503 | 14,846,000 | 25.16% |
| TOTAL | 10,644 | \$ 520,421,132 | \$ 73,217,000 | 14.07% |

* Include Elected Officials

Table 2a

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

| Item | General Employees | Police | Fire | Total |
|---|----------------------|--------|------|----------|
| 1. Active Members | 64 | - | - | 64 |
| 2. Covered Compensation | \$ 2,467 | \$ - | \$ - | \$ 2,467 |
| 3. Normal Cost | | | | |
| a. Total | 289 | - | - | 289 |
| b. Estimated Member Contributions | 136 | - | - | 136 |
| c. Employer Normal Cost (a) - (b), not less than zero | 153 | - | - | 153 |
| 4. Active Actuarial Accrued Liability | 6,833 | - | - | 6,833 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 14,169 | - | - | 14,169 |
| 6. Unfunded Accrued Liability (4) - (5) | (7,336) | - | - | (7,336) |
| 7. Amortization of UAL (Closed Amortization Years) | (546) (22 years) | - | - | (546) |
| 8. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2013 | - | - | - | - |
| 9. Annual Contribution Payable January 31, 2013 (3) + (7), with interest to 1/31/2013, but not more than (8) | \$ - | \$ - | \$ - | \$ - |

* The full funding limit is the contribution based on the January 1, 2012 valuation which, if made January 31, 2013, would bring the expected 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 Employees | Police | Fire | Total |
|---|----------------------|-----------------|------|----------|
| 1. Active Members | 58 | 1 | - | 59 |
| 2. Covered Compensation | \$ 2,218 | \$ 74 | \$ - | \$ 2,292 |
| 3. Normal Cost | | | | |
| a. Total | 185 | 12 | - | 197 |
| b. Estimated Member Contributions | 122 | 5 | - | 127 |
| c. Employer Normal Cost (a) - (b), not less than zero | 63 | 7 | - | 70 |
| 4. Active Actuarial Accrued Liability | 2,440 | 141 | - | 2,581 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 2,392 | 138 | - | 2,530 |
| 6. Unfunded Accrued Liability (UAL) (4) - (5) | 48 | 3 | - | 51 |
| 7. Amortization of UAL (Closed Amortization Years) | 4 (22 years) | - (22 years) | - | 4 |
| 8. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2013 | 121 | 11 | - | 132 |
| 9. Annual Contribution Payable January 31, 2013 (3) + (7), with interest to 1/31/2013, but not more than (8) | \$ 73 | \$ 8 | \$ - | \$ 81 |

* The full funding limit is the contribution based on the January 1, 2012 valuation which, if made January 31, 2013, would bring the expected 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 Employees | Police | Fire | Total |
|---|----------------------|---------------------|---------------------|------------|
| 1. Active Members | 7,850 | 1,921 | 873 | 10,644 |
| 2. Covered Compensation | \$ 330,774 | \$ 130,642 | \$ 59,006 | \$ 520,422 |
| 3. Normal Cost | | | | |
| a. Total | 38,065 | 31,012 | 14,685 | 83,762 |
| b. Estimated Member Contributions | 19,741 | 9,145 | 4,130 | 33,016 |
| c. Employer Normal Cost (a) - (b), not less than zero | 18,324 | 21,867 | 10,555 | 50,746 |
| 4. Active Actuarial Accrued Liability | 699,527 | 505,209 | 276,101 | 1,480,837 |
| 5. Actuarial Assets (Net of Inactive Liabilities) | 596,140 | 430,542 | 235,295 | 1,261,977 |
| 6. Unfunded Accrued Liability (4) - (5) | 103,387 | 74,667 | 40,806 | 218,860 |
| 7. Amortization of UAL (Closed Amortization Years) | 7,689 (22 years) | 5,553 (22 years) | 3,035 (22 years) | 16,277 |
| 8. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2013 | 132,957 | 105,454 | 56,107 | 294,518 |
| 9. Annual Contribution Payable January 31, 2013 (3) + (7), with interest to 1/31/2013, but not more than (8) | \$ 28,417 | \$ 29,954 | \$ 14,846 | \$ 73,217 |

* The full funding limit is the contribution based on the January 1, 2012 valuation which, if made January 31, 2013, would bring the expected 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 | 64 | - | - | 64 |
| 2. Covered Compensation | \$ 2,467 | \$ - | \$ - | \$ 2,467 |
| 3. Normal Cost | | | | |
| a. Total | 4 | - | - | 4 |
| b. Estimated Member Contributions | - | - | - | - |
| c. Employer Normal Cost (a) - (b), not less than zero | 4 | - | - | 4 |
| 4. Accrued Liability | | | | |
| a. Actives | 88 | - | - | 88 |
| b. Annuitants | - | - | - | - |
| c. Total | 88 | - | - | 88 |
| 5. Actuarial Value of Assets | 153 | - | - | 153 |
| 6. Unfunded Accrued Liability (UAL) (4) - (5) | (65) | - | - | (65) |
| 7. Amortization of UAL (Closed Amortization Years) | (5) (22 years) | - | - | (5) |
| 8. Full Funding Limit* (3) + (6), not less than zero, with interest to 1/31/2013 | - | - | - | - |
| 9. Annual Contribution Payable January 31, 2013 (3) + (7), with interest to 1/31/2013, but not more than (8) | \$ - | \$ - | \$ - | \$ - |

* The full funding limit is the contribution based on the January 1, 2012 valuation which, if made January 31, 2013, would bring the expected assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 4

**Determination of City Contributions to
Firemen's Heart & 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 1/31/2013 | |
| 8. Annual Contribution | \$ - |
| Payable January 31, 2013 | |

* The full funding limit is the contribution which, if made January 31, 2013, would bring the assets at that date equal to the expected Actuarial Accrued Liability at that date.

Table 5
Member Data

| Item | 12/31/2010 | 12/31/2011 | | |
|----------------------------------|---------------|---------------|------------------------|---------------|
| Number of Members | Total | Vested | Non- Vested | Total |
| Active | | | | |
| General Employes | 8,379 | 6,545 | 1,427 | 7,972 |
| Policemen | 1,986 | 1,782 | 140 | 1,922 |
| Firemen | 882 | 765 | 108 | 873 |
| Total Active Members | 11,247 | 9,092 | 1,675 | 10,767 |
| Inactive | | | | |
| Deferred Retirees/Refunds | 4,152 | | | 4,121 |
| Deferred Fire & Police Survivors | 6 | | | 6 |
| Total Inactive Members | 4,158 | | | 4,127 |
| Benefit Recipients | | | | |
| Combined Fund | | | | |
| General Employes | 8,160 | | | 8,501 |
| Policemen | 2,182 | | | 2,214 |
| Firemen | 1,200 | | | 1,222 |
| Combined Fund Subtotal | 11,542 | | | 11,937 |
| Retirement Fund | 26 | | | 23 |
| Duty Disability Funds | | | | |
| General Employes | - | | | - |
| Firemen | - | | | - |
| Policemen | - | | | - |
| Duty Disability Funds Subtotal | - | | | - |
| Firemen's Heart & Lung Fund | - | | | - |
| Total Benefit Recipients | 11,568 | | | 11,960 |
| TOTAL Membership | 26,973 | | | 26,854 |

Notes:

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

Table 5
Member Data
(continued)

| Item | 12/31/2011 Membership | | |
|--|-----------------------|---------------|---------------|
| Number of Members | Consenters | Others | Total |
| Active | | | |
| General Employees | 7,850 | 122 | 7,972 |
| Policemen | 1,921 | 1 | 1,922 |
| Firemen | 873 | - | 873 |
| Total Active Members | 10,644 | 123 | 10,767 |
| Inactive | | | |
| Deferred Retirees/Refunds | 3,822 | 299 | 4,121 |
| Deferred Fire & Police Survivorship Fund | 6 | - | 6 |
| Total Inactive Members | 3,828 | 299 | 4,127 |
| Benefit Recipients | | | |
| Combined Fund | 11,937 | | 11,937 |
| Retirement Fund | | 23 | 23 |
| Duty Disability Funds | | | |
| General Employees | | - | - |
| Firemen | | - | - |
| Policemen | | - | - |
| Duty Disability Funds Subtotal | | - | - |
| Firemen's Heart & Lung Fund | | - | - |
| Total Benefit Recipients | 11,937 | 23 | 11,960 |
| TOTAL Membership | 26,409 | 445 | 26,854 |

Notes:

- (1) In addition to the above, there are 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.
- (2) 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 5. These members are not assumed to earn additional service credit in future years

Table 5
Member Data
(continued)

| Item | 12/31/2010 | 12/31/2011 |
|---|-----------------------|-----------------------|
| Annual Earnings | | |
| General Employes | \$ 346,086,000 | \$ 335,459,000 |
| Policemen | 132,590,000 | 130,716,000 |
| Firemen | 59,542,000 | 59,006,000 |
| Total Annual Earnings | \$ 538,218,000 | \$ 525,181,000 |
| Average Earnings | | |
| General Employes | \$ 41,304 | \$ 42,080 |
| Policemen | \$ 66,762 | \$ 68,010 |
| Firemen | \$ 67,508 | \$ 67,590 |
| Annual Benefit Payments Currently Being Made | | |
| Combined Fund | \$ 261,191,012 | \$ 276,963,667 |
| Retirement Fund | \$ 213,921 | \$ 184,656 |
| Duty Disability Funds | | |
| General Employes | \$ - | \$ - |
| Firemen | - | - |
| Policemen | - | - |
| Duty Disability Funds Subtotal | \$ - | \$ - |
| Firemen's Heart & Lung Fund | \$ - | \$ - |
| Total Benefit Payments | \$ 261,404,933 | \$ 277,148,323 |

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 ERS, and have been reduced by workers' compensation offsets for members who are currently repaying a workers' compensation award.

FINANCIAL DATA

Information was obtained from unaudited financial statements prepared by the ERS for the year ended December 31, 2011.

The Global Pension Settlement (GPS) requires transfers between various funds as of January 1, 2011 for members who consented to GPS during 2011. This adjustment to the System's market value of assets is shown in Table 7.

Table 6
Summary of Market Value of Plan Assets
as of January 1, 2012
(in thousands)

| Item | Amount |
|---|--------------|
| 1. Market Value of Assets as of December 31, 2010 | \$ 4,322,384 |
| 2. Contributions During Year | |
| a. Member | 35,325 |
| b. City to Employers' Reserve Fund | 17,350 |
| c. Employer (receivable 1/31/2012) | - |
| d. Total | 52,675 |
| 3. Disbursements During Year | |
| Benefit Payments and Refunds During Year | 285,565 |
| 4. Investment Return (net of Administrative Expenses) | (80,905) |
| 5. Market Value of Assets as of December 31, 2011 (1) + (2d) - (3) + (4) | 4,008,589 |
| 6. Average Market Value During 2011 (1) + ((2a) - (3))/2 | \$ 4,197,264 |
| 7. Rate of Return (4) / (6) | -1.93% |

Table 7

**Allocations Between Non-Consenters Who Consented to Global Settlement During 2011 and Those Who Did Not
Allocation of 1/1/2011 Market Value of Assets in Proportion to 1/1/2011 Accrued Liability
Allocation of 1/31/2012 Employer Contribution in Proportion to 1/1/2011 Covered Compensation
(in thousands)**

| Fund | Allocation of 1/1/2011 Market Value of Assets in Funds for Non-Consenters in Proportion to 1/1/2011 Accrued Liability | | | Allocation of 1/31/2012 Employer Contribution to Funds for Non-Consenters in Proportion to 1/1/2011 Covered Compensation | | |
|--|---|-----------|--------------------|--|--------|-------|
| | Consenters in 2011 | Others | Total (Audited) | Consenters in 2011 | Others | Total |
| 1. Retirement Fund | \$ - | \$ 18,567 | \$ 18,567 | \$ - | \$ - | \$ - |
| 2. General Employees' Duty Disability Fund | - | 156 | 156 | - | - | - |
| 3. Fire & Police Duty Disability Fund | - | - | - | - | - | - |
| 4. Firemen's Heart & Lung Fund | - | - | - | - | - | - |
| 5. Combined Retirement & Disability Fund | - | 2,797 | 2,797 | - | - | - |
| 6. Total Funds for Non-Consenters | \$ - | \$ 21,520 | \$ 21,520 | \$ - | \$ - | \$ - |

Notes:

- (1) January 1, 2011 Assets allocated to members who consented to Global Settlement during 2011 are transferred to the Global Combined Fund as of January 1, 2011.
- (2) January 31, 2012 Employer Contributions allocated to members who consented to Global Settlement during 2011 are credited to the Global Combined Fund instead of to the funds for non-consenters.

Table 8

**Actuarial Value of Assets as of January 1, 2012
(in thousands)**

| Item | Total |
|--|------------------|
| 1. Preliminary Actuarial Value January 1, 2011 | \$ 4,642,314 |
| 2. Market Value January 1, 2011 (Unaudited) | 4,322,384 |
| 3. Market Value January 1, 2012 (Unaudited) | 4,008,589 |
| 4. Contributions | |
| (a) Member | 35,325 |
| (b) Employer | 17,350 |
| (c) Total | <u>52,675</u> |
| 5. Benefits and Refunds Paid | 285,565 |
| 6. Actual Market Return Net of Administrative Expenses | (80,905) |
| 7. Expected Market Return based on 8-1/2% Interest | 356,767 |
| 8. Excess of Actual over Expected Return | |
| (a) 2011 | (437,672) |
| (b) 2010 | 206,031 |
| (c) 2009 | 500,199 |
| (d) 2008 | (2,061,824) |
| (e) 2007 | N/A |
| 9. Excess Recognized in the Current Valuation* | |
| (a) 2011 | (87,534) |
| (b) 2010 | 41,206 |
| (c) 2009 | 100,040 |
| (d) 2008 | (412,365) |
| (e) 2007 | N/A |
| (f) Total | <u>(358,653)</u> |
| 10. Preliminary Value January 1, 2012 (1) + 4(c) - (5) + (7) + 9(f) | 4,407,538 |
| 11. Ratio of Preliminary Value to Market Value (10) / (3) | 109.95% |
| 12. Ratio Adjusted for 80%--120% Corridor** | 109.95% |
| 13. Balance in Employers' Reserve Fund | 28,230 |
| 14. Market Value Excluding Employers' Reserve Fund (3) - (13) | 3,980,359 |
| 15. Actuarial Value (12) x (14) + (13) | \$ 4,404,635 |
| 16. Rate of Return on Actuarial Value of Assets | -0.09% |

* The Funding Policy was changed effective with the January 1, 2009 valuation from 3 year smoothing to 5 year smoothing. As a part of this change, all bases prior to 2008 have been fully recognized.

** The actuarial value shall not be less than 80% nor greater than 120% of Market Value.

For a description of the development of the actuarial value of assets, refer to the relevant section of the Descriptions of Actuarial Methods and Assumptions beginning on page 32 of this report.

Table 9
Allocation of Assets Among Funds
as of January 1, 2012
(in thousands)

| Fund | Market Value | Actuarial Value |
|---|--------------|-----------------|
| 1. Global Combined Fund | \$ 3,961,174 | \$ 4,355,311 |
| 2. Employers' Reserve Fund | \$ 28,230 | 28,230 |
| 3. Retirement Fund | 16,354 | 17,981 |
| 4. General Employes' Duty Disability Fund | 139 | 153 |
| 5. Fire & Police Duty Disability Fund | - | - |
| 6. Firemen's Heart & Lung Fund | - | - |
| 7. Combined Retirement & Disability Fund | <u>2,692</u> | <u>2,960</u> |
| 8. Total all Funds | \$ 4,008,589 | \$ 4,404,635 |

Notes:

(1) Values shown include January 31, 2012 contributions receivable

DISCLOSURE

Tables 10a & b show the funded status of the Actuarial Accrued Liability. In addition, for financial reporting purposes, we have prepared Tables 11a & b as required by GASB Statement No. 25. For historical purposes, Table 12 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 11a) 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 11b) 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 30 years; for assets in excess of liabilities the minimum period is 10 years. Other than 2010 and 2011, the employer contributions to the System are equal to 100% of the ARC. In 2010 and 2011, the Full Funding Limitation reduced the contribution to zero, which is below the GASB ARC of \$1.5 million and \$31 million, respectively. (Based on a ten-year amortization of assets in excess of liabilities, this is zero.) For 2012, the Full Funding Limitation does not impact the contribution and the employer contribution is equal to 100% of the ARC.

Table 10a
January 1, 2012 Valuation
Funded Status on Actuarial Value of Assets
(in thousands)

| Fund | Accrued Liability | Actuarial Value of Assets | Unfunded Accrued Liability | Percent Funded |
|---|-------------------|---------------------------|----------------------------|----------------|
| 1. Global Combined Fund | \$ 4,574,171 | \$ 4,355,311 | \$ 218,860 | 95.2% |
| 2. Employers' Reserve Fund | - | 28,230 | (28,230) | N/A |
| 3. Retirement Fund | 10,645 | 17,981 | (7,336) | 168.9% |
| 4. General Employes' Duty Disability Fund | 88 | 153 | (65) | 173.9% |
| 5. Fire & Police Duty Disability Fund | - | - | - | N/A |
| 6. Firemen's Heart & Lung Fund | - | - | - | N/A |
| 7. Combined Retirement & Disability Fund | 3,011 | 2,960 | 51 | 98.3% |
| 8. Total All Funds | \$ 4,587,915 | \$ 4,404,635 | \$ 183,280 | 96.0% |

Table 10b
January 1, 2012 Valuation
Funded Status on Market Value of Assets
(in thousands)

| Fund | Accrued Liability | Market Value of Assets | UAL Market Basis | Percent Funded |
|---|-------------------|------------------------|------------------|----------------|
| 1. Global Combined Fund | \$ 4,574,171 | \$ 3,961,174 | \$ 612,997 | 86.6% |
| 2. Employers' Reserve Fund | - | 28,230 | (28,230) | N/A |
| 3. Retirement Fund | 10,645 | 16,354 | (5,709) | 153.6% |
| 4. General Employes' Duty Disability Fund | 88 | 139 | (51) | 158.0% |
| 5. Fire & Police Duty Disability Fund | - | - | - | N/A |
| 6. Firemen's Heart & Lung Fund | - | - | - | N/A |
| 7. Combined Retirement & Disability Fund | 3,011 | 2,692 | 319 | 89.4% |
| 8. Total All Funds | \$ 4,587,915 | \$ 4,008,589 | \$ 579,326 | 87.4% |

Table 11a
Schedule of Funding Progress -
GASB Statement No. 25 Disclosure
(\$ in thousands)

| Valuation as of January 1 | Actuarial Value of Assets | Actuarial Accrued Liability (AAL) | Unfunded AAL (UAAL) | Funded Ratio | Covered Payroll | UAAL as a Percentage of Covered Payroll |
|--|--|--|------------------------------------|-------------------------|----------------------------|--|
| 2012 | \$ 4,404,635 | \$ 4,587,915 | \$ 183,280 | 96.0% | \$ 525,181 | 34.9% |
| 2011 | 4,641,425 | 4,447,548 | - | 104.4% | 538,218 | 0.0% |
| 2010 | 4,814,402 | 4,269,324 | - | 112.8% | 553,846 | 0.0% |
| 2009 | 4,076,297 | 4,113,089 | 36,792 | 99.1% | 536,558 | 6.9% |
| 2008 | 5,192,000 | 3,958,061 | - | 131.2% | 532,412 | 0.0% |
| 2007 | 4,899,721 | 3,846,481 | - | 127.4% | 528,854 | 0.0% |
| 2006 | 4,556,371 | 3,706,198 | - | 122.9% | 515,934 | 0.0% |
| 2005 | 4,112,558 | 3,523,179 | - | 116.7% | 505,609 | 0.0% |
| 2004 | 3,909,085 | 3,370,923 | - | 116.0% | 486,384 | 0.0% |
| 2003 | 3,689,981 | 3,204,248 | - | 115.2% | 480,800 | 0.0% |
| 2002 | 4,242,333 | 3,091,511 | - | 137.2% | 466,757 | 0.0% |

Table 11b
Schedule of Employer Contributions -
GASB Statement No. 25 Disclosure
(in thousands)

| Fiscal Year Ended December 31 | Annual Required Contribution | Percentage Contributed |
|----------------------------------|---------------------------------|---------------------------|
| 2011 | \$ 31,402 | 0% |
| 2010 | 1,450 | 0% |
| 2009 | 60,098 | 100% |
| 2008 | 0 | 100% |
| 2007 | 0 | 100% |
| 2006 | 0 | 100% |
| 2005 | 47 | 100% |
| 2004 | 46 | 100% |
| 2003 | 78 | 100% |
| 2002 | 32 | 100% |

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, 2011 was contributed for the fiscal year ending December 31, 2011).

The Annual Required Contribution (ARC) is the sum of the defined contribution to the Fire and Police Survivorship Fund (dissolved November 22, 2004) and the actuarially determined Employer contribution to all other Funds. It excludes voluntary employer contributions to the Employers' Reserve Fund.

Additional information as of the latest actuarial valuation follows:

| | | |
|--------------------------------|--|------------------------|
| Valuation Date: | January 1, 2012 | |
| Actuarial Cost Method: | Projected Unit Credit | |
| Amortization Method: | Closed; Level Percent of Pay; | |
| | Pay assumed to grow 3% per year | |
| Remaining Amortization Period: | 22 years as of January 1, 2012 | |
| Asset Valuation Method: | 5-year smoothed market, 20% corridor | |
| Actuarial Assumptions: | | |
| • Investment Rate of Return | | 8.5% |
| Projected Salary Increases | <u>General</u> | <u>Police and Fire</u> |
| | 3.5% - 8.5% | 4% - 15.4% |
| • Inflation Assumption | | 3.0% |
| • Cost of Living Adjustments | Vary by Employee Group as explained in summary of plan provisions | |

Table 12
Actuarial Balance Sheet
for Members at January 1, 2012
(in thousands)

| Item | 2011 | 2012 |
|--------------------------------|--------------|--------------|
| Assets: | | |
| Market Value of Assets | \$ 4,322,384 | \$ 4,008,589 |
| Market Adjustment | 319,041 | 396,046 |
| Actuarial Value of Assets | \$ 4,641,425 | \$ 4,404,635 |
| Liabilities: | | |
| Actuarial Accrued Liability | | |
| Annuitants | \$ 2,835,309 | \$ 2,987,922 |
| Inactive Members | | |
| Member Contributions | 72,930 | 77,645 |
| Employer Financed Portion | 28,050 | 32,010 |
| Active Members | | |
| Member Contributions | 483,331 | 482,924 |
| Employer Financed Portion | 1,027,928 | 1,007,414 |
| Reserve for Adverse Experience | 193,877 | - |
| Total Liabilities | \$ 4,641,425 | \$ 4,587,915 |

DESCRIPTION OF ACTUARIAL METHODS AND ASSUMPTIONS

Actuarial Cost Method

The method of financing the System is prescribed in Section 36-08 of the MCC.

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 AAL over the Actuarial Value of Assets. 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 6.)

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. The smoothed value is developed on Table 8 of this report. The numbers in parentheses denote the item number on Table 8. Under this method, we start with the Preliminary Actuarial Value of Assets from the prior valuation (1). We then develop an actual market return (6) and an expected market return based on 8.5% (7). The difference between this actual and expected amount is captured each year and reported (8). We amortize, or divide, the difference over the past five years as an amount to recognize each year (9). The preliminary actuarial value for the current valuation (10) becomes the preliminary actuarial value from the prior year (1) plus non-investment cash flows (contributions (4) less benefits and refunds (5)) plus the expected return on the market value of assets at 8.5% (7) and the current years amortization (9). The preliminary actuarial value (10) divided by the market value at year end (3) results in a ratio (11). The ratio shall not be less than 80% or more than 120% of the market value. If it is, a final adjustment to the preliminary actuarial value (9) will be made accordingly (12) to develop the final actuarial value (15).

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, 2008 (except as noted)

Interest Rate and Inflation

Interest: 8.5% per annum (adopted 1/1/2000)

Inflation: 3.0% per annum (adopted 1/1/2003)

Salary Increases

Career average of 4.6% per annum for general employes and 5.5% per annum for police and fire, compounded annually (adopted 1/1/2008). Representative values are as follows:

| <u>Age</u> | <u>General</u> | <u>Fire and Police</u> |
|------------|----------------|------------------------|
| 25 | 7.9% | 11.5% |
| 30 | 6.8 | 7.7 |
| 35 | 5.8 | 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 3% per annum are assumed for policemen, firemen, and general employes on duty disability. (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

Illustrative rates of retirement are as follows:

| Age at Beginning of Year | Early Retirement | Normal Retirement | | | | |
|--------------------------|-------------------|-------------------|---------|---------|----------------------|------------------|
| | General Employees | General Employees | | Firemen | Police | |
| | | Males | Females | | Not in Combined Fund | In Combined Fund |
| 44 | | | | | | 10% |
| 45 | | | | | | 10 |
| 46 | | | | | | 20 |
| 47 | | | | | | 20 |
| 48 | | | | 10% | | 20 |
| 49 | | | | 10 | | 23 |
| 50 | | | | 10 | | 23 |
| 51 | | | | 10 | 44% | 30 |
| 52 | | | | 10 | 44 | 30 |
| 53 | | | | 10 | 24 | 30 |
| 54 | | 45% | 30% | 10 | 24 | 35 |
| 55 | 2% | 45 | 30 | 25 | 24 | 35 |
| 56 | 2 | 27 | 14 | 25 | 40 | 35 |
| 57 | 2 | 27 | 14 | 20 | 35 | 27 |
| 58 | 2 | 24 | 14 | 20 | 35 | 27 |
| 59 | 2 | 22 | 14 | 20 | 35 | 27 |
| 60 | | 20 | 14 | 50 | 35 | 27 |
| 61 | | 16 | 16 | 75 | 35 | 30 |
| 62 | | 24 | 24 | 75 | 50 | 50 |
| 63 | | 20 | 20 | 100 | 100 | 100 |
| 64 | | 20 | 20 | 100 | 100 | 100 |
| 65 | | 28 | 28 | 100 | 100 | 100 |
| 66 | | 22 | 22 | 100 | 100 | 100 |
| 67 | | 15 | 15 | 100 | 100 | 100 |
| 68 | | 15 | 15 | 100 | 100 | 100 |
| 69 | | 15 | 15 | 100 | 100 | 100 |
| 70 | | 100 | 100 | 100 | 100 | 100 |

For policemen participating in the Combined Fund, the following additional rates of normal retirement apply in the year that a member is first eligible to retire on service retirement with at least 25 years of service as a policeman:

25% if first eligible on or before age 52, grading down to 0% at ages 56 and above

Survivor Benefits and Duty Disability Child Allotments

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:

| Member's Age at Death or Disability | Number of Dependent Children | Age of Youngest Child |
|--|-------------------------------------|------------------------------|
| 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 20% for males and 15% for females. The percentage of general employes assumed electing the 100% PSO option before retirement is 55% 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% (Adopted 1/1/1998)

Police & Fire: 10%. In addition, amongst firemen, 25% of duty deaths are assumed to occur under the Heart and Lung Law. (Adopted 1/1/2003)

Duty Disabilities

| Employee Group | Percentage of Disabilities | Percentage of Duty Disabilities Assumed | | Assumption Adopted January 1 |
|---------------------------------------|--|--|---------------------------------------|-------------------------------------|
| | Incurred in the Performance of Duty | Eligible For The Special 90% Benefit | Under The Heart & Lung Law | |
| General | 20.0% | N/A | N/A | 1998 |
| Police other than MPA | 75.0% | 5.0% | N/A | 2008 |
| MPA enrolled on or before 4/18/2005 | 75.0% | 5.0% | N/A | 2008 |
| MPA enrolled after 4/18/2005 | 62.5% | 7.5% | N/A | 2008 |
| Fire other than MPFFA | 90.0% | 5.0% | 15.0% | 2008 |
| MPFFA enrolled on or before 10/3/2005 | 90.0% | 5.0% | 15.0% | 2008 |
| MPFFA enrolled after 10/3/2005 | 81.2% | 6.9% | 20.8% | 2008 |

Imputed Military Service

The following percentages of eligible members are assumed to earn 1 year of imputed military service credit:

| | |
|-------------------|-----|
| General Employes: | 10% |
| Police: | 13% |
| Fire: | 13% |

These percentages are based on troop strength statistics from the Department of Defense website.
(Adopted 1/1/2003)

**Illustrative Rates of Termination
for General Employes, Firemen, and Policemen**

| Age | Less than 5 Years Service | | At least 5 Years Service | |
|-------------------------|---------------------------|---------|--------------------------|---------|
| | Males | Females | Males | Females |
| General Employes | | | | |
| 20 | 14.0% | 15.0% | - | - |
| 25 | 13.5 | 15.0 | 9.75% | 11.00% |
| 30 | 11.2 | 12.6 | 5.32 | 9.52 |
| 35 | 8.2 | 9.2 | 5.53 | 7.27 |
| 40 | 7.0 | 7.7 | 3.67 | 5.35 |
| 45 | 7.0 | 7.2 | 2.75 | 3.93 |
| 50 | 6.4 | 6.4 | 1.93 | 3.29 |
| 55 | 6.0 | 6.0 | 1.53 | 2.80 |
| 60 | - | - | 0.00 | 0.00 |
| Fire and Police | | | | |
| 20 | 5.20% | 8.90% | - | - |
| 25 | 4.20 | 8.66 | 1.92% | 6.00% |
| 30 | 3.08 | 8.10 | 1.62 | 5.40 |
| 35 | 3.00 | 7.90 | 1.40 | 3.95 |
| 40 | 3.00 | 7.90 | 0.97 | 1.72 |
| 45 | 5.40 | 7.90 | 0.56 | 0.56 |
| 50 | 8.80 | 7.90 | 0.19 | 0.19 |
| 55 | 10.00 | 7.90 | - | - |
| 60 | - | - | - | - |

Seasonal Service Credit

The following percentage of eligible members are assumed to receive one year of seasonal service credit:

| Member's Union or Bargaining Group | Percentage with Seasonal Service | Assumption Adopted January 1 |
|---|---|-------------------------------------|
| District Council 48, AFSCME | 27.09% | 2005 |
| Fire Equipment Dispatchers Local 494, IBEW | 0.00% | 2006 |
| Electrical Group Local 494, IBEW | 31.00% | 2006 |
| Machine Shop Local 494, IBEW | 12.00% | 2005 |
| Bridge Operators Local 195, IBEW | 28.57% | 2005 |
| Joint 129/48 Local 139, IOUE & DC48 | 100.00% | 2005 |
| Machinists Local 510, IAM | 5.00% | 2005 |
| Sanitation Local 61, LIUNA | 98.06% | 2005 |
| TEAM (Techs, Eng, Archs of Milw) | 5.00% | 2005 |
| MBCTC (Bricklayers, Carpenters, Cement Masons, Painters, Iron Workers) | 10.00% | 2005 |
| Police Sworn Management, Police Civilian Management, Managers, Elected Officials (except mayor) | 3.13% | 2005 |
| Non-represented in the Police Department and General City non-represented. | 5.00% | 2005 |

Miscellaneous

For members active on the valuation date, credited service in each future year is assumed to be the greater of credited service earned in the year prior to the valuation, or the average of the three highest years of service credit out of the five years that preceded the valuation date (adopted 1/1/2007).

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 5. These members are not assumed to earn additional service credit in future years.

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

| Age | Disability | | Remarriage | |
|--------------------------|------------|---------|------------|---------|
| | Males | Females | Males | Females |
| General Employees | | | | |
| 20 | 0.06% | 0.04% | 14.46% | 14.46% |
| 25 | 0.06 | 0.04 | 9.45 | 9.45 |
| 30 | 0.06 | 0.04 | 5.94 | 5.94 |
| 35 | 0.25 | 0.10 | 4.02 | 4.02 |
| 40 | 0.30 | 0.20 | 2.80 | 2.80 |
| 45 | 0.35 | 0.30 | 1.75 | 1.75 |
| 50 | 0.70 | 0.40 | 0.96 | 0.96 |
| 55 | 1.10 | 0.50 | 0.26 | 0.26 |
| 60 | 0.90 | 0.39 | - | - |
| 65 | 0.80 | 0.24 | - | - |
| Fire | | | | |
| 20 | 0.064% | 0.064% | 14.46% | 14.46% |
| 25 | 0.136 | 0.136 | 9.45 | 9.45 |
| 30 | 0.280 | 0.280 | 5.94 | 5.94 |
| 35 | 0.760 | 0.760 | 4.02 | 4.02 |
| 40 | 1.200 | 1.200 | 2.80 | 2.80 |
| 45 | 1.200 | 1.200 | 1.75 | 1.75 |
| 50 | 1.200 | 1.200 | 0.96 | 0.96 |
| 55 | 1.200 | 1.200 | 0.26 | 0.26 |
| 60 | 1.200 | 1.200 | - | - |
| 65 | 1.200 | 1.200 | - | - |
| Police | | | | |
| 20 | 0.060% | 0.060% | 14.46% | 14.46% |
| 25 | 0.060 | 0.060 | 9.45 | 9.45 |
| 30 | 0.150 | 0.150 | 5.94 | 5.94 |
| 35 | 0.207 | 0.207 | 4.02 | 4.02 |
| 40 | 0.348 | 0.348 | 2.80 | 2.80 |
| 45 | 0.600 | 0.600 | 1.75 | 1.75 |
| 50 | 0.600 | 0.600 | 0.96 | 0.96 |
| 55 | 0.600 | 0.600 | 0.26 | 0.26 |
| 60 | 0.600 | 0.600 | - | - |
| 65 | 0.600 | 0.600 | - | - |

* For members of the MPA enrolled after 4/18/2005, and members of the MPFFA Local 215 enrolled after 10/3/2005, 80.1% and 79.8%, respectively, of the rates of disability that apply to police and fire who enrolled on or before those dates.

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

| Age | Mortality* | | Duty Disability Mortality | | Ordinary Disability Mortality | |
|-----|------------|---------|---------------------------|---------|-------------------------------|---------|
| | Males | Females | Males | Females | Males | Females |
| 20 | 0.031% | 0.028% | 1.187% | 0.901% | 4.124% | 3.611% |
| 30 | 0.043 | 0.036 | 1.187 | 0.901 | 4.124 | 3.611 |
| 40 | 0.104 | 0.070 | 1.187 | 0.901 | 4.124 | 3.611 |
| 50 | 0.195 | 0.139 | 1.187 | 0.901 | 4.124 | 3.611 |
| 55 | 0.329 | 0.235 | 1.187 | 0.901 | 4.334 | 3.795 |
| 60 | 0.622 | 0.463 | 1.187 | 0.901 | 4.879 | 4.273 |
| 65 | 1.187 | 0.901 | 1.187 | 0.901 | 5.315 | 4.656 |
| 70 | 2.059 | 1.433 | 2.059 | 1.433 | 7.791 | 6.854 |
| 75 | 3.526 | 2.325 | 3.526 | 2.325 | 8.759 | 6.911 |
| 80 | 6.121 | 4.061 | 6.121 | 4.061 | 9.726 | 6.968 |
| 85 | 10.693 | 7.025 | 10.693 | 7.025 | 10.693 | 7.025 |
| 90 | 17.977 | 12.278 | 17.977 | 12.278 | 17.977 | 12.278 |
| 95 | 26.483 | 19.784 | 26.483 | 19.784 | 26.483 | 19.784 |
| 100 | 34.284 | 29.545 | 34.284 | 29.545 | 34.284 | 29.545 |
| 110 | 40.000 | 49.244 | 40.000 | 49.244 | 40.000 | 49.244 |
| 120 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 | 100.000 |

* For regular retirees and for survivors, the RP-2000 Mortality Table with mortality improvements projected to the year 2005 for males, and the UP-94 Mortality Table, with mortality improvements projected to the year 2000 for females. These are the rates shown above. For death in active service, 70% of the rate for a regular retiree the same age.

| Age | Disability Recovery | |
|-----|---------------------|---------|
| | Males | Females |
| 20 | 14.950% | 14.950% |
| 25 | 9.940 | 9.940 |
| 30 | 4.880 | 4.880 |
| 35 | 6.920 | 6.920 |
| 40 | 2.830 | 2.830 |
| 45 | 1.700 | 1.700 |
| 50 | 0.450 | 0.450 |
| 55 | -- | -- |

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, 1600 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. A member must be described as in 36-04-1-c. An individual eligible for imputed military service credit must apply for the credit.
- (b) **Imputed fire and police service credit:** The member must be described as in 36-04-1-a. 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 be described as in 36-04-1-b. 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 firemen with 20 years of creditable service as a fireman or policeman - 1.5 years. For policemen and firemen with less than 20 years of creditable service as a fireman or policeman: 1.5 years times a fraction whose numerator is full 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.

Seasonal Service

Seasonal service credit may be granted under specified conditions to certain General City employees. Seasonal service credit is used to calculate the amount of certain benefits but is not used to determine eligibility for any kind of benefit.

Eligibility for Seasonal Service Credit

In order to be eligible for seasonal service credit, a member must be a General City employe with five or more years of City service, and a member of one of the groups as outlined in 36-04-1-d.

Benefits Affected by Seasonal Service Credit

Seasonal service credit affects the amount of the service retirement allowance, the conversion service retirement allowance and protective survivorship option benefits. If the eligible individual is also entitled to a 5% Lump Sum Bonus that is based on the affected benefit, then the seasonal service credit is included in calculating the base for the bonus payment.

Amount of Seasonal Service Credit

Seasonal service is based on the hours worked as a City Labor-Seasonal employe and/or Playground Laborer-Seasonal employe (MPS), but limited to one year of additional service credit.

Qualifying for an ERS Benefit

Rules regarding qualifying time are encapsulated in the ERS Board Rules & Regulations, XV.G. The rules have been adopted and applied prospectively for enrollments prior to 1995, 1995 to 2001 and post 2001. All members are fully vested after four years of qualifying time.

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 as described in 36-04-12. Earnable compensation for the calendar year preceding retirement may also include longevity in rank pay, (limited) variable shift assignment pay, police liaison officer 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

Eligibility for service retirement is as defined under 36-05-01 as follows:

- (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 under 36-05-01 is equal to the following:

- (a) For general employes, 2% of final average salary for each year of creditable service, imputed military service, or seasonal 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, imputed military service, or seasonal 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 and seasonal service credit are 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 employes, 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 employes 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 for duty 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. Unless the member is beyond his/her conversion age, in which case the member would be eligible for an extended lifetime Duty Disability benefit. The medical certification is made by the Medical Council for general employes, for members of the MPA enrolled after April 18, 2005, and for members of the MPFFA enrolled after October 3, 2005. For all other members, the medical certification is made

by the Medical Panel. 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 and seasonal service credit are *not* used when calculating a duty disability retirement allowance. Imputed service credit or seasonal 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. For policemen enrolled on or after January 1, 1990, and firemen enrolled on or after December 17, 1989, 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. Different conversion age requirements apply to policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17, 1989, as discussed in (d), below. A fireman or policeman who becomes duty disabled on or after his conversion age may choose between a service retirement or extended life duty disability retirement.

- (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, notwithstanding any cost of living adjustments. 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) For policemen enrolled prior to January 1, 1990, and firemen enrolled prior to December 17, 1989, the conversion age determination depends upon the member’s enrollment date and whether or not the member signed the DeBraska II release form.

Under Charter Ordinance 980130 Substitute 2 (DeBraska I), duty disabled firemen and policemen who retired on duty disability before October 17, 1992, have a conversion age equal to the greater of the conversion age in effect when they were enrolled, or the conversion age in effect at the time of their disability retirement.

Under Charter Ordinance 000789 (DeBraska II), duty disabled firemen and policemen who signed the DeBraska II release form are 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 enrolled; 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. In general, only members who were duty disabled prior to January 1, 2001 were given the opportunity to sign the DeBraska II release form.

Under the proposed Charter Ordinance (which reflects the Rehrauer decision) firemen and policemen who retire (or previously retired) on duty disability and who did not sign the DeBraska II release form will convert at the highest conversion age agreed upon during their employment (Section 36-05-3). Members who enrolled prior to February 8, 1972, who are either policemen who retired on duty disability on or after November 1, 1976, or firemen who retired on duty disability on or after October 1, 1977, will receive duty disability for life if they did not sign the DeBraska II release form, and will have a conversion age of 63 if they did sign the DeBraska II release form.

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 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 if the member has one or more years of active service, one-half 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 amount remaining, if any, of the member's contributions with interest to retirement less 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 49 and completion of 22 years of service as a fireman, or age 52 and 25 years of service as a fireman or policeman, or age 57. 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 may be 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, imputed fire and police service, and seasonal service credit 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 Employees - 5.5%
- (b) Firemen and Policemen - 7.0%
- (c) Elected Officials - 7.0%

Unless otherwise noted in 36-08-7-a-2, the City employing the member makes all contributions on the member's behalf (with the exception of \$1.00 per year contributed by each policeman). Under state law, per 2011 Wisconsin Act 10, City Agencies are no longer permitted to make contributions on the members behalf (with the exception of contractually agreed upon arrangements made prior to the law's effective date).

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 as listed and described under section 36-05-1(h). 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 employees 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 employees 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 Prior to the Global Pension Settlement

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.

Fire and Police Survivorship Benefits for Survivors Participating in the 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 and seasonal service credit are 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) **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.

- (b) **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.

- (c) **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; (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; (iv) or retires as a fireman or policeman on an extended life duty disability.

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.

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) **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.

- (b) **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 employes 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 employe 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.

- (c) **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.

The 5% lump sum bonus, retiree special bonus and the 8.6% lump sum bonus are paid from the Combined Fund.

Benefits Not Valued

The Bonus Year and COLA provisions of 36-04-1-f are not explicitly valued until a retiree actually elects the benefit.

In our experience, the number of members that elect an early retirement incentive does vary significantly depending on various factors such as the group covered, the incentives offered and the current economic environment. The incentive offered here is relatively modest, but if elected by every eligible member could increase liabilities by several million dollars. This liability increase is composed of two parts; the increase in benefit due to the bonus year and a liability associated with more retirements than anticipated. Based on analysis we have done for the employers, the liability for more retirements than expected is several times that of a Bonus Year. Typically in the valuation, retirements are recognized as they occur until it is certain. Because most of the liability increase would result from more retirements than anticipated if members elect the incentive, we feel it is appropriate to recognize the retirements as they occur. As such, this valuation reflects members that have been reported to us as having elected the “Bonus Year.” In addition, there is no provision for the “Bonus Year” for actives in the valuation.

Best practice supports use of a three to five-year amortization period for amortization of liabilities generated by early retirement incentives such as the Bonus Year. While it is not clear whether a member retired due to an incentive, best practice would indicate that the additional liabilities generated by the Bonus Year should be amortized over a shorter period more in line with the period of payroll saving anticipated to be generated by the window. We recommend that the Bonus Year liabilities be isolated and amortized over a period not to exceed five years.

EXHIBIT 1
Age/Service Distributions

ACTIVE MEMBERSHIP – GENERAL CITY EMPLOYEES**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| Age | Years of Service | | | | | | | | | Total |
|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 29 \$35,158 | 2 \$35,873 | | | | | | | | 31 \$35,204 |
| 25-29 | 120 \$40,468 | 27 \$40,598 | 1 \$36,546 | | | | | | | 148 \$40,465 |
| 30-34 | 130 \$44,749 | 95 \$47,691 | 34 \$45,725 | 1 \$38,598 | | | | | | 260 \$45,928 |
| 35-39 | 107 \$44,695 | 81 \$50,743 | 88 \$49,909 | 21 \$50,636 | | | | | | 297 \$48,309 |
| 40-44 | 117 \$41,994 | 86 \$48,687 | 143 \$50,287 | 81 \$56,324 | 29 \$52,336 | 2 \$42,222 | | | | 458 \$49,030 |
| 45-49 | 88 \$41,163 | 72 \$47,780 | 107 \$49,736 | 106 \$57,459 | 93 \$55,039 | 52 \$57,662 | 24 \$47,000 | | | 542 \$51,144 |
| 50-54 | 76 \$41,670 | 77 \$50,527 | 83 \$49,765 | 94 \$55,545 | 132 \$56,496 | 147 \$58,873 | 111 \$55,687 | 10 \$57,693 | | 730 \$53,807 |
| 55-59 | 54 \$42,255 | 60 \$49,117 | 64 \$50,262 | 80 \$58,289 | 111 \$57,014 | 155 \$57,996 | 50 \$69,341 | 11 \$57,628 | 1 \$47,954 | 586 \$55,590 |
| 60-64 | 32 \$44,011 | 36 \$46,538 | 39 \$50,766 | 32 \$48,709 | 21 \$61,267 | 26 \$65,456 | 13 \$62,875 | 15 \$62,288 | 4 \$68,372 | 218 \$53,376 |
| Over 64 | 3 \$37,004 | 12 \$51,739 | 11 \$58,178 | 5 \$39,798 | 7 \$67,805 | 9 \$55,848 | 3 \$95,547 | 4 \$86,937 | 5 \$82,816 | 59 \$60,959 |
| Total | 756 \$42,301 | 548 \$48,485 | 570 \$49,935 | 420 \$55,707 | 393 \$56,447 | 391 \$58,647 | 201 \$59,106 | 40 \$62,323 | 10 \$73,552 | 3,329 \$51,256 |

ACTIVE MEMBERSHIP – WATER DEPARTMENT

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| 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 | | | | | | | | | 1 |
| | \$27,209 | | | | | | | | | \$27,209 |
| 25-29 | 6 | 3 | 1 | | | | | | | 10 |
| | \$39,984 | \$44,938 | \$49,799 | | | | | | | \$42,452 |
| 30-34 | 6 | 8 | 2 | | | | | | | 16 |
| | \$48,244 | \$52,843 | \$44,641 | | | | | | | \$50,093 |
| 35-39 | 12 | 5 | 7 | 2 | | | | | | 26 |
| | \$40,941 | \$51,452 | \$58,527 | \$53,220 | | | | | | \$48,642 |
| 40-44 | 13 | 16 | 7 | 5 | 3 | | | | | 44 |
| | \$40,647 | \$46,678 | \$50,328 | \$52,579 | \$56,401 | | | | | \$46,810 |
| 45-49 | 14 | 15 | 5 | 7 | 10 | 12 | | | | 63 |
| | \$41,318 | \$47,488 | \$51,276 | \$51,767 | \$57,357 | \$62,586 | | | | \$51,335 |
| 50-54 | 6 | 2 | 2 | 8 | 17 | 24 | 16 | 1 | | 76 |
| | \$39,822 | \$51,660 | \$46,334 | \$51,413 | \$56,278 | \$62,310 | \$52,724 | \$80,915 | | \$55,564 |
| 55-59 | 6 | 4 | 3 | 5 | 13 | 13 | 7 | 2 | | 53 |
| | \$38,981 | \$50,909 | \$74,639 | \$67,551 | \$67,071 | \$55,941 | \$52,761 | \$68,096 | | \$58,564 |
| 60-64 | | 3 | | 3 | 3 | 3 | 1 | | | 13 |
| | | \$59,240 | | \$45,536 | \$82,188 | \$54,547 | \$54,440 | | | \$59,921 |
| Over 64 | | 1 | 1 | 1 | | 1 | | | 1 | 5 |
| | | \$57,465 | \$37,671 | \$63,131 | | \$41,688 | | | \$41,688 | \$48,329 |
| Total | 64 | 57 | 28 | 31 | 46 | 53 | 24 | 3 | 1 | 307 |
| | \$41,056 | \$49,406 | \$53,989 | \$54,210 | \$61,260 | \$59,982 | \$52,806 | \$72,369 | \$41,688 | \$52,635 |

ACTIVE MEMBERSHIP – SCHOOL BOARD
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011

| Age | Years of Service | | | | | | | | | Total | |
|-----------------|------------------|----------|----------|----------|----------|----------|----------|----------|----------|-------|----------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | | |
| Under 25 | 18 | | | | | | | | | | 18 |
| | \$22,637 | | | | | | | | | | \$22,637 |
| 25-29 | 125 | 31 | | | | | | | | | 156 |
| | \$23,185 | \$24,295 | | | | | | | | | \$23,406 |
| 30-34 | 131 | 76 | 51 | 3 | | | | | | | 261 |
| | \$25,383 | \$24,602 | \$32,132 | \$30,815 | | | | | | | \$26,537 |
| 35-39 | 106 | 99 | 78 | 24 | 1 | | | | | | 308 |
| | \$23,353 | \$28,958 | \$29,996 | \$30,793 | \$60,970 | | | | | | \$27,539 |
| 40-44 | 128 | 124 | 146 | 87 | 32 | | | | | | 517 |
| | \$22,478 | \$27,405 | \$30,075 | \$29,753 | \$37,598 | | | | | | \$27,965 |
| 45-49 | 117 | 102 | 158 | 156 | 98 | 23 | 7 | | | | 661 |
| | \$28,404 | \$26,849 | \$27,706 | \$32,331 | \$32,104 | \$45,108 | \$51,264 | | | | \$30,296 |
| 50-54 | 87 | 76 | 167 | 159 | 135 | 57 | 48 | 5 | | | 734 |
| | \$21,668 | \$29,019 | \$28,902 | \$30,459 | \$30,178 | \$45,878 | \$46,121 | \$59,710 | | | \$31,283 |
| 55-59 | 57 | 84 | 129 | 132 | 143 | 71 | 18 | 11 | | | 645 |
| | \$24,897 | \$28,747 | \$28,067 | \$29,323 | \$33,082 | \$44,998 | \$42,820 | \$45,433 | | | \$31,816 |
| 60-64 | 23 | 40 | 72 | 57 | 63 | 23 | 14 | 11 | 2 | | 305 |
| | \$31,020 | \$23,132 | \$25,001 | \$28,171 | \$27,779 | \$36,500 | \$34,761 | \$27,150 | \$43,935 | | \$27,893 |
| Over 64 | 17 | 11 | 28 | 16 | 16 | 6 | 3 | 2 | | | 99 |
| | \$20,672 | \$23,123 | \$28,546 | \$31,650 | \$21,053 | \$24,970 | \$18,824 | \$22,859 | | | \$25,256 |
| Total | 809 | 643 | 829 | 634 | 488 | 180 | 90 | 29 | 2 | | 3,704 |
| | \$24,321 | \$27,101 | \$28,702 | \$30,425 | \$31,356 | \$43,537 | \$43,184 | \$39,403 | \$43,935 | | \$29,277 |

ACTIVE MEMBERSHIP – MILWAUKEE TECHNICAL COLLEGE

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| 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 | | | | | | | | | | |
| 55-59 | | | | | | | | | | |
| 60-64 | | | | | | | | | | |
| Over 64 | | | | | | | | | 1 | 1 |
| | | | | | | | | | \$55,515 | \$55,515 |
| Total | | | | | | | | | 1 | 1 |
| | | | | | | | | | \$55,515 | \$55,515 |

ACTIVE MEMBERSHIP – SEWERAGE COMMISSION

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| 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 | | | | | | | | | 1 |
| | \$57,255 | | | | | | | | | \$57,255 |
| 25-29 | 10 | | | | | | | | | 10 |
| | \$58,919 | | | | | | | | | \$58,919 |
| 30-34 | 11 | 9 | | | | | | | | 20 |
| | \$67,267 | \$60,092 | | | | | | | | \$64,038 |
| 35-39 | 12 | 6 | 2 | | | | | | | 20 |
| | \$66,200 | \$71,588 | \$66,260 | | | | | | | \$67,822 |
| 40-44 | 5 | 7 | 5 | | 1 | | | | | 18 |
| | \$66,175 | \$74,420 | \$93,538 | | \$63,684 | | | | | \$76,844 |
| 45-49 | 5 | 5 | 3 | 2 | 12 | 1 | | | | 28 |
| | \$71,387 | \$71,680 | \$97,154 | \$77,150 | \$72,978 | \$63,104 | | | | \$74,998 |
| 50-54 | 3 | 7 | 4 | 3 | 10 | 12 | 6 | 1 | | 46 |
| | \$56,044 | \$78,039 | \$110,992 | \$54,828 | \$67,798 | \$73,028 | \$65,366 | \$63,845 | | \$72,461 |
| 55-59 | 2 | 4 | 7 | 1 | 13 | 8 | 18 | | | 53 |
| | \$73,834 | \$70,352 | \$88,024 | \$97,390 | \$67,319 | \$75,018 | \$89,128 | | | \$79,665 |
| 60-64 | 1 | 6 | 1 | 2 | 4 | 4 | 5 | 1 | | 24 |
| | \$62,310 | \$68,399 | \$80,662 | \$89,362 | \$83,000 | \$70,864 | \$90,685 | \$76,398 | | \$78,224 |
| Over 64 | 1 | 1 | 2 | | | | 1 | | | 5 |
| | \$109,391 | \$72,144 | \$78,177 | | | | \$135,220 | | | \$94,622 |
| Total | 51 | 45 | 24 | 8 | 40 | 25 | 30 | 2 | | 225 |
| | \$65,806 | \$70,220 | \$91,201 | \$74,362 | \$70,614 | \$72,922 | \$86,172 | \$70,122 | | \$74,101 |

ACTIVE MEMBERSHIP – VEOLIA
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011

| 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 | | | | 1 | | | | | | 1 |
| | | | | \$58,599 | | | | | | \$58,599 |
| 45-49 | | | | 1 | 6 | | | | | 7 |
| | | | | \$65,183 | \$67,433 | | | | | \$67,112 |
| 50-54 | | | 1 | 4 | 12 | 8 | 13 | 1 | | 39 |
| | | | \$73,954 | \$77,874 | \$65,509 | \$75,425 | \$66,147 | \$72,770 | | \$69,427 |
| 55-59 | | | | 3 | 8 | 13 | 9 | 1 | | 34 |
| | | | | \$73,494 | \$71,161 | \$71,004 | \$75,002 | \$72,746 | | \$72,370 |
| 60-64 | | | | 2 | 4 | 2 | 6 | | | 14 |
| | | | | \$68,882 | \$69,207 | \$68,662 | \$68,859 | | | \$68,934 |
| Over 64 | | | | 2 | 1 | 2 | | | | 5 |
| | | | | \$73,318 | \$72,747 | \$62,773 | | | | \$68,986 |
| Total | | | 1 | 13 | 31 | 25 | 28 | 2 | | 100 |
| | | | \$73,954 | \$72,320 | \$68,051 | \$71,573 | \$69,574 | \$72,758 | | \$70,066 |

ACTIVE MEMBERSHIP – WISCONSIN CENTER DISTRICT

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| 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 \$29,554 | | | | | | | | | 1 \$29,554 |
| 25-29 | 7 \$39,181 | | | | | | | | | 7 \$39,181 |
| 30-34 | 5 \$49,511 | 5 \$43,159 | 2 \$30,926 | | | | | | | 12 \$43,767 |
| 35-39 | 3 \$31,026 | 2 \$48,405 | 1 \$37,807 | | | | | | | 6 \$37,949 |
| 40-44 | 2 \$20,015 | 2 \$40,969 | 1 \$73,377 | 2 \$54,890 | 1 \$43,696 | | | | | 8 \$43,603 |
| 45-49 | 4 \$23,140 | 1 \$73,236 | 3 \$52,080 | 2 \$43,416 | | 1 \$35,502 | | | | 11 \$40,397 |
| 50-54 | 3 \$43,469 | 2 \$34,343 | 5 \$53,266 | 1 \$41,996 | 2 \$49,218 | 1 \$43,362 | 1 \$63,423 | | | 15 \$47,509 |
| 55-59 | 9 \$26,929 | 3 \$44,809 | 3 \$45,307 | 1 \$43,282 | | 2 \$22,308 | | 1 \$91,489 | | 19 \$36,426 |
| 60-64 | 1 \$13,424 | | 1 \$80,792 | | | 1 \$75,921 | | 1 \$83,341 | | 4 \$63,370 |
| Over 64 | 3 \$12,103 | 3 \$52,903 | 3 \$38,641 | 1 \$187,683 | | | | | | 10 \$49,862 |
| Total | 38 \$31,567 | 18 \$46,089 | 19 \$48,855 | 7 \$67,082 | 3 \$47,377 | 5 \$39,880 | 1 \$63,423 | 2 \$87,415 | | 93 \$43,083 |

ACTIVE MEMBERSHIP – HOUSING AUTHORITY

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| Age | Years of Service | | | | | | | | | Total |
|-----------------|------------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|-----|-----------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 6 \$36,900 | | | | | | | | | 6 \$36,900 |
| 25-29 | 4 \$34,982 | 2 \$54,766 | | | | | | | | 6 \$41,577 |
| 30-34 | 11 \$40,352 | 3 \$52,676 | | | | | | | | 14 \$42,993 |
| 35-39 | 9 \$47,035 | 2 \$44,250 | 5 \$44,956 | 1 \$60,272 | | | | | | 17 \$46,875 |
| 40-44 | 8 \$42,635 | 7 \$58,497 | 9 \$57,957 | | 1 \$61,916 | | | | | 25 \$53,364 |
| 45-49 | 10 \$50,568 | 5 \$54,078 | 6 \$47,197 | 6 \$72,985 | 5 \$66,710 | 4 \$69,241 | 1 \$78,368 | | | 37 \$59,082 |
| 50-54 | 2 \$41,195 | 4 \$55,375 | 8 \$65,274 | 2 \$59,675 | 2 \$48,917 | 4 \$75,813 | 2 \$65,578 | 1 \$70,646 | | 25 \$61,933 |
| 55-59 | 11 \$49,439 | 6 \$66,905 | 1 \$132,263 | 6 \$66,524 | 4 \$81,075 | 1 \$57,836 | 4 \$71,048 | 1 \$47,504 | | 34 \$64,427 |
| 60-64 | 1 \$74,964 | 2 \$40,632 | 10 \$58,204 | 5 \$63,750 | 1 \$129,721 | 2 \$69,573 | 1 \$90,427 | 1 \$84,805 | | 23 \$65,266 |
| Over 64 | 1 \$40,067 | | | | | | | | | 1 \$40,067 |
| Total | 63 \$44,707 | 31 \$56,133 | 39 \$58,104 | 20 \$66,771 | 13 \$72,871 | 11 \$70,654 | 8 \$73,018 | 3 \$67,652 | | 188 \$56,754 |

ACTIVE MEMBERSHIP – REDEVELOPMENT AUTHORITY

**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| 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 | | 1 \$66,890 | | | | | | | | 1 \$66,890 |
| 30-34 | 3 \$55,337 | 1 \$62,288 | | | | | | | | 4 \$57,074 |
| 35-39 | 1 \$47,844 | | 1 \$70,175 | | | | | | | 2 \$59,009 |
| 40-44 | 1 \$51,681 | 2 \$102,524 | 2 \$64,419 | | | | | | | 5 \$77,113 |
| 45-49 | 1 \$56,045 | | | 1 \$93,370 | 2 \$83,337 | 1 \$76,673 | | | | 5 \$78,553 |
| 50-54 | 1 \$96,160 | | 2 \$62,406 | | | | 1 \$81,854 | | | 4 \$75,707 |
| 55-59 | | | 1 \$71,760 | | 2 \$101,997 | | | 1 \$45,200 | | 4 \$80,238 |
| 60-64 | | | | | | | | | | |
| Over 64 | | | | | | | | | | |
| Total | 7 \$59,677 | 4 \$83,556 | 6 \$65,931 | 1 \$93,370 | 4 \$92,667 | 1 \$76,673 | 1 \$81,854 | 1 \$45,200 | | 25 \$72,613 |

ACTIVE MEMBERSHIP – GENERAL EMPLOYEES**NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011**

| Age | Years of Service | | | | | | | | | Total |
|-----------------|-------------------|-------------------|-------------------|-------------------|-------------------|-----------------|-----------------|----------------|----------------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 56 \$31,473 | 2 \$35,873 | | | | | | | | 58 \$31,625 |
| 25-29 | 272 \$33,079 | 64 \$33,758 | 2 \$43,173 | | | | | | | 338 \$33,267 |
| 30-34 | 297 \$37,136 | 197 \$39,595 | 89 \$37,579 | 4 \$32,761 | | | | | | 587 \$37,999 |
| 35-39 | 250 \$36,431 | 195 \$40,252 | 182 \$41,795 | 48 \$41,023 | 1 \$60,970 | | | | | 676 \$39,340 |
| 40-44 | 274 \$33,148 | 244 \$39,137 | 313 \$41,936 | 176 \$43,080 | 67 \$45,663 | 2 \$42,222 | | | | 1,076 \$39,483 |
| 45-49 | 239 \$35,712 | 200 \$37,966 | 282 \$37,896 | 281 \$43,894 | 226 \$46,986 | 94 \$55,736 | 32 \$48,913 | | | 1,354 \$41,782 |
| 50-54 | 178 \$32,405 | 168 \$41,880 | 272 \$38,534 | 271 \$41,007 | 310 \$45,640 | 253 \$57,672 | 198 \$54,380 | 19 \$61,245 | | 1,669 \$44,978 |
| 55-59 | 139 \$35,026 | 161 \$39,644 | 208 \$38,545 | 228 \$42,245 | 294 \$47,292 | 263 \$55,274 | 106 \$67,648 | 28 \$54,528 | 1 \$47,954 | 1,428 \$46,279 |
| 60-64 | 58 \$39,181 | 87 \$37,586 | 123 \$36,776 | 101 \$38,973 | 96 \$41,894 | 61 \$54,768 | 40 \$57,887 | 29 \$50,949 | 6 \$60,226 | 601 \$42,461 |
| Over 64 | 25 \$25,928 | 28 \$41,555 | 45 \$38,871 | 25 \$44,114 | 24 \$36,843 | 18 \$45,538 | 7 \$68,334 | 6 \$65,578 | 7 \$73,041 | 185 \$41,896 |
| Total | 1,788 \$34,716 | 1,346 \$39,284 | 1,516 \$39,328 | 1,134 \$42,152 | 1,018 \$45,872 | 691 \$55,879 | 383 \$58,216 | 82 \$55,627 | 14 \$65,757 | 7,972 \$42,080 |

ACTIVE MEMBERSHIP – POLICEMEN
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011

| Age | Years of Service | | | | | | | | | Total |
|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|----------------|----------------|-------|---------------|-------------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 73 \$38,476 | 22 \$62,478 | | | | | | | | 95 \$44,034 |
| 25-29 | 110 \$60,724 | 66 \$66,970 | 22 \$67,334 | | | | | | | 198 \$63,540 |
| 30-34 | 54 \$62,313 | 132 \$66,952 | 68 \$68,859 | 11 \$69,109 | | | | | | 265 \$66,586 |
| 35-39 | 27 \$61,895 | 108 \$66,443 | 128 \$69,422 | 85 \$72,474 | 6 \$80,828 | | | | | 354 \$68,865 |
| 40-44 | 7 \$61,273 | 53 \$66,098 | 109 \$68,393 | 243 \$70,926 | 80 \$74,940 | 8 \$80,585 | | | | 500 \$70,524 |
| 45-49 | 3 \$63,032 | 16 \$65,999 | 31 \$68,143 | 107 \$70,264 | 106 \$73,003 | 19 \$75,897 | 5 \$85,786 | | | 287 \$71,376 |
| 50-54 | | 8 \$66,878 | 14 \$66,445 | 49 \$68,203 | 47 \$72,479 | 29 \$77,942 | 16 \$79,390 | | | 163 \$72,051 |
| 55-59 | | 1 \$68,567 | 1 \$77,630 | 11 \$69,617 | 10 \$68,347 | 10 \$75,555 | 11 \$75,109 | | | 44 \$72,209 |
| 60-64 | 1 \$153,737 | | 2 \$71,679 | 4 \$67,000 | 4 \$75,681 | | 2 \$81,169 | | 1 \$77,630 | 14 \$79,128 |
| Over 64 | | | | | 1 \$66,290 | | | | 1 \$86,151 | 2 \$76,221 |
| Total | 275 \$55,623 | 406 \$66,430 | 375 \$68,715 | 510 \$70,685 | 254 \$73,533 | 66 \$77,312 | 34 \$79,050 | | 2 \$81,891 | 1,922 \$68,010 |

ACTIVE MEMBERSHIP – FIREMEN
NUMBER AND AVERAGE ANNUAL SALARY
AS OF DECEMBER 31, 2011

| Age | Years of Service | | | | | | | | | Total |
|-----------------|------------------|----------------|-----------------|-----------------|-----------------|----------------|----------------|---------------|-----|-----------------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | |
| Under 25 | 9 \$39,324 | 5 \$65,879 | | | | | | | | 14 \$48,808 |
| 25-29 | 40 \$44,658 | 35 \$69,010 | 14 \$68,385 | | | | | | | 89 \$57,967 |
| 30-34 | 41 \$44,890 | 15 \$67,943 | 42 \$70,355 | 13 \$70,384 | | | | | | 111 \$60,626 |
| 35-39 | 19 \$46,455 | 18 \$67,248 | 48 \$70,685 | 20 \$69,136 | | | | | | 105 \$65,416 |
| 40-44 | 10 \$45,800 | 12 \$66,649 | 57 \$69,448 | 103 \$70,660 | 10 \$72,410 | | | | | 192 \$68,846 |
| 45-49 | 1 \$41,282 | 5 \$67,314 | 16 \$71,593 | 59 \$70,850 | 85 \$72,984 | 27 \$75,828 | | | | 193 \$72,303 |
| 50-54 | 1 \$137,005 | | 5 \$67,469 | 13 \$71,042 | 34 \$69,058 | 49 \$75,936 | 17 \$78,202 | | | 119 \$73,917 |
| 55-59 | | 1 \$70,527 | | 4 \$67,149 | 11 \$69,357 | 17 \$73,360 | 13 \$75,002 | 1 \$65,725 | | 47 \$72,126 |
| 60-64 | | | | | 2 \$70,078 | | | | | 2 \$70,078 |
| Over 64 | | | | | 1 \$65,725 | | | | | 1 \$65,725 |
| Total | 121 \$45,452 | 91 \$67,926 | 182 \$70,036 | 212 \$70,509 | 143 \$71,640 | 93 \$75,434 | 30 \$76,815 | 1 \$65,725 | | 873 \$67,589 |

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, 2011
GENERAL EMPLOYEES

| Age | Men | | Women | | Totals | |
|-----|--------|--------------|--------|--------------|--------|--------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 19 | | | 1 | \$ 28,688 | 1 | \$ 28,688 |
| 20 | | | 1 | 28,688 | 1 | 28,688 |
| 21 | 3 | 79,452 | 4 | 112,524 | 7 | 191,976 |
| 22 | 6 | 179,479 | 3 | 63,443 | 9 | 242,922 |
| 23 | 7 | 233,187 | 5 | 160,581 | 12 | 393,768 |
| 24 | 11 | 404,231 | 17 | 543,942 | 28 | 948,173 |
| 25 | 17 | 659,224 | 27 | 787,410 | 44 | 1,446,634 |
| 26 | 23 | 828,828 | 24 | 723,640 | 47 | 1,552,468 |
| 27 | 36 | 1,302,056 | 46 | 1,343,980 | 82 | 2,646,036 |
| 28 | 37 | 1,515,218 | 46 | 1,292,983 | 83 | 2,808,201 |
| 29 | 38 | 1,527,831 | 44 | 1,263,304 | 82 | 2,791,135 |
| 30 | 37 | 1,557,338 | 49 | 1,640,259 | 86 | 3,197,597 |
| 31 | 39 | 1,466,805 | 49 | 1,624,425 | 88 | 3,091,230 |
| 32 | 58 | 2,499,560 | 68 | 2,321,920 | 126 | 4,821,480 |
| 33 | 49 | 2,193,164 | 82 | 3,112,546 | 131 | 5,305,710 |
| 34 | 66 | 2,799,190 | 90 | 3,089,924 | 156 | 5,889,114 |
| 35 | 45 | 1,864,600 | 59 | 2,059,684 | 104 | 3,924,284 |
| 36 | 57 | 2,506,469 | 69 | 2,400,969 | 126 | 4,907,438 |
| 37 | 77 | 3,821,326 | 74 | 2,437,581 | 151 | 6,258,907 |
| 38 | 56 | 2,612,377 | 78 | 2,661,865 | 134 | 5,274,242 |
| 39 | 78 | 3,376,678 | 83 | 2,852,041 | 161 | 6,228,719 |
| 40 | 86 | 3,903,708 | 122 | 4,107,821 | 208 | 8,011,529 |
| 41 | 112 | 5,518,983 | 106 | 3,544,481 | 218 | 9,063,464 |
| 42 | 87 | 3,891,293 | 123 | 4,455,978 | 210 | 8,347,271 |
| 43 | 101 | 4,831,389 | 116 | 3,572,607 | 217 | 8,403,996 |
| 44 | 111 | 5,055,809 | 112 | 3,601,719 | 223 | 8,657,528 |
| 45 | 113 | 5,758,863 | 120 | 3,956,330 | 233 | 9,715,193 |
| 46 | 117 | 5,468,506 | 143 | 4,843,743 | 260 | 10,312,249 |
| 47 | 125 | 5,855,721 | 142 | 5,257,999 | 267 | 11,113,720 |
| 48 | 127 | 6,440,035 | 154 | 5,560,145 | 281 | 12,000,180 |
| 49 | 128 | 6,706,508 | 185 | 6,724,820 | 313 | 13,431,328 |
| 50 | 178 | 9,467,210 | 174 | 6,539,944 | 352 | 16,007,154 |
| 51 | 136 | 7,098,576 | 159 | 5,901,106 | 295 | 12,999,682 |
| 52 | 164 | 8,872,476 | 162 | 5,829,722 | 326 | 14,702,198 |
| 53 | 177 | 9,556,585 | 191 | 6,999,407 | 368 | 16,555,992 |
| 54 | 178 | 9,465,241 | 150 | 5,338,055 | 328 | 14,803,296 |
| 55 | 144 | 7,868,770 | 164 | 6,275,974 | 308 | 14,144,744 |
| 56 | 151 | 8,833,864 | 154 | 5,647,989 | 305 | 14,481,853 |
| 57 | 142 | 7,789,408 | 156 | 5,770,072 | 298 | 13,559,480 |
| 58 | 134 | 7,177,462 | 133 | 5,144,401 | 267 | 12,321,863 |

TABLE 1
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2011
GENERAL EMPLOYEES

| Age | Men | | Women | | Totals | |
|--------------|--------|----------------|--------|----------------|--------|----------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 59 | 120 | \$ 6,691,847 | 130 | \$ 4,887,106 | 250 | \$ 11,578,953 |
| 60 | 82 | 4,332,594 | 95 | 3,408,050 | 177 | 7,740,644 |
| 61 | 74 | 3,917,453 | 76 | 2,501,955 | 150 | 6,419,408 |
| 62 | 40 | 2,133,992 | 62 | 2,034,429 | 102 | 4,168,421 |
| 63 | 38 | 1,809,923 | 52 | 1,733,319 | 90 | 3,543,242 |
| 64 | 37 | 2,129,623 | 45 | 1,517,897 | 82 | 3,647,520 |
| 65 | 23 | 1,477,306 | 24 | 701,416 | 47 | 2,178,722 |
| 66 | 13 | 839,490 | 17 | 550,569 | 30 | 1,390,059 |
| 67 | 12 | 973,694 | 13 | 548,070 | 25 | 1,521,764 |
| 68 | 5 | 291,439 | 14 | 361,468 | 19 | 652,907 |
| 69 | 7 | 390,598 | 9 | 178,408 | 16 | 569,006 |
| 70 | 5 | 221,368 | 8 | 188,830 | 13 | 410,198 |
| 71 | 2 | 89,216 | 6 | 129,672 | 8 | 218,888 |
| 72 | 1 | 71,760 | 3 | 46,166 | 4 | 117,926 |
| 73 | 3 | 122,809 | 1 | 41,688 | 4 | 164,497 |
| 74 | 1 | 39,409 | 3 | 129,197 | 4 | 168,606 |
| 75 | 1 | 17,953 | 4 | 83,035 | 5 | 100,988 |
| 76 | | | 1 | 15,840 | 1 | 15,840 |
| 77 | | | 1 | 23,078 | 1 | 23,078 |
| 78 | 1 | 21,392 | 3 | 37,961 | 4 | 59,353 |
| 79 | 1 | 130,474 | 1 | 13,299 | 2 | 143,773 |
| 81 | | | 1 | 7,087 | 1 | 7,087 |
| 89 | 1 | 8,081 | | | 1 | 8,081 |
| Total | 3,718 | \$ 186,697,841 | 4,254 | \$ 148,761,250 | 7,972 | \$ 335,459,091 |

TABLE 2
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2011
GENERAL EMPLOYEES

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|--------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 197 | \$ 7,608,445 | 135 | \$ 4,866,794 | 332 | \$ 12,475,239 |
| 1 | 166 | 6,590,870 | 177 | 5,713,220 | 343 | 12,304,090 |
| 2 | 175 | 6,859,510 | 210 | 5,246,015 | 385 | 12,105,525 |
| 3 | 150 | 5,997,821 | 217 | 6,145,838 | 367 | 12,143,659 |
| 4 | 163 | 6,995,692 | 198 | 6,048,298 | 361 | 13,043,990 |
| 5 | 148 | 6,796,959 | 151 | 4,855,403 | 299 | 11,652,362 |
| 6 | 148 | 6,794,829 | 148 | 5,254,917 | 296 | 12,049,746 |
| 7 | 108 | 5,016,696 | 133 | 4,477,615 | 241 | 9,494,311 |
| 8 | 80 | 3,728,784 | 138 | 4,327,623 | 218 | 8,056,407 |
| 9 | 136 | 6,480,331 | 156 | 5,142,955 | 292 | 11,623,286 |
| 10 | 141 | 7,043,112 | 184 | 6,288,436 | 325 | 13,331,548 |
| 11 | 113 | 5,505,610 | 182 | 6,418,889 | 295 | 11,924,499 |
| 12 | 128 | 6,298,506 | 183 | 5,526,066 | 311 | 11,824,572 |
| 13 | 105 | 5,320,795 | 179 | 5,026,483 | 284 | 10,347,278 |
| 14 | 136 | 7,040,418 | 165 | 5,152,871 | 301 | 12,193,289 |
| 15 | 115 | 6,204,012 | 137 | 4,811,063 | 252 | 11,015,075 |
| 16 | 120 | 5,947,547 | 146 | 5,103,194 | 266 | 11,050,741 |
| 17 | 115 | 5,616,013 | 107 | 3,829,243 | 222 | 9,445,256 |
| 18 | 79 | 3,980,728 | 91 | 3,435,927 | 170 | 7,416,655 |
| 19 | 91 | 4,510,982 | 133 | 4,361,490 | 224 | 8,872,472 |
| 20 | 129 | 6,908,497 | 137 | 4,309,784 | 266 | 11,218,281 |
| 21 | 116 | 6,593,480 | 125 | 4,654,001 | 241 | 11,247,481 |
| 22 | 91 | 5,216,523 | 128 | 4,783,696 | 219 | 10,000,219 |
| 23 | 59 | 3,470,174 | 88 | 3,562,157 | 147 | 7,032,331 |
| 24 | 59 | 3,756,398 | 86 | 3,443,097 | 145 | 7,199,495 |
| 25 | 88 | 5,038,313 | 99 | 4,293,339 | 187 | 9,331,652 |
| 26 | 117 | 6,984,457 | 71 | 3,556,561 | 188 | 10,541,018 |
| 27 | 85 | 5,345,140 | 46 | 2,526,078 | 131 | 7,871,218 |
| 28 | 52 | 3,226,294 | 47 | 2,567,550 | 99 | 5,793,844 |
| 29 | 53 | 3,311,184 | 33 | 1,763,409 | 86 | 5,074,593 |
| 30 | 60 | 3,718,970 | 28 | 1,269,974 | 88 | 4,988,944 |
| 31 | 64 | 4,338,901 | 58 | 3,041,902 | 122 | 7,380,803 |
| 32 | 47 | 3,174,104 | 37 | 2,022,921 | 84 | 5,197,025 |
| 33 | 35 | 1,946,736 | 26 | 1,324,251 | 61 | 3,270,987 |
| 34 | 15 | 874,917 | 13 | 584,245 | 28 | 1,459,162 |
| 35 | 11 | 792,281 | 14 | 756,567 | 25 | 1,548,848 |
| 36 | 9 | 597,527 | 14 | 658,597 | 23 | 1,256,124 |
| 37 | 4 | 260,420 | 6 | 292,185 | 10 | 552,605 |
| 38 | 2 | 163,546 | 5 | 241,081 | 7 | 404,627 |
| 39 | 4 | 305,808 | 13 | 493,430 | 17 | 799,238 |

TABLE 2
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2011
GENERAL EMPLOYEES

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|----------------|--------|----------------|--------|----------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 40 | 1 | \$ 127,424 | | \$ | 1 | \$ 127,424 |
| 41 | | | 2 | 106,712 | 2 | 106,712 |
| 42 | 1 | 59,972 | | | 1 | 59,972 |
| 43 | | | 3 | 178,287 | 3 | 178,287 |
| 44 | 1 | 43,890 | 1 | 49,136 | 2 | 93,026 |
| 45 | 1 | 105,225 | 2 | 158,664 | 3 | 263,889 |
| 46 | | | | | | |
| 47 | | | 2 | 91,286 | 2 | 91,286 |
| Total | 3,718 | \$ 186,697,841 | 4,254 | \$ 148,761,250 | 7,972 | \$ 335,459,091 |

TABLE 3
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2011
POLICEMEN

| Age | Men | | Women | | Totals | |
|-----|--------|--------------|--------|--------------|--------|--------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 19 | 8 | \$ 232,204 | 1 | \$ 28,964 | 9 | \$ 261,168 |
| 20 | 16 | 471,558 | 6 | 179,337 | 22 | 650,895 |
| 21 | 13 | 444,486 | 1 | 35,801 | 14 | 480,287 |
| 22 | 16 | 746,673 | 1 | 36,069 | 17 | 782,742 |
| 23 | 13 | 749,154 | 1 | 58,390 | 14 | 807,544 |
| 24 | 16 | 1,004,115 | 3 | 196,523 | 19 | 1,200,638 |
| 25 | 16 | 970,946 | 5 | 333,538 | 21 | 1,304,484 |
| 26 | 30 | 1,888,219 | 8 | 509,650 | 38 | 2,397,869 |
| 27 | 35 | 2,127,200 | 8 | 520,288 | 43 | 2,647,488 |
| 28 | 40 | 2,570,983 | 3 | 197,878 | 43 | 2,768,861 |
| 29 | 41 | 2,665,435 | 12 | 796,821 | 53 | 3,462,256 |
| 30 | 27 | 1,743,550 | 9 | 601,069 | 36 | 2,344,619 |
| 31 | 44 | 2,940,945 | 9 | 596,837 | 53 | 3,537,782 |
| 32 | 52 | 3,456,593 | 11 | 758,621 | 63 | 4,215,214 |
| 33 | 52 | 3,459,027 | 12 | 818,857 | 64 | 4,277,884 |
| 34 | 43 | 2,859,386 | 6 | 410,270 | 49 | 3,269,656 |
| 35 | 43 | 2,877,187 | 6 | 402,449 | 49 | 3,279,636 |
| 36 | 58 | 3,908,080 | 14 | 960,221 | 72 | 4,868,301 |
| 37 | 58 | 3,917,623 | 9 | 632,450 | 67 | 4,550,073 |
| 38 | 68 | 4,806,335 | 12 | 818,243 | 80 | 5,624,578 |
| 39 | 67 | 4,722,361 | 19 | 1,333,306 | 86 | 6,055,667 |
| 40 | 80 | 5,520,210 | 11 | 791,304 | 91 | 6,311,514 |
| 41 | 92 | 6,491,276 | 23 | 1,602,751 | 115 | 8,094,027 |
| 42 | 77 | 5,482,110 | 25 | 1,797,418 | 102 | 7,279,528 |
| 43 | 83 | 5,873,335 | 21 | 1,491,037 | 104 | 7,364,372 |
| 44 | 78 | 5,474,309 | 10 | 737,983 | 88 | 6,212,292 |
| 45 | 52 | 3,683,623 | 18 | 1,269,036 | 70 | 4,952,659 |
| 46 | 64 | 4,563,117 | 12 | 863,770 | 76 | 5,426,887 |
| 47 | 40 | 2,806,701 | 12 | 866,215 | 52 | 3,672,916 |
| 48 | 47 | 3,336,299 | 6 | 439,383 | 53 | 3,775,682 |
| 49 | 34 | 2,516,777 | 2 | 140,109 | 36 | 2,656,886 |
| 50 | 39 | 2,806,184 | 8 | 563,750 | 47 | 3,369,934 |
| 51 | 31 | 2,279,324 | 6 | 442,167 | 37 | 2,721,491 |
| 52 | 27 | 1,909,266 | 6 | 417,602 | 33 | 2,326,868 |
| 53 | 21 | 1,558,007 | 2 | 132,938 | 23 | 1,690,945 |
| 54 | 18 | 1,291,585 | 5 | 343,433 | 23 | 1,635,018 |
| 55 | 16 | 1,180,292 | 2 | 133,297 | 18 | 1,313,589 |
| 56 | 4 | 281,489 | 2 | 132,580 | 6 | 414,069 |
| 57 | 5 | 353,939 | 1 | 66,290 | 6 | 420,229 |
| 58 | 4 | 284,045 | 2 | 132,580 | 6 | 416,625 |

TABLE 3
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2011
POLICEMEN

| Age | Men | | Women | | Totals | |
|--------------|--------|----------------|--------|---------------|--------|----------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 59 | 4 | \$ 317,774 | 4 | \$ 294,918 | 8 | \$ 612,692 |
| 60 | 3 | 206,677 | 1 | 77,630 | 4 | 284,307 |
| 61 | 1 | 74,096 | 3 | 209,517 | 4 | 283,613 |
| 62 | 3 | 220,259 | | | 3 | 220,259 |
| 63 | 2 | 231,367 | | | 2 | 231,367 |
| 64 | 1 | 88,241 | | | 1 | 88,241 |
| 65 | | | 1 | 66,290 | 1 | 66,290 |
| 66 | 1 | 86,151 | | | 1 | 86,151 |
| Total | 1,583 | \$ 107,478,513 | 339 | \$ 23,237,580 | 1,922 | \$ 130,716,093 |

TABLE 4
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2011
POLICEMEN

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|----------------|--------|---------------|--------|----------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 14 | \$ 799,553 | 1 | \$ 52,897 | 15 | \$ 852,450 |
| 1 | 44 | 1,835,481 | 5 | 168,354 | 49 | 2,003,835 |
| 2 | 39 | 1,871,305 | 5 | 187,179 | 44 | 2,058,484 |
| 3 | 30 | 1,681,868 | 2 | 97,394 | 32 | 1,779,262 |
| 4 | 119 | 7,587,758 | 16 | 1,014,414 | 135 | 8,602,172 |
| 5 | 95 | 6,236,421 | 23 | 1,529,900 | 118 | 7,766,321 |
| 6 | 46 | 3,049,977 | 10 | 661,046 | 56 | 3,711,023 |
| 7 | 68 | 4,525,701 | 10 | 664,027 | 78 | 5,189,728 |
| 8 | 43 | 2,884,585 | 11 | 735,244 | 54 | 3,619,829 |
| 9 | 83 | 5,537,417 | 17 | 1,146,425 | 100 | 6,683,842 |
| 10 | 99 | 6,793,608 | 33 | 2,226,957 | 132 | 9,020,565 |
| 11 | 57 | 3,865,822 | 10 | 692,173 | 67 | 4,557,995 |
| 12 | 42 | 2,882,832 | 12 | 823,906 | 54 | 3,706,738 |
| 13 | 30 | 2,054,710 | 7 | 487,917 | 37 | 2,542,627 |
| 14 | 68 | 4,741,912 | 17 | 1,198,392 | 85 | 5,940,304 |
| 15 | 92 | 6,424,024 | 17 | 1,215,399 | 109 | 7,639,423 |
| 16 | 100 | 7,094,982 | 27 | 1,926,386 | 127 | 9,021,368 |
| 17 | 51 | 3,568,070 | 10 | 700,072 | 61 | 4,268,142 |
| 18 | 59 | 4,252,851 | 20 | 1,422,386 | 79 | 5,675,237 |
| 19 | 103 | 7,225,313 | 31 | 2,219,854 | 134 | 9,445,167 |
| 20 | 91 | 6,574,419 | 22 | 1,629,290 | 113 | 8,203,709 |
| 21 | 60 | 4,538,679 | 8 | 651,736 | 68 | 5,190,415 |
| 22 | 16 | 1,135,504 | 6 | 406,488 | 22 | 1,541,992 |
| 23 | 25 | 1,831,081 | 3 | 240,036 | 28 | 2,071,117 |
| 24 | 20 | 1,455,316 | 3 | 214,952 | 23 | 1,670,268 |
| 25 | 12 | 943,516 | 4 | 274,256 | 16 | 1,217,772 |
| 26 | 23 | 1,789,068 | 2 | 140,920 | 25 | 1,929,988 |
| 27 | 9 | 722,289 | | | 9 | 722,289 |
| 28 | 9 | 692,025 | 1 | 74,097 | 10 | 766,122 |
| 29 | 5 | 399,772 | 1 | 66,648 | 6 | 466,420 |
| 30 | 10 | 773,026 | 1 | 65,753 | 11 | 838,779 |
| 31 | 9 | 746,522 | 3 | 214,841 | 12 | 961,363 |
| 32 | 3 | 232,532 | | | 3 | 232,532 |
| 33 | 1 | 97,839 | 1 | 88,241 | 2 | 186,080 |
| 34 | 6 | 468,954 | | | 6 | 468,954 |
| 42 | 2 | 163,781 | | | 2 | 163,781 |
| Total | 1,583 | \$ 107,478,513 | 339 | \$ 23,237,580 | 1,922 | \$ 130,716,093 |

TABLE 5
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
AGE AS OF DECEMBER 31, 2011
FIREMEN

| Age | Men | | Women | | Totals | |
|--------------|--------|---------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 23 | 5 | \$ 192,079 | | | 5 | \$ 192,079 |
| 24 | 8 | 428,340 | 1 | 62,892 | 9 | 491,232 |
| 25 | 12 | 729,323 | | | 12 | 729,323 |
| 26 | 16 | 1,027,541 | 1 | 64,822 | 17 | 1,092,363 |
| 27 | 24 | 1,313,657 | | | 24 | 1,313,657 |
| 28 | 14 | 774,049 | | | 14 | 774,049 |
| 29 | 21 | 1,182,798 | 1 | 66,890 | 22 | 1,249,688 |
| 30 | 23 | 1,213,149 | 1 | 66,747 | 24 | 1,279,896 |
| 31 | 18 | 1,103,898 | | | 18 | 1,103,898 |
| 32 | 29 | 1,797,046 | | | 29 | 1,797,046 |
| 33 | 17 | 1,082,989 | | | 17 | 1,082,989 |
| 34 | 23 | 1,465,707 | | | 23 | 1,465,707 |
| 35 | 20 | 1,229,084 | 1 | 70,003 | 21 | 1,299,087 |
| 36 | 19 | 1,180,398 | | | 19 | 1,180,398 |
| 37 | 19 | 1,338,999 | | | 19 | 1,338,999 |
| 38 | 20 | 1,324,643 | | | 20 | 1,324,643 |
| 39 | 26 | 1,725,592 | | | 26 | 1,725,592 |
| 40 | 41 | 2,763,401 | 1 | 65,927 | 42 | 2,829,328 |
| 41 | 48 | 3,329,969 | 3 | 223,784 | 51 | 3,553,753 |
| 42 | 21 | 1,409,874 | | | 21 | 1,409,874 |
| 43 | 44 | 3,034,581 | 2 | 131,665 | 46 | 3,166,246 |
| 44 | 31 | 2,193,399 | 1 | 65,814 | 32 | 2,259,213 |
| 45 | 37 | 2,571,361 | 2 | 146,705 | 39 | 2,718,066 |
| 46 | 36 | 2,515,136 | 5 | 354,153 | 41 | 2,869,289 |
| 47 | 40 | 2,914,825 | 1 | 65,788 | 41 | 2,980,613 |
| 48 | 36 | 2,626,587 | 5 | 398,745 | 41 | 3,025,332 |
| 49 | 28 | 2,126,089 | 3 | 235,082 | 31 | 2,361,171 |
| 50 | 27 | 1,958,830 | | | 27 | 1,958,830 |
| 51 | 29 | 2,039,767 | 1 | 74,445 | 30 | 2,114,212 |
| 52 | 15 | 1,078,396 | 1 | 93,197 | 16 | 1,171,593 |
| 53 | 30 | 2,350,775 | | | 30 | 2,350,775 |
| 54 | 15 | 1,126,342 | 1 | 74,431 | 16 | 1,200,773 |
| 55 | 17 | 1,204,720 | 1 | 65,725 | 18 | 1,270,445 |
| 56 | 6 | 462,109 | 1 | 62,798 | 7 | 524,907 |
| 57 | 8 | 569,720 | | | 8 | 569,720 |
| 58 | 9 | 659,888 | | | 9 | 659,888 |
| 59 | 5 | 364,948 | | | 5 | 364,948 |
| 60 | 1 | 65,725 | | | 1 | 65,725 |
| 64 | 1 | 74,431 | | | 1 | 74,431 |
| 65 | 1 | 65,725 | | | 1 | 65,725 |
| Total | 840 | \$ 56,615,890 | 33 | \$ 2,389,613 | 873 | \$ 59,005,503 |

TABLE 6
THE NUMBER AND ANNUAL SALARIES
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY
YEARS OF CREDITED SERVICE AS OF DECEMBER 31, 2011
FIREMEN

| Years of Service | Men | | Women | | Totals | |
|------------------|--------|---------------|--------|--------------|--------|---------------|
| | Number | Compensation | Number | Compensation | Number | Compensation |
| 0 | 32 | \$ 1,214,237 | | | 32 | \$ 1,214,237 |
| 1 | 30 | 1,354,541 | | | 30 | 1,354,541 |
| 2 | 45 | 2,046,614 | | | 45 | 2,046,614 |
| 3 | 1 | 44,674 | | | 1 | 44,674 |
| 4 | 13 | 839,586 | | | 13 | 839,586 |
| 5 | 2 | 138,489 | | | 2 | 138,489 |
| 6 | 20 | 1,333,105 | 1 | 62,892 | 21 | 1,395,997 |
| 7 | 30 | 2,079,521 | 1 | 64,822 | 31 | 2,144,343 |
| 8 | 15 | 1,013,417 | | | 15 | 1,013,417 |
| 9 | 21 | 1,419,010 | 1 | 70,003 | 22 | 1,489,013 |
| 10 | 20 | 1,342,395 | | | 20 | 1,342,395 |
| 11 | 59 | 4,089,874 | 1 | 66,890 | 60 | 4,156,764 |
| 12 | 25 | 1,766,618 | 1 | 66,747 | 26 | 1,833,365 |
| 13 | 21 | 1,492,266 | 1 | 73,134 | 22 | 1,565,400 |
| 14 | 51 | 3,635,982 | 3 | 212,669 | 54 | 3,848,651 |
| 15 | 37 | 2,586,943 | | | 37 | 2,586,943 |
| 16 | 34 | 2,365,217 | | | 34 | 2,365,217 |
| 17 | 65 | 4,526,574 | 2 | 131,665 | 67 | 4,658,239 |
| 18 | 27 | 1,912,893 | 2 | 131,602 | 29 | 2,044,495 |
| 19 | 36 | 2,625,409 | 9 | 667,695 | 45 | 3,293,104 |
| 20 | 26 | 1,820,826 | | | 26 | 1,820,826 |
| 21 | 35 | 2,518,936 | 4 | 282,024 | 39 | 2,800,960 |
| 22 | 13 | 916,575 | | | 13 | 916,575 |
| 23 | 27 | 1,882,980 | | | 27 | 1,882,980 |
| 24 | 37 | 2,757,346 | 1 | 65,788 | 38 | 2,823,134 |
| 25 | 12 | 903,352 | 2 | 175,470 | 14 | 1,078,822 |
| 26 | 31 | 2,285,622 | | | 31 | 2,285,622 |
| 27 | 19 | 1,406,584 | 3 | 243,781 | 22 | 1,650,365 |
| 28 | 14 | 1,040,157 | 1 | 74,431 | 15 | 1,114,588 |
| 29 | 11 | 885,963 | | | 11 | 885,963 |
| 30 | 6 | 490,946 | | | 6 | 490,946 |
| 31 | 9 | 669,158 | | | 9 | 669,158 |
| 32 | 5 | 400,435 | | | 5 | 400,435 |
| 33 | 6 | 423,877 | | | 6 | 423,877 |
| 34 | 4 | 320,043 | | | 4 | 320,043 |
| 35 | | | | | | |
| 36 | 1 | 65,725 | | | 1 | 65,725 |
| Total | 840 | \$ 56,615,890 | 33 | \$ 2,389,613 | 873 | \$ 59,005,503 |

TABLE 7A

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING GENERAL EMPLOYEES FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 19 | | | 1 | \$ 2,241 | 1 | \$ 2,241 |
| 20 | | | 1 | 6,361 | 1 | 6,361 |
| 21 | | | 1 | 6,361 | 1 | 6,361 |
| 22 | | | 1 | 3,260 | 1 | 3,260 |
| 23 | | | 1 | 7,175 | 1 | 7,175 |
| 24 | | | 2 | 8,378 | 2 | 8,378 |
| 25 | | | 2 | 6,031 | 2 | 6,031 |
| 26 | | | 1 | 5,198 | 1 | 5,198 |
| 27 | 1 | \$ 6,241 | 1 | 1,645 | 2 | 7,886 |
| 28 | | | 1 | 4,678 | 1 | 4,678 |
| 31 | | | 1 | 2,740 | 1 | 2,740 |
| 32 | | | 3 | 12,458 | 3 | 12,458 |
| 34 | 1 | 6,680 | 3 | 10,842 | 4 | 17,522 |
| 35 | | | 2 | 6,413 | 2 | 6,413 |
| 36 | 3 | 66,962 | 1 | 3,340 | 4 | 70,302 |
| 37 | 2 | 12,332 | 2 | 18,330 | 4 | 30,662 |
| 38 | 1 | 20,675 | 2 | 27,322 | 3 | 47,997 |
| 39 | | | 1 | 1,057 | 1 | 1,057 |
| 40 | 3 | 27,880 | 1 | 5,736 | 4 | 33,616 |
| 41 | 1 | 26,249 | 4 | 40,777 | 5 | 67,026 |
| 42 | 6 | 44,204 | 1 | 11,576 | 7 | 55,780 |
| 43 | 2 | 34,953 | 2 | 30,533 | 4 | 65,486 |
| 44 | 2 | 20,298 | 1 | 3,684 | 3 | 23,982 |
| 45 | 3 | 52,412 | | | 3 | 52,412 |
| 46 | 3 | 28,518 | 2 | 20,047 | 5 | 48,565 |
| 47 | 9 | 123,744 | 3 | 9,906 | 12 | 133,650 |
| 48 | 5 | 39,063 | 1 | 2,605 | 6 | 41,668 |
| 49 | 8 | 82,957 | 8 | 111,152 | 16 | 194,109 |
| 50 | 13 | 179,971 | 6 | 59,039 | 19 | 239,010 |
| 51 | 12 | 218,077 | 4 | 52,246 | 16 | 270,323 |
| 52 | 27 | 465,520 | 3 | 9,714 | 30 | 475,234 |
| 53 | 12 | 193,796 | 8 | 62,508 | 20 | 256,304 |
| 54 | 21 | 394,497 | 11 | 149,265 | 32 | 543,762 |
| 55 | 64 | 1,442,145 | 5 | 76,856 | 69 | 1,519,001 |
| 56 | 81 | 2,244,695 | 11 | 229,124 | 92 | 2,473,819 |
| 57 | 94 | 2,397,852 | 13 | 165,998 | 107 | 2,563,850 |
| 58 | 106 | 2,628,600 | 17 | 252,749 | 123 | 2,881,349 |

TABLE 7A

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING GENERAL EMPLOYEES FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|----------------|---------------|---------------|--------|----------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 59 | 140 | 3,538,032 | 8 | 122,179 | 148 | 3,660,211 |
| 60 | 281 | 5,413,313 | 14 | 144,330 | 295 | 5,557,643 |
| 61 | 313 | 7,085,581 | 12 | 198,792 | 325 | 7,284,373 |
| 62 | 355 | 7,141,379 | 21 | 230,605 | 376 | 7,371,984 |
| 63 | 365 | 7,391,572 | 11 | 140,577 | 376 | 7,532,149 |
| 64 | 339 | 6,760,548 | 21 | 251,801 | 360 | 7,012,349 |
| 65 | 279 | 5,467,709 | 24 | 336,579 | 303 | 5,804,288 |
| 66 | 227 | 4,471,862 | 13 | 133,014 | 240 | 4,604,876 |
| 67 | 231 | 4,538,495 | 18 | 227,405 | 249 | 4,765,900 |
| 68 | 221 | 3,979,376 | 23 | 354,970 | 244 | 4,334,346 |
| 69 | 217 | 4,017,600 | 39 | 633,100 | 256 | 4,650,700 |
| 70 | 211 | 3,751,788 | 24 | 402,375 | 235 | 4,154,163 |
| 71 | 194 | 3,267,152 | 21 | 301,130 | 215 | 3,568,282 |
| 72 | 170 | 2,776,653 | 37 | 474,825 | 207 | 3,251,478 |
| 73 | 219 | 3,565,259 | 35 | 496,811 | 254 | 4,062,070 |
| 74 | 219 | 3,849,265 | 32 | 388,075 | 251 | 4,237,340 |
| 75 | 211 | 3,339,438 | 37 | 472,110 | 248 | 3,811,548 |
| 76 | 154 | 2,267,824 | 35 | 464,153 | 189 | 2,731,977 |
| 77 | 176 | 2,412,786 | 37 | 502,548 | 213 | 2,915,334 |
| 78 | 167 | 2,512,062 | 46 | 567,761 | 213 | 3,079,823 |
| 79 | 205 | 2,855,562 | 36 | 404,371 | 241 | 3,259,933 |
| 80 | 184 | 2,552,751 | 51 | 484,368 | 235 | 3,037,119 |
| 81 | 184 | 2,748,912 | 70 | 802,545 | 254 | 3,551,457 |
| 82 | 161 | 2,286,711 | 66 | 627,717 | 227 | 2,914,428 |
| 83 | 148 | 1,822,454 | 57 | 620,778 | 205 | 2,443,232 |
| 84 | 144 | 1,693,461 | 67 | 704,861 | 211 | 2,398,322 |
| 85 | 155 | 2,069,901 | 62 | 562,964 | 217 | 2,632,865 |
| 86 | 130 | 1,765,587 | 50 | 447,021 | 180 | 2,212,608 |
| 87 | 144 | 1,650,342 | 41 | 373,976 | 185 | 2,024,318 |
| 88 | 90 | 911,076 | 58 | 441,447 | 148 | 1,352,523 |
| 89 | 84 | 788,198 | 38 | 282,314 | 122 | 1,070,512 |
| 90 | 88 | 1,030,785 | 48 | 457,038 | 136 | 1,487,823 |
| 91 | 47 | 409,244 | 29 | 239,577 | 76 | 648,821 |
| 92 | 29 | 316,884 | 27 | 175,241 | 56 | 492,125 |
| 93 | 45 | 335,464 | 28 | 168,963 | 73 | 504,427 |
| 94 | 29 | 332,365 | 13 | 97,714 | 42 | 430,079 |
| 95 | 20 | 123,385 | 13 | 80,516 | 33 | 203,901 |
| 96 | 8 | 92,620 | 8 | 64,798 | 16 | 157,418 |
| 97 | 11 | 72,661 | 2 | 15,154 | 13 | 87,815 |
| 98 | 7 | 44,150 | 3 | 14,982 | 10 | 59,132 |
| 99 | 3 | 14,777 | 4 | 29,476 | 7 | 44,253 |
| 100 | 1 | 3,458 | 5 | 30,118 | 6 | 33,576 |
| 101 | 2 | 16,405 | | | 2 | 16,405 |
| 102 | | | 1 | 10,126 | 1 | 10,126 |
| Total | 7,088 | \$ 122,243,168 | 1,413 | \$ 15,406,550 | 8,501 | \$ 137,649,718 |

TABLE 7B

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING FIREMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 33 | 2 | \$ 85,607 | | | 2 | \$ 85,607 |
| 38 | 1 | 25,160 | | | 1 | 25,160 |
| 39 | 2 | 96,912 | | | 2 | 96,912 |
| 40 | 2 | 83,560 | | | 2 | 83,560 |
| 41 | 2 | 70,468 | | | 2 | 70,468 |
| 42 | 6 | 294,503 | | | 6 | 294,503 |
| 43 | 4 | 182,767 | | | 4 | 182,767 |
| 44 | 4 | 201,070 | | | 4 | 201,070 |
| 45 | 2 | 73,505 | | | 2 | 73,505 |
| 46 | 3 | 150,282 | 1 | 20,237 | 4 | 170,519 |
| 47 | 5 | 235,988 | | | 5 | 235,988 |
| 48 | 5 | 255,291 | | | 5 | 255,291 |
| 49 | 3 | 128,907 | | | 3 | 128,907 |
| 50 | 10 | 476,185 | | | 10 | 476,185 |
| 51 | 10 | 511,934 | | | 10 | 511,934 |
| 52 | 22 | 1,080,005 | | | 22 | 1,080,005 |
| 53 | 25 | 1,319,383 | 2 | 75,512 | 27 | 1,394,895 |
| 54 | 33 | 1,551,933 | 3 | 84,627 | 36 | 1,636,560 |
| 55 | 48 | 2,606,736 | | | 48 | 2,606,736 |
| 56 | 28 | 1,406,823 | 5 | 172,402 | 33 | 1,579,225 |
| 57 | 39 | 1,940,212 | 3 | 54,720 | 42 | 1,994,932 |
| 58 | 36 | 1,766,528 | 2 | 63,799 | 38 | 1,830,327 |
| 59 | 32 | 1,594,140 | 4 | 48,660 | 36 | 1,642,800 |
| 60 | 21 | 1,029,905 | 1 | | 22 | 1,029,905 |
| 61 | 22 | 973,691 | 1 | 44,140 | 23 | 1,017,831 |
| 62 | 39 | 2,078,396 | 3 | 25,378 | 42 | 2,103,774 |
| 63 | 35 | 1,773,452 | 3 | 48,486 | 38 | 1,821,938 |
| 64 | 41 | 2,292,750 | 6 | 106,476 | 47 | 2,399,226 |
| 65 | 39 | 2,120,013 | 2 | 30,526 | 41 | 2,150,539 |
| 66 | 21 | 1,015,497 | 5 | 148,158 | 26 | 1,163,655 |
| 67 | 22 | 1,038,419 | 6 | 168,961 | 28 | 1,207,380 |
| 68 | 39 | 1,791,900 | 8 | 211,303 | 47 | 2,003,203 |
| 69 | 21 | 1,053,848 | 2 | 45,406 | 23 | 1,099,254 |
| 70 | 30 | 1,521,129 | 6 | 163,895 | 36 | 1,685,024 |
| 71 | 22 | 1,057,983 | 5 | 66,577 | 27 | 1,124,560 |
| 72 | 17 | 704,558 | 2 | 83,687 | 19 | 788,245 |

TABLE 7B

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING FIREMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|---------------|---------------|--------------|--------|---------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 73 | 23 | 952,856 | 6 | 114,029 | 29 | 1,066,885 |
| 74 | 20 | 886,597 | 4 | 73,618 | 24 | 960,215 |
| 75 | 20 | 937,140 | 15 | 344,288 | 35 | 1,281,428 |
| 76 | 15 | 589,978 | 9 | 259,715 | 24 | 849,693 |
| 77 | 12 | 503,928 | 8 | 141,948 | 20 | 645,876 |
| 78 | 9 | 336,937 | 6 | 132,252 | 15 | 469,189 |
| 79 | 16 | 610,463 | 18 | 351,543 | 34 | 962,006 |
| 80 | 28 | 1,028,440 | 20 | 349,716 | 48 | 1,378,156 |
| 81 | 21 | 823,616 | 14 | 188,211 | 35 | 1,011,827 |
| 82 | 27 | 941,573 | 11 | 298,132 | 38 | 1,239,705 |
| 83 | 16 | 568,235 | 24 | 520,711 | 40 | 1,088,946 |
| 84 | 16 | 530,718 | 12 | 231,441 | 28 | 762,159 |
| 85 | 14 | 466,287 | 7 | 94,755 | 21 | 561,042 |
| 86 | 9 | 353,651 | 9 | 134,522 | 18 | 488,173 |
| 87 | 8 | 254,235 | 4 | 92,069 | 12 | 346,304 |
| 88 | 9 | 243,590 | 1 | 3,798 | 10 | 247,388 |
| 89 | 3 | 97,651 | 4 | 53,716 | 7 | 151,367 |
| 90 | 3 | 91,204 | 4 | 55,344 | 7 | 146,548 |
| 91 | 3 | 57,116 | 3 | 32,110 | 6 | 89,226 |
| 92 | 2 | 43,336 | 5 | 75,954 | 7 | 119,290 |
| 96 | | | 1 | 13,041 | 1 | 13,041 |
| Total | 967 | \$ 44,906,991 | 255 | \$ 5,223,863 | 1,222 | \$ 50,130,854 |

TABLE 7C

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING POLICEMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|-----|---------|-----------|---------------|-----------|--------|-----------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 14 | | | 2 | \$ 27,569 | 2 | \$ 27,569 |
| 30 | 1 | \$ 47,586 | | | 1 | 47,586 |
| 32 | 1 | 47,586 | | | 1 | 47,586 |
| 33 | 3 | 138,266 | | | 3 | 138,266 |
| 36 | 2 | 80,825 | | | 2 | 80,825 |
| 38 | 1 | 47,586 | 1 | 8,687 | 2 | 56,273 |
| 39 | 1 | 47,586 | | | 1 | 47,586 |
| 40 | 3 | 117,536 | 1 | 3,623 | 4 | 121,159 |
| 41 | 3 | 142,577 | 1 | 8,687 | 4 | 151,264 |
| 42 | 2 | 86,836 | | | 2 | 86,836 |
| 43 | 3 | 120,806 | | | 3 | 120,806 |
| 44 | 4 | 184,172 | | | 4 | 184,172 |
| 45 | 7 | 288,078 | 1 | 28,626 | 8 | 316,704 |
| 46 | 10 | 498,390 | 3 | 89,579 | 13 | 587,969 |
| 47 | 10 | 515,293 | 1 | 29,802 | 11 | 545,095 |
| 48 | 9 | 449,777 | | | 9 | 449,777 |
| 49 | 22 | 1,124,060 | 1 | 36,431 | 23 | 1,160,491 |
| 50 | 16 | 878,591 | 6 | 178,629 | 22 | 1,057,220 |
| 51 | 25 | 1,226,403 | | | 25 | 1,226,403 |
| 52 | 32 | 1,693,722 | 1 | 14,100 | 33 | 1,707,822 |
| 53 | 41 | 2,046,607 | 1 | 48,422 | 42 | 2,095,029 |
| 54 | 31 | 1,570,137 | 3 | 28,093 | 34 | 1,598,230 |
| 55 | 45 | 2,488,022 | 2 | 59,361 | 47 | 2,547,383 |
| 56 | 55 | 2,834,588 | 4 | 131,225 | 59 | 2,965,813 |
| 57 | 63 | 3,064,212 | 3 | 105,664 | 66 | 3,169,876 |
| 58 | 61 | 3,133,775 | 2 | 59,622 | 63 | 3,193,397 |
| 59 | 59 | 2,839,405 | 2 | 70,168 | 61 | 2,909,573 |
| 60 | 50 | 2,610,326 | 5 | 149,171 | 55 | 2,759,497 |
| 61 | 58 | 3,073,375 | 6 | 220,189 | 64 | 3,293,564 |
| 62 | 70 | 3,395,481 | 8 | 201,515 | 78 | 3,596,996 |
| 63 | 72 | 3,916,858 | 3 | 90,615 | 75 | 4,007,473 |
| 64 | 89 | 4,629,533 | 4 | 60,782 | 93 | 4,690,315 |
| 65 | 70 | 3,499,997 | 13 | 408,659 | 83 | 3,908,656 |
| 66 | 46 | 2,363,664 | 10 | 304,778 | 56 | 2,668,442 |
| 67 | 59 | 2,939,637 | 8 | 191,342 | 67 | 3,130,979 |
| 68 | 63 | 2,875,823 | 10 | 294,495 | 73 | 3,170,318 |
| 69 | 73 | 3,239,209 | 15 | 436,137 | 88 | 3,675,346 |
| 70 | 45 | 2,133,857 | 6 | 160,233 | 51 | 2,294,090 |
| 71 | 53 | 2,200,795 | 10 | 217,450 | 63 | 2,418,245 |
| 72 | 44 | 1,802,037 | 5 | 85,259 | 49 | 1,887,296 |

TABLE 7C

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
CONSENTING POLICEMEN FROM THE COMBINED FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|---------------|---------------|--------------|--------|---------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 73 | 38 | 1,453,511 | 13 | 347,318 | 51 | 1,800,829 |
| 74 | 40 | 1,638,692 | 9 | 239,461 | 49 | 1,878,153 |
| 75 | 35 | 1,363,034 | 13 | 294,559 | 48 | 1,657,593 |
| 76 | 30 | 1,131,192 | 15 | 298,876 | 45 | 1,430,068 |
| 77 | 29 | 1,104,092 | 22 | 459,673 | 51 | 1,563,765 |
| 78 | 22 | 667,168 | 17 | 387,748 | 39 | 1,054,916 |
| 79 | 30 | 1,078,169 | 25 | 406,171 | 55 | 1,484,340 |
| 80 | 40 | 1,325,123 | 19 | 375,756 | 59 | 1,700,879 |
| 81 | 27 | 936,204 | 20 | 299,676 | 47 | 1,235,880 |
| 82 | 39 | 1,295,299 | 27 | 412,862 | 66 | 1,708,161 |
| 83 | 23 | 742,230 | 27 | 451,209 | 50 | 1,193,439 |
| 84 | 37 | 1,222,824 | 21 | 320,401 | 58 | 1,543,225 |
| 85 | 13 | 364,194 | 21 | 303,437 | 34 | 667,631 |
| 86 | 15 | 347,072 | 11 | 125,668 | 26 | 472,740 |
| 87 | 9 | 226,967 | 12 | 135,317 | 21 | 362,284 |
| 88 | 19 | 423,744 | 9 | 92,358 | 28 | 516,102 |
| 89 | 9 | 218,489 | 6 | 77,424 | 15 | 295,913 |
| 90 | 5 | 111,955 | 8 | 94,551 | 13 | 206,506 |
| 91 | 3 | 63,662 | 3 | 34,302 | 6 | 97,964 |
| 92 | 4 | 75,966 | 2 | 21,305 | 6 | 97,271 |
| 93 | 2 | 35,382 | 2 | 20,302 | 4 | 55,684 |
| 94 | | | 1 | 3,953 | 1 | 3,953 |
| 95 | | | 1 | 5,016 | 1 | 5,016 |
| 96 | | | 1 | 8,856 | 1 | 8,856 |
| Total | 1,771 | \$ 80,217,983 | 443 | \$ 8,965,112 | 2,214 | \$ 89,183,095 |

TABLE 8

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO
NON-CONSENTERS FROM THE RETIREMENT FUND
AS OF DECEMBER 31, 2011**

| Age | Members | | Beneficiaries | | Totals | |
|--------------|---------|------------|---------------|-----------|--------|------------|
| | Number | Annuities | Number | Annuities | Number | Annuities |
| 57 | | | 1 | \$ 5,031 | 1 | \$ 5,031 |
| 58 | | | 1 | 7,743 | 1 | 7,743 |
| 59 | | | | | | |
| 60 | 1 | 23,538 | | | 1 | 23,538 |
| 63 | 1 | 3,588 | | | 1 | 3,588 |
| 67 | 1 | 5,296 | | | 1 | 5,296 |
| 68 | 2 | 19,839 | | | 2 | 19,839 |
| 71 | 1 | 16,981 | | | 1 | 16,981 |
| 72 | | | 1 | 8,524 | 1 | 8,524 |
| 73 | 1 | 445 | | | 1 | 445 |
| 77 | 1 | 1,254 | | | 1 | 1,254 |
| 78 | | | 1 | 8,974 | 1 | 8,974 |
| 79 | 3 | 32,372 | | | 3 | 32,372 |
| 82 | 2 | 16,279 | | | 2 | 16,279 |
| 84 | 2 | 4,952 | | | 2 | 4,952 |
| 88 | 1 | 14,632 | | | 1 | 14,632 |
| 90 | 2 | 5,347 | | | 2 | 5,347 |
| 94 | 1 | 9,861 | | | 1 | 9,861 |
| Total | 19 | \$ 154,384 | 4 | \$ 30,272 | 23 | \$ 184,656 |