

**SANTA BARBARA COUNTY
EMPLOYEES' RETIREMENT SYSTEM**

**REPORT ON THE
ACTUARIAL VALUATION
AS OF DECEMBER 31, 1997**

**BUCK
CONSULTANTS**

100 California Street Suite 1300
San Francisco, California 94111

April 17, 1998

Board of Retirement
Santa Barbara County
Employees' Retirement System
County Administration Building, Room 301
105 East Anapamu Street
Santa Barbara, California 93101

Members of the Board:

We are pleased to present our report on the actuarial valuation and experience analysis of your retirement system as of December 31, 1997.

We hereby certify that the valuation was performed in accordance with generally accepted actuarial principles and practices.

We look forward to discussing this report with the Board and wish to express our appreciation for the invaluable cooperation extended to us by the Retirement Staff during the course of this study.

Respectfully submitted,



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SECTION I: EXECUTIVE SUMMARY

We were commissioned by the Board to perform an actuarial valuation and experience analysis of the retirement system as of December 31, 1997, using the statistical information available for the active, inactive and retired membership, and the financial statements as of December 31, 1997.

The results presented herein are based upon the unaudited data supplied by the Retirement Office and the benefits for General Plan 1, 2, and 3, Safety and Probation Plan 1 and 3, and Air Pollution Control District (APCD) Plan 1 and 2 members under Sections 31676.1, 31486.4, 31664, and 31676.15 of the County Employees Retirement Law of 1937.

A brief summary of the results of our valuation is presented below. More comprehensive information on each topic is presented in the relevant section of the report.

Section II - Statistical Highlights

Total System membership increased from 6,085 to 6,354. Active membership increased by 3.8% while total covered payroll increased by 7.3%.

The number of retired members went up by 3.9% and the retired pension roll increased by 9.7%.

Section III - Summary of Actuarial Assumptions

Noneconomic Assumptions

We have examined the plan experience during the three-year period January 1, 1995 through December 31, 1997. We analyzed data for those three years regarding service retirement, deaths, disabilities and terminations of employment and compared the number of actual terminations to the

incidence expected using the current actuarial assumptions. Where the results differ materially, we recommend modifying the assumptions. The summary of our findings are incorporated in the body of this report.

Economic Assumptions

In order to ensure that the same inflationary expectations are consistently included in all of the economic assumptions, we have used a building block approach in developing these assumptions. That is, we assumed that the investment return earned over the long term is comprised of two components: inflation and real rate of return.

In addition, we have assumed that future salary increases are comprised of the following components: inflation and merit and longevity increases.

In our report we recommend that the current 4.75% long term level of inflation be continued. In addition, based upon future anticipated returns on the system's current and targeted asset mixes, we also recommend that the 3.25% future real rate of return be continued. In combination, these assumptions equate to an 8.00% long-term investment return assumption.

We incorporated the same inflation assumption, 4.75%, into the recommended long term salary increase assumption.

Section IV - Contribution Rates

A comparison of current, recalculated and recommended employer and employee contribution rates is shown on the following page. The current and the recalculated rates utilize the same actuarial assumptions as those used to conduct the December 31, 1996 valuation. The recommended rates reflect the new noneconomic assumptions. All contribution rates and corresponding annual amounts shown on the following page include the amounts payable by the Air Pollution Control District.

	EMPLOYER		EMPLOYEE	
	% of Payroll	Annual Amount	% of Payroll	Annual Amount
Current Rates	16.87%	\$ 28,950,000	4.13%	\$ 6,886,000
Recalculated Rates	17.33%	\$ 29,735,000	4.13%	\$ 6,886,000
Recommended Rates	17.73%	\$ 30,425,000	4.18%	\$ 6,963,000

* Based on December 31, 1997 payroll. The employee contribution rates and annual amounts exclude General Plan 2 payroll.

The higher recalculated employer contribution rates reflect the actual assets used for valuation purposes. The recommended rates are higher than the recalculated rates due to longer life expectancy for General male members and higher expected incidence of disability for all General members.

Section V - Assets and Liabilities

Actuarial Value of Assets

An actuarial value of assets is used for purposes of determining employer contribution rates. As of December 31, 1997 the net actuarial value of assets was \$778,065,000. The net value of assets was \$778,974,000 at book value and \$957,365,000 at market value. The return on investments for the fiscal year ending June 30, 1997, net of expenses, was 12.2% on an actuarial value basis, 10.2% on a book value basis and 19.9% on a market value basis. For the six month period ending December 31, 1997, the return on investments, net of expenses, was 6.0% on an actuarial value basis, 12.5% on a book value basis and 7.4% on a market value basis.

Actuarial Balance Sheet

The actuarial balance sheet compares the present value of all future benefits anticipated to be paid for the current membership with the sources of funds to be used to provide these benefits. It illustrates that if recommended contribution levels made in the future prove out over time, current assets plus future employer and member contributions will be adequate to meet future benefit payments for the current membership.

Funding Ratio - GASB 25

The Governmental Accounting Standards Board Statement No. 25 (GASB 25) requires that the funding progress be shown based on the same funding method which was used to develop the system's contribution requirements. The following table shows the funding ratio based on the Entry Age Normal Cost funding method:

SCHEDULE OF FUNDING PROGRESS GASB 25 (dollars amounts in thousands)						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded AAL (UAAL)	Funded Ratio	Covered Payroll	UAAL as a Percent of Covered Payroll
1/1/95	\$ 562,861	\$ 643,453	\$ 80,592	87.5%	\$ 140,571	57.3%
1/1/96	\$ 624,823	\$ 711,869	\$ 87,046	87.8%	\$ 154,120	56.5%
1/1/97	\$ 693,301	\$ 758,772	\$ 65,471	91.4%	\$ 159,906	40.9%
1/1/98	\$ 799,539	\$ 873,624	\$ 74,085	91.5%	\$ 171,602	43.2%

Section VI - Appendix

A summary of the major provisions of the Plan is included in the Appendix, together with detailed information on the actuarial assumptions, demographic information and plan assets. General, Safety, Probation, and APCD member contribution rates, by entry age, are shown in Schedule 5.

SECTION II: STATISTICAL HIGHLIGHTS

Our December 31, 1997 actuarial valuation of your System was based on the following data. For comparison, we also show a summary of the December 31, 1996 statistical information.

SUMMARY OF INACTIVE MEMBERSHIP			
	December 31, 1997	December 31, 1996	Percentage Change During the Period
TOTAL			
Number*	457	404	13.1%

* Excludes pending withdrawals

SUMMARY OF RETIRED MEMBERSHIP			
	December 31, 1997	December 31, 1996	Percentage Change During the Period
TOTAL			
Number	1,851	1,782	3.9%
Basic Annual Allowance	\$19,196,000	\$17,482,000	9.8%
Average Basic Monthly Allowance	\$864	\$818	5.6%
Total Annual Allowance	\$24,723,000	\$22,507,000	9.8%
Average Total Monthly Allowance	\$1,113	\$1,053	5.7%
Average Age	70.12	69.96	0.2%

SUMMARY OF ACTIVE MEMBERSHIP			
	December 31, 1997	December 31, 1996	Percentage Change During the Period
TOTAL			
Number	4,046	3,899	3.8%
Annual Payroll*	\$171,602,000	\$159,906,000	7.3%
Average Monthly Salary	\$3,534	\$3,418	3.4%
Average Age	43.09	43.06	0.1%
Average Service	9.22	9.23	(0.1)%

*Represents the annualization of active members' pay rates on December 31.

SUMMARY OF ACTIVE MEMBERSHIP			
	December 31, 1997	December 31, 1996	Percentage Change During the Period
GENERAL PLAN 1			
Number	2,190	2,340	(6.4)%
Annual Payroll*	\$93,051,000	\$94,171,000	(1.2)%
Average Monthly Salary	\$3,541	\$3,354	5.6%
Average Age	45.45	44.60	1.9%
Average Service	10.83	9.92	9.2%
GENERAL PLAN 2			
Number	124	128	(3.1)%
Annual Payroll*	\$4,866,000	\$4,741,000	2.6%
Average Monthly Salary	\$3,270	\$3,087	6.0%
Average Age	44.89	44.64	0.6%
Average Service	9.17	9.30	(1.4)%
GENERAL PLAN 3			
Number	808	547	47.7%
Annual Payroll*	\$27,785,000	\$17,952,000	54.8%
Average Monthly Salary	\$2,866	\$2,735	4.8%
Average Age	37.93	37.85	0.2%
Average Service	1.63	1.24	31.5%
SAFETY PLAN 1			
Number	564	586	(3.8)%
Annual Payroll*	\$30,184,000	\$30,150,000	0.1%
Average Monthly Salary	\$4,460	\$4,288	4.0%
Average Age	43.27	42.62	1.5%
Average Service	15.16	14.52	4.4%
SAFETY PLAN 3			
Number	148	76	94.7%
Annual Payroll*	\$5,348,000	\$2,718,000	96.8%
Average Monthly Salary	\$3,012	\$2,980	1.0%
Average Age	32.45	32.70	(0.8)%
Average Service	1.32	1.13	16.8%
PROBATION			
Number	141	145	(2.8)%
Annual Payroll*	\$6,556,000	\$6,394,000	2.5%
Average Monthly Salary	\$3,875	\$3,675	5.4%
Average Age	44.51	44.10	0.9%
Average Service	12.80	11.95	7.1%
APCD PLAN 1			
Number	63	75	(16.0)%
Annual Payroll*	\$3,516,000	\$3,682,000	(4.5)%
Average Monthly Salary	\$4,651	\$4,091	13.7%
Average Age	43.92	42.03	4.5%
Average Service	9.11	7.69	18.5%
APCD PLAN 2			
Number	8	2	300.0%
Annual Payroll*	\$296,000	\$98,000	201.8%
Average Monthly Salary	\$3,081	\$4,083	(24.6)%
Average Age	43.13	47.00	(8.2)%
Average Service	0.25	0.50	(50.0)%

*Represents the annualization of active members' pay rates on December 31.

SECTION III: SUMMARY OF ACTUARIAL ASSUMPTIONS

To carry out an actuarial valuation of the assets and liabilities of your System, the actuary must first adopt assumptions with respect to each of the following items:

Noneconomic assumptions

- ◆ The probabilities of members separating from active service on account of nonvested and vested withdrawal, retirement for service, death, and disability, and
- ◆ The mortality rates to be experienced among retired persons.

Economic assumptions

- ◆ Interest earnings to be realized on the funds over many years in the future, and
- ◆ The relative increases in a member's salary from the date of the valuation to the date of separation from active service.

We discuss each of the above items in the following paragraphs of this Section.

NONECONOMIC ASSUMPTIONS

Rates of Separation from Active Service

In connection with the December 31, 1997 actuarial valuation, we compared the expected number of terminations from active service to the number actually experienced during the three-year period beginning January 1, 1995 and ending December 31, 1997. Based on this comparison and the trends observed over the prior four years, the probabilities of separation were adjusted accordingly.

The actual incidence of *duty death* was lower than expected for Safety members. Therefore, we recommend decreasing the rates of duty death for this group.

The number of *ordinary deaths* was lower than expected for General male members. We recommend that these rates be lowered to reflect the improved male mortality.

During the three-year experience period, the incidence of *ordinary disability* was higher than expected for General male and female members, and lower than expected for Safety members. The ordinary disability rates were adjusted to reflect this experience for all three groups.

The number of actual separations due to *duty disability* was lower than the number of expected separations for Safety and General male members. We recommend decreasing the rates for Safety members to reflect the effect which the Probation members are having on the experience of this group. The past experience for General male members does not support a change at this time.

None of the other types of separation demonstrated a statistically significant trend when compared to the prior four- or six-year period; hence, we recommend continuing the existing assumptions for the remaining types of separation.

The purpose of the following table is to provide the reader with a shorthand summary of the experience compared with the existing assumptions. A complete list of the current and recommended rates of separation from active service can be found in Schedule 6 of the Appendix. These rates should be viewed in the aggregate rather than examining each of them separately. This is due to the interdependency of the rates. For example, if turnover were to increase, there would be fewer retirements.

“Expected separation” means the number of terminations that would occur if the currently assumed probabilities were applied to your actual work force over the period under investigation.

SUMMARY OF ACTUARIAL INVESTIGATION WITH RESPECT TO RATES OF SEPARATION FROM ACTIVE SERVICE		
	Actual Separations	Expected Separations
Withdrawal		
General Male	136	133
General Female	367	348
Safety	50	42
Ordinary Death		
General Male	0	4
General Female	4	3
Safety	1	1
Duty Death		
General Male	0	0
General Female	0	1
Safety	0	1
Death While Eligible		
General Male	2	3
General Female	6	2
Safety	0	1
Ordinary Disability*		
General Male	6	3
General Female	12	3
Safety	0	3
Duty Disability*		
General Male	2	5
General Female	5	3
Safety	8	10
Service Retirement**		
General Male	56	76
General Female	94	88
Safety	56	52
Deferred Retirement		
General Male	40	39
General Female	73	78
Safety	21	16
All Terminations	939	915

*Includes pending disabilities.

**Excludes General members older than 70 and Safety members older than 60.

A complete listing of the rates of separation from active service can be found in Schedule 6 of the Appendix. These rates should be viewed in the aggregate rather than examining each of them separately. This is due to interdependency of the rates. For example, if turnover were to increase, there would be fewer retirements.

Recommendation

We recommend that the Board adopt the new rates of separation shown in Schedule 6 of the Appendix.

On the following pages, we show the number of members expected to eventually separate from active service for each of the various causes of termination based on the recommended assumptions. We also show the percentage of members expected to eventually separate from the system, in pie chart format.

For purposes of the chart, we have grouped the following:

- ♦ service retirement and terminated vested into Service,
- ♦ ordinary and duty disability into Disability, and
- ♦ ordinary death, duty death, and death while eligible into Death.

GENERAL MALE MEMBERS

Recommended Assumptions

Expected Number to Eventually Separate for Indicated Cause*

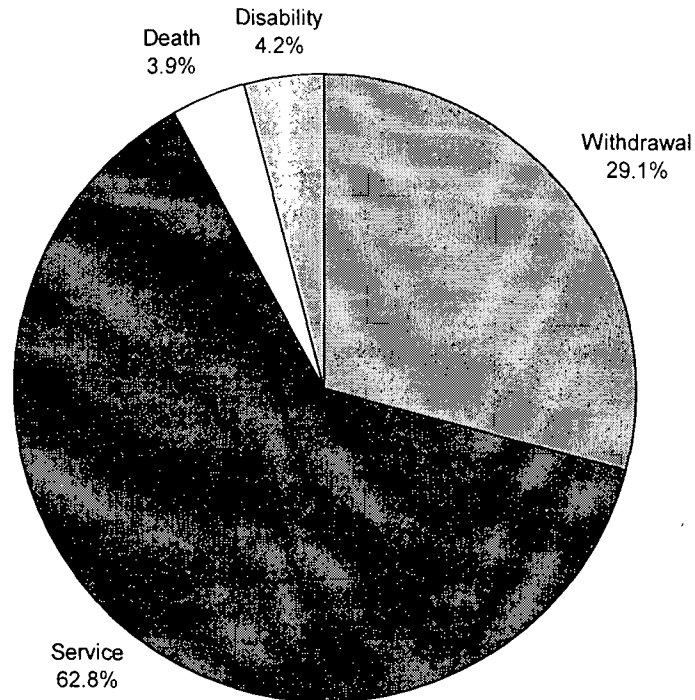
Age	Number of Actives	Withdrawal	Service	Terminated Vested	Ordinary Death	Death While Eligible	Duty Death	Ordinary Disability	Duty Disability
20-24	9	7	1	1	0	0	0	0	0
25-29	54	38	7	7	1	0	0	0	1
30-34	126	69	28	22	2	2	0	2	2
35-39	166	71	52	30	3	3	0	3	4
40-44	221	69	94	38	5	4	0	5	6
45-49	216	46	120	28	5	5	0	5	6
50-54	172	24	117	14	4	4	0	4	4
55-59	106	8	86	4	2	2	0	2	2
60-64	58	2	52	1	1	1	0	1	1
65 & OVER	25	0	24	0	0	0	0	0	0
TOTAL	1,153	335	581	144	22	22	2	23	26
		29.1%	50.3%	12.5%	1.9%	1.9%	0.1%	2.0%	2.2%

* The individual numbers in the columns may not add to the total shown due to rounding

GENERAL MALE MEMBERS

Recommended Assumptions

Expected Percentage to Eventually Separate for Indicated Cause



GENERAL FEMALE MEMBERS

Recommended Assumptions

Expected Number to Eventually Separate for Indicated Cause*

Age	Number of Actives	Withdrawal	Service	Terminated Vested	Ordinary Death	Death While Eligible	Duty Death	Ordinary Disability	Duty Disability
20-24	80	70	3	5	0	0	0	0	0
25-29	202	156	17	26	1	1	0	1	1
30-34	253	161	41	45	2	1	0	2	2
35-39	320	157	88	63	3	2	0	3	3
40-44	337	121	139	60	4	3	0	5	5
45-49	314	82	174	40	4	3	0	5	5
50-54	274	50	191	18	4	3	0	4	4
55-59	150	16	124	4	2	2	0	2	1
60-64	79	5	71	1	1	1	0	0	0
65 & OVER	31	1	30	0	0	0	0	0	0
TOTAL	2,040	819	879	261	21	15	2	21	21
		40.2%	43.1%	12.8%	1.0%	0.8%	0.1%	1.0%	1.0%

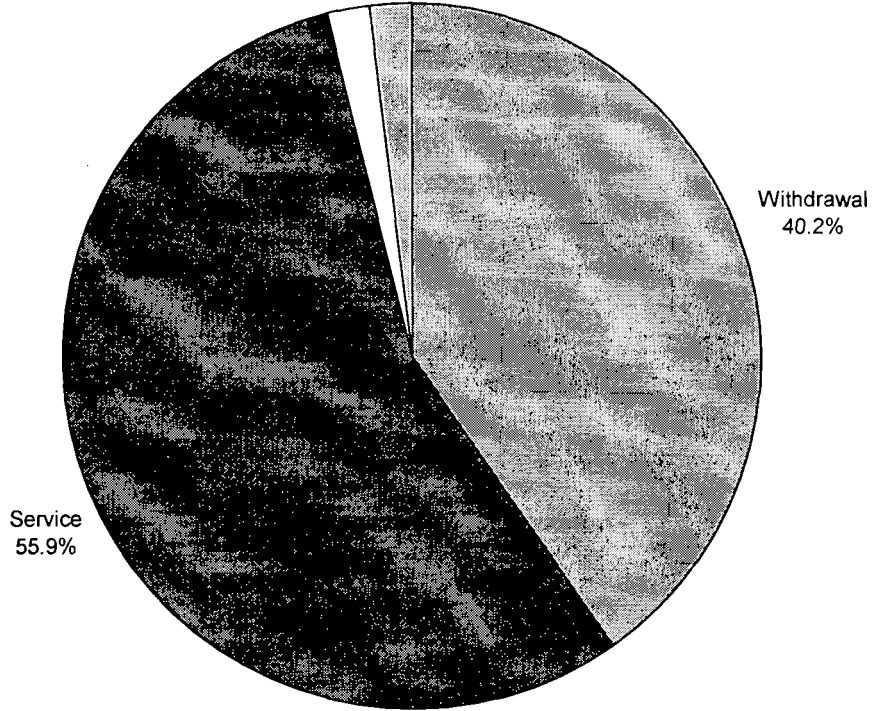
* The individual numbers in the columns may not add to the total shown due to rounding

GENERAL FEMALE MEMBERS

Recommended Assumptions

Expected Percentage to Eventually Separate for Indicated Cause

Disability 2.0% Death 1.9%



SAFETY MEMBERS

Recommended Assumptions

Expected Number to Eventually Separate for Indicated Cause*

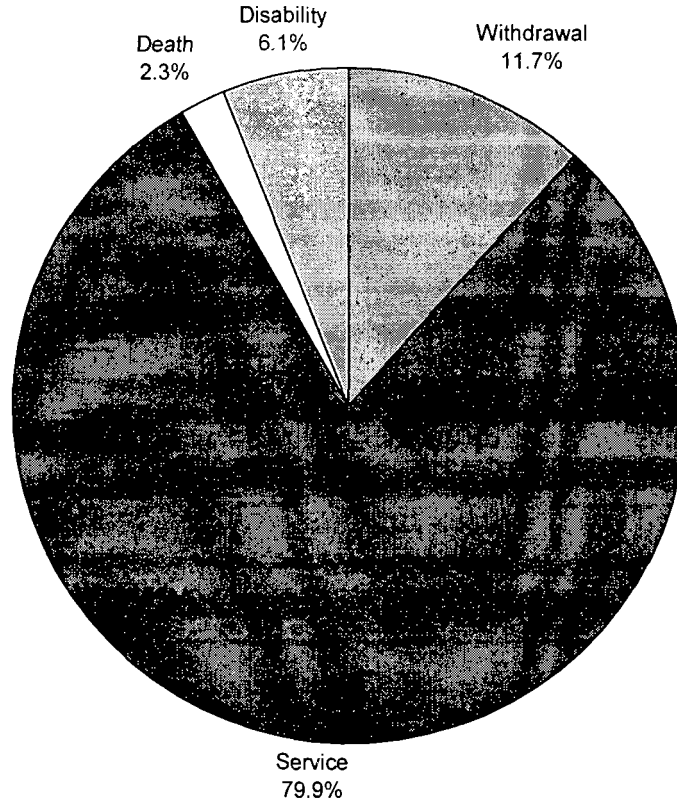
Age	Number of Actives	Withdrawal	Service	Terminated Vested	Ordinary Death	Death While Eligible	Duty Death	Ordinary Disability	Duty Disability
20-24	21	10	7	3	0	0	0	0	1
25-29	95	32	41	14	1	1	1	1	5
30-34	114	26	65	11	1	1	1	1	8
35-39	143	18	100	8	1	2	1	2	11
40-44	155	9	125	4	1	2	1	2	11
45-49	116	3	102	1	1	1	1	1	6
50-54	150	2	142	0	1	1	1	0	3
55 & OVER	59	0	58	0	0	0	0	0	0
TOTAL	853	100	640	42	7	8	5	6	45
		11.7%	75.0%	4.9%	0.8%	0.9%	0.6%	0.8%	5.3%

* The individual numbers in the columns may not add to the total shown due to rounding

SAFETY MEMBERS

Recommended Assumptions

Expected Percentage to Eventually Separate for Indicated Cause



Mortality After Retirement

We have also analyzed mortality after retirement by comparing the expected number of deaths with the actual incidence of death after service retirement. The comparison was made by utilizing the following mortality tables currently in use:

Service Retirement Mortality Tables

- ◆ General Males 1983 Group Annuity Mortality Table for Males, ~~set forward 1 year~~ ^{no set back}
- ◆ General Females 1983 Group Annuity Mortality Table for Females, set forward 1 year
- ◆ Safety 1983 Group Annuity Mortality Table for Males, set forward 1 year

The results of the experience analysis are as follows:

NUMBER OF DEATHS AFTER SERVICE RETIREMENT		
	Actual	Expected
General Males and Male Beneficiaries	63	89
General Females and Female Beneficiaries	70	79
Safety Members	4	7

During the three-year period under investigation, the number of actual deaths was lower than expected for all members. However, given that the actual and expected numbers for Safety and General female members were very close in 1996 and 1997, respectively, we recommend that the mortality tables remain unchanged for General female members and Safety members.

The number of actual General male member deaths was higher than expected for each year in the three-year period. Therefore, we recommend adjusting the General male mortality. Specifically, we recommend the use of the 1983 Group Annuity Mortality Table for Males with no setback.

A full listing of the life expectancies based on these tables is shown in Schedule 7 of the Appendix.

Mortality After Disability Retirement

In addition, we analyzed mortality after disability retirement. This comparison was made by utilizing the following mortality tables currently in use:

Current Disability Retirement Mortality Tables

OK

- ♦ General 1981 Disability Mortality Table for General Members, with no setback
- ♦ Safety 1981 Disability Mortality Table for Safety Members, with no setback

The results of the experience analysis are as follows:

NUMBER OF DEATHS AFTER DISABILITY RETIREMENT		
	Actual	Expected
General Male Members	4	7
General Female Members	5	5
Safety Members	5	5

During the three-year period under investigation, the number of actual deaths after disability retirement was lower than expected for General male members. However, the actual and expected numbers for these members were close in 1996. Therefore, we recommend that the current disability mortality tables continue to be used to determine life expectancy after disability retirement for both Safety and General members.

A full listing of the life expectancies based on these tables is shown in Schedule 7 of the Appendix. The costs developed for this report are based upon these tables.

ECONOMIC ASSUMPTIONS

In setting the economic assumptions, we take a building block approach. Specifically, we first look at the rate of inflation which underlies both the total rate of return and the salary scale assumptions. To

aid us in determining an appropriate inflation rate for your System, we have reviewed long term historical inflation averages, recent trends, and the assumptions adopted by other public retirement systems governed by the 1937 Act. It should be noted that we have placed more emphasis on long term historical averages and long term future predictions than on the more recent, short term trends. This helps to minimize fluctuations which are more apparent in short term trends.

Secondly, we review the anticipated real rate of return on investments. The real rate of return is dependent on the anticipated returns on classes of investments and the asset allocation of the System's funds. To develop the individual real rates of return we utilize various empirical studies. By applying the results of these studies to the System's target asset allocation, we develop the real rate of return. This rate may then be adjusted for any known or anticipated changes in the economy that may occur. Using our building block approach, we combine the underlying inflation assumption with the real rate of return to develop the total rate of return assumption (interest rate assumption).

The salary scale assumption is developed in a similar manner. The inflation rate is combined with merit and longevity increases to produce a total salary scale assumption.

Inflation

Rate of inflation is an important assumption used in valuing the System's liabilities. This assumption underlies both the investment return assumption and the salary increases assumption. These in turn directly impact the employer and employee contribution rates.

The annual inflation rates have averaged about 2.6% per year, for the most recent four years; for the four years prior to that, the average was 3.7%. If the pattern of inflation during the last 90-year period is analyzed, it may be extrapolated that the current low rates will not continue into the future indefinitely. Inflation appears to move in a cyclical fashion as may be seen in the following graph. Currently, we seem to be near the bottom of the most recent downturn.

HISTORICAL INFLATION RATES *



* US City Average (December index)

Year

From	To	Years	Average	
1988	-	1997	10	3.44%
1978	-	1997	20	4.94%
1968	-	1997	30	5.38%
1958	-	1997	40	4.48%
1948	-	1997	50	4.00%
1938	-	1997	60	4.19%
1928	-	1997	70	3.33%
1918	-	1997	80	3.26%
1908	-	1997	90	3.32%

Because of the cyclical nature of inflation and the long term nature of the System's liabilities, we believe that it is appropriate to assume that the average inflation rate to be experienced over the next

30 to 50 years (which is approximately the lifetime of the present obligations of the System) will be between 4.25% and 5.50%.

The current long term inflation assumptions adopted by the other 1937 act counties are shown in the following chart. The average inflation assumption for these systems is currently 4.68%.

CURRENT LONG TERM INFLATION ASSUMPTIONS ADOPTED BY OTHER 1937 ACT COUNTIES			
Retirement System	Assumed Inflation Rate	Retirement System	Assumed Inflation Rate
Alameda	4.50%	Sacramento	4.25%
Contra Costa	4.75%	San Bernardino	4.75%
Fresno	4.75%	San Diego	4.50%
Imperial	5.00%	San Joaquin	4.50%
Kern	4.50%	San Mateo	4.75%
Los Angeles	5.00%	Santa Barbara	4.75%
Marin	4.50%	Sonoma	4.50%
Mendocino	4.75%	Stanislaus	4.50%
Merced	4.50%	Tulare	4.75%
Orange	5.50%	Ventura	4.50%

We believe that it is appropriate to continue using a 4.75% inflation rate assumption.

Real Rate of Return

The first step in developing a real rate of return is to analyze how the System's assets are allocated among the various investment classes. Based on this information, we can then apply the anticipated rate of return to the respective classes and develop an overall estimated real rate of return. The System has adopted the target asset allocation shown on the following page.

ASSET ALLOCATION AS OF DECEMBER 31, 1997 (MARKET VALUE)	
	Target
Equity	58%*
Fixed Income/Bonds	40%*
Real Estate	0%
Short Term Cash Equivalents	2%

*Includes International Equity and Fixed Income

There have been numerous studies performed which analyze the expected long-term real rates of return for use in asset allocation models. Roger Ibbotson and Rex A. Sinquefield produced one of these studies for the period 1926-1996 called Stocks, Bonds and Inflation: Simulations of the Future. The results of this study are presented below.

Ibbotson-Sinquefield Real Rates of Return (1926 - 1996)	
Stocks	7.4%
Long-term government bonds	1.9%
Long-term corporate bonds	2.4%
Treasury bills	0.6%

Applying the System's target asset allocation to the real rates of return in the table above produces a real rate of return of approximately 5.2% (assuming an equal proportion of government and corporate bonds). This rate, however, should be adjusted to reflect expenses and potential adverse future experience.

After making this adjustment, we believe that a real rate of return of 3.25% provides a reasonable degree of conservatism when used with a 4.75% inflation rate. Thus, we feel that the 8.00% investment return assumption should be continued.

The return on assets, net of expenses, experienced by the Fund since 1981 is shown on the following page. The increase in the Consumer Price Index is also shown for comparative purposes.

NET RETURN ON ASSETS vs. INCREASE IN CONSUMER PRICE INDEX			
Year Ended June 30,	Net Return @ Book Value	Net Return @ Market Value	Increase in Consumer Price Index
1981	10.2%		9.6%
1982	11.7%		7.1%
1983	10.9%		2.6%
1984	3.0%		4.2%
1985	13.7%		3.8%
1986	24.2%		1.8%
1987	16.6%		3.7%
1988	4.0%	1.9%	4.0%
1989	10.3%	17.6%	5.2%
1990	11.3%	10.8%	4.7%
1991	8.6%	9.7%	4.7%
1992	13.0%	18.5%	3.1%
1993	13.0%	13.2%	3.0%
1994	9.3%	(0.7)%	2.5%
1995	5.9%	17.7%	3.0%
1996	14.2%	15.6%	2.8%
1997	10.2%	19.9%	2.3%
17-Year Compound Average	11.1%	N/A	4.0%
10-Year Compound Average	9.9%	12.2%	3.5%

For the *six-month period* ending December 31, 1997, the return on investments, net of expenses, was 12.5% on a book value basis and 7.4% on a market value basis. The returns on an actuarial value of assets basis, net of expenses, were 9.8% and 13.4% for 1996 and 1997 calendar years, respectively.

Merit and Longevity Increases

The merit and longevity component of the total salary scale assumption reflects increases in members' salaries due to promotions, advances in pay grades, etc. These increases are dependent on an individual's membership and are graded downward as members age.

The overall effect of the merit and longevity increases is to add approximately 1.00% to the total salary scale assumption.

Recommendation

Based on the information provided in this section, we recommended that the long term inflation rate assumption remain at 4.75% and that the long term interest assumption remain at 8.00%. Combined with the 4.75% inflation rate, the total salary scale assumption will continue at the 5.75% (approximate) level.

SECTION IV: CONTRIBUTION RATES

Below we show a comparison between the contribution rates that are currently being paid, the recalculated rates, and the recommended rates developed for this valuation. The recommended rates shown below are based upon the recommended actuarial assumptions which are described in the Appendix. All contribution rates and corresponding annual amounts shown include the amount payable by the Air Pollution Control District.

	EMPLOYER		EMPLOYEE	
	% of Payroll	Annual Amount	% of Payroll	Annual Amount
Current Rates	16.87%	\$ 28,950,000	4.13%	\$ 6,886,000
Recalculated Rates	17.33%	\$ 29,735,000	4.13%	\$ 6,886,000
Recommended Rates	17.73%	\$ 30,425,000	4.18%	\$ 6,963,000

* Based on December 31, 1997 payroll. The employee contribution rates and annual amounts exclude General Plan 2 payroll.

If transfers from undistributed earnings are used to offset the Plan's liabilities, then each \$1,000,000 would reduce the required employer contribution rates by 0.08% of total payroll.

MEMBER CONTRIBUTION RATES

Member Basic Contributions

Sections 31621.4 and 31621 set forth the basis for the determination of the normal rates of contribution for General Plan 1 and Plan 3 members, respectively. Sections 31639.5 and 31639.25 set forth the basis for the normal rates of contribution for Safety and Probation Plan 1 and Plan 3 members. Section 31621.6 sets forth the basis for the determination of the normal rates of contribution for APCD Plan 1 and Plan 2 members.

The law further provides that the contribution rates of members will be based on the age nearest birthday at the time of entrance into the Retirement System. Section 31453 states that no adjustment

will be included in the rates of contribution for time prior to the effective date of any revisions. Note that the law was changed in 1976 to remove the sex differential in member contribution rates.

The basic employee contribution rates for General and APCD members were calculated on a unisex basis using the 1983 Group Annuity Mortality Table for Males with a 3-year setback. The Safety and Probation basic employee rates were based upon the 1983 Group Annuity Mortality Table for Males set forward 1 year. The General and APCD member rates have changed due to an improvement in the General male mortality assumption.

A summary of the average employee contribution rates and rates at sample ages are shown below:

AVERAGE MEMBER BASIC CONTRIBUTION RATES							
	GENERAL		SAFETY		PROBATION	APCD	
	Plan 1	Plan 3	Plan 1	Plan 3	Plan 1	Plan 1	Plan 2
Current Rates	2.97%	5.95%	4.17%	8.54%	8.84%	4.21%	8.62%
Recalculated Rates	2.97%	5.95%	4.17%	8.54%	8.84%	4.21%	8.62%
Recommended Rates	3.02%	6.05%	4.17%	8.54%	8.84%	4.26%	8.72%

SAMPLE GENERAL PLAN 1 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	2.85%	2.90%
35	3.04%	3.09%
59	3.98%	4.04%

SAMPLE GENERAL PLAN 3 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	5.43%	5.52%
35	5.78%	5.87%
59	7.57%	7.69%

SAMPLE SAFETY PLAN 1 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	4.37%	4.37%
35	4.72%	4.72%
49	5.24%	5.24%

SAMPLE SAFETY PLAN 3 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	8.22%	8.22%
35	8.88%	8.88%
49	9.85%	9.85%

SAMPLE PROBATION PLAN 1 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	8.74%	8.74%
35	9.45%	9.45%
49	10.47%	10.47%

SAMPLE PROBATION PLAN 3 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	8.22%	8.22%
35	8.88 %	8.88%
49	9.85 %	9.85%

SAMPLE APCD PLAN 1 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	4.01%	4.05%
35	4.23 %	4.28%
54	5.12 %	5.18%

SAMPLE APCD PLAN 2 MEMBER CONTRIBUTION RATES		
Entry Age	Current Assumptions	Recommended Assumptions
25	7.60%	7.69%
35	8.02%	8.12%
54	9.71%	9.83%

Schedule 5 in the Appendix contains the complete set of members' basic contribution rates. The interest rate, mortality table and inflation rate are indicated on the bottom of the schedules.

Cost of Living Contributions

The employees do not pay for any portion of the cost-of-living contribution rates.

EMPLOYER CONTRIBUTION RATES

Employer contributions have been determined under the Entry Age Normal Actuarial Cost Method, permitted by Section 31453.5. The Entry Age Normal method defines the Normal Cost as the level percentage of salary necessary to fund the projected future benefit over the period from the date of entry to the date of separation from active service. The Actuarial Accrued Liability is the cost allocated to years prior to the actuarial valuation date; it is the excess of the total value of benefits over the value of future member contributions and the value of future Normal Costs. The difference between the Actuarial Accrued Liability and the plan assets is called the Unfunded Actuarial Accrued Liability and is funded (amortized) as a level percentage of projected future payroll over 8 years from December 31, 1997.

The average amortization period for the 1937 Act Counties is approximately 16.5 years as of January 1, 1998. The actual amortization periods vary between 5 and 30 years.

The following charts specify the employer contributions and components thereof (expressed as a level percentage of payroll) for the last valuation and this valuation. A breakdown between basic and cost of living benefits is provided. In addition, a breakdown between normal cost and Unfunded Actuarial Accrued Liability (UAAL) is provided for the recalculated employer contribution rates.

TOTAL EMPLOYER CONTRIBUTION RATES – CURRENT BREAKDOWN BETWEEN BASIC AND COST OF LIVING BENEFITS								
	GENERAL			SAFETY		PROBATION	APCD	
	Plan 1	Plan 2	Plan 3	Plan 1	Plan 3	Plan 1	Plan 1	Plan 2
Basic Benefits	10.45%	6.87%	9.14%	13.81%	10.44%	12.61%	14.05%	14.55%
Cost of Living Benefits	3.87	1.10	4.13	13.17	13.37	9.11	4.40	5.61
Total	14.32%	7.97%	13.27%	26.98%	23.81%	21.72%	18.45%	20.16%

Average Rate for Total Group: Basic 10.89%
 COL 5.98
 Total 16.87%

TOTAL EMPLOYER CONTRIBUTION RATES – RECALCULATED BREAKDOWN BETWEEN BASIC AND COST OF LIVING BENEFITS								
	GENERAL			SAFETY		PROBATION	APCD	
	Plan 1	Plan 2	Plan 3	Plan 1	Plan 3	Plan 1	Plan 1	Plan 2
Basic Benefits	10.88%	7.52%	9.56%	13.89%	10.46%	13.53%	13.92%	13.95%
Cost of Living Benefits	4.26	1.50	4.50	11.92	12.10	10.47	5.13	6.15
Total	15.14%	9.02%	14.06%	25.81%	22.56%	24.00%	19.05%	20.10%

Average Rate for Total Group: Basic 11.26%
 COL 6.07
 Total 17.33%

TOTAL EMPLOYER CONTRIBUTION RATES – RECOMMENDED BREAKDOWN BETWEEN BASIC AND COST OF LIVING BENEFITS								
	GENERAL			SAFETY		PROBATION	APCD	
	Plan 1	Plan 2	Plan 3	Plan 1	Plan 3	Plan 1	Plan 1	Plan 2
Basic Benefits	11.20%	7.82%	9.84%	13.86%	10.39%	13.45%	14.28%	14.23%
Cost of Living Benefits	4.52	1.70	4.76	11.86	12.03	10.39	5.37	6.34
Total	15.72%	9.52%	14.60%	25.72%	22.42%	23.84%	19.65%	20.57%

Average Rate for Total Group: Basic 11.48%
 COL 6.25
 Total 17.73%

BREAKDOWN BETWEEN NORMAL COST AND UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)								
	GENERAL			SAFETY		PROBATION	APCD	
	Plan 1	Plan 2	Plan 3	Plan 1	Plan 3	Plan 1	Plan 1	Plan 2
Normal Cost	9.84%	3.64%	8.72%	19.51%	16.21%	14.89%	13.03%	13.95%
UAAL	5.88	5.88	5.88	6.21	6.21	8.95	6.62	6.62
Total	15.72%	9.52%	14.60%	25.72%	22.42%	23.84%	19.65%	20.57%

Average Rate for Total Group: Normal Cost 11.65%
 UAAL 6.08
 Total 17.73%

The recommended employee contribution rates are shown in Schedule 5 of the Appendix.

SECTION V: ASSETS AND LIABILITIES

ACTUARIAL VALUE OF ASSETS

For purposes of calculating the required contribution rates for the valuation, a modified book value of the Fund's assets was used. Under this approach, recognition is given each year to total earnings of the Fund to date.

The current approach used by your System is to spread each year's gains and losses over five years. In other words, only 20% of gains and losses are to be recognized in any one year. Starting with the 1993-1994 Fiscal Year realized and unrealized gains and losses are treated the same. This was done on a prospective basis only i.e., the effect of this change was reflected for the first time in the December 31, 1994 actuarial valuation.

These modified assets, which we called the Actuarial Value of Assets, were arrived at as follows:

1. Gains (Losses)

Year Ending June 30	Total Gains (Losses)	Percentage Recognized to 12/31/97	Total Gains (Losses) Recognized to 12/31/97
1993*	\$ 74,723,482	100%	\$ 74,723,482
1994	(26,712,121)	90%	(24,040,909)
1995	69,594,663	70%	48,716,264
1996	71,149,524	50%	35,574,762
1997	116,069,874	30%	34,820,962
1997**	49,405,884	10%	4,940,588
2. Total Gains (Losses) Recognized to December 31, 1997			\$ 174,735,149
3. Net Book Value as of December 31, 1997			778,974,344
4. Less Realized Gains Through December 31, 1997			(175,841,054)
5. Total Gains (Losses) Recognized Through December 31, 1997			174,735,149
6. Item 3 + Item 4 + Item 5			\$ 777,868,439
7. Corridor Limit: (Net assets at Market: \$957,364,594)			
a. 80% of Net Market Value			\$ 765,891,675
b. 120% of Net Market Value			\$1,148,837,513
8. Item 6 After Corridor Applied			\$ 777,868,439
9. Actuarial Value Ratio (Item 8/Item 3)			0.99858

*Total as of June 30, 1993.

**Last six months of 1997.

The ratio arrived at in Item 9 above adjusts only the reserves used in determining the employer contribution rate. These are the Member Deposit, County Advance, Employer Supplemental and Retired Member reserves. Total Actuarial Value of Assets, with the ratio applied only to these reserves, are \$799,538,555. These assets were derived as follows:

1. Member Deposit, County Advance, Employer Supplemental and Retired Member Reserves	\$ 640,463,936
2. Actuarial Value Ratio	0.99858
3. Item 1 * Item 2	\$ 639,554,477
4. Members Supplemental Reserve, Health Coverage Reserve, Designated Liability Transfer Account, Special Allowance, Supplemental Health Coverage Reserve, Burial Allowance, Special Reserve for Interest Fluctuation, Unreserved Earnings, Undesignated	\$ 138,510,411
5. Net Actuarial Value of Assets (Item 3 + Item 4)	\$ 778,064,888
6. Accounts Payable and Miscellaneous Liabilities	\$ 21,473,667
7. Total Actuarial Value of Assets	\$ 799,538,555

Reserve Certifications

Certain reserves are excluded from the actuarial valuation of assets for purposes of determining contribution rates. The following section clarifies the purpose of these reserves in supporting the liabilities of the Santa Barbara County Employees' Retirement System.

Special Reserve for Interest Fluctuation

The Special Reserve for Interest Fluctuation of \$16,008,960 as of December 31, 1997 has been funded by investment income that has exceeded the interest crediting benchmark over the years. It will be utilized to supplement investment income in shortfall periods. The following describes its importance in the operation of the 1937 Act and the setting of actuarial interest rates.

There are two aspects to the application of the actuarial interest rate in 1937 Act retirement systems: (1) The expected long-term total rate of return on the funds, and (2) a short-term benchmark for the semiannual crediting of interest on the fund's reserves.

With respect to the second application, six-month returns on the fund are volatile, due to the short measuring period. In some six-month periods, the returns will exceed the benchmark, and in others they will fall short. Given that the actuarial rate serves as a benchmark, there is a natural tendency to minimize the probability of a shortfall by setting a lower benchmark. The restricted balance counteracts this tendency by serving as a stabilizing mechanism which allows the county retirement systems to consistently maintain a higher level of interest crediting on reserve accounts that are used to determine employer contribution rates.

Thus, the restricted balance mechanism is a factor in the actuarial interest rate setting process. We can focus on the expected long-term total rate of return in setting the interest rate assumption rather than on the short-term downside risks.

LIABILITIES

Actuarial Balance Sheet

In this approach, we first determine the amount and timing of all future payments that will be made by the System. We then discount these payments at 8.00% per annum to December 31, 1997, the date of the valuation, thereby determining their present value.

Second, in the upper portion, we determine how this liability will be met. Item 1 in the Balance Sheet represents the amount of assets already accumulated by the System at Actuarial Value. Item 2 is the present value of the contributions anticipated to be received in the future from the current members. Item 3 is the present value of future employer normal costs with respect to current members.

Finally, we compare the existing assets plus the present value of the future normal costs and future member contributions to the present value of the benefits to be paid from the System. This shortfall (or balancing item) is known as the Unfunded Actuarial Accrued Liability of your System. In the text we will abbreviate it as UAAL. The UAAL is amortized as a level percentage of payroll for the next 8 years from December 31, 1997.

ACTUARIAL BALANCE SHEET AS OF DECEMBER 31, 1997	
ASSETS	
1. Total actuarial value of assets	\$ 799,538,555
2. Present value of future contributions by members	64,293,090
3. Present value of future employer contributions for normal cost	183,230,054
4. Present value of other future employer contributions (UAAL)	74,085,122
5. Total actuarial assets	<u>\$ 1,121,146,821</u>
LIABILITIES	
6. Present value of retirement allowances payable to retired members and their survivors	\$ 285,736,664
7. Present value of service retirement allowances payable to presently active members and their survivors	535,534,261
8. Present value of allowances payable to vested terminated members and their survivors	66,774,672
9. Present value of disability retirement allowances payable to presently active members and their survivors	40,324,648
10. Present value of death benefits payable on behalf of presently active members	10,876,714
11. Present value of members' contributions to be returned upon withdrawal	21,915,784
12. Contingency reserves	16,008,960
13. Other designated reserves	122,501,451
14. Miscellaneous liabilities	21,473,667
15. Total actuarial liabilities	<u>\$ 1,121,146,821</u>

Funding Ratio – GASB 25

SCHEDULE OF FUNDING PROGRESS GASB 25 (dollars amounts in thousands)						
Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Unfunded AAL (UAAL)	Funded Ratio	Covered Payroll	UAAL as a Percent of Covered Payroll
1/1/95	\$ 562,861	\$ 643,453	\$ 80,592	87.5%	\$ 140,571	57.3%
1/1/96	\$ 624,823	\$ 711,869	\$ 87,046	87.8%	\$ 154,120	56.5%
1/1/97	\$ 693,301	\$ 758,772	\$ 65,471	91.4%	\$ 159,906	40.9%
1/1/98	\$ 799,539	\$ 873,624	\$ 74,085	91.5%	\$ 171,602	43.2%

SCHEDULE OF EMPLOYER CONTRIBUTIONS GASB 25 (dollar amounts in thousands)		
Year Ended	Annual Required Contribution	Percentage Contributed
12/31/94	\$ 24,678,000	100%
12/31/95	\$ 27,664,000	100%
12/31/96	\$ 27,114,000	100%
12/31/97	\$ 31,692,000	100%

For comparative purposes, we have provided on the following page a summary of the current GASB No. 5 ratios and the underlying interest rate assumptions for all of the 1937 Act counties.

COUNTY	VALUATION DATE	INTEREST RATE	GASB No. 5 RATIO
Alameda	01/01/96	8.00%	86%
Contra Costa	01/01/96	8.00%	106%
Fresno	07/01/96	8.25%	99%
Imperial	07/01/95	8.00%	80%
Kern	07/01/94	8.25%	80%
Los Angeles	07/01/95	8.00%	100%
Marin	07/01/96	8.00%	81%
Mendocino	07/01/97	8.00%	90%
Merced	07/01/97	8.00%	83%
Orange	01/01/96	8.00%	98%
Sacramento	07/01/95	8.00%	106%
San Bernardino	07/01/97	8.00%	116%
San Diego	07/01/96	8.00%	101%
San Joaquin	01/01/97	8.25%	114%
San Mateo	07/01/95	8.00%	74%
Santa Barbara	01/01/97	8.00%	98%
Sonoma	01/01/97	8.25%	99%
Stanislaus	07/01/95	8.00%	102%
Tulare	07/01/96	8.00%	112%
Ventura	07/01/96	8.25%	100%
Average		8.06%	96%

Note: All of the GASB No. 5 ratios are based on assets at cost value except for Fresno, Los Angeles, Mendocino, Merced, San Bernardino, San Joaquin, Santa Barbara (all actuarial value), Sacramento (accounting value), and Tulare (market value). San Diego is reporting GASB No. 25.

SECTION VI - APPENDIX

SCHEDULE 1

SUMMARY OF ACTUARIAL ASSUMPTIONS

The Entry Age Normal Actuarial Cost Method was used in conjunction with the following actuarial assumptions. The UAAL is being funded over 8 years from the December 31, 1997 valuation date.

1. Interest: 8.00% per annum.
2. Interest Credited to Employee Accounts: 8.00% per annum.
3. Inflation: 4.75% per annum.
4. Asset Valuation: Actuarial book value.
5. Salary Scale: See Schedule 9
6. Spouses and Dependents: 80% of male employees and 50% of female employees assumed married at retirement, with wives assumed three years younger than husbands.
7. Rates of Termination of Employment: See Schedule 6
8. Years of Life Expectancy After Retirement: See Schedule 7
9. Years of Life Expectancy After Disability: See Schedule 7
10. Life Expectancy After Retirement for Employee Contribution Rate Purposes
 - ♦ General Members: 1983 Group Annuity Table for Males, set back three years.
 - ♦ Safety Members: 1983 Group Annuity Table for Males, set ahead one year.
11. Reciprocity Assumption: 50% of members who terminate with a vested benefit are assumed to enter a reciprocal system.
12. Deferral Age for Vested Terminations: 62 for General members; 55 for Safety members
13. Sex: All Safety and Probation members are assumed to be male.

SCHEDULE 2

SUMMARY OF MAJOR PLAN PROVISIONS

1. ELIGIBILITY

First of pay period following date of employment.

2. DEFINITION OF SALARY

Highest 12 consecutive months of compensation earnable for Plan 1 members and highest 36 consecutive months of compensation earnable for Plan 2 and Plan 3 members.

3. SERVICE RETIREMENT

- Normal retirement age
Ages 57, 65, 50, and 55 for Sections 31676.1 (General Plans 1 and 3), 31486.4 (General Plan 2), 31664 (Safety and Probation), and Section 31676.15 (APCD Plans 1 and 2), respectively.
- Early retirement
Age 50 and 10 years for Plans 1 and 3 and APCD Plan 2 and age 55 and 10 years for General Plan 2; or 30 years for General Plans 1 and 3, and 20 years for Safety and Probation.
- Benefit
 - 1/60 times final average salary per year of service for General Plans 1 and 3,
 - 2% of final average salary per year of service (max. 35 years) plus 1% of final average salary per year of service in excess of 35 (max. 10 years) reduced by 1/35 of Social Security benefit at age 65 per year of service (max. 35 years) for General Plan 2, and
 - 1/50 times final average salary per year of service for Safety, Probation and APCD.
- Benefit adjustments
Reduced for retirement before ages 57, 65, 50, and 55 for Sections 31676.1, 31486.4, 31664, and 31676.15, respectively. Reductions for Section 31486.4 are actuarial equivalents.
Increased for retirement after ages 57, 50 and 55 for Sections 31676.1, 31664 and 31676.15, respectively.

4. **DISABILITY RETIREMENT**

- Nonservice connected for Plans 1 and 3 and APCD Plan 2
1.5% (General Plans 1 and 3) and 1.8% (Safety, Probation and APCD) of final average salary per year of service, with a maximum of 33-1/3% if projected service is used (age 65 for General Plans 1 and 3 and APCD, age 55 for Safety and Probation), or 90% of the accrued service retirement benefit without a benefit adjustment, or service retirement benefit (if eligible).
- Service connected for Plans 1 and 3 and APCD Plan 2
Greater of 50% of final average salary or service retirement benefit (if eligible).
- Benefit for General Plan 2
60% of salary provided outside of the Plan. Payments are reduced by other disability income benefits. Service retirement at age 65 (credit given toward service retirement while disabled under the LTD plan).

5. **DEATH BEFORE RETIREMENT**

- Nonservice connected before eligible to retire, for Plans 1 and 3 and APCD Plan 2
 - refund of contributions plus 1/12 of last years' salary per year of service up to 6 years.
- Eligible for nonservice connected disability or service retirement for Plans 1 and 3 and APCD Plan 2
 - 60% of member's accrued allowance.
- Service connected for Plans 1 and 3 and APCD Plan 2
 - 50% of salary.
- Benefit for General Plan 2
 - 1/12 of last years' salary per year of service up to 6 years.

6. **DEATH AFTER RETIREMENT**

- \$1,000 lump sum death benefit for Plans 1 and 3 and APCD Plan 2.
- Service retirement or nonservice connected disability
 - 60% of member's allowance payable to an eligible spouse for Plans 1 and 3 and APCD Plan 2.
 - 50% of member's allowance payable to an eligible spouse for General Plan 2.
- Service connected disability
 - 100% of member's allowance payable to an eligible spouse for Plans 1 and 3 and APCD Plan 2.
 - 50% of member's allowance payable to an eligible spouse for General Plan 2.

7. VESTING

- Must leave contributions on deposit.
- Five years of service for Plans 1 and 3 and APCD Plan 2.
- Ten years of service for General Plan 2.

8. MEMBERS' CONTRIBUTIONS

- Based on entry age.
- Half rates for General, Safety and APCD Plans 1. Full rates for General and Safety Plans 3, Probation, and APCD Plan 2. General Plan 2 is noncontributory.

9. MAXIMUM BENEFIT

- 100% of final average salary for Plans 1 and 3 and APCD Plan 2.
- Benefit and Social Security combined cannot exceed 70% of final average salary if service is less than 35, otherwise 80% for General Plan 2.

10. COST-OF-LIVING

- "Automatic" 3% COLA for Plans 1 and 3 and APCD Plan 2.
- None for General Plan 2.

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE GENERAL MEMBERS
AS OF DECEMBER 31, 1997
PLAN 1**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	13	1	0	0	0	0	0	14
	26,864	30,214	0	0	0	0	0	27,103
25-29	43	53	0	0	0	0	0	96
	33,108	32,408	0	0	0	0	0	32,722
30-34	75	116	38	1	0	0	0	230
	33,137	36,792	36,407	50,398	0	0	0	35,596
35-39	62	148	81	25	0	0	0	316
	39,132	39,156	41,908	39,569	0	0	0	39,889
40-44	73	151	102	66	16	0	0	408
	42,448	42,565	45,033	41,722	39,338	0	0	42,898
45-49	58	116	101	75	35	13	0	398
	44,334	41,051	47,543	54,230	51,651	42,840	0	46,651
50-54	51	101	76	66	37	24	4	359
	37,584	42,281	52,956	46,794	50,020	50,869	46,588	46,123
55-59	25	65	44	27	21	12	14	208
	41,605	40,586	48,359	53,915	47,893	46,140	53,594	46,017
60-64	17	32	18	18	15	10	8	118
	36,246	35,097	40,552	42,982	45,560	50,479	48,368	40,831
65-69	7	8	7	0	5	2	1	30
	53,271	31,952	45,169	0	34,236	52,701	29,784	41,702
70 & Over	4	1	1	3	1	2	1	13
	25,809	29,365	36,880	57,014	34,830	31,171	32,789	36,191
TOTAL	428	792	468	281	130	63	28	2,190
	38,326	39,541	45,745	47,507	47,562	47,682	49,507	42,489

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE GENERAL MEMBERS
AS OF DECEMBER 31, 1997
PLAN 2**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	1	0	0	0	0	0	0	1
	11,834	0	0	0	0	0	0	11,834
20-24	1	0	0	0	0	0	0	1
	23,573	0	0	0	0	0	0	23,573
25-29	11	2	0	0	0	0	0	13
	34,022	38,665	0	0	0	0	0	34,736
30-34	7	6	1	0	0	0	0	14
	32,460	43,576	28,546	0	0	0	0	36,944
35-39	4	6	6	3	0	0	0	19
	46,707	41,089	47,947	37,562	0	0	0	43,881
40-44	4	4	6	4	0	0	0	18
	36,095	35,205	35,417	39,971	0	0	0	36,533
45-49	4	3	4	5	2	1	0	19
	43,930	34,340	43,633	38,898	37,917	48,453	0	40,634
50-54	4	1	3	1	0	3	0	12
	39,118	77,690	44,441	39,116	0	46,575	0	45,527
55-59	2	2	4	1	0	1	0	10
	34,914	36,915	53,248	28,546	0	41,808	0	42,700
60-64	2	2	3	0	1	0	0	8
	75,956	25,480	36,338	0	31,524	0	0	42,926
65-69	0	1	2	0	0	0	0	3
	0	48,722	29,912	0	0	0	0	36,182
70 & Over	2	2	1	1	0	0	0	6
	20,862	35,765	30,353	30,027	0	0	0	28,939
TOTAL	42	29	30	15	3	5	0	124
	37,232	39,720	41,626	37,650	35,786	45,997	0	39,246

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE GENERAL MEMBERS
AS OF DECEMBER 31, 1997
PLAN 3**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	2	0	0	0	0	0	0	2
	21,218	0	0	0	0	0	0	21,218
20-24	71	0	0	0	0	0	0	71
	25,011	0	0	0	0	0	0	25,011
25-29	146	0	0	0	0	0	0	146
	28,873	0	0	0	0	0	0	28,873
30-34	123	0	3	0	0	0	0	126
	34,730	0	37,608	0	0	0	0	34,799
35-39	137	0	2	1	0	0	0	140
	33,556	0	36,959	37,916	0	0	0	33,636
40-44	106	1	4	1	0	0	0	112
	37,260	39,098	38,238	52,385	0	0	0	37,446
45-49	97	1	0	0	0	0	0	98
	39,950	43,857	0	0	0	0	0	39,990
50-54	66	0	0	0	0	0	0	66
	38,258	0	0	0	0	0	0	38,258
55-59	33	0	1	0	0	0	0	34
	42,939	0	41,768	0	0	0	0	42,905
60-64	9	0	0	0	0	0	0	9
	41,896	0	0	0	0	0	0	41,896
65-69	3	0	0	0	0	0	0	3
	57,374	0	0	0	0	0	0	57,374
70 & Over	1	0	0	0	0	0	0	1
	12,002	0	0	0	0	0	0	12,002
TOTAL	794	2	10	2	0	0	0	808
	34,295	41,478	38,146	45,151	0	0	0	34,388

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE SAFETY MEMBERS
AS OF DECEMBER 31, 1997
PLAN 1**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	1	0	0	0	0	0	0	1
	44,061	0	0	0	0	0	0	44,061
25-29	16	15	0	0	0	0	0	31
	45,531	45,077	0	0	0	0	0	45,311
30-34	13	37	19	1	0	0	0	70
	47,696	46,500	48,641	51,341	0	0	0	47,372
35-39	13	32	40	18	0	0	0	103
	45,636	48,326	51,053	54,933	0	0	0	50,200
40-44	7	22	28	53	11	0	0	121
	46,848	50,961	52,595	54,049	62,855	0	0	53,535
45-49	4	11	9	22	28	8	1	83
	44,865	49,328	51,008	53,464	59,013	63,510	51,710	55,054
50-54	2	8	13	9	18	51	17	118
	42,243	54,238	51,585	52,760	63,169	59,445	66,140	58,957
55-59	1	2	7	4	6	8	6	34
	82,310	57,147	52,891	68,948	64,052	56,209	69,134	61,512
60-64	0	1	1	0	0	0	0	2
	0	50,371	60,578	0	0	0	0	55,475
65-69	0	0	1	0	0	0	0	1
	0	0	42,243	0	0	0	0	42,243
70 & Over	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
TOTAL	57	128	118	107	63	67	24	564
	46,668	48,480	51,201	54,501	61,351	59,544	66,287	53,518

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE SAFETY MEMBERS
AS OF DECEMBER 31, 1997
PLAN 3**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	20	0	0	0	0	0	0	20
	33,007	0	0	0	0	0	0	33,007
25-29	56	0	0	0	0	0	0	56
	35,369	0	0	0	0	0	0	35,369
30-34	29	0	0	0	0	0	0	29
	37,925	0	0	0	0	0	0	37,925
35-39	16	0	0	0	0	0	0	16
	36,746	0	0	0	0	0	0	36,746
40-44	11	0	0	0	0	0	0	11
	37,054	0	0	0	0	0	0	37,054
45-49	8	0	0	0	0	0	0	8
	39,359	0	0	0	0	0	0	39,359
50-54	3	0	0	0	0	0	0	3
	41,450	0	0	0	0	0	0	41,450
55-59	4	0	0	0	0	0	0	4
	35,340	0	0	0	0	0	0	35,340
60-64	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
65-69	1	0	0	0	0	0	0	1
	31,722	0	0	0	0	0	0	31,722
70 & Over	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
TOTAL	148	0	0	0	0	0	0	148
	36,138	0	0	0	0	0	0	36,138

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE PROBATION MEMBERS
AS OF DECEMBER 31, 1997
PLAN 1**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
25-29	6	2	0	0	0	0	0	8
	36,597	37,229	0	0	0	0	0	36,755
30-34	7	6	2	0	0	0	0	15
	37,730	43,639	49,986	0	0	0	0	41,728
35-39	2	9	11	2	0	0	0	24
	40,263	42,037	48,248	61,493	0	0	0	46,357
40-44	3	1	9	10	0	0	0	23
	35,992	41,033	46,503	51,803	0	0	0	47,199
45-49	4	5	4	9	3	0	0	25
	35,323	50,124	36,202	51,348	42,757	0	0	45,085
50-54	2	5	4	3	12	3	0	29
	43,054	46,010	45,919	52,492	52,108	88,105	0	53,342
55-59	0	5	0	3	1	2	1	12
	0	39,201	0	47,591	56,665	53,026	56,665	46,513
60-64	1	1	1	0	0	0	1	4
	36,003	37,267	36,643	0	0	0	50,585	40,125
65-69	0	0	1	0	0	0	0	1
	0	0	45,550	0	0	0	0	45,550
70 & Over	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
TOTAL	25	34	32	27	16	5	2	141
	37,424	43,224	45,622	51,978	50,640	74,073	53,625	46,499

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE APCD MEMBERS
AS OF DECEMBER 31, 1997
PLAN 1**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
30-34	0	7	2	0	0	0	0	9
	0	47,028	48,326	0	0	0	0	47,316
35-39	0	6	5	0	0	0	0	11
	0	53,960	57,545	0	0	0	0	55,590
40-44	0	10	5	1	0	0	0	16
	0	56,899	74,475	70,970	0	0	0	63,271
45-49	1	9	2	1	0	0	0	13
	25,384	49,617	84,680	61,556	0	0	0	54,066
50-54	0	5	2	0	1	0	0	8
	0	56,975	61,929	0	68,946	0	0	59,710
55-59	1	1	2	0	0	0	0	4
	11,890	68,908	61,556	0	0	0	0	50,978
60-64	0	1	1	0	0	0	0	2
	0	29,378	52,888	0	0	0	0	41,133
65-69	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
70 & Over	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
TOTAL	2	39	19	2	1	0	0	63
	18,637	52,607	64,525	66,263	68,946	0	0	55,815

SCHEDULE 3

**AGE AND SERVICE DISTRIBUTION WITH ANNUAL AVERAGE SALARY
OF ACTIVE APCD MEMBERS
AS OF DECEMBER 31, 1997
PLAN 2**

CURRENT AGE	YEARS OF SERVICE							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 19	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
25-29	1	0	0	0	0	0	0	1
	27,872	0	0	0	0	0	0	27,872
30-34	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
40-44	4	0	0	0	0	0	0	4
	42,466	0	0	0	0	0	0	42,466
45-49	2	0	0	0	0	0	0	2
	37,422	0	0	0	0	0	0	37,422
50-54	1	0	0	0	0	0	0	1
	23,217	0	0	0	0	0	0	23,217
55-59	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
70 & Over	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
TOTAL	8	0	0	0	0	0	0	8
	36,975	0	0	0	0	0	0	36,975

SCHEDULE 3

AVERAGE ANNUAL BENEFIT AND MEMBERSHIP DISTRIBUTION OF RETIRED GENERAL MEMBERS AS OF DECEMBER 31, 1997

MALES

CURRENT AGE	YEARS OF RETIREMENT							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 45	4	0	0	0	0	0	0	4
	5,277	0	0	0	0	0	0	5,277
45-49	2	2	1	0	0	0	0	5
	15,944	12,739	10,216	0	0	0	0	13,516
50-54	17	0	0	0	0	0	0	17
	8,788	0	0	0	0	0	0	8,788
55-59	27	25	2	0	2	0	0	56
	12,912	13,681	11,319	0	10,598	0	0	13,116
60-64	30	33	16	2	0	0	1	82
	19,573	15,833	6,693	9,468	0	0	7,885	15,166
65-69	39	56	21	19	2	0	0	137
	21,266	23,626	12,740	6,536	11,500	0	0	18,738
70-74	12	32	43	25	16	1	0	129
	9,593	21,299	14,650	9,993	6,068	658	0	13,754
75-79	3	8	38	44	20	1	0	114
	15,212	10,542	18,169	10,639	8,428	9,285	0	12,863
80-84	0	4	8	43	24	7	0	86
	0	18,116	13,324	10,255	8,698	7,958	0	10,285
85 & Over	2	0	2	6	19	13	6	48
	8,811	0	7,411	8,030	13,370	7,725	7,166	9,960
TOTAL	136	160	131	139	83	22	7	678
	15,779	19,071	14,117	9,714	9,309	7,549	7,269	13,844

SCHEDULE 3

AVERAGE ANNUAL BENEFIT AND MEMBERSHIP DISTRIBUTION OF RETIRED GENERAL MEMBERS AS OF DECEMBER 31, 1997

FEMALES

CURRENT AGE	YEARS OF RETIREMENT							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 45	4	1	1	0	0	0	0	6
	4,587	4,733	13,613	0	0	0	0	6,116
45-49	4	2	1	0	0	0	0	7
	12,697	17,183	6,795	0	0	0	0	13,136
50-54	30	3	1	1	1	0	0	36
	7,443	13,746	10,608	9,664	7,869	0	0	8,130
55-59	34	17	3	2	1	0	0	57
	9,113	7,072	11,533	9,566	2,616	0	0	8,534
60-64	45	26	13	3	0	2	0	89
	13,176	8,769	7,620	8,300	0	8,596	0	10,810
65-69	67	56	20	17	3	1	1	165
	13,809	12,794	7,520	5,662	8,724	8,234	3,336	11,673
70-74	17	49	54	35	23	0	2	180
	9,865	12,639	10,887	4,733	3,509	0	5,114	9,064
75-79	5	10	45	51	36	4	0	151
	10,803	13,352	11,050	6,638	7,158	4,748	0	8,609
80-84	1	2	10	43	40	17	3	116
	3,004	23,591	11,289	6,994	6,355	6,482	6,636	7,311
85 & Over	2	0	2	14	26	21	12	77
	6,281	0	5,138	7,547	7,123	6,838	5,583	6,809
TOTAL	209	166	150	166	130	45	18	884
	11,281	11,717	10,156	6,389	6,265	6,627	5,582	9,163

SCHEDULE 3

AVERAGE ANNUAL BENEFIT AND MEMBERSHIP DISTRIBUTION OF RETIRED SAFETY MEMBERS AS OF DECEMBER 31, 1997

TOTAL

CURRENT AGE	YEARS OF RETIREMENT							TOTAL
	0-4	5-9	10-14	15-19	20-24	25-29	30 & Over	
Below 45	3	1	1	0	0	0	0	5
	31,428	22,576	13,420	0	0	0	0	26,056
45-49	0	1	1	2	0	0	0	4
	0	23,236	20,570	18,470	0	0	0	20,187
50-54	20	7	5	6	7	1	0	46
	29,039	23,239	16,721	15,960	11,984	10,123	0	22,105
55-59	46	20	5	13	6	2	0	92
	41,678	26,867	18,679	14,750	12,789	9,235	0	30,814
60-64	15	16	14	7	6	0	0	58
	31,669	40,011	21,170	14,826	16,394	0	0	27,823
65-69	8	6	6	5	6	2	0	33
	24,366	36,753	22,238	20,048	13,588	10,040	0	22,749
70-74	1	1	1	3	8	1	1	16
	62,774	36,520	8,198	20,746	10,694	5,628	5,065	16,623
75-79	1	0	1	4	5	6	1	18
	16,466	0	15,247	33,648	20,990	11,345	8,902	19,346
80-84	0	0	1	0	1	5	1	8
	0	0	11,160	0	11,625	13,715	3,349	11,839
85 & Over	0	0	0	0	0	3	6	9
	0	0	0	0	0	11,778	10,835	11,149
TOTAL	94	52	35	40	39	20	9	289
	35,547	31,597	19,297	18,133	13,914	11,314	9,147	25,040

SCHEDULE 4
SUMMARY OF ANNUAL RETIREMENT ALLOWANCES
as of December 31, 1997

GENERAL MEMBERS

Service	<u>Number</u>	<u>Annual Allowance</u>
Males	575	\$ 8,448,018
Females	657	6,366,102
Total	<u>1,232</u>	<u>\$ 14,814,120</u>
Disability		
Males	54	\$ 665,598
Females	33	432,350
Total	<u>87</u>	<u>\$ 1,097,948</u>
Beneficiaries		
Males	49	\$ 272,730
Females	194	1,301,334
Total	<u>243</u>	<u>\$ 1,574,064</u>
Total	<u><u>1,562</u></u>	<u><u>\$ 17,486,132</u></u>

SAFETY MEMBERS

Service	<u>Number</u>	<u>Annual Allowance</u>
Males	152	\$ 4,948,544
Females	10	230,168
Total	<u>162</u>	<u>\$ 5,178,712</u>
Disability		
Males	74	\$ 1,331,373
Females	6	128,983
Total	<u>80</u>	<u>\$ 1,460,356</u>
Beneficiaries		
Males	4	\$ 45,285
Females	43	552,092
Total	<u>47</u>	<u>\$ 597,377</u>
Total	<u><u>289</u></u>	<u><u>\$ 7,236,445</u></u>

SCHEDULE 5

GENERAL PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	2.82%	40	3.18%
21	2.83	41	3.21
22	2.83	42	3.24
23	2.84	43	3.28
24	2.84	44	3.31
25	2.85	45	3.35
26	2.87	46	3.39
27	2.88	47	3.43
28	2.89	48	3.47
29	2.91	49	3.51
30	2.93	50	3.55
31	2.95	51	3.59
32	2.97	52	3.63
33	2.99	53	3.68
34	3.01	54	3.73
35	3.04	55	3.77
36	3.06	56	3.82
37	3.09	57	3.87
38	3.12	58	3.92
39	3.15	59+	3.98
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 2)	

SCHEDULE 5

GENERAL PLAN 3 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	5.37%	40	6.05%
21	5.38	41	6.11
22	5.39	42	6.18
23	5.40	43	6.24
24	5.41	44	6.31
25	5.43	45	6.38
26	5.45	46	6.45
27	5.48	47	6.52
28	5.50	48	6.59
29	5.54	49	6.67
30	5.57	50	6.75
31	5.61	51	6.83
32	5.65	52	6.92
33	5.69	53	7.00
34	5.73	54	7.09
35	5.78	55	7.18
36	5.83	56	7.27
37	5.88	57	7.37
38	5.94	58	7.47
39	5.99	59 +	7.57
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 2)	

SCHEDULE 5

SAFETY PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	4.20%	35	4.72%
21	4.23	36	4.76
22	4.26	37	4.80
23	4.30	38	4.83
24	4.33	39	4.87
25	4.37	40	4.91
26	4.40	41	4.95
27	4.44	42	4.98
28	4.47	43	5.02
29	4.51	44	5.06
30	4.54	45	5.09
31	4.58	46	5.13
32	4.61	47	5.16
33	4.65	48	5.20
34	4.69	49 +	5.24
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

SAFETY AND PROBATION PLAN 3 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	7.89%	35	8.88%
21	7.96	36	8.95
22	8.02	37	9.02
23	8.09	38	9.09
24	8.15	39	9.16
25	8.22	40	9.23
26	8.28	41	9.30
27	8.35	42	9.37
28	8.41	43	9.44
29	8.48	44	9.51
30	8.54	45	9.58
31	8.61	46	9.64
32	8.68	47	9.71
33	8.74	48	9.78
34	8.81	49 +	9.85
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

PROBATION PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	8.39%	35	9.45%
21	8.46	36	9.52
22	8.53	37	9.59
23	8.60	38	9.67
24	8.67	39	9.74
25	8.74	40	9.82
26	8.81	41	9.89
27	8.88	42	9.97
28	8.95	43	10.04
29	9.01	44	10.11
30	9.08	45	10.18
31	9.16	46	10.25
32	9.23	47	10.33
33	9.30	48	10.40
34	9.37	49 +	10.47
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

APCD PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	3.98%	38	4.34%
21	3.98	39	4.37
22	3.98	40	4.41
23	3.99	41	4.46
24	4.00	42	4.50
25	4.01	43	4.54
26	4.02	44	4.59
27	4.03	45	4.63
28	4.05	46	4.68
29	4.07	47	4.73
30	4.09	48	4.78
31	4.12	49	4.83
32	4.14	50	4.89
33	4.17	51	4.95
34	4.20	52	5.00
35	4.23	53	5.06
36	4.26	54 +	5.12
37	4.30		
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 2)	

SCHEDULE 5

APCD PLAN 2 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Current Assumptions)

Entry Age	Rate	Entry Age	Rate
20	7.55%	38	8.22%
21	7.55	39	8.29
22	7.56	40	8.37
23	7.56	41	8.45
24	7.58	42	8.53
25	7.60	43	8.61
26	7.62	44	8.70
27	7.65	45	8.79
28	7.68	46	8.88
29	7.72	47	8.97
30	7.76	48	9.07
31	7.80	49	9.17
32	7.85	50	9.27
33	7.91	51	9.38
34	7.96	52	9.49
35	8.02	53	9.60
36	8.09	54 +	9.71
37	8.15		
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 2)	

SCHEDULE 5

GENERAL PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	2.87%	40	3.23%
21	2.87	41	3.26
22	2.88	42	3.30
23	2.88	43	3.33
24	2.89	44	3.37
25	2.90	45	3.40
26	2.91	46	3.44
27	2.92	47	3.48
28	2.94	48	3.52
29	2.96	49	3.56
30	2.97	50	3.60
31	2.99	51	3.65
32	3.01	52	3.69
33	3.04	53	3.74
34	3.06	54	3.79
35	3.09	55	3.83
36	3.11	56	3.88
37	3.14	57	3.93
38	3.17	58	3.99
39	3.20	59+	4.04
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 3)	

SCHEDULE 5

GENERAL PLAN 3 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	5.46%	40	6.15%
21	5.47	41	6.21
22	5.47	42	6.27
23	5.49	43	6.34
24	5.50	44	6.41
25	5.52	45	6.48
26	5.54	46	6.55
27	5.56	47	6.62
28	5.59	48	6.70
29	5.62	49	6.78
30	5.66	50	6.86
31	5.70	51	6.94
32	5.74	52	7.03
33	5.78	53	7.12
34	5.82	54	7.20
35	5.87	55	7.30
36	5.92	56	7.39
37	5.98	57	7.49
38	6.03	58	7.59
39	6.09	59 +	7.69
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 3)	

SCHEDULE 5

SAFETY PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	4.20%	35	4.72%
21	4.23	36	4.76
22	4.26	37	4.80
23	4.30	38	4.83
24	4.33	39	4.87
25	4.37	40	4.91
26	4.40	41	4.95
27	4.44	42	4.98
28	4.47	43	5.02
29	4.51	44	5.06
30	4.54	45	5.09
31	4.58	46	5.13
32	4.61	47	5.16
33	4.65	48	5.20
34	4.69	49 +	5.24
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

SAFETY AND PROBATION PLAN 3 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	7.89%	35	8.88%
21	7.96	36	8.95
22	8.02	37	9.02
23	8.09	38	9.09
24	8.15	39	9.16
25	8.22	40	9.23
26	8.28	41	9.30
27	8.35	42	9.37
28	8.41	43	9.44
29	8.48	44	9.51
30	8.54	45	9.58
31	8.61	46	9.64
32	8.68	47	9.71
33	8.74	48	9.78
34	8.81	49+	9.85
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

PROBATION PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	8.39%	35	9.45%
21	8.46	36	9.52
22	8.53	37	9.59
23	8.60	38	9.67
24	8.67	39	9.74
25	8.74	40	9.82
26	8.81	41	9.89
27	8.88	42	9.97
28	8.95	43	10.04
29	9.01	44	10.11
30	9.08	45	10.18
31	9.16	46	10.25
32	9.23	47	10.33
33	9.30	48	10.40
34	9.37	49+	10.47
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, + 1)	

SCHEDULE 5

APCD PLAN 1 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	4.03%	38	4.38%
21	4.03	39	4.42
22	4.03	40	4.46
23	4.03	41	4.51
24	4.04	42	4.55
25	4.05	43	4.59
26	4.06	44	4.64
27	4.08	45	4.69
28	4.10	46	4.74
29	4.12	47	4.79
30	4.14	48	4.84
31	4.16	49	4.89
32	4.19	50	4.94
33	4.22	51	5.00
34	4.25	52	5.06
35	4.28	53	5.12
36	4.31	54+	5.18
37	4.35		
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 3)	

SCHEDULE 5

APCD PLAN 2 MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of biweekly compensation)

(Recommended Assumptions)

Entry Age	Rate	Entry Age	Rate
20	7.64%	38	8.32%
21	7.64	39	8.39
22	7.64	40	8.47
23	7.65	41	8.55
24	7.67	42	8.63
25	7.69	43	8.71
26	7.71	44	8.80
27	7.74	45	8.89
28	7.77	46	8.98
29	7.81	47	9.08
30	7.85	48	9.18
31	7.90	49	9.28
32	7.94	50	9.38
33	8.00	51	9.49
34	8.06	52	9.60
35	8.12	53	9.71
36	8.18	54+	9.83
37	8.25		
INTEREST:		8.00%	
INFLATION:		4.75%	
MORTALITY:		83 GA (Male, - 3)	

SCHEDULE 6

PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE

The following pages indicate the probability of separation from active service for each of eight separate sources of termination:

- ♦ *Withdrawal:* member terminates and elects refund of member contributions.
- ♦ *Vested termination:* member terminates and contributions are left on deposit.
- ♦ *Ordinary death:* member dies prior to eligibility for retirement; death not employment-related.
- ♦ *Ordinary disability:* member receives disability retirement; disability not employment-related.
- ♦ *Service retirement:* member retires after satisfaction of requirements of age and/or service for reasons other than disability.
- ♦ *Duty disability:* member receives disability retirement; disability is employment-related.
- ♦ *Duty death:* member dies prior to retirement; death is employment-related.
- ♦ *Death while eligible:* member dies prior to retirement but after satisfaction of age and/or service requirements for service retirement or ordinary disability.

The probabilities shown for each cause of termination represent the probability that a given member will terminate at a particular age for the indicated reason. For example, if the probability of withdrawal at age 25 is .1200, then we are assuming that 12.0% of the active members at age 25 will terminate without vested rights during the next year.

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
GENERAL MEMBERS – MALES
(Current Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	.1650	.0002	.0000	.00000	.00000	.00013	.0001	.0000
21	.1550	.0002	.0000	.00000	.00000	.00013	.0001	.0000
22	.1450	.0002	.0000	.00000	.00000	.00013	.0001	.0000
23	.1350	.0002	.0000	.00000	.00000	.00013	.0001	.0000
24	.1250	.0002	.0000	.00000	.00000	.00013	.0001	.0000
25	.1200	.0003	.0000	.00000	.00008	.00013	.0001	.0000
26	.1150	.0003	.0000	.00000	.00008	.00013	.0001	.0000
27	.1075	.0003	.0000	.00000	.00008	.00013	.0001	.0000
28	.1000	.0003	.0000	.00000	.00008	.00013	.0001	.0010
29	.0925	.0003	.0000	.00000	.00008	.00013	.0001	.0020
30	.0850	.0004	.0000	.00000	.00017	.00013	.0002	.0045
31	.0800	.0004	.0000	.00000	.00017	.00013	.0002	.0065
32	.0750	.0004	.0000	.00000	.00017	.00013	.0002	.0085
33	.0700	.0004	.0000	.00000	.00017	.00013	.0002	.0110
34	.0650	.0004	.0000	.00000	.00017	.00013	.0002	.0120
35	.0600	.0005	.0001	.00000	.00017	.00013	.0003	.0130
36	.0550	.0005	.0001	.00000	.00017	.00013	.0004	.0135
37	.0510	.0005	.0001	.00000	.00025	.00013	.0005	.0140
38	.0480	.0005	.0001	.00000	.00025	.00013	.0006	.0130
39	.0450	.0006	.0002	.00000	.00025	.00013	.0007	.0120
40	.0430	.0006	.0002	.00000	.00025	.00013	.0008	.0120
41	.0410	.0006	.0002	.00000	.00034	.00013	.0009	.0125
42	.0390	.0007	.0003	.00000	.00034	.00013	.0011	.0130
43	.0360	.0007	.0004	.00000	.00042	.00013	.0012	.0140
44	.0330	.0007	.0005	.00000	.00042	.00013	.0013	.0150
45	.0300	.0008	.0006	.00000	.00051	.00013	.0015	.0165
46	.0280	.0009	.0007	.00000	.00059	.00013	.0016	.0180
47	.0260	.0010	.0008	.00000	.00068	.00013	.0017	.0200
48	.0250	.0011	.0009	.00000	.00085	.00013	.0018	.0180
49	.0240	.0012	.0011	.00000	.00102	.00013	.0019	.0165
50	.0230	.0013	.0013	.04500	.00119	.00013	.0020	.0150
51	.0220	.0014	.0015	.02500	.00136	.00013	.0022	.0140
52	.0210	.0016	.0017	.02500	.00153	.00013	.0024	.0130
53	.0200	.0018	.0019	.02500	.00178	.00013	.0025	.0120
54	.0190	.0020	.0021	.03000	.00204	.00013	.0026	.0110
55	.0180	.0022	.0023	.06000	.00230	.00013	.0028	.0100
56	.0170	.0024	.0025	.04000	.00255	.00013	.0030	.0095
57	.0160	.0026	.0027	.04500	.00280	.00013	.0031	.0085
58	.0150	.0028	.0030	.07000	.00306	.00013	.0032	.0080
59	.0140	.0030	.0033	.09000	.00331	.00013	.0034	.0075
60	.0130	.0032	.0037	.11000	.00348	.00013	.0035	.0070
61	.0120	.0034	.0041	.25000	.00374	.00013	.0037	.0065
62	.0110	.0036	.0045	.31000	.00399	.00013	.0038	.0060
63	.0100	.0038	.0049	.12000	.00425	.00013	.0040	.0055
64	.0100	.0040	.0053	.20000	.00450	.00013	.0042	.0050
65	.0100	.0042	.0057	.29000	.00476	.00013	.0000	.0000
66	.0100	.0045	.0061	.22000	.00501	.00013	.0000	.0000
67	.0100	.0048	.0066	.22000	.00527	.00013	.0000	.0000
68	.0100	.0051	.0071	.30000	.00561	.00013	.0000	.0000
69	.0100	.0054	.0076	.40000	.00595	.00013	.0000	.0000
70	.0000	.0000	.0000	1.00000	.00000	.00000	.0000	.0000

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
GENERAL MEMBERS – FEMALES
(Current Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	.1725	.0001	.00000	.00000	.0000	.0001	.00008	.0000
21	.1650	.0001	.00000	.00000	.0000	.0001	.00008	.0000
22	.1575	.0001	.00000	.00000	.0000	.0001	.00008	.0000
23	.1475	.0001	.00000	.00000	.0000	.0001	.00008	.0000
24	.1375	.0001	.00000	.00000	.0000	.0001	.00008	.0000
25	.1325	.0001	.00008	.00000	.0001	.0001	.00008	.0000
26	.1300	.0001	.00008	.00000	.0001	.0001	.00008	.0000
27	.1250	.0002	.00008	.00000	.0001	.0001	.00008	.0040
28	.1200	.0002	.00008	.00000	.0001	.0001	.00008	.0060
29	.1150	.0002	.00008	.00000	.0001	.0001	.00008	.0080
30	.1100	.0002	.00008	.00000	.0001	.0001	.00008	.0100
31	.1050	.0002	.00008	.00000	.0001	.0001	.00008	.0120
32	.1000	.0002	.00015	.00000	.0001	.0001	.00008	.0140
33	.0950	.0002	.00015	.00000	.0001	.0001	.00008	.0160
34	.0910	.0002	.00015	.00000	.0001	.0001	.00008	.0170
35	.0870	.0003	.00022	.00000	.0001	.0001	.00016	.0180
36	.0820	.0003	.00022	.00000	.0001	.0001	.00016	.0180
37	.0760	.0003	.00022	.00000	.0001	.0001	.00024	.0180
38	.0690	.0003	.00022	.00000	.0001	.0001	.00024	.0180
39	.0620	.0003	.00022	.00000	.0001	.0001	.00032	.0180
40	.0550	.0004	.00030	.00000	.0001	.0001	.00040	.0185
41	.0500	.0004	.00038	.00000	.0001	.0001	.00048	.0190
42	.0450	.0004	.00038	.00000	.0001	.0001	.00056	.0190
43	.0400	.0004	.00052	.00000	.0001	.0001	.00064	.0190
44	.0360	.0004	.00060	.00000	.0001	.0001	.00064	.0190
45	.0320	.0005	.00068	.00000	.0002	.0001	.00072	.0190
46	.0300	.0005	.00075	.00000	.0002	.0001	.00072	.0190
47	.0290	.0005	.00075	.00000	.0002	.0001	.00080	.0185
48	.0280	.0006	.00082	.00000	.0003	.0001	.00088	.0185
49	.0270	.0006	.00090	.00000	.0003	.0001	.00096	.0180
50	.0260	.0006	.00097	.02000	.0004	.0001	.00096	.0175
51	.0250	.0006	.00105	.01200	.0005	.0001	.00104	.0165
52	.0240	.0007	.00112	.01200	.0006	.0001	.00112	.0150
53	.0230	.0008	.00112	.01300	.0007	.0001	.00120	.0130
54	.0220	.0009	.00120	.01300	.0008	.0001	.00128	.0100
55	.0210	.0010	.00127	.05000	.0009	.0001	.00136	.0080
56	.0200	.0011	.00135	.03000	.0010	.0001	.00144	.0060
57	.0190	.0012	.00142	.02500	.0011	.0001	.00144	.0050
58	.0180	.0014	.00157	.03500	.0012	.0001	.00152	.0040
59	.0170	.0016	.00172	.04000	.0013	.0001	.00160	.0040
60	.0165	.0018	.00187	.06000	.0014	.0001	.00168	.0040
61	.0155	.0020	.00203	.10000	.0015	.0001	.00176	.0040
62	.0150	.0022	.00225	.20000	.0016	.0001	.00184	.0040
63	.0150	.0024	.00247	.15000	.0017	.0001	.00192	.0040
64	.0150	.0026	.00270	.15000	.0018	.0001	.00200	.0040
65	.0150	.0028	.00000	.30000	.0020	.0001	.00000	.0000
66	.0150	.0030	.00000	.25000	.0022	.0001	.00000	.0000
67	.0150	.0033	.00000	.25000	.0024	.0001	.00000	.0000
68	.0150	.0036	.00000	.30000	.0026	.0001	.00000	.0000
69	.0150	.0039	.00000	.50000	.0028	.0001	.00000	.0000
70	.0000	.0000	.00000	1.00000	.0000	.0000	.00000	.0000

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
SAFETY AND PROBATION MEMBERS
(Current Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	.0700	.0001	.00000	.00000	.00000	.0001	.00015	.0000
21	.0670	.0001	.00000	.00000	.00000	.0001	.00015	.0020
22	.0640	.0001	.00000	.00000	.00000	.0001	.00015	.0045
23	.0610	.0001	.00000	.00000	.00000	.0001	.00015	.0070
24	.0580	.0001	.00000	.00000	.00000	.0001	.00020	.0095
25	.0550	.0002	.00007	.00000	.00008	.0002	.00030	.0120
26	.0520	.0002	.00007	.00000	.00008	.0002	.00040	.0145
27	.0490	.0002	.00007	.00000	.00008	.0002	.00055	.0165
28	.0450	.0002	.00007	.00000	.00008	.0002	.00070	.0185
29	.0410	.0002	.00007	.00000	.00008	.0002	.00085	.0180
30	.0380	.0002	.00007	.00000	.00008	.0002	.00105	.0175
31	.0350	.0002	.00014	.00000	.00008	.0002	.00125	.0165
32	.0320	.0002	.00021	.00000	.00015	.0002	.00145	.0150
33	.0290	.0002	.00035	.00000	.00015	.0002	.00170	.0130
34	.0270	.0002	.00049	.00000	.00015	.0002	.00195	.0105
35	.0250	.0002	.00063	.00000	.00015	.0002	.00225	.0095
36	.0230	.0002	.00077	.00000	.00022	.0002	.00260	.0090
37	.0210	.0002	.00091	.00000	.00030	.0002	.00295	.0085
38	.0190	.0002	.00105	.00000	.00030	.0002	.00330	.0080
39	.0170	.0002	.00119	.00000	.00038	.0002	.00365	.0075
40	.0150	.0003	.00133	.00000	.00045	.0003	.00400	.0070
41	.0130	.0003	.00147	.00000	.00045	.0003	.00435	.0065
42	.0110	.0003	.00161	.00000	.00045	.0003	.00475	.0060
43	.0090	.0003	.00168	.00000	.00052	.0003	.00515	.0050
44	.0070	.0003	.00168	.00000	.00052	.0003	.00555	.0040
45	.0060	.0004	.00175	.00600	.00060	.0004	.00600	.0035
46	.0050	.0004	.00175	.00800	.00068	.0005	.00645	.0030
47	.0045	.0004	.00182	.01000	.00068	.0006	.00690	.0025
48	.0040	.0005	.00182	.01000	.00075	.0007	.00735	.0020
49	.0040	.0005	.00189	.01000	.00075	.0008	.00780	.0015
50	.0040	.0006	.00189	.05000	.00082	.0009	.00825	.0010
51	.0040	.0007	.00196	.04000	.00090	.0010	.00875	.0008
52	.0040	.0008	.00196	.04000	.00097	.0011	.00925	.0007
53	.0040	.0009	.00203	.03500	.00105	.0012	.00975	.0006
54	.0040	.0010	.00210	.03500	.00112	.0013	.01025	.0005
55	.0000	.0011	.00000	.01000	.00120	.0014	.00000	.0000
56	.0000	.0012	.00000	.07500	.00127	.0015	.00000	.0000
57	.0000	.0013	.00000	.07500	.00135	.0016	.00000	.0000
58	.0000	.0014	.00000	.15000	.00142	.0018	.00000	.0000
59	.0000	.0015	.00000	.40000	.00150	.0020	.00000	.0000
60	.0000	.0000	.00000	1.00000	.00000	.0000	.00000	.0000

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
GENERAL MEMBERS – MALES
(Recommended Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	0.16500	0.00015	0.00000	0.00000	0.00000	0.00013	0.00010	0.00000
21	0.15500	0.00015	0.00000	0.00000	0.00000	0.00013	0.00010	0.00000
22	0.14500	0.00015	0.00000	0.00000	0.00000	0.00013	0.00010	0.00000
23	0.13500	0.00015	0.00000	0.00000	0.00000	0.00013	0.00010	0.00000
24	0.12500	0.00015	0.00000	0.00000	0.00000	0.00013	0.00010	0.00000
25	0.12000	0.00023	0.00000	0.00000	0.00008	0.00013	0.00010	0.00000
26	0.11500	0.00023	0.00000	0.00000	0.00008	0.00013	0.00010	0.00000
27	0.10750	0.00023	0.00000	0.00000	0.00008	0.00013	0.00010	0.00000
28	0.10000	0.00023	0.00000	0.00000	0.00008	0.00013	0.00010	0.00100
29	0.09250	0.00023	0.00000	0.00000	0.00008	0.00013	0.00010	0.00200
30	0.08500	0.00030	0.00000	0.00000	0.00017	0.00013	0.00020	0.00450
31	0.08000	0.00030	0.00000	0.00000	0.00017	0.00013	0.00020	0.00650
32	0.07500	0.00030	0.00000	0.00000	0.00017	0.00013	0.00020	0.00850
33	0.07000	0.00030	0.00000	0.00000	0.00017	0.00013	0.00020	0.01100
34	0.06500	0.00030	0.00000	0.00000	0.00017	0.00013	0.00020	0.01200
35	0.06000	0.00038	0.00014	0.00000	0.00017	0.00013	0.00030	0.01300
36	0.05500	0.00038	0.00014	0.00000	0.00017	0.00013	0.00040	0.01350
37	0.05100	0.00038	0.00014	0.00000	0.00025	0.00013	0.00050	0.01400
38	0.04800	0.00038	0.00014	0.00000	0.00025	0.00013	0.00060	0.01300
39	0.04500	0.00045	0.00028	0.00000	0.00025	0.00013	0.00070	0.01200
40	0.04300	0.00045	0.00028	0.00000	0.00025	0.00013	0.00080	0.01200
41	0.04100	0.00045	0.00028	0.00000	0.00034	0.00013	0.00090	0.01250
42	0.03900	0.00052	0.00042	0.00000	0.00034	0.00013	0.00110	0.01300
43	0.03600	0.00052	0.00056	0.00000	0.00042	0.00013	0.00120	0.01400
44	0.03300	0.00052	0.00070	0.00000	0.00042	0.00013	0.00130	0.01500
45	0.03000	0.00060	0.00084	0.00000	0.00051	0.00013	0.00150	0.01650
46	0.02800	0.00068	0.00098	0.00000	0.00059	0.00013	0.00160	0.01800
47	0.02600	0.00075	0.00112	0.00000	0.00068	0.00013	0.00170	0.02000
48	0.02500	0.00082	0.00126	0.00000	0.00085	0.00013	0.00180	0.01800
49	0.02400	0.00090	0.00154	0.00000	0.00102	0.00013	0.00190	0.01650
50	0.02300	0.00097	0.00182	0.04500	0.00119	0.00013	0.00200	0.01500
51	0.02200	0.00105	0.00210	0.02500	0.00136	0.00013	0.00220	0.01400
52	0.02100	0.00120	0.00238	0.02500	0.00153	0.00013	0.00240	0.01300
53	0.02000	0.00135	0.00266	0.02500	0.00178	0.00013	0.00250	0.01200
54	0.01900	0.00150	0.00294	0.03000	0.00204	0.00013	0.00260	0.01100
55	0.01800	0.00165	0.00322	0.06000	0.00230	0.00013	0.00280	0.01000
56	0.01700	0.00180	0.00350	0.04000	0.00255	0.00013	0.00300	0.00950
57	0.01600	0.00195	0.00378	0.04500	0.00280	0.00013	0.00310	0.00850
58	0.01500	0.00210	0.00420	0.07000	0.00306	0.00013	0.00320	0.00800
59	0.01400	0.00225	0.00462	0.09000	0.00331	0.00013	0.00340	0.00750
60	0.01300	0.00240	0.00518	0.11000	0.00348	0.00013	0.00350	0.00700
61	0.01200	0.00255	0.00574	0.25000	0.00374	0.00013	0.00370	0.00650
62	0.01100	0.00270	0.00630	0.31000	0.00399	0.00013	0.00380	0.00600
63	0.01000	0.00285	0.00686	0.12000	0.00425	0.00013	0.00400	0.00550
64	0.01000	0.00300	0.00742	0.20000	0.00450	0.00013	0.00420	0.00500
65	0.01000	0.00315	0.00798	0.29000	0.00476	0.00013	0.00000	0.00000
66	0.01000	0.00337	0.00854	0.22000	0.00501	0.00013	0.00000	0.00000
67	0.01000	0.00360	0.00924	0.22000	0.00527	0.00013	0.00000	0.00000
68	0.01000	0.00383	0.00994	0.30000	0.00561	0.00013	0.00000	0.00000
69	0.01000	0.00405	0.01064	0.40000	0.00595	0.00013	0.00000	0.00000
70	0.00000	0.00000	0.00000	1.00000	0.00000	0.00000	0.00000	0.00000

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
GENERAL MEMBERS – FEMALES
(Recommended Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	0.17250	0.00010	0.00000	0.00000	0.00000	0.00010	0.00008	0.00000
21	0.16500	0.00010	0.00000	0.00000	0.00000	0.00010	0.00008	0.00000
22	0.15750	0.00010	0.00000	0.00000	0.00000	0.00010	0.00008	0.00000
23	0.14750	0.00010	0.00000	0.00000	0.00000	0.00010	0.00008	0.00000
24	0.13750	0.00010	0.00000	0.00000	0.00000	0.00010	0.00008	0.00000
25	0.13250	0.00010	0.00012	0.00000	0.00010	0.00010	0.00008	0.00000
26	0.13000	0.00010	0.00012	0.00000	0.00010	0.00010	0.00008	0.00000
27	0.12500	0.00020	0.00012	0.00000	0.00010	0.00010	0.00008	0.00400
28	0.12000	0.00020	0.00012	0.00000	0.00010	0.00010	0.00008	0.00600
29	0.11500	0.00020	0.00012	0.00000	0.00010	0.00010	0.00008	0.00800
30	0.11000	0.00020	0.00012	0.00000	0.00010	0.00010	0.00008	0.01000
31	0.10500	0.00020	0.00012	0.00000	0.00010	0.00010	0.00008	0.01200
32	0.10000	0.00020	0.00023	0.00000	0.00010	0.00010	0.00008	0.01400
33	0.09500	0.00020	0.00023	0.00000	0.00010	0.00010	0.00008	0.01600
34	0.09100	0.00020	0.00023	0.00000	0.00010	0.00010	0.00008	0.01700
35	0.08700	0.00030	0.00033	0.00000	0.00010	0.00010	0.00016	0.01800
36	0.08200	0.00030	0.00033	0.00000	0.00010	0.00010	0.00016	0.01800
37	0.07600	0.00030	0.00033	0.00000	0.00010	0.00010	0.00024	0.01800
38	0.06900	0.00030	0.00033	0.00000	0.00010	0.00010	0.00024	0.01800
39	0.06200	0.00030	0.00033	0.00000	0.00010	0.00010	0.00032	0.01800
40	0.05500	0.00040	0.00045	0.00000	0.00010	0.00010	0.00040	0.01850
41	0.05000	0.00040	0.00057	0.00000	0.00010	0.00010	0.00048	0.01900
42	0.04500	0.00040	0.00057	0.00000	0.00010	0.00010	0.00056	0.01900
43	0.04000	0.00040	0.00078	0.00000	0.00010	0.00010	0.00064	0.01900
44	0.03600	0.00040	0.00090	0.00000	0.00010	0.00010	0.00064	0.01900
45	0.03200	0.00050	0.00102	0.00000	0.00020	0.00010	0.00072	0.01900
46	0.03000	0.00050	0.00112	0.00000	0.00020	0.00010	0.00072	0.01900
47	0.02900	0.00050	0.00112	0.00000	0.00020	0.00010	0.00080	0.01850
48	0.02800	0.00060	0.00123	0.00000	0.00030	0.00010	0.00088	0.01850
49	0.02700	0.00060	0.00135	0.00000	0.00030	0.00010	0.00096	0.01800
50	0.02600	0.00060	0.00146	0.02000	0.00040	0.00010	0.00096	0.01750
51	0.02500	0.00060	0.00157	0.01200	0.00050	0.00010	0.00104	0.01650
52	0.02400	0.00070	0.00168	0.01200	0.00060	0.00010	0.00112	0.01500
53	0.02300	0.00080	0.00168	0.01300	0.00070	0.00010	0.00120	0.01300
54	0.02200	0.00090	0.00180	0.01300	0.00080	0.00010	0.00128	0.01000
55	0.02100	0.00100	0.00191	0.05000	0.00090	0.00010	0.00136	0.00800
56	0.02000	0.00110	0.00203	0.03000	0.00100	0.00010	0.00144	0.00600
57	0.01900	0.00120	0.00213	0.02500	0.00110	0.00010	0.00144	0.00500
58	0.01800	0.00140	0.00236	0.03500	0.00120	0.00010	0.00152	0.00400
59	0.01700	0.00160	0.00258	0.04000	0.00130	0.00010	0.00160	0.00400
60	0.01650	0.00180	0.00281	0.06000	0.00140	0.00010	0.00168	0.00400
61	0.01550	0.00200	0.00305	0.10000	0.00150	0.00010	0.00176	0.00400
62	0.01500	0.00220	0.00337	0.20000	0.00160	0.00010	0.00184	0.00400
63	0.01500	0.00240	0.00371	0.15000	0.00170	0.00010	0.00192	0.00400
64	0.01500	0.00260	0.00405	0.15000	0.00180	0.00010	0.00200	0.00400
65	0.01500	0.00280	0.00000	0.30000	0.00200	0.00010	0.00000	0.00000
66	0.01500	0.00300	0.00000	0.25000	0.00220	0.00010	0.00000	0.00000
67	0.01500	0.00330	0.00000	0.25000	0.00240	0.00010	0.00000	0.00000
68	0.01500	0.00360	0.00000	0.30000	0.00260	0.00010	0.00000	0.00000
69	0.01500	0.00390	0.00000	0.50000	0.00280	0.00010	0.00000	0.00000
70	0.00000	0.00000	0.00000	1.00000	0.00000	0.00000	0.00000	0.00000

SCHEDULE 6
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE
SAFETY AND PROBATION MEMBERS
(Recommended Assumptions)

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	0.07000	0.00010	0.00000	0.00000	0.00000	0.00006	0.00014	0.00000
21	0.06700	0.00010	0.00000	0.00000	0.00000	0.00006	0.00014	0.00200
22	0.06400	0.00010	0.00000	0.00000	0.00000	0.00006	0.00014	0.00450
23	0.06100	0.00010	0.00000	0.00000	0.00000	0.00006	0.00014	0.00700
24	0.05800	0.00010	0.00000	0.00000	0.00000	0.00006	0.00018	0.00950
25	0.05500	0.00020	0.00004	0.00000	0.00008	0.00013	0.00027	0.01200
26	0.05200	0.00020	0.00004	0.00000	0.00008	0.00013	0.00036	0.01450
27	0.04900	0.00020	0.00004	0.00000	0.00008	0.00013	0.00049	0.01650
28	0.04500	0.00020	0.00004	0.00000	0.00008	0.00013	0.00063	0.01850
29	0.04100	0.00020	0.00004	0.00000	0.00008	0.00013	0.00077	0.01800
30	0.03800	0.00020	0.00004	0.00000	0.00008	0.00013	0.00094	0.01750
31	0.03500	0.00020	0.00007	0.00000	0.00008	0.00013	0.00112	0.01650
32	0.03200	0.00020	0.00010	0.00000	0.00015	0.00013	0.00130	0.01500
33	0.02900	0.00020	0.00017	0.00000	0.00015	0.00013	0.00153	0.01300
34	0.02700	0.00020	0.00025	0.00000	0.00015	0.00013	0.00175	0.01050
35	0.02500	0.00020	0.00032	0.00000	0.00015	0.00013	0.00202	0.00950
36	0.02300	0.00020	0.00038	0.00000	0.00022	0.00013	0.00234	0.00900
37	0.02100	0.00020	0.00046	0.00000	0.00030	0.00013	0.00265	0.00850
38	0.01900	0.00020	0.00052	0.00000	0.00030	0.00013	0.00297	0.00800
39	0.01700	0.00020	0.00059	0.00000	0.00038	0.00013	0.00329	0.00750
40	0.01500	0.00030	0.00066	0.00000	0.00045	0.00020	0.00360	0.00700
41	0.01300	0.00030	0.00074	0.00000	0.00045	0.00020	0.00391	0.00650
42	0.01100	0.00030	0.00081	0.00000	0.00045	0.00020	0.00427	0.00600
43	0.00900	0.00030	0.00084	0.00000	0.00052	0.00020	0.00464	0.00500
44	0.00700	0.00030	0.00084	0.00000	0.00052	0.00020	0.00499	0.00400
45	0.00600	0.00040	0.00088	0.00600	0.00060	0.00026	0.00540	0.00350
46	0.00500	0.00040	0.00088	0.00800	0.00068	0.00033	0.00581	0.00300
47	0.00450	0.00040	0.00091	0.01000	0.00068	0.00039	0.00621	0.00250
48	0.00400	0.00050	0.00091	0.01000	0.00075	0.00045	0.00661	0.00200
49	0.00400	0.00050	0.00094	0.01000	0.00075	0.00052	0.00702	0.00150
50	0.00400	0.00060	0.00094	0.05000	0.00082	0.00058	0.00742	0.00100
51	0.00400	0.00070	0.00098	0.04000	0.00090	0.00065	0.00788	0.00080
52	0.00400	0.00080	0.00098	0.04000	0.00097	0.00071	0.00833	0.00070
53	0.00400	0.00090	0.00102	0.03500	0.00105	0.00078	0.00877	0.00060
54	0.00400	0.00100	0.00105	0.03500	0.00112	0.00084	0.00922	0.00050
55	0.00000	0.00110	0.00000	0.10000	0.00120	0.00091	0.00000	0.00000
56	0.00000	0.00120	0.00000	0.07500	0.00127	0.00097	0.00000	0.00000
57	0.00000	0.00130	0.00000	0.07500	0.00135	0.00104	0.00000	0.00000
58	0.00000	0.00140	0.00000	0.15000	0.00142	0.00117	0.00000	0.00000
59	0.00000	0.00150	0.00000	0.40000	0.00150	0.00130	0.00000	0.00000
60	0.00000	0.00000	0.00000	1.00000	0.00000	0.00000	0.00000	0.00000

SCHEDULE 7

YEARS OF LIFE EXPECTANCY AFTER SERVICE RETIREMENT
(Current Assumptions)

Age	GENERAL		SAFETY	Age	GENERAL		SAFETY
	Male	Female			Male	Female	
50	28.30	33.97	28.30	81	6.81	9.09	6.81
51	27.42	33.03	27.42	82	6.43	8.57	6.43
52	26.55	32.10	26.55	83	6.07	8.07	6.07
53	25.68	31.16	25.68	84	5.73	7.58	5.73
54	24.83	30.24	24.83	85	5.41	7.11	5.41
55	23.98	29.31	23.98	86	5.10	6.66	5.10
56	23.13	28.39	23.13	87	4.82	6.23	4.82
57	22.29	27.48	22.29	88	4.54	5.81	4.54
58	21.46	26.57	21.46	89	4.28	5.41	4.28
59	20.64	25.67	20.64	90	4.04	5.02	4.04
60	19.83	24.78	19.83	91	3.80	4.66	3.80
61	19.02	23.89	19.02	92	3.58	4.31	3.58
62	18.23	23.02	18.23	93	3.37	3.98	3.37
63	17.45	22.15	17.45	94	3.16	3.67	3.16
64	16.69	21.29	16.69	95	2.98	3.37	2.98
65	15.95	20.43	15.95	96	2.80	3.10	2.80
66	15.23	19.59	15.23	97	2.62	2.84	2.62
67	14.52	18.76	14.52	98	2.45	2.60	2.45
68	13.84	17.94	13.84	99	2.28	2.36	2.28
69	13.18	17.13	13.18	100	2.11	2.14	2.11
70	12.54	16.34	12.54	101	1.95	1.94	1.95
71	11.92	15.57	11.92	102	1.78	1.74	1.78
72	11.31	14.81	11.31	103	1.61	1.55	1.61
73	10.72	14.08	10.72	104	1.43	1.37	1.43
74	10.15	13.38	10.15	105	1.26	1.19	1.26
75	9.60	12.69	9.60	106	1.09	1.03	1.09
76	9.08	12.03	9.08	107	.92	.87	.92
77	8.57	11.40	8.57	108	.74	.71	.74
78	8.10	10.79	8.10	109	.50	.50	.50
79	7.64	10.20	7.64	110	--	--	--
80	7.21	9.63	7.21				

1983 GA (x+1, y+1) for General Members

1983 GA (x+1) for Safety Members

SCHEDULE 7

YEARS OF LIFE EXPECTANCY AFTER SERVICE RETIREMENT

(Recommended Assumptions)

Age	GENERAL		SAFETY	Age	GENERAL		SAFETY
	Male	Female			Male	Female	
50	29.18	33.97	28.30	81	7.21	9.09	6.81
51	28.30	33.03	27.42	82	6.81	8.57	6.43
52	27.42	32.10	26.55	83	6.43	8.07	6.07
53	26.55	31.16	25.68	84	6.07	7.58	5.73
54	25.68	30.24	24.83	85	5.73	7.11	5.41
55	24.83	29.31	23.98	86	5.41	6.66	5.10
56	23.98	28.39	23.13	87	5.10	6.23	4.82
57	23.13	27.48	22.29	88	4.82	5.81	4.54
58	22.29	26.57	21.46	89	4.54	5.41	4.28
59	21.46	25.67	20.64	90	4.28	5.02	4.04
60	20.64	24.78	19.83	91	4.04	4.66	3.80
61	19.83	23.89	19.02	92	3.80	4.31	3.58
62	19.02	23.02	18.23	93	3.58	3.98	3.37
63	18.23	22.15	17.45	94	3.37	3.67	3.16
64	17.45	21.29	16.69	95	3.16	3.37	2.98
65	16.69	20.43	15.95	96	2.98	3.10	2.80
66	15.95	19.59	15.23	97	2.80	2.84	2.62
67	15.23	18.76	14.52	98	2.62	2.60	2.45
68	14.52	17.94	13.84	99	2.45	2.36	2.28
69	13.84	17.13	13.18	100	2.28	2.14	2.11
70	13.18	16.34	12.54	101	2.11	1.94	1.95
71	12.54	15.57	11.92	102	1.95	1.74	1.78
72	11.92	14.81	11.31	103	1.78	1.55	1.61
73	11.31	14.08	10.72	104	1.61	1.37	1.43
74	10.72	13.38	10.15	105	1.43	1.19	1.26
75	10.15	12.69	9.60	106	1.26	1.03	1.09
76	9.60	12.03	9.08	107	1.09	.87	.92
77	9.08	11.40	8.57	108	.92	.71	.74
78	8.57	10.79	8.10	109	.74	.50	.50
79	8.10	10.20	7.64	110	.50	--	--
80	7.64	9.63	7.21				

1983 GA (x, y+1) for General Members

1983 GA (x+1) for Safety Members

SCHEDULE 7

YEARS OF LIFE EXPECTANCY AFTER DISABILITY RETIREMENT

GENERAL MEMBERS					
Age	Years of Life Expectancy	Age	Years of Life Expectancy	Age	Years of Life Expectancy
20	38.73	51	20.59	82	6.27
21	37.98	52	20.11	83	5.94
22	37.26	53	19.63	84	5.63
23	36.56	54	19.16	85	5.34
24	35.87	55	18.68	86	5.06
25	35.19	56	18.22	87	4.80
26	34.53	57	17.75	88	4.55
27	33.87	58	17.29	89	4.31
28	33.23	59	16.83	90	4.09
29	32.60	60	16.37	91	3.87
30	31.98	61	15.91	92	3.66
31	31.37	62	15.45	93	3.46
32	30.76	63	14.99	94	3.26
33	30.17	64	14.53	95	3.07
34	29.58	65	14.07	96	2.89
35	29.00	66	13.60	97	2.71
36	28.43	67	13.13	98	2.54
37	27.87	68	12.66	99	2.37
38	27.31	69	12.18	100	2.20
39	26.76	70	11.70	101	2.04
40	26.21	71	11.21	102	1.88
41	25.67	72	10.72	103	1.72
42	25.14	73	10.22	104	1.55
43	24.61	74	9.73	105	1.38
44	24.09	75	9.24	106	1.21
45	23.57	76	8.76	107	1.04
46	23.06	77	8.28	108	.88
47	22.56	78	7.83	109	.72
48	22.06	79	7.41	110	.50
49	21.57	80	7.00		
50	21.08	81	6.63		

1981 Disability (General)

SCHEDULE 7

YEARS OF LIFE EXPECTANCY AFTER DISABILITY RETIREMENT

SAFETY AND PROBATION MEMBERS					
Age	Years of Life Expectancy	Age	Years of Life Expectancy	Age	Years of Life Expectancy
20	49.29	51	22.80	81	6.63
21	48.39	52	22.03	82	6.27
22	47.48	53	21.26	83	5.94
23	46.58	54	20.50	84	5.63
24	45.68	55	19.77	85	5.34
25	44.79	56	19.06	86	5.06
26	43.89	57	18.40	87	4.80
27	43.01	58	17.78	88	4.55
28	42.12	59	17.20	89	4.31
29	41.24	60	16.64	90	4.09
30	40.36	61	16.11	91	3.87
31	39.48	62	15.59	92	3.66
32	38.61	63	15.08	93	3.46
33	37.74	64	14.58	94	3.26
34	36.88	65	14.09	95	3.07
35	36.02	66	13.61	96	2.89
36	35.16	67	13.13	97	2.71
37	34.31	68	12.66	98	2.54
38	33.46	69	12.18	99	2.37
39	32.61	70	11.70	100	2.20
40	31.77	71	11.21	101	2.04
41	30.93	72	10.72	102	1.88
42	30.09	73	10.22	103	1.72
43	29.26	74	9.73	104	1.55
44	28.43	75	9.24	105	1.38
45	27.61	76	8.75	106	1.21
46	26.80	77	8.28	107	1.04
47	25.99	78	7.83	108	.88
48	25.18	79	7.41	109	.72
49	24.38	80	7.00	110	.50
50	23.59				

1981 Disability (Safety)

SCHEDULE 8

GLOSSARY OF TERMS

Following is a glossary of some of the commonly used actuarial terms.

<i>Actuarial Accrued Liability</i>	The portion, as determined by a particular cost method, of the total present value of benefits that is attributable to past service credit
<i>Actuarial Gain (Loss)</i>	A measure of the difference between actual and expected experience based upon a set of actuarial assumptions. Examples include higher than expected salary increases (loss) and a higher return on fund assets than anticipated (gain).
<i>Actuarial Present Value</i>	Also referred to as the present value of benefits. It is the value, as of a specified date, of an amount payable in the future, where the amount has been adjusted to reflect both the time value of money and the probability that the payment is actually made.
<i>Amortization or UAAL Payment</i>	That portion of the pension plan contribution which is designed to pay off (amortize) the unfunded actuarial accrued liability in a systematic fashion. Equivalently, it is a series of periodic payments required to pay off a debt.
<i>Annual Amount</i>	Estimated contributions due for the year in order to ensure the orderly funding of the pension plan (equal to the contribution rate multiplied by the annual payroll). The annual amount is comprised of normal cost and UAAL payments.

Entry Age Actuarial Cost Method

This method assumes that the annual costs are the level premiums needed from entry age until retirement age to fund the ultimate retirement benefit. These premiums are expressed as a percentage of salary. The portion of this actuarial present value allocated to a valuation year is called the normal cost.

Final Average Salary

The average amount of compensation earned over a specified number of consecutive months preceding retirement during which compensation was highest.

Funding Policy

The policy for the amounts and timing of contributions to be made by the employer, members, and any other sources to provide the benefits promised by the pension plan.

Noneconomic Actuarial Assumptions

Probabilities that members will separate from active service for causes such as retirement, disability, death and withdrawal, as well as rates of post-retirement mortality. The probabilities reflect the experience of the System membership.

Normal Cost

The ongoing annual cost allocated to the system by a particular actuarial cost method for providing benefits (future cost). Normal cost payments are made during the working lifetime of the member.

*Projected Unit Credit Method
Actuarial Cost Method*

This method assumes that the benefit for a new employee is zero. Each year that an employee works a portion of the ultimate retirement benefit is accrued, based on a service ratio. These actuarial accrued liability under this method is the present value of the benefit earned to date

Unfunded Actuarial Accrued Liability

The excess of the actuarial accrued liability over the actuarial value of assets.

Vested Benefit

The benefit an employee is entitled to even if the employee separates from active service prior to normal retirement age.

SCHEDULE 9

**RATIO OF CURRENT COMPENSATION
TO COMPENSATION ANTICIPATED AT RETIREMENT**
(Current Assumptions)

Age	General Members	Safety Members	Age	General Members	Safety Members
20	0.043	0.093	46	0.292	0.462
21	0.047	0.098	47	0.310	0.492
22	0.052	0.105	48	0.328	0.524
23	0.057	0.111	49	0.347	0.558
24	0.062	0.118	50	0.368	0.593
25	0.068	0.125	51	0.388	0.630
26	0.074	0.133	52	0.410	0.668
27	0.081	0.142	53	0.433	0.709
28	0.088	0.151	54	0.456	0.750
29	0.095	0.161	55	0.482	0.793
30	0.103	0.171	56	0.508	0.831
31	0.111	0.182	57	0.534	0.870
32	0.119	0.194	58	0.562	0.911
33	0.128	0.207	59	0.591	0.955
34	0.137	0.220	60	0.622	1.000
35	0.147	0.234	61	0.653	
36	0.157	0.249	62	0.686	
37	0.168	0.264	63	0.720	
38	0.179	0.281	64	0.756	
39	0.191	0.299	65	0.793	
40	0.204	0.318	66	0.831	
41	0.217	0.338	67	0.870	
42	0.230	0.360	68	0.911	
43	0.245	0.383	69	0.955	
44	0.260	0.407	70	1.000	
45	0.276	0.434			

Note: Salary scale assumption reflects 4.75% for inflation and graded merit and longevity.

SCHEDULE 10

ASSET STATEMENT

SANTA BARBARA EMPLOYEES' RETIREMENT SYSTEM BALANCE SHEET 12/31/97

CASH	61,231,731.81
RECEIVABLES	
CONTRIBUTIONS	
INVESTMENT	6,368,772.80
TRADE	2,485,318.68
INVESTMENTS AT COST	
CORPORATE BONDS (MARKET VALUE 189,012,296)	184,255,927.21
GOVERNMENT BONDS (MARKET VALUE 142,296,814)	136,635,717.34
REAL ESTATE (MARKET VALUE 166,714)	166,714.10
EQUITY SECURITIES (MARKET VALUE 577,276,614)	409,303,829.47
	<u>800,448,011.41</u>
ACCOUNTS PAYABLE	39,943.89
BENEFIT PAYABLE	36,620.88
TRADES PAYABLE	10,226,470.91
DEFERRED REVENUE ACCT	11,171,631.43
TOTAL LIABILITIES	21,473,667.11
FUND EQUITY	
MEMBER DEPOSIT RESERVES	
GENERAL	
NORMAL	49,989,760.82
COL	3,944,486.88
SAFETY	
NORMAL	23,302,244.37
COL	1,720,878.63
APCD	
NORMAL	427,328.26
INACTIVE	9,714.29
MEMBERS SUPPLEMENTAL RESERVE	1,359,657.73
TOTAL MEMBER	80,754,070.98
COUNTY & DISTRICT ADVANCE RESERVES	
GENERAL	
CURRENT SERVICE	52,017,445.24
COL	70,451,685.37
SUPPLEMENTAL CURRENT SERVICE	6,448,764.23
SUPPLEMENTAL COL	120,998.99
NON-CONTRIBUTORY	5,404,359.20
NON-CONTRIBUTORY COL	1,038,415.08
DEATH BENEFITS	730,304.00
SAFETY	
CURRENT SERVICE	73,696,882.33
COL	44,471,174.88
SUPPLEMENTAL CURRENT SERVICE	17,572,638.93
SUPPLEMENTAL COL	640,185.26
DEATH BENEFITS	743,494.29
APCD CURRENT SERVICE	3,181,177.45
APCD COL	1,114,576.78
EMPLOYER SUP RESERVE	13,856.48
SICK LEAVE RESERVE	3,028,480.00
HEALTH COVERAGE RESERVE	36,784,399.76
EMPLOYER SUPPLEMENTAL RESERVE	4,864,042.03
TOTAL EMPLOYER	321,122,680.30
RETIRED MEMBER RESERVES	
GENERAL	
ANNUITY	29,626,208.06
PENSION	103,945,260.40
COL	28,786,682.90
PRIOR BENEFIT	338,005.11
SAFETY	
ANNUITY	12,461,187.76
PENSION	66,162,524.02
COL	19,176,797.63
PRIOR BENEFIT	124,436.26
SPECIAL ALLOWANCE	19,366,664.23
SUPPLEMENTAL HEALTH COVERAGE RESERVE	25,323,888.47
SPOUSAL CONTINUANCE	865,260.00
BURIAL ALLOWANCE	247,472.19
UNDESIGNATED	4,382,976.77
TOTAL RETIRED	302,696,371.79
DESIGNATED	
INVESTMENT CONTINGENCY	16,008,960.23
INTEREST APPORTIONMENT RESERVE	27,000,000.00
UNDESIGNATED EARNINGS	31,392,361.00
TOTAL FUND EQUITY	<u>74,401,321.23</u>
TOTAL LIABILITIES & FUND EQUITY	<u>800,448,011.41</u>
UNAUDITED	0.00