

Mendocino County Employees' Retirement Association

**Report on the
Actuarial Valuation
as of June 30, 2008**



1801 Century Park East, Suite 500
Los Angeles, CA 90067

June 23, 2009

REVISED

Board of Retirement
Mendocino County
Employees' Retirement Association
625 B, Kings Court
Ukiah, CA 95482

We are pleased to present our report on the actuarial valuation of the Mendocino County Employees' Retirement Association as of June 30, 2008. The actuarial valuation is based on audited financial information and member data provided by the Retirement Association and summarized in this report.

All costs, liabilities and other factors used for the valuation were determined in accordance with generally accepted actuarial principles and procedures, using an actuarial cost method that we believe is reasonable. This report fully and fairly discloses the actuarial position of the Association.

In our opinion, the actuarial assumptions used are reasonable, taking into account the experience of the Association and reasonable expectations, and represent our best estimate of the anticipated experience under the Association. A summary of the actuarial assumptions and methods used in this actuarial valuation is shown in Section VI.

We are members of the American Academy of Actuaries and I meet the Academy's qualification standards to issue the statement of actuarial opinion.

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 have been commissioned by the Retirement Board to perform an actuarial valuation of the retirement system as of June 30, 2008, using the statistical information available for the active, inactive and retired membership, and the financial statements as of June 30, 2008.

The results presented herein are based upon the unaudited data supplied by the Retirement Office and the benefits for General Tier 1, Tier 2, and Tier 3, and Safety Tier 1 and Tier 2 members under Sections 31676.11, 31676.1 and 31664, of the County Employees Retirement Law of 1937.

In 2002, all the Memoranda of Understanding between the County and the bargaining units were ratified. As a result, the valuation includes the additional cost for the following benefits:

| Bargaining Unit | New Benefit | Effective Date | Past / Future Service |
|------------------------|-------------|----------------|-------------------------|
| Management Association | 31676.12 | January 2002 | Future service only |
| Department Heads | 31676.12 | January 2002 | Future service only |
| Confidential | 31676.12 | January 2002 | Future service only |
| SEIU | 31676.12 | October 2003 | Future service only |
| Probation Department | 31664 | October 2003 | Past and future service |
| Safety Members | 31664.2 | July 2005 | Past and future service |

In addition, effective January 2003, the contribution rates reflect the agreement that there will be no sharing of Cost of Living (COL) costs by general and safety members.

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 Association membership increased in 2008 to 2,783 from 2,709 in 2007. Active membership increased by 1.1% and total covered payroll increased by 7.6%. The number of retired members increased by 6.1%, and the retired members' pension benefits increased by 9.2%.

Section III - Summary Of Actuarial Assumptions

A triennial experience study was conducted coincident with the June 30, 2008 valuation. At that time, we analyzed the data for the previous three years regarding service retirements, deaths, disabilities and terminations of employment and compared the number of actual terminations to the incidence expected using the then current actuarial assumptions. Where the results differed materially, we modified the assumptions. We will continue to use these

revised actuarial assumptions until the next experience analysis, which is due to be performed at the time of the June 30, 2011 actuarial study.

As part of that study, we reviewed the investment return and salary increase assumptions. No changes to these assumptions were made at that time.

A summary of the actuarial assumptions used in this year's valuation is presented in Schedule 1 of the Appendix. Details can be found in Schedule 6.

Section IV - Contribution Rates

A comparison between the current contribution rates and the rates determined in this valuation is shown below. In accordance with the funding agreement between the County and the Association, the County is required to amortize the portion of the Unfunded Actuarial Accrued Liability (UAAL) that is in excess of the target balance (91% of the total Actuarial Accrued Liability). Since the UAAL as of June 30, 2008 (\$20.4 million) does not exceed the target balance, i.e., the plan is more than 91% funded, the County is not required to make a contribution to fund the UAAL under terms of the funding agreement. The "recommended" rates reflect the funding agreement in 10 years while the "total" rates include an amortization payment to fund the full UAAL.

| | EMPLOYER | | EMPLOYEE | |
|----------------------------------|---------------|----------------|--------------|---------------|
| | % of Payroll* | Annual* Amount | % of Payroll | Annual Amount |
| 1) Current Rates** | 10.35% | \$ 6,821,000 | 9.82% | \$ 6,471,000 |
| 2) Recommended Rates*** | 8.53% | \$ 6,046,000 | 9.85% | \$ 6,982,000 |
| 3) Total Rate to 100% of UAAL*** | 12.19% | \$ 8,640,000 | 9.85% | \$ 6,982,000 |

* Includes administrative expenses.

** Based on June 30, 2007 payroll.

*** Based on June 30, 2008 payroll.

The increase in the total rate is attributable in part to the increase in active covered payroll, the increase in retired members' benefits, as well as the contribution necessary to reduce the UAAL.

Section V - Assets and Liabilities

Actuarial Value of Assets

A new smoothed market value of the Fund's assets was adopted as of June 30, 2005. Under this method, the difference between the expected and actual investment returns, net of expenses, are spread over five years, i.e. only 20% is recognized in any one year. As of

June 30, 2008, the actuarial value of assets was \$356,747,119. The net market value of assets was \$332,208,160 and the return on investments, net of expenses, was -7.9% on a market value basis.

The value of assets used to determine the unfunded actuarial accrued liability (UAAL) and the County's UAAL contribution rates is called the valuation assets and is equal to the actuarial value of assets less special reserves. As of June 30, 2008, the valuation assets were \$353,420,714.

Actuarial Balance Sheet

The actuarial balance sheet compares the present value of all 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 all assumptions are met, contributions at the "total rate" levels plus current assets will be adequate to meet future benefit payments for the current membership.

Funded 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 that was used to develop the system's contribution requirements. The table below shows the funded ratios based on the Entry Age Normal Cost funding method.

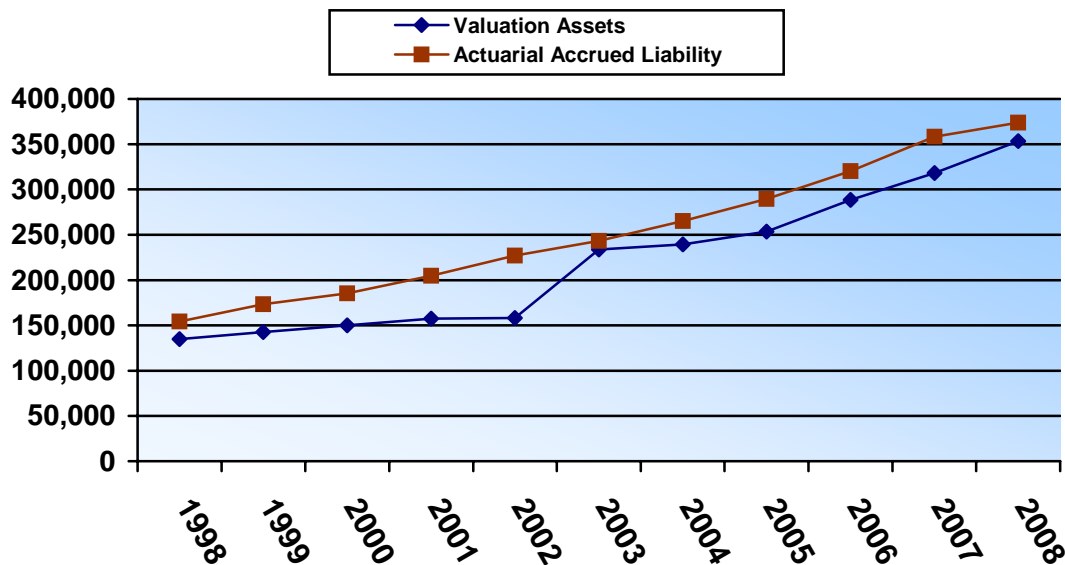
**SCHEDULE OF FUNDING PROGRESS
GASB 25
(dollar amounts in thousands)**

| Actuarial Valuation Date | Valuation Assets | Actuarial Accrued Liability (AAL) | Unfunded AAL (UAAL) | Funded Ratio | Covered Payroll | UAAL as a Percent of Covered Payroll |
|--------------------------|------------------|-----------------------------------|---------------------|--------------|-----------------|--------------------------------------|
| 7/1/93* | \$ 72,062 | \$ 105,866 | \$ 33,804 | 68.1% | \$ 25,930 | 130.4% |
| 7/1/94 | \$ 75,976 | \$ 112,535 | \$ 36,559 | 67.5% | \$ 27,185 | 134.5% |
| 7/1/95 | \$ 79,322 | \$ 121,027 | \$ 41,705 | 65.5% | \$ 29,603 | 140.9% |
| 7/1/96 | \$ 84,992 | \$ 130,036 | \$ 45,044 | 65.4% | \$ 29,587 | 152.2% |
| 7/1/97 | \$ 124,286 | \$ 140,783 | \$ 16,497 | 88.3% | \$ 32,481 | 50.8% |
| 7/1/98 | \$ 134,836 | \$ 154,263 | \$ 19,427 | 87.4% | \$ 35,586 | 54.6% |
| 7/1/99 | \$ 142,775 | \$ 173,250 | \$ 30,475 | 82.4% | \$ 39,209 | 77.7% |
| 7/1/00 | \$ 150,056 | \$ 185,423 | \$ 35,367 | 80.9% | \$ 44,132 | 80.1% |
| 7/1/01 | \$ 157,545 | \$ 204,699 | \$ 47,154 | 77.0% | \$ 53,188 | 88.7% |
| 7/1/02 | \$ 158,115** | \$ 226,883 | \$ 68,768 | 69.7% | \$ 57,701 | 119.2% |
| 7/1/03 | \$ 233,764*** | \$ 243,342 | \$ 9,578 | 96.1% | \$ 59,865 | 16.0% |
| 7/1/04 | \$ 239,191 | \$ 265,141 | \$ 25,950 | 90.2% | \$ 59,075 | 43.9% |
| 7/1/05 | \$ 253,487 | \$ 289,467 | \$ 35,980 | 87.6% | \$ 57,664 | 62.4% |
| 7/1/06 | \$ 288,461 | \$ 320,123 | \$ 31,662 | 90.1% | \$ 57,665 | 54.9% |
| 7/1/07 | \$ 317,937 | \$ 358,259 | \$ 40,322 | 88.7% | \$ 65,899 | 61.2% |
| 7/1/08 | \$ 353,421 | \$ 373,832 | \$ 20,411 | 94.5% | \$ 70,880 | 28.8% |

* Prepared by the prior actuary and unaudited by Buck Consultants.

** Excludes proceeds from Pension Obligation Bonds issued in December 2002.

*** Includes proceeds from Pension Obligation Bonds issued in December 2002 in the amount of \$76,299,000.



Section VI - Appendix

A summary of the major provisions of the Plan, and detailed information on the actuarial assumptions, demographic information, General and Safety member contribution rates by entry age, and plan assets is included in the Appendix.

Section II: Statistical Highlights

Our June 30, 2008 actuarial valuation of your Association was based on the following data. For comparison, we also show a summary of the June 30, 2007 statistical information.

| SUMMARY OF ACTIVE MEMBERSHIP | | | |
|------------------------------|---------------|---------------|--|
| | June 30, 2007 | June 30, 2008 | Percentage Change During the Period |
| TIER 1 | | | |
| Number | 69 | 56 | (18.8) % |
| Annual Payroll* | \$ 4,138,142 | \$ 3,598,118 | (13.1) % |
| Average Monthly Salary | \$ 4,998 | \$ 5,354 | 7.1 % |
| Average Age | 55.00 | 56.73 | 3.2 % |
| Average Service** | 25.40 | 26.26 | 3.4 % |
| TIER 2 | | | |
| Number | 192 | 200 | 4.2 % |
| Annual Payroll* | \$ 10,323,709 | \$ 11,406,470 | 10.5 % |
| Average Monthly Salary | \$ 4,481 | \$ 4,753 | 6.1 % |
| Average Age | 41.72 | 42.27 | 1.3 % |
| Average Service** | 8.55 | 8.98 | 5.0 % |
| TIER 3 | | | |
| Number | 1,134 | 1,154 | 1.8 % |
| Annual Payroll* | \$ 51,436,739 | \$ 55,875,745 | 8.6 % |
| Average Monthly Salary | \$ 3,708 | \$ 4,035 | 6.7 % |
| Average Age | 47.59 | 47.87 | 0.6 % |
| Average Service** | 7.38 | 7.43 | 0.8 % |
| TOTAL | | | |
| Number | 1,395 | 1,410 | 1.1 % |
| Annual Payroll* | \$ 65,898,590 | \$ 70,880,333 | 7.6 % |
| Average Monthly Salary | \$ 3,937 | \$ 4,189 | 6.4 % |
| Average Age | 47.15 | 47.43 | 0.6 % |
| Average Service** | 8.43 | 8.40 | (0.3) % |

* Represents the annualization of active members' pay rates on June 30

** Included Purchased Service

Section II: Statistical Highlights

Summary of Inactive Membership*

| | June 30, 2007 | June 30, 2008 | Percentage Change During the Period |
|--------------|---------------|---------------|--|
| TOTAL | | | |
| Number | 407 | 411 | 1.0 % |

*Included pending withdrawals and pending disabilities

Summary of Retired Membership

| | June 30, 2007 | June 30, 2007 | Percentage Change During the Period |
|---------------------------|---------------|---------------|--|
| TOTAL | | | |
| Number | 907 | 962 | 6.1 % |
| Annual Allowance | \$ 14,827,000 | \$ 16,199,000 | 9.3 % |
| Average Monthly Allowance | \$ 1,362 | \$ 1,403 | 3.0 % |

Section III: Summary of Actuarial Assumptions

To conduct an actuarial valuation of the assets and liabilities of your Association, 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:
 - Investment earnings to be realized on the funds over many years in the future, and
 - The increases in members' salaries 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 June 30, 2008 valuation, we compared the expected number of terminations from active service to the number actually experienced during the three-year period beginning July 1, 2005 and ending June 30, 2008. Based on this comparison, the probabilities of separation were adjusted accordingly. We are using the probabilities developed in the June 30, 2008 study to determine the costs shown in this report.

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 the interdependency of the rates. For example, if turnover were to increase, there would be fewer retirements.

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 current 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.

Section III: Summary of Actuarial Assumptions

GENERAL MALE MEMBERS

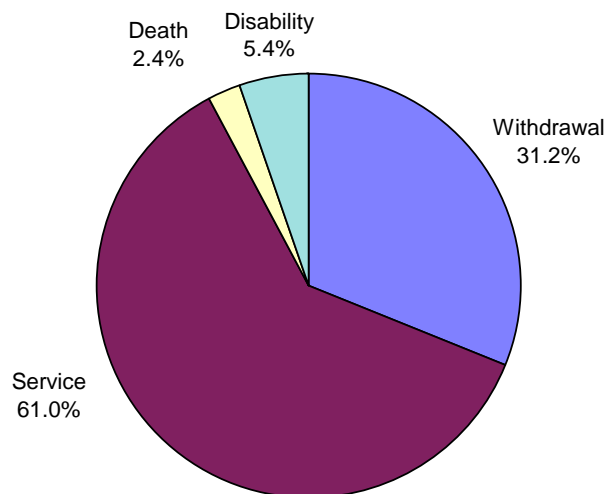
Recommended Assumptions

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 | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| 25-29 | 24 | 17 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 20 | 13 | 1 | 5 | 0 | 0 | 0 | 0 | 0 |
| 35-39 | 24 | 14 | 2 | 7 | 0 | 0 | 0 | 0 | 0 |
| 40-44 | 42 | 17 | 8 | 13 | 1 | 0 | 0 | 1 | 1 |
| 45-49 | 46 | 14 | 16 | 12 | 1 | 1 | 0 | 1 | 2 |
| 50-54 | 75 | 18 | 40 | 9 | 1 | 1 | 0 | 2 | 4 |
| 55-59 | 83 | 17 | 55 | 2 | 1 | 1 | 0 | 2 | 4 |
| 60-64 | 47 | 4 | 38 | 1 | 1 | 1 | 0 | 1 | 2 |
| 65 & OVER | 10 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 375 | 117 | 170 | 56 | 5 | 4 | 0 | 7 | 13 |
| | | 31.2% | 46.1% | 14.9% | 1.3% | 1.1% | 0.0% | 1.9% | 3.5% |

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

Expected Percentage to Eventually Separate for Indicated Cause



Section III: Summary of Actuarial Assumptions

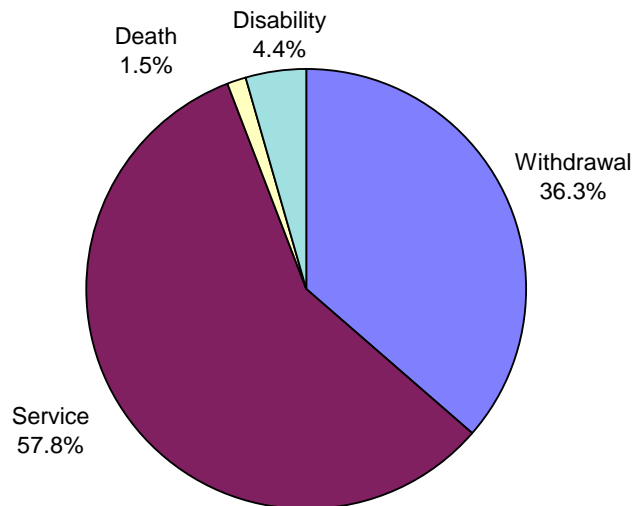
GENERAL FEMALE MEMBERS

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 | 19 | 16 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| 25-29 | 47 | 35 | 1 | 11 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 63 | 41 | 2 | 18 | 0 | 0 | 0 | 0 | 0 |
| 35-39 | 82 | 47 | 7 | 25 | 1 | 0 | 0 | 1 | 1 |
| 40-44 | 97 | 47 | 17 | 28 | 1 | 0 | 0 | 2 | 2 |
| 45-49 | 120 | 42 | 40 | 28 | 1 | 1 | 0 | 3 | 3 |
| 50-54 | 154 | 38 | 79 | 23 | 2 | 1 | 0 | 5 | 5 |
| 55-59 | 154 | 30 | 101 | 10 | 2 | 1 | 0 | 5 | 5 |
| 60-64 | 80 | 6 | 66 | 2 | 1 | 1 | 0 | 2 | 2 |
| 65 & OVER | 16 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 832 | 302 | 328 | 148 | 8 | 4 | 0 | 18 | 18 |
| | | 36.3% | 40.0% | 17.8% | 1.0% | 0.5% | 0.0% | 2.2% | 2.2% |

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

Expected Percentage to Eventually Separate for Indicated Cause



Section III: Summary of Actuarial Assumptions

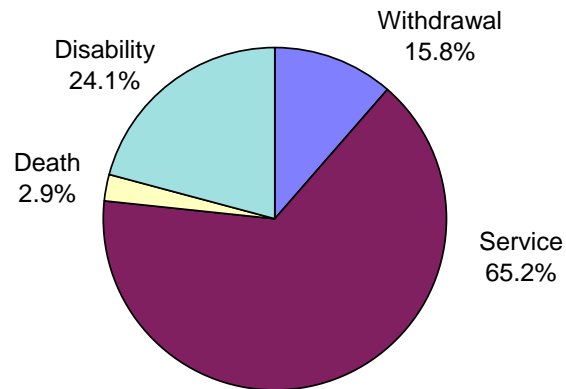
PROBATION MEMBERS

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25-29 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30-34 | 8 | 3 | 0 | 4 | 0 | 0 | 0 | 0 | 1 |
| 35-39 | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 |
| 40-44 | 6 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 1 |
| 45-49 | 8 | 0 | 4 | 1 | 0 | 0 | 0 | 1 | 2 |
| 50-54 | 8 | 0 | 5 | 0 | 0 | 0 | 0 | 1 | 2 |
| 55 & OVER | 12 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 47 | 5 | 22 | 9 | 0 | 0 | 0 | 2 | 8 |
| | | 11.5% | 46.0% | 19.2% | 0.8% | 0.6% | 1.0% | 4.6% | 16.3% |

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

Expected Percentage to Eventually Separate for Indicated Cause



Section III: Summary of Actuarial Assumptions

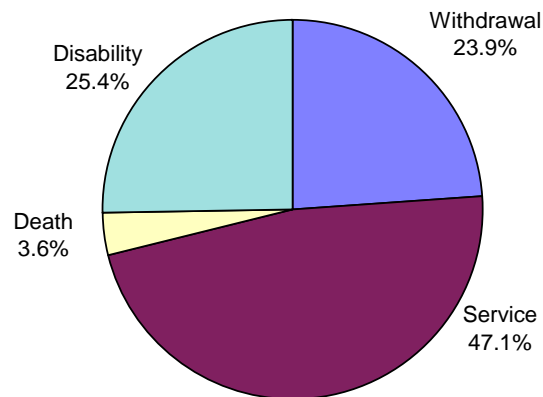
SAFETY MEMBERS

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 | 8 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| 25-29 | 16 | 10 | 1 | 3 | 0 | 0 | 0 | 0 | 2 |
| 30-34 | 23 | 9 | 3 | 5 | 0 | 0 | 0 | 1 | 4 |
| 35-39 | 24 | 6 | 5 | 5 | 0 | 0 | 0 | 1 | 6 |
| 40-44 | 33 | 5 | 11 | 5 | 1 | 0 | 1 | 1 | 10 |
| 45-49 | 22 | 1 | 11 | 1 | 0 | 0 | 0 | 1 | 7 |
| 50-54 | 18 | 0 | 12 | 0 | 0 | 0 | 0 | 1 | 5 |
| 55 & OVER | 12 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 156 | 37 | 55 | 19 | 2 | 1 | 2 | 5 | 35 |
| | | 23.9% | 35.0% | 12.1% | 1.2% | 0.9% | 1.5% | 3.1% | 22.3% |

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

Expected Percentage to Eventually Separate for Indicated Cause



Mortality after Service Retirement

At the time of the June 30, 2005 actuarial valuation, we also reviewed mortality rates after retirement. The following mortality tables were recommended for use at that time:

Service Retirement Mortality Tables:

- General Males — 1994 Group Annuity Mortality Table for Males, with no setback
- General Females — 1994 Group Annuity Mortality Table for Females, with no setback
- Safety — 1994 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, the following mortality tables were recommended for use at the time of the June 30, 2006 actuarial valuation:

Disability Retirement Mortality Tables:

- General Males — 1981 Disability Table for General Members, setback 5 years
- General Females — 1981 Disability Table for General Members, setback 2 years
- Safety — 1981 Disability Table for Safety Members, setback 4 years

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

Mortality Tables for Employee Contribution Rates

Employee contribution rates continue to be based on the following unisex mortality tables:

- General — 1994 Group Annuity Mortality Table for Males, set back 3 years
- Safety — 1994 Group Annuity Mortality Table for Males, with no setback

The full set of employee contribution rates is shown in Schedule 5 of the Appendix.

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 Association, 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

Section III: Summary of Actuarial Assumptions

that we have placed more emphasis on long-term historical averages than on the more recent, short-term trends. This helps to minimize fluctuations that are more apparent in the short term.

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 Association's funds. To develop the individual real rates of return we utilize various empirical studies. By applying the results of these studies to the Association'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 or the asset mix. 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 (investment return assumption).

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

Inflation

Our inflation rate has been reduced from 4.75% in the prior year to 4.00% in the current year. This assumption as well as all other economic and demographic assumptions will be reviewed again when we conduct our June 30, 2011 experience analysis

Real Rate of Return

The first step in developing a real rate of return is to analyze how the Association'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 Association has adopted the following target asset allocation:

| Asset Allocation as of June 30, 2008 (Market Value) | |
|--|---------------|
| | Target |
| Equity* | 59% |
| Fixed Income/Bonds | 31% |
| Real Estate | 10% |
| Short Term Cash Equivalents | 0% |

* Domestic and International.

There have been numerous studies that analyze the expected long-term real rates of return for use in asset allocation models. Roger Ibbotson and Rex A. Sinquefeld produced one of these studies for the period 1926-2005 called, Stocks, Bonds and Inflation: Simulations of the Future. The results of this study are presented below.

Section III: Summary of Actuarial Assumptions

| Ibbotson-Sinquefield Real Rates of Return (1926 – 2005) | |
|--|------|
| Stocks | 7.1% |
| Long-term government bonds | 2.4% |
| Long-term corporate bonds | 2.8% |
| Treasury bills | 0.7% |

Applying the Association's target asset allocation to the real rates of return produces a rate of approximately 5.37% (assuming an equal proportion of government and corporate bonds and a 4% return on real estate). After adjusting for potential adverse future experience, we believe that a real rate of return of 4.00% provides a reasonable degree of conservatism when used with a 4.00% inflation rate. This leads to an 8.00% investment return assumption.

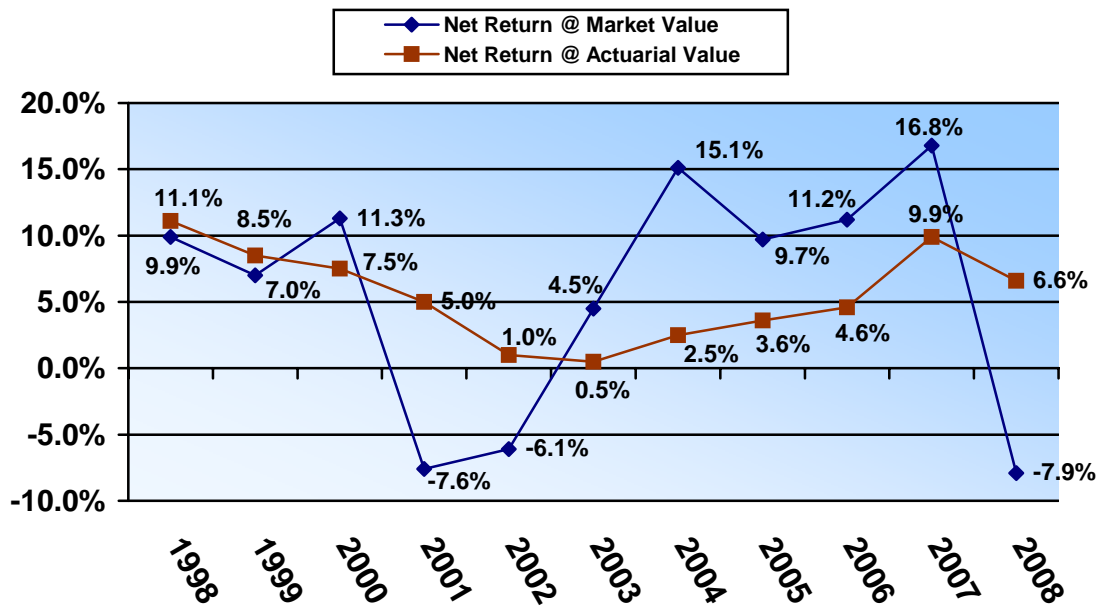
The return on assets, net of expenses, experienced by the Fund since 1981 is shown below. The increase in the Consumer Price Index is also shown for comparative purposes.

Section III: Summary of Actuarial Assumptions

| Net Return on Assets vs. Increase in Consumer Price Index | | | | |
|---|----------------------------|------------------------------|---------------------------------|------------------|
| Year Ending | Net Return @ Book Value | Net Return @ Market Value | Net Return @ Actuarial Value | Increase in CPI* |
| December 31, 1981 | 9.0% | | | 8.9% |
| December 31, 1982 | 10.0% | | | 3.8% |
| December 31, 1983 | 10.7% | | | 3.8% |
| December 31, 1984 | 10.2% | | | 3.9% |
| December 31, 1985 | 9.7% | | | 3.8% |
| December 31, 1986 | 10.7% | | | 1.1% |
| December 31, 1987 | 10.1% | | | 4.4% |
| December 31, 1988 | 11.6% | | | 4.4% |
| December 31, 1989 | 4.8% | | | 4.8% |
| December 31, 1990 | 9.2% | | | 6.2% |
| December 31, 1991 | 10.1% | | | 3.1% |
| December 31, 1992 | 13.0% | | | 2.9% |
| December 31, 1993 | 9.8% | | | 2.8% |
| June 30, 1995 | 6.6% | | | 3.0% |
| June 30, 1996 | 9.2% | | | 2.8% |
| June 30, 1997 | 7.9% | 16.3% | 10.9% | 2.3% |
| June 30, 1998 | 10.4% | 9.9% | 11.1% | 1.7% |
| June 30, 1999 | 6.4% | 7.0% | 8.5% | 2.0% |
| June 30, 2000 | 14.3% | 11.3% | 7.4% | 3.7% |
| June 30, 2001 | 9.5% | (7.6)% | 5.0% | 3.2% |
| June 30, 2002 | 0.0% | (6.1)% | 1.0% | 1.1% |
| June 30, 2003 | 1.7% | 4.5% | 0.5% | 2.1% |
| June 30, 2004 | 1.8% | 15.1% | 2.5% | 3.3% |
| June 30, 2005 | 2.5% | 9.7% | 3.6% | 2.5% |
| June 30, 2006 | 4.4% | 11.2% | 4.6% | 4.3% |
| June 30, 2007 | 10.0% | 16.8% | 9.9% | 2.7% |
| June 30, 2008 | 4.8% | -7.9% | 6.6% | 5.0% |
| 27.5-year Compound Average | 7.9% | N/A | N/A | 3.4% |
| 12-year Compound Average | 6.1% | 6.3% | 5.9% | 2.8% |

* Based on All Urban Consumers - U.S. City Average, December indices (June indices starting in 1995).

Section III: Summary of Actuarial Assumptions



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 the member ages.

The overall effect of the merit and longevity increases is to add approximately 1.75% to the total salary scale assumption. Combined with the 4.00% inflation rate, the total recommended salary scale assumption is 5.75%.

Section IV: Contribution Rates

A comparison between the current contribution rates and the rates determined in this valuation is shown below.

- 1) *Current Funding Agreement Rates*: The rates as recommended in the actuarial valuation as of June 30, 2008. These rates include all the benefit enhancements under the Memoranda of Understanding between the County and the bargaining units.
- 2) *Funding Agreement Rates*: In accordance with the funding agreement between the County and the Association, the County is required to amortize the portion of the UAAL that is in excess of the target balance (9% of the total actuarial accrued liability). Since the UAAL of \$20.4 million does not exceed the target balance (9% x \$373 million = \$34 million), the County is not required to fund any portion of the UAAL under the terms of the funding agreement.
- 3) *Total Rates*: These are recalculated rates based on the census data as of June 30, 2008 and include the amortization of the full UAAL.

| | Employer | | Employee | |
|-----------------------------------|---------------|---------------|--------------|---------------|
| | % of Payroll* | Annual Amount | % of Payroll | Annual Amount |
| 1) Current Rates** | 10.35% | \$ 6,821,000 | 9.82% | \$ 6,471,000 |
| 2) Recommended Rates*** | 8.53% | \$ 6,046,000 | 9.85% | \$ 6,982,000 |
| 3) Total Rates to 100% of UAAL*** | 12.19% | \$ 8,640,000 | 9.85% | \$ 6,982,000 |

* Includes administrative expenses.

** Based on June 30, 2007 payroll.

*** Based on June 30, 2008 payroll.

Member Contribution Rates

Member Basic Contributions

Sections 31621.1 and 31621 set forth the basis for the determination of the normal rates of contribution for General Tier 1, Tier 2 and Tier 3 members. Section 31639.25 sets forth the basis for the normal rates of contribution for Probation and Safety Tier 1 and Tier 2 members.

The law further provides that the contribution rates of members will be based on the age nearest birthday at the time of entry into the Retirement Association. Section 31453 states that no adjustment will be included in the rates of contribution for time prior to the effective date of any amendments or changes in actuarial assumptions.

The basic employee contribution rates for General members were determined using the 1994 Group Annuity Mortality Table for Males with a 3-year setback. The Probation and Safety basic employee rates are based upon the 1994 Group Annuity Mortality Table for Males with no adjustment.

Cost of Living Contributions

The employee portion of the cost-of-living provision is expressed as a percentage of the employees' normal contribution rates. We are recommending that the cost of living percentage be decreased from 31.06% to 30.39% for General members, decreased from 57.36% to 56.62% with 31664.2 benefit for Safety members and decreased from 61.85% to 59.57% for Probation members.

A summary of the average employee contribution rates and rates at sample ages, with the cost-of-living, are shown below.

| Average Member Basic And Cost-Of-Living Contribution Rates | | | | | | |
|---|----------------|-----------------|---------------|---------------|------------------|---------------|
| | GENERAL | | SAFETY | | PROBATION | |
| | Tier 1 | Tier 2/3 | Tier 1 | Tier 2 | Tier 1 | Tier 2 |
| Current Rates | 8.50% | 9.35% | 5.75% | 12.45% | 12.80% | 13.29% |
| Recommended Rates | 8.42% | 9.38% | 2.05% | 12.47% | 12.00% | 13.22% |

Section IV: Contribution Rates

Sample General Member Contribution Rates – Section 31676.12*

| Entry Age | Tier 1 | | Tier 2 & 3 | |
|-----------|---------|-------------|------------|-------------|
| | Current | Recommended | Current | Recommended |
| 25 | 8.41% | 8.37% | 7.99% | 7.95% |
| 35 | 9.40% | 9.35% | 8.93% | 8.88% |
| 45 | 10.79% | 10.73% | 10.26% | 10.21% |
| 59 | 12.99% | 12.92% | 10.33% | 12.27% |

Sample Safety Member Contribution Rates – Section 31664.2*

| Entry Age | Tier 1 | | Tier 2 | |
|-----------|---------|---------------|---------|---------------|
| | Current | Recommended** | Current | Recommended** |
| 25 | 10.99% | 10.93% | 10.36% | 10.30% |
| 35 | 12.49% | 12.42% | 11.78% | 11.71% |
| 45 | 14.50% | 14.42% | 13.70% | 13.62% |
| 49 | 15.35% | 15.27% | 14.50% | 14.42% |

Sample Probation Member Contribution Rates – Section 31664*

| Entry Age | Tier 1 | | Tier 2 | |
|-----------|---------|-------------|---------|-------------|
| | Current | Recommended | Current | Recommended |
| 25 | 12.98% | 12.80% | 12.33% | 12.16% |
| 35 | 14.52% | 14.31% | 13.79% | 13.60% |
| 45 | 16.59% | 16.36% | 15.76% | 15.54% |
| 49 | 17.46% | 17.22% | 16.59% | 16.36% |

* Contribution rates for the first \$161.54 of bi-weekly salary are one-third lower for members covered by Social Security.

** COL rate offset by 1.63% paid by the County

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

Employer Contribution Rates

Employer contributions have been determined under the Entry Age Normal Cost method, permitted by Section 31453.5. The Entry Age Normal Cost method defines the Normal Cost as the level percentage of salary necessary to fund the member's projected benefit over the period from his date of entry to his projected 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 County Normal Costs. The difference between the Actuarial Accrued Liability and the plan assets is called the Unfunded Actuarial Accrued Liability. The amortization period is 9 years from June 30, 2008.

The following charts specify the current and funding agreement employer contributions and components thereof (expressed as a percentage of payroll). The chart shows a breakdown between basic and cost of living benefits and the administrative cost. Note, administrative cost is not included beginning June 30, 2008.

| Total Employer Contribution Rates – Current Funding Agreement Based on 6/30/2007 Payroll | | | | | | |
|---|---------------------|-----------------|---------------|---------------|------------------|---------------|
| | GENERAL | | SAFETY | | PROBATION | |
| | Tier 1 | Tier 2/3 | Tier 1 | Tier 2 | Tier 1 | Tier 2 |
| Basic | 3.44% | 6.92% | 17.91% | 13.71% | 10.85% | 16.21% |
| Cost of Living | 0.25% | 1.72% | 6.22% | 3.67% | 2.16% | 4.47% |
| Administrative Cost | 0.47% | 0.47% | 0.47% | 0.47% | 0.47% | 0.47% |
| Total | 4.16% | 9.11% | 24.60% | 17.85% | 13.48% | 21.15% |
| Average Rate for Total Group: | Basic | | 7.90% | | | |
| | COL | | 1.98% | | | |
| | Administrative Cost | | 0.47% | | | |
| | Total | | 10.35% | | | |

Based on the funding agreement between the County and the Association, the funding agreement contribution rates are shown below.

| Total Employer Contribution Rates – Current Funding Agreement Based on 6/30/2008 Payroll | | | | | | |
|---|----------------|-----------------|---------------|---------------|------------------|---------------|
| | GENERAL | | SAFETY | | PROBATION | |
| | Tier 1 | Tier 2/3 | Tier 1 | Tier 2 | Tier 1 | Tier 2 |
| Basic | 2.94% | 5.85% | 13.00% | 13.42% | 9.55% | 15.62% |
| Cost of Living | -0.05% | 1.16% | 3.69% | 3.38% | 1.74% | 4.24% |
| Total | 2.89% | 7.01% | 16.69% | 16.80% | 11.29% | 19.86% |
| Average Rate for Total Group: | Basic | | 7.03% | | | |
| | COL | | 1.50% | | | |
| | Total | | 8.53% | | | |

Recommendations

The funding agreement between the County and the Association requires the County to amortize the UAAL that is in excess of 9% of the total actuarial accrued liability. Since the UAAL as of June 30, 2008 (\$20.4 million) is not more than 9% of the total actuarial accrued liability (\$34 million), the County is not required to fund the excess over 10 years under the terms of the funding agreement.

The above rates are comprised of the normal cost rate and amortization of the UAAL, if any, under the terms of the funding agreement. The rates reflect all the benefit enhancements, and reflect the current noneconomic and economic assumptions. They are also based on the Entry Age Normal Cost method, utilize a smoothed market value of assets, and assume no sharing of cost of living (COL) costs among different tiers. This combination of assumptions and methods reflects our best judgment of future experience for the Association.

The current funding agreement rates are targeting a 91% funding level over the next 10 years. It is our understanding that there is agreement that the plan should be funded to 100% of the AAL over the next 10 years, by targeting 91% of the AAL this year, 92% next year, etc. Based on this methodology, we show recommended rates in the tables below.

| Total Employer Contribution Rates – Current Funding Agreement Based on 6/30/2008 Payroll | | | | | | |
|---|----------------|-----------------|---------------|---------------|------------------|---------------|
| | GENERAL | | SAFETY | | PROBATION | |
| | Tier 1 | Tier 2/3 | Tier 1 | Tier 2 | Tier 1 | Tier 2 |
| Basic | 2.94% | 5.85% | 13.00% | 13.42% | 9.55% | 15.62% |
| Cost of Living | -0.05% | 1.16% | 3.69% | 3.38% | 1.74% | 4.24% |
| Total | 2.89% | 7.01% | 16.69% | 16.80% | 11.29% | 19.86% |
| Average Rate for Total Group: | Basic | | 7.03% | | | |
| | COL | | <u>1.50%</u> | | | |
| | Total | | 8.53% | | | |

Section IV: Contribution Rates

Below we show the normal cost and UAAL cost portions of the funding agreement employer rates.

| Total Employer Contribution Rates – Recommended Contribution Based on 6/30/2008 Payroll | | | | | | |
|--|----------------|-----------------|---------------|---------------|------------------|---------------|
| | GENERAL | | SAFETY | | PROBATION | |
| | Tier 1 | Tier 2/3 | Tier 1 | Tier 2 | Tier 1 | Tier 2 |
| Normal Cost | 2.89% | 7.01% | 16.69% | 16.80% | 11.29% | 19.86% |
| UAAL Amortization | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Total | 2.89% | 7.01% | 16.69% | 16.80% | 11.29% | 19.86% |
| Average Rate for Total Group: | | | Normal Cost | | 8.53% | |
| | | | UAAL | | <u>0.00%</u> | |
| | | | Total | | 8.53% | |

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

Section V: Assets and Liabilities

Actuarial Value Of Assets

The Association adopted a new smoothed market value of assets policy as of June 30, 2005. Under this method, the difference between the expected and the actual investment return, net of expenses, is spread over *five* years. In other words, only 20% of this difference is being recognized in any one year. The June 30, 2008 actuarial value of assets under this method is developed as follows:

| 1. | Year Ending 6/30 | Contributions | Benefit Payments | Expected Investment Return | Actual Investment Return | Earnings Above/(Below) Expected | Portion Deferred | Deferred Earnings | |
|----|--|--------------------------|------------------|----------------------------|--------------------------|---------------------------------|------------------|-------------------|---------------|
| | 2005 | \$13,456,387 | \$15,272,989 | \$20,538,367 | \$24,878,370 | \$4,340,003 | 20% | 868,001 | |
| | 2006 | 13,504,121 | 18,368,170 | 22,219,384 | 30,976,463 | 8,757,079 | 40% | 3,502,832 | |
| | 2007 | 13,738,923 | 18,361,712 | 24,317,842 | 50,991,137 | 26,673,295 | 60% | 16,003,977 | |
| | 2008 | 13,838,980 | 20,708,074 | 27,967,796 | (28,174,415) | (56,142,211) | 80% | (44,913,769) | |
| | Total | | | | | | | (24,538,960) | |
| 2. | Market Value of Assets as of June 30, 2008 | | | | | | | | \$332,208,160 |
| 3. | Actuarial Value of Assets as of June 30, 2008: (2)-(1) | | | | | | | | \$356,747,119 |
| 4. | Corridor Limit | | | | | | | | |
| | a. | 80% of Net Market Value | | | | | | | 265,766,528 |
| | b. | 120% of Net Market Value | | | | | | | 398,649,792 |
| 5. | Actuarial Value of Assets After corridor as of June 30, 2008 | | | | | | | | \$356,747,119 |
| 6. | Current Retiree Health Insurance Reserve | | | | | | | | 0 |
| | Other Miscellaneous Reserves | | | | | | | | 4,324 |
| | 1% Contingency Reserve | | | | | | | | 3,322,081 |
| | Total Special Reserves | | | | | | | | \$3,326,405 |
| 7. | Net Actuarial Value of Assets as of June 30, 2008: (5)-(6) | | | | | | | | \$353,420,714 |

The total valuation assets are therefore \$353,420,714.

Actuarial Balance Sheet

The Actuarial Balance Sheet provides insight into the ongoing employer and employee financial commitment necessary to fund the benefits provided by the Association.

We first determine the amount and timing of all future payments that will be made by the Association. We then discount these payments at 8.00% per annum to June 30, 2008, the date of the valuation, thereby determining their present value.

Second, we determine how this liability will be met. Item 1 in the Balance Sheet represents the amount of assets already accumulated by the Association 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, using the Entry Age Normal Cost method. The Entry Age Normal Cost percentage is the employer's level percentage of payroll needed to fund benefits from entry to expected termination dates for each active member.

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 Association. This shortfall (or balancing item) is known as the Unfunded Actuarial Accrued Liability (UAAL).

Actuarial Balance Sheet as of June 30, 2008

Assets

| | | | |
|---|--|----|-------------|
| 1 | Valuation assets | \$ | 353,420,715 |
| 2 | Present value of future contributions by members | | 38,552,653 |
| 3 | Present value of future employer contributions for normal cost | | 33,880,588 |
| 4 | Present value of other future employer contributions (UAAL) | | 20,411,681 |
| 5 | Total actuarial assets | \$ | 446,265,637 |

Liabilities

| | | | |
|----|---|----|-------------|
| 6 | Present value of retirement allowances payable to retired members and their survivors | \$ | 199,072,231 |
| 7 | Present value of service retirement allowances payable to presently active members and their survivors | | 137,022,152 |
| 8 | Present value of allowances payable to vested terminated members and their survivors | | 48,248,532 |
| 9 | Present value of disability retirement allowances payable to presently active members and their survivors | | 38,113,097 |
| 10 | Present value of death benefits payable on behalf of presently active members | | 4,486,355 |
| 11 | Present value of members' contributions to be returned upon withdrawal | | 19,323,270 |
| 12 | Retirees health insurance reserve | | 0 |
| 13 | Miscellaneous insurance reserve | | 0 |
| 14 | Total actuarial liabilities | \$ | 446,265,637 |

Funding Ratio – GASB 25

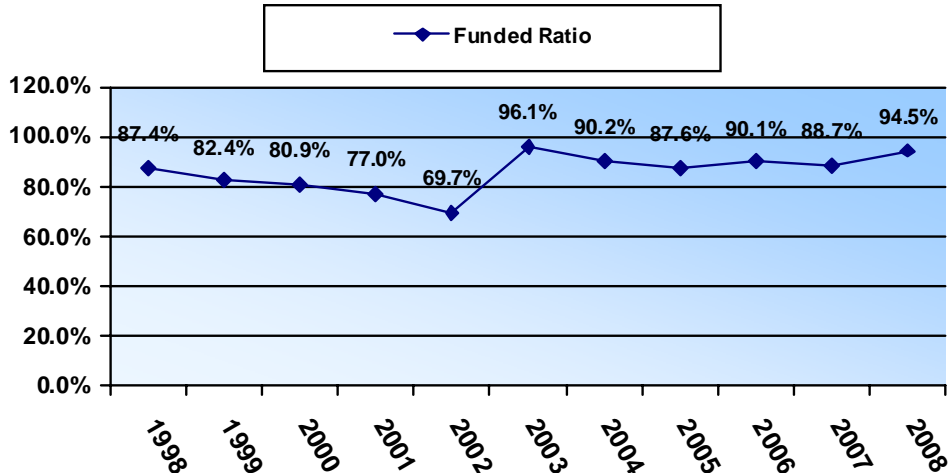
Schedule of Funding Progress
GASB 25
(dollar amounts in thousands)

| Actuarial Valuation Date | Valuation Assets | Actuarial Accrued Liability (AAL) | Unfunded AAL (UAAL) | Funded Ratio | Covered Payroll | UAAL as a Percent of Covered Payroll |
|--------------------------|------------------|-----------------------------------|---------------------|--------------|-----------------|--------------------------------------|
| 7/1/93* | \$ 72,062 | \$ 105,866 | \$ 33,804 | 68.1% | \$ 25,930 | 130.4% |
| 7/1/94 | \$ 75,976 | \$ 112,535 | \$ 36,559 | 67.5% | \$ 27,185 | 134.5% |
| 7/1/95 | \$ 79,322 | \$ 121,027 | \$ 41,705 | 65.5% | \$ 29,603 | 140.9% |
| 7/1/96 | \$ 84,992 | \$ 130,036 | \$ 45,044 | 65.4% | \$ 29,587 | 152.2% |
| 7/1/97 | \$ 124,286 | \$ 140,783 | \$ 16,497 | 88.3% | \$ 32,481 | 50.8% |
| 7/1/98 | \$ 134,836 | \$ 154,263 | \$ 19,427 | 87.4% | \$ 35,586 | 54.6% |
| 7/1/99 | \$ 142,775 | \$ 173,250 | \$ 30,475 | 82.4% | \$ 39,209 | 77.7% |
| 7/1/00 | \$ 150,056 | \$ 185,423 | \$ 35,367 | 80.9% | \$ 44,132 | 80.1% |
| 7/1/01 | \$ 157,545 | \$ 204,699 | \$ 47,154 | 77.0% | \$ 53,188 | 88.7% |
| 7/1/02 | \$ 158,115** | \$ 226,883 | \$ 68,768 | 69.7% | \$ 57,701 | 119.2% |
| 7/1/03 | \$ 233,764*** | \$ 243,342 | \$ 9,578 | 96.1% | \$ 59,865 | 16.0% |
| 7/1/04 | \$ 239,191 | \$ 265,141 | \$ 25,950 | 90.2% | \$ 59,075 | 43.9% |
| 7/1/05 | \$ 253,487 | \$ 289,467 | \$ 35,980 | 87.6% | \$ 57,664 | 62.4% |
| 7/1/06 | \$ 288,461 | \$ 320,123 | \$ 31,662 | 90.1% | \$ 57,665 | 54.9% |
| 7/1/07 | \$ 317,937 | \$ 358,259 | \$ 40,322 | 88.7% | \$ 65,879 | 61.2% |
| 7/1/08 | \$ 353,421 | \$ 373,832 | \$ 20,411 | 94.5% | \$ 70,880 | 28.8% |

* Prepared by the prior actuary and unaudited by Buck Consultants.

** Excludes proceeds from Pension Obligation Bonds issued in December 2002.

*** Includes proceeds from Pension Obligation Bonds issued in December 2002 in the amount of \$76,299,000.

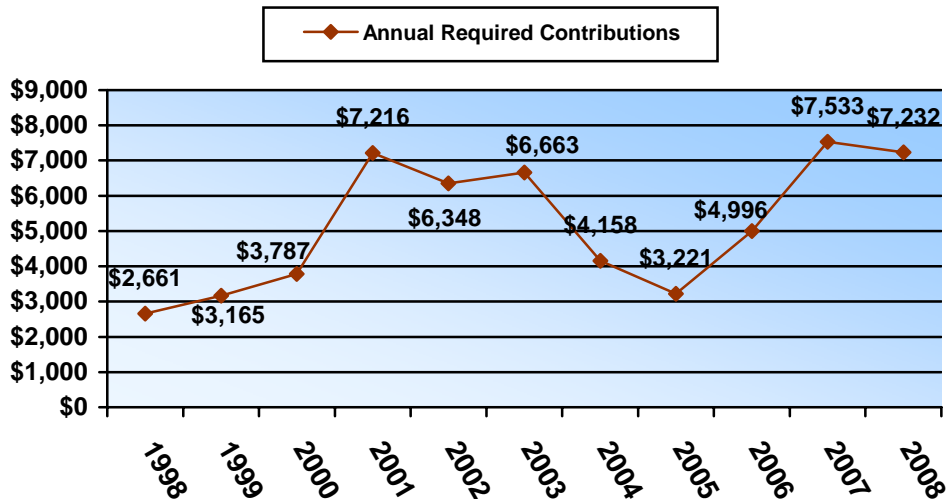


**Schedule of Employer Contributions
GASB 25
(dollar amounts in thousands)**

| Year Ended | Annual Required Contribution | Percentage Contributed |
|------------|------------------------------|------------------------|
| 12/31/92 | \$ 2,939 | 100% |
| 12/31/93 | \$ 2,939 | 100% |
| 6/30/95* | \$ 5,182 | 100% |
| 6/30/96 | \$ 4,348 | 100% |
| 6/30/97 | \$33,691** | 100% |
| 6/30/98 | \$ 2,661 | 100% |
| 6/30/99 | \$ 3,165 | 100% |
| 6/30/00 | \$ 3,787 | 100% |
| 6/30/01 | \$ 7,216 | 100% |
| 6/30/02 | \$ 6,348 | 100% |
| 6/30/03 | \$ 6,663 | 100% |
| 6/30/04 | \$ 4,158 | 63% |
| 6/30/05 | \$ 3,221 | 47% |
| 6/30/06 | \$ 4,996 | 79% |
| 6/30/07 | \$ 7,533 | 100% |
| 6/30/08 | \$ 7,232 | 106% |

* Reflects 18 months of contributions due to a change in the financial reporting year.

** Includes proceeds from Pension Obligation Bonds.



Section VI - Appendix

Schedule 1

Summary of Actuarial Assumptions

The Entry Age Normal Cost Method was used in conjunction with the following actuarial assumptions. The Unfunded Actuarial Accrued Liability amortization period is 11 years from the June 30, 2006 valuation date.

- | | |
|--|--|
| 1. Investment Return: | 8.00% per annum. |
| 2. Interest Credited to Employee Accounts: | 8.00% per annum. |
| 3. Inflation: | 4.75% per annum. |
| 4. Salary Scale: | See Schedule 9. |
| 5. Asset Valuation: | Smoothed market value. |
| 6. Spouses and Dependents: | 90% 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: | 1994 Group Annuity Table for Males, set back 3 years. |
| ♦ Safety Members: | 1994 Group Annuity Table for Males, with no setback. |
| 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. |
| 13. Sex: | All Safety members are assumed to be male. |

Schedule 2

Summary of Major Plan Provisions

1. Eligibility

First day of pay period following date of employment.

2. Definition Of Salary

Highest 12 consecutive months of compensation earned for Tier 1 members and highest 36 consecutive months of compensation earned for Tier 2 and Tier 3 members.

3. Service Retirement

Normal retirement –

Ages 57, 50 and 55 for Sections 31676.12, 31664, and 31664.2 respectively.

Early retirement –

Age 50 and 10 years of service, or any age with 30 years of service for General and any age with 20 years of service for Safety.

Benefit –

1/50 times salary per year of service for General, Probation, and Safety members (3% for Safety Section 31664.2 members)

Benefit Adjustments -

Reduced for retirements before 57, 50 and 55 for Sections 31676.12, 31664, and 31664.2 respectively.

Increased for retirements after 57, and 50 for Sections 31676.12, and 31664, respectively.

4. Disability Retirement

Nonservice connected (five years of service required) -

1.8% of salary per year of service, with a maximum of 33-1/3% if projected service is used (ages 65 for General, age 55 for Safety), or 90% of the accrued service retirement benefit without a benefit adjustment, or service retirement benefit (if eligible).

Service connected -

Greater of 50% of salary and service retirement benefit (if eligible).

5. Death Before Retirement

Refund of contributions plus 1/12 of salary per year of service up to 6 years.

If eligible for disability or service retirement -
60% of member's accrued allowance.

If service connected -
50% of salary.

6. Death After Retirement

Service retirement or ordinary disability -
60% of member's allowance payable to an eligible spouse.

Service disability -
100% of member's allowance payable to an eligible spouse.

7. Vesting

After five years of service.
Must leave contributions on deposit.

8. Members' Contributions

Based on entry age.

9. Cost-Of-Living

Automatic 3% COLA for all members.

Schedule 3

Age and Service Distribution with Annual Average Salary of Active General Members as of June 30, 2008

MALES

| 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 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| | 36,390 | 0 | 0 | 0 | 0 | 0 | 0 | 36,390 |
| 25-29 | 21 | 3 | 0 | 0 | 0 | 0 | 0 | 24 |
| | 38,991 | 43,423 | 0 | 0 | 0 | 0 | 0 | 39,545 |
| 30-34 | 15 | 5 | 0 | 0 | 0 | 0 | 0 | 20 |
| | 46,039 | 45,490 | 0 | 0 | 0 | 0 | 0 | 45,902 |
| 35-39 | 14 | 6 | 4 | 0 | 0 | 0 | 0 | 24 |
| | 59,406 | 60,143 | 51,990 | 0 | 0 | 0 | 0 | 58,354 |
| 40-44 | 22 | 13 | 6 | 1 | 0 | 0 | 0 | 42 |
| | 41,928 | 59,646 | 61,628 | 61,194 | 0 | 0 | 0 | 50,685 |
| 45-49 | 20 | 15 | 5 | 5 | 1 | 0 | 0 | 46 |
| | 48,250 | 59,998 | 63,843 | 72,055 | 61,506 | 0 | 0 | 56,651 |
| 50-54 | 25 | 27 | 9 | 4 | 3 | 6 | 1 | 75 |
| | 43,054 | 50,905 | 64,381 | 74,064 | 94,425 | 55,650 | 107,370 | 54,014 |
| 55-59 | 26 | 19 | 19 | 8 | 5 | 5 | 1 | 83 |
| | 54,152 | 52,283 | 60,381 | 63,697 | 62,906 | 56,135 | 43,701 | 56,591 |
| 60-64 | 13 | 14 | 7 | 5 | 5 | 1 | 2 | 47 |
| | 49,440 | 49,346 | 63,672 | 58,377 | 62,013 | 84,053 | 85,447 | 56,089 |
| 65-69 | 3 | 1 | 3 | 0 | 0 | 0 | 0 | 7 |
| | 53,082 | 56,618 | 54,052 | 0 | 0 | 0 | 0 | 54,003 |
| 70 & Over | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 3 |
| | 29,578 | 62,309 | 0 | 0 | 0 | 0 | 0 | 51,399 |
| TOTAL | 164 | 105 | 53 | 23 | 14 | 12 | 4 | 375 |
| | 46,890 | 53,656 | 60,971 | 66,052 | 69,241 | 58,219 | 80,491 | 53,505 |

Schedule 3 (continued)**Age and Service Distribution with Annual Average Salary of Active General Members
as of June 30, 2008****FEMALES**

| 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 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 19 |
| | 29,776 | 0 | 0 | 0 | 0 | 0 | 0 | 29,776 |
| 25-29 | 40 | 6 | 1 | 0 | 0 | 0 | 0 | 47 |
| | 36,281 | 48,260 | 38,251 | 0 | 0 | 0 | 0 | 37,852 |
| 30-34 | 36 | 22 | 5 | 0 | 0 | 0 | 0 | 63 |
| | 42,058 | 46,299 | 40,057 | 0 | 0 | 0 | 0 | 43,380 |
| 35-39 | 33 | 31 | 12 | 6 | 0 | 0 | 0 | 82 |
| | 38,114 | 47,099 | 47,316 | 51,594 | 0 | 0 | 0 | 43,844 |
| 40-44 | 44 | 30 | 14 | 5 | 4 | 0 | 0 | 97 |
| | 42,296 | 45,940 | 43,515 | 50,249 | 54,023 | 0 | 0 | 44,492 |
| 45-49 | 47 | 28 | 25 | 9 | 8 | 2 | 1 | 120 |
| | 42,925 | 50,831 | 49,835 | 52,696 | 57,276 | 47,331 | 102,232 | 48,467 |
| 50-54 | 55 | 47 | 23 | 17 | 5 | 4 | 3 | 154 |
| | 45,033 | 47,653 | 51,333 | 60,500 | 51,750 | 56,145 | 51,681 | 49,117 |
| 55-59 | 47 | 38 | 29 | 14 | 13 | 6 | 7 | 154 |
| | 46,511 | 50,932 | 51,079 | 54,534 | 61,566 | 70,782 | 74,482 | 52,679 |
| 60-64 | 24 | 30 | 12 | 8 | 5 | 0 | 1 | 80 |
| | 42,210 | 51,894 | 47,933 | 54,491 | 55,289 | 0 | 44,346 | 48,772 |
| 65-69 | 0 | 6 | 3 | 1 | 0 | 2 | 1 | 13 |
| | 0 | 50,496 | 56,458 | 32,182 | 0 | 39,905 | 55,515 | 49,220 |
| 70 & Over | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 3 |
| | 40,206 | 32,282 | 0 | 34,757 | 0 | 0 | 0 | 35,748 |
| TOTAL | 346 | 239 | 124 | 61 | 35 | 14 | 13 | 832 |
| | 41,571 | 48,690 | 48,935 | 54,589 | 57,424 | 58,839 | 67,578 | 47,032 |

Schedule 3 (continued)**Age and Service Distribution with Annual Average Salary of Active Probation Members
as of June 30, 2008****TOTAL**

| 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 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 0 | 45,864 | 0 | 0 | 0 | 0 | 0 | 45,864 |
| 30-34 | 5 | 2 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 40,989 | 44,793 | 53,144 | 0 | 0 | 0 | 0 | 43,459 |
| 35-39 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 4 |
| | 0 | 51,619 | 53,144 | 0 | 0 | 0 | 0 | 52,000 |
| 40-44 | 1 | 3 | 1 | 1 | 0 | 0 | 0 | 6 |
| | 75,878 | 49,199 | 53,144 | 48,194 | 0 | 0 | 0 | 54,136 |
| 45-49 | 1 | 3 | 1 | 1 | 2 | 0 | 0 | 8 |
| | 43,659 | 51,494 | 50,606 | 72,613 | 55,890 | 0 | 0 | 54,143 |
| 50-54 | 0 | 1 | 2 | 2 | 3 | 0 | 0 | 8 |
| | 0 | 53,144 | 49,754 | 62,879 | 74,249 | 0 | 0 | 62,645 |
| 55-59 | 4 | 2 | 1 | 1 | 0 | 0 | 0 | 8 |
| | 63,612 | 53,144 | 58,635 | 53,144 | 0 | 0 | 0 | 59,064 |
| 60-64 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 3 |
| | 0 | 51,147 | 0 | 0 | 53,144 | 0 | 0 | 51,813 |
| 65-69 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70 & Over | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 0 | 39,603 | 0 | 0 | 0 | 0 | 0 | 39,603 |
| TOTAL | 11 | 18 | 7 | 5 | 6 | 0 | 0 | 47 |
| | 52,630 | 49,651 | 52,597 | 59,942 | 64,612 | 0 | 0 | 53,792 |

Schedule 3 (continued)**Age and Service Distribution with Annual Average Salary of Active Safety Members as of June 30, 2008****TOTAL**

| 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 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| | 44,621 | 0 | 0 | 0 | 0 | 0 | 0 | 44,621 |
| 25-29 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 16 |
| | 43,511 | 0 | 0 | 0 | 0 | 0 | 0 | 43,511 |
| 30-34 | 11 | 9 | 3 | 0 | 0 | 0 | 0 | 23 |
| | 46,291 | 57,387 | 67,586 | 0 | 0 | 0 | 0 | 53,411 |
| 35-39 | 8 | 9 | 6 | 1 | 0 | 0 | 0 | 24 |
| | 48,545 | 58,027 | 59,290 | 80,330 | 0 | 0 | 0 | 56,111 |
| 40-44 | 4 | 9 | 13 | 6 | 1 | 0 | 0 | 33 |
| | 51,745 | 60,230 | 64,437 | 76,118 | 91,645 | 0 | 0 | 64,700 |
| 45-49 | 6 | 1 | 4 | 5 | 5 | 1 | 0 | 22 |
| | 57,405 | 53,997 | 66,950 | 69,326 | 88,812 | 83,637 | 0 | 70,025 |
| 50-54 | 6 | 2 | 1 | 1 | 6 | 2 | 0 | 18 |
| | 48,038 | 53,997 | 65,832 | 75,878 | 81,193 | 83,637 | 0 | 66,242 |
| 55-59 | 3 | 2 | 1 | 1 | 0 | 0 | 1 | 8 |
| | 46,765 | 56,659 | 64,106 | 53,997 | 0 | 0 | 68,058 | 54,972 |
| 60-64 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 51,418 | 53,997 | 0 | 0 | 0 | 0 | 0 | 52,708 |
| 65-69 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0 | 58,063 | 0 | 0 | 0 | 0 | 0 | 58,063 |
| 70 & Over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 63 | 35 | 28 | 14 | 12 | 3 | 1 | 156 |
| | 47,334 | 57,892 | 64,068 | 72,396 | 85,239 | 83,637 | 68,058 | 58,702 |

Schedule 3 (continued)**Average Annual Benefit and Membership Distribution of Retired General Members as of June 30, 2008****MALES**

| CURRENT AGE | YEARS OF RETIREMENT | | | | | | | TOTAL |
|-------------|---------------------|--------|--------|--------|--------|--------|-----------|--------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30 & Over | |
| Below 45 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| | 5,200 | 6,296 | 0 | 0 | 0 | 0 | 0 | 5,474 |
| 45-49 | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 5 |
| | 14,557 | 9,189 | 19,769 | 0 | 13,016 | 0 | 0 | 14,218 |
| 50-54 | 15 | 1 | 0 | 1 | 1 | 0 | 0 | 18 |
| | 12,677 | 18,730 | 0 | 14,013 | 15,608 | 0 | 0 | 13,250 |
| 55-59 | 32 | 14 | 4 | 2 | 0 | 0 | 0 | 52 |
| | 25,817 | 11,613 | 16,626 | 17,035 | 0 | 0 | 0 | 20,948 |
| 60-64 | 33 | 23 | 5 | 5 | 2 | 1 | 0 | 69 |
| | 28,206 | 11,025 | 10,786 | 20,770 | 17,378 | 15,809 | 0 | 20,184 |
| 65-69 | 17 | 15 | 10 | 5 | 0 | 1 | 0 | 48 |
| | 30,299 | 18,322 | 15,636 | 19,670 | 0 | 14,396 | 0 | 22,063 |
| 70-74 | 4 | 11 | 18 | 9 | 9 | 0 | 0 | 51 |
| | 9,645 | 23,663 | 19,201 | 30,107 | 13,522 | 0 | 0 | 20,336 |
| 75-79 | 3 | 4 | 9 | 19 | 4 | 1 | 1 | 41 |
| | 8,884 | 19,283 | 19,383 | 22,551 | 9,694 | 13,317 | 8,324 | 18,710 |
| 80-84 | 3 | 0 | 3 | 6 | 9 | 11 | 0 | 32 |
| | 3,130 | 0 | 9,312 | 25,710 | 18,149 | 16,370 | 0 | 16,719 |
| 85 & Over | 3 | 1 | 0 | 1 | 3 | 13 | 7 | 28 |
| | 8,523 | 14,318 | 0 | 16,356 | 26,591 | 17,323 | 17,768 | 17,343 |
| TOTAL | 115 | 71 | 50 | 48 | 29 | 27 | 8 | 348 |
| | 22,670 | 15,168 | 16,891 | 23,340 | 16,102 | 16,622 | 16,588 | 19,245 |

Schedule 3 (continued)**Average Annual Benefit and Membership Distribution of Retired General Members as of June 30, 2008****FEMALES**

| CURRENT AGE | YEARS OF RETIREMENT | | | | | | | TOTAL |
|-------------|---------------------|--------|--------|--------|--------|--------|-----------|--------|
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30 & Over | |
| Below 45 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 3 |
| | 9,637 | 0 | 15,848 | 0 | 0 | 0 | 0 | 11,707 |
| 45-49 | 6 | 0 | 2 | 1 | 0 | 0 | 0 | 9 |
| | 10,542 | 0 | 13,743 | 18,411 | 0 | 0 | 0 | 12,128 |
| 50-54 | 32 | 6 | 1 | 1 | 0 | 0 | 0 | 40 |
| | 12,074 | 15,299 | 14,995 | 6,894 | 0 | 0 | 0 | 12,501 |
| 55-59 | 59 | 21 | 3 | 1 | 1 | 0 | 0 | 85 |
| | 15,319 | 9,023 | 19,933 | 20,663 | 23,343 | 0 | 0 | 14,084 |
| 60-64 | 54 | 18 | 9 | 0 | 1 | 0 | 1 | 83 |
| | 16,301 | 11,719 | 6,770 | 0 | 8,569 | 0 | 46,814 | 14,548 |
| 65-69 | 17 | 20 | 12 | 8 | 2 | 0 | 0 | 59 |
| | 15,313 | 17,593 | 8,411 | 6,848 | 10,863 | 0 | 0 | 13,383 |
| 70-74 | 6 | 16 | 11 | 14 | 3 | 0 | 1 | 51 |
| | 17,129 | 11,714 | 9,561 | 8,473 | 4,151 | 0 | 17,828 | 10,672 |
| 75-79 | 5 | 2 | 19 | 11 | 12 | 5 | 0 | 54 |
| | 17,138 | 15,073 | 17,765 | 12,734 | 8,519 | 10,250 | 0 | 13,832 |
| 80-84 | 3 | 2 | 8 | 7 | 12 | 13 | 1 | 46 |
| | 23,568 | 10,817 | 10,832 | 22,754 | 9,429 | 8,239 | 8,037 | 12,317 |
| 85 & Over | 6 | 6 | 3 | 2 | 7 | 15 | 9 | 48 |
| | 13,424 | 11,653 | 11,042 | 11,583 | 12,650 | 8,009 | 8,038 | 10,162 |
| TOTAL | 190 | 91 | 69 | 45 | 38 | 33 | 12 | 478 |
| | 15,016 | 12,673 | 12,210 | 12,042 | 9,737 | 8,439 | 12,085 | 12,937 |

Schedule 3 (continued)**Average Annual Benefit and Membership Distribution of Retired Probation Members
as of June 30, 2008**

| TOTAL | | | | | | | | |
|------------------------|----------------------------|------------|--------------|--------------|--------------|--------------|----------------------|--------------|
| CURRENT AGE | YEARS OF RETIREMENT | | | | | | | TOTAL |
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30 & Over | |
| Below 45 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 22,970 | 0 | 0 | 0 | 0 | 0 | 0 | 22,970 |
| 45-49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 50-54 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 21,398 | 0 | 0 | 0 | 0 | 0 | 0 | 21,398 |
| 55-59 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| | 23,496 | 0 | 0 | 0 | 0 | 0 | 0 | 23,496 |
| 60-64 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| | 36,756 | 0 | 0 | 0 | 0 | 0 | 0 | 36,756 |
| 65-69 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 20,790 | 0 | 0 | 0 | 0 | 0 | 0 | 20,790 |
| 70-74 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 75-79 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 80-84 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 85 & Over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 17 |
| | 29,422 | 0 | 0 | 0 | 0 | 0 | 0 | 29,422 |

Schedule 3 (continued)**Average Annual Benefit and Membership Distribution of Retired Safety Members as of June 30, 2008**

| TOTAL | | | | | | | | |
|--------------------|----------------------------|------------|--------------|--------------|--------------|--------------|----------------------|--------------|
| CURRENT AGE | YEARS OF RETIREMENT | | | | | | | TOTAL |
| | 0-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30 & Over | |
| Below 45 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 4 |
| | 19,450 | 0 | 20,175 | 0 | 0 | 0 | 0 | 19,631 |
| 45-49 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 3 |
| | 33,202 | 22,277 | 24,288 | 0 | 0 | 0 | 0 | 26,589 |
| 50-54 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 22,992 | 16,090 | 21,235 | 0 | 0 | 0 | 0 | 21,910 |
| 55-59 | 9 | 1 | 5 | 1 | 1 | 1 | 0 | 18 |
| | 57,294 | 9,500 | 20,485 | 17,441 | 8,280 | 24,656 | 0 | 37,664 |
| 60-64 | 7 | 12 | 3 | 2 | 3 | 1 | 0 | 28 |
| | 38,520 | 31,618 | 25,932 | 20,373 | 26,214 | 20,894 | 0 | 30,969 |
| 65-69 | 4 | 4 | 7 | 4 | 7 | 2 | 1 | 29 |
| | 40,269 | 12,077 | 26,645 | 24,443 | 21,543 | 29,904 | 13,034 | 24,735 |
| 70-74 | 2 | 1 | 1 | 3 | 3 | 0 | 0 | 10 |
| | 19,822 | 26,796 | 28,510 | 25,686 | 24,287 | 0 | 0 | 24,487 |
| 75-79 | 1 | 1 | 3 | 0 | 2 | 4 | 0 | 11 |
| | 14,436 | 39,658 | 18,506 | 0 | 13,948 | 24,326 | 0 | 21,347 |
| 80-84 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 3 |
| | 16,903 | 0 | 0 | 0 | 17,480 | 24,145 | 0 | 19,509 |
| 85 & Over | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 |
| | 0 | 0 | 0 | 0 | 7,290 | 11,820 | 4,959 | 8,023 |
| TOTAL | 34 | 21 | 22 | 10 | 18 | 10 | 2 | 117 |
| | 36,672 | 25,812 | 23,476 | 23,302 | 20,181 | 23,863 | 8,997 | 26,994 |

Schedule 4**Summary of Annual Retirement Allowances as of June 30, 2008**

| | | GENERAL MEMBERS | |
|---------------|---------|--------------------------|-----------------------------|
| | | Number | Annual Allowance |
| Service | Males | 271 | \$ 5,596,779 |
| | Females | 350 | 4,363,481 |
| | Total | <u>621</u> | <u>\$ 9,960,260</u> |
| Disability | Males | 51 | \$ 884,187 |
| | Females | 56 | 866,478 |
| | Total | <u>107</u> | <u>\$ 1,750,665</u> |
| Beneficiaries | Males | 27 | \$ 216,404 |
| | Females | 73 | 954,181 |
| | Total | <u>100</u> | <u>\$ 1,170,585</u> |
| Total | | <u><u>828</u></u> | <u><u>\$ 12,881,510</u></u> |
| | | PROBATION MEMBERS | |
| | | Number | Annual Allowance |
| Service | Males | 9 | \$ 319,897 |
| | Females | 5 | 146,347 |
| | Total | <u>14</u> | <u>\$ 466,244</u> |
| Disability | Males | 1 | \$ 5,721 |
| | Females | 1 | 22,970 |
| | Total | <u>2</u> | <u>\$ 28,691</u> |
| Beneficiaries | Males | | \$ |
| | Females | 1 | 5,246 |
| | Total | <u>1</u> | <u>\$ 5,246</u> |
| Total | | <u><u>17</u></u> | <u><u>\$ 500,181</u></u> |

Schedule 4 (continued)**Summary of Annual Retirement Allowances as of June 30, 2008**

| SAFETY MEMBERS | | | |
|-----------------------|---------------|--|-------------------------|
| | Number | | Annual Allowance |
| Service | | | |
| Males | 37 | | \$ 1,096,859 |
| Females | 6 | | 101,449 |
| Total | <u>43</u> | | <u>\$ 1,198,308</u> |
| Disability | | | |
| Males | 47 | | \$ 1,485,960 |
| Females | 4 | | 74,965 |
| Total | <u>51</u> | | <u>\$ 1,560,925</u> |
| Beneficiaries | | | |
| Males | 2 | | \$ 40,733 |
| Females | 21 | | 358,272 |
| Total | <u>23</u> | | <u>\$ 399,005</u> |
| Total | <u>117</u> | | <u>\$ 3,158,238</u> |
| TOTAL | | | |
| | Number | | Annual Allowance |
| Service | | | |
| Males | 317 | | \$ 7,013,535 |
| Females | 361 | | 4,611,277 |
| Total | <u>678</u> | | <u>\$ 11,624,812</u> |
| Disability | | | |
| Males | 99 | | \$ 2,375,868 |
| Females | 61 | | 964,413 |
| Total | <u>160</u> | | <u>\$ 3,340,281</u> |
| Beneficiaries | | | |
| Males | 29 | | \$ 257,137 |
| Females | 95 | | 1,317,699 |
| Total | <u>124</u> | | <u>\$ 1,574,836</u> |
| Total | <u>962</u> | | <u>\$ 16,539,929</u> |

Schedule 5

General Members' Contribution Rates (expressed as a percentage of biweekly compensation)

CURRENT

| Entry Age | Tier 1 - Section 31676.12 FAS = 1 year | | | | Tier 2 & 3 - Section 31676.12 FAS = 3 year | | | |
|-----------|---|---------------|----------------|---------------|---|---------------|----------------|---------------|
| | Basic | | COL | | Basic | | COL | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 16 | 4.10 | 6.15 | 1.27 | 1.91 | 3.90 | 5.85 | 1.21 | 1.82 |
| 17 | 4.11 | 6.17 | 1.28 | 1.92 | 3.91 | 5.86 | 1.21 | 1.82 |
| 18 | 4.12 | 6.18 | 1.28 | 1.92 | 3.92 | 5.88 | 1.22 | 1.83 |
| 19 | 4.13 | 6.20 | 1.28 | 1.93 | 3.93 | 5.90 | 1.22 | 1.83 |
| 20 | 4.15 | 6.23 | 1.29 | 1.94 | 3.95 | 5.92 | 1.23 | 1.84 |
| 21 | 4.17 | 6.26 | 1.30 | 1.94 | 3.97 | 5.95 | 1.23 | 1.85 |
| 22 | 4.19 | 6.29 | 1.30 | 1.95 | 3.99 | 5.98 | 1.24 | 1.86 |
| 23 | 4.22 | 6.33 | 1.31 | 1.97 | 4.01 | 6.01 | 1.25 | 1.87 |
| 24 | 4.25 | 6.37 | 1.32 | 1.98 | 4.04 | 6.06 | 1.25 | 1.88 |
| 25 | 4.28 | 6.42 | 1.33 | 1.99 | 4.07 | 6.10 | 1.26 | 1.89 |
| 26 | 4.31 | 6.47 | 1.34 | 2.01 | 4.10 | 6.15 | 1.27 | 1.91 |
| 27 | 4.35 | 6.53 | 1.35 | 2.03 | 4.13 | 6.20 | 1.28 | 1.93 |
| 28 | 4.39 | 6.59 | 1.36 | 2.05 | 4.17 | 6.26 | 1.30 | 1.94 |
| 29 | 4.43 | 6.65 | 1.38 | 2.07 | 4.21 | 6.32 | 1.31 | 1.96 |
| 30 | 4.49 | 6.73 | 1.39 | 2.09 | 4.26 | 6.39 | 1.32 | 1.98 |
| 31 | 4.53 | 6.80 | 1.41 | 2.11 | 4.31 | 6.47 | 1.34 | 2.01 |
| 32 | 4.59 | 6.89 | 1.43 | 2.14 | 4.37 | 6.55 | 1.36 | 2.03 |
| 33 | 4.65 | 6.97 | 1.44 | 2.16 | 4.42 | 6.63 | 1.37 | 2.06 |
| 34 | 4.71 | 7.07 | 1.46 | 2.20 | 4.48 | 6.72 | 1.39 | 2.09 |
| 35 | 4.78 | 7.17 | 1.48 | 2.23 | 4.54 | 6.81 | 1.41 | 2.12 |
| 36 | 4.85 | 7.27 | 1.51 | 2.26 | 4.61 | 6.91 | 1.43 | 2.15 |
| 37 | 4.91 | 7.37 | 1.53 | 2.29 | 4.67 | 7.01 | 1.45 | 2.18 |
| 38 | 4.99 | 7.48 | 1.55 | 2.32 | 4.74 | 7.11 | 1.47 | 2.21 |
| 39 | 5.05 | 7.58 | 1.57 | 2.35 | 4.81 | 7.21 | 1.49 | 2.24 |
| 40 | 5.13 | 7.69 | 1.59 | 2.39 | 4.87 | 7.31 | 1.51 | 2.27 |
| 41 | 5.20 | 7.80 | 1.62 | 2.42 | 4.94 | 7.41 | 1.53 | 2.30 |
| 42 | 5.27 | 7.90 | 1.64 | 2.45 | 5.01 | 7.51 | 1.56 | 2.33 |
| 43 | 5.34 | 8.01 | 1.66 | 2.49 | 5.08 | 7.62 | 1.58 | 2.37 |
| 44 | 5.41 | 8.12 | 1.68 | 2.52 | 5.15 | 7.72 | 1.60 | 2.40 |
| 45 | 5.49 | 8.23 | 1.71 | 2.56 | 5.22 | 7.83 | 1.62 | 2.43 |
| 46 | 5.57 | 8.35 | 1.73 | 2.59 | 5.29 | 7.93 | 1.64 | 2.46 |
| 47 | 5.64 | 8.46 | 1.75 | 2.63 | 5.36 | 8.04 | 1.66 | 2.50 |
| 48 | 5.72 | 8.58 | 1.78 | 2.66 | 5.43 | 8.15 | 1.69 | 2.53 |
| 49 | 5.79 | 8.69 | 1.80 | 2.70 | 5.51 | 8.26 | 1.71 | 2.57 |
| 50 | 5.87 | 8.81 | 1.82 | 2.74 | 5.58 | 8.37 | 1.73 | 2.60 |
| 51 | 5.95 | 8.93 | 1.85 | 2.77 | 5.65 | 8.48 | 1.75 | 2.63 |
| 52 | 6.03 | 9.05 | 1.87 | 2.81 | 5.73 | 8.60 | 1.78 | 2.67 |
| 53 | 6.11 | 9.17 | 1.90 | 2.85 | 5.81 | 8.71 | 1.80 | 2.71 |
| 54 | 6.19 | 9.29 | 1.92 | 2.89 | 5.89 | 8.83 | 1.83 | 2.74 |
| 55 | 6.27 | 9.41 | 1.95 | 2.92 | 5.96 | 8.94 | 1.85 | 2.78 |
| 56 | 6.35 | 9.53 | 1.97 | 2.96 | 6.04 | 9.06 | 1.88 | 2.81 |
| 57 | 6.44 | 9.66 | 2.00 | 3.00 | 6.12 | 9.18 | 1.90 | 2.85 |
| 58 | 6.52 | 9.78 | 2.03 | 3.04 | 6.20 | 9.30 | 1.93 | 2.89 |
| 59 | 6.61 | 9.91 | 2.05 | 3.08 | 6.27 | 9.41 | 1.95 | 2.92 |
| & over | | | | | | | | |

| | |
|------------|------------------|
| INTEREST: | 8.00% |
| INFLATION: | 4.75% |
| COLA: | 3.00% |
| MORTALITY: | 94 GA (Male, -3) |

* 31.06% of basic rates.

Schedule 5 (continued)

Probation Members' Contribution Rates (expressed as a percentage of biweekly compensation)

CURRENT

| Entry Age | Tier 1 - Section 31664 FAS = 1 year | | | | Tier 2 - Section 31664 FAS = 3 year | | | |
|------------|--|--------------------------|----------------|---------------|--|---------------|----------------|---------------|
| | Basic | | COL | | Basic | | COL | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 18 | 5.07 | 7.60 | 3.14 | 4.70 | 4.82 | 7.23 | 2.98 | 4.47 |
| 19 | 5.10 | 7.65 | 3.15 | 4.73 | 4.85 | 7.27 | 3.00 | 4.50 |
| 20 | 5.13 | 7.70 | 3.17 | 4.76 | 4.88 | 7.32 | 3.02 | 4.53 |
| 21 | 5.17 | 7.76 | 3.20 | 4.80 | 4.91 | 7.37 | 3.04 | 4.56 |
| 22 | 5.21 | 7.82 | 3.22 | 4.84 | 4.95 | 7.43 | 3.06 | 4.60 |
| 23 | 5.25 | 7.88 | 3.25 | 4.87 | 4.99 | 7.49 | 3.09 | 4.63 |
| 24 | 5.30 | 7.95 | 3.28 | 4.92 | 5.03 | 7.55 | 3.11 | 4.67 |
| 25 | 5.35 | 8.02 | 3.31 | 4.96 | 5.08 | 7.62 | 3.14 | 4.71 |
| 26 | 5.39 | 8.09 | 3.33 | 5.00 | 5.13 | 7.69 | 3.17 | 4.76 |
| 27 | 5.45 | 8.17 | 3.37 | 5.05 | 5.18 | 7.77 | 3.20 | 4.81 |
| 28 | 5.51 | 8.26 | 3.41 | 5.11 | 5.23 | 7.85 | 3.23 | 4.86 |
| 29 | 5.56 | 8.34 | 3.44 | 5.16 | 5.29 | 7.93 | 3.27 | 4.90 |
| 30 | 5.63 | 8.44 | 3.48 | 5.22 | 5.35 | 8.02 | 3.31 | 4.96 |
| 31 | 5.69 | 8.53 | 3.52 | 5.28 | 5.41 | 8.11 | 3.35 | 5.02 |
| 32 | 5.76 | 8.64 | 3.56 | 5.34 | 5.47 | 8.21 | 3.38 | 5.08 |
| 33 | 5.83 | 8.74 | 3.61 | 5.41 | 5.54 | 8.31 | 3.43 | 5.14 |
| 34 | 5.90 | 8.85 | 3.65 | 5.47 | 5.61 | 8.41 | 3.47 | 5.20 |
| 35 | 5.98 | 8.97 | 3.70 | 5.55 | 5.68 | 8.52 | 3.51 | 5.27 |
| 36 | 6.06 | 9.09 | 3.75 | 5.62 | 5.76 | 8.64 | 3.56 | 5.34 |
| 37 | 6.14 | 9.21 | 3.80 | 5.70 | 5.84 | 8.76 | 3.61 | 5.42 |
| 38 | 6.23 | 9.34 | 3.85 | 5.78 | 5.92 | 8.88 | 3.66 | 5.49 |
| 39 | 6.31 | 9.47 | 3.90 | 5.86 | 6.00 | 9.00 | 3.71 | 5.57 |
| 40 | 6.39 | 9.59 | 3.95 | 5.93 | 6.08 | 9.12 | 3.76 | 5.64 |
| 41 | 6.48 | 9.72 | 4.01 | 6.01 | 6.16 | 9.24 | 3.81 | 5.71 |
| 42 | 6.57 | 9.85 | 4.06 | 6.09 | 6.24 | 9.36 | 3.86 | 5.79 |
| 43 | 6.65 | 9.98 | 4.11 | 6.17 | 6.33 | 9.49 | 3.92 | 5.87 |
| 44 | 6.74 | 10.11 | 4.17 | 6.25 | 6.41 | 9.61 | 3.96 | 5.94 |
| 45 | 6.83 | 10.25 | 4.22 | 6.34 | 6.49 | 9.74 | 4.01 | 6.02 |
| 46 | 6.92 | 10.38 | 4.28 | 6.42 | 6.58 | 9.87 | 4.07 | 6.10 |
| 47 | 7.01 | 10.52 | 4.34 | 6.51 | 6.67 | 10.00 | 4.13 | 6.19 |
| 48 | 7.10 | 10.65 | 4.39 | 6.59 | 6.75 | 10.12 | 4.17 | 6.26 |
| 49 | 7.19 | 10.79 | 4.45 | 6.67 | 6.83 | 10.25 | 4.22 | 6.34 |
| & over | | | | | | | | |
| INTEREST: | | 8.00% | | | | | | |
| INFLATION: | | 4.75% | | | | | | |
| COLA: | | 3.00% | | | | | | |
| MORTALITY: | | 94 GA (Male, | | | | | | |
| | | * 61.85% of basic rates. | | | | | | |

Schedule 5 (continued)

Safety Members' Contribution Rates (expressed as a percentage of biweekly compensation)

CURRENT

| Entry Age | Tier 1 - Section 31664.2 FAS = 1 year | | | | Tier 2 - Section 31664.2 FAS = 3 year | | | |
|-----------|--|---------------|----------------|---------------|--|---------------|----------------|---------------|
| | Basic | | COL | | Basic | | COL | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 18 | 5.07 | 7.60 | 1.28 | 2.73 | 4.82 | 7.23 | 1.13 | 2.52 |
| 19 | 5.10 | 7.65 | 1.30 | 2.76 | 4.85 | 7.27 | 1.15 | 2.54 |
| 20 | 5.13 | 7.70 | 1.31 | 2.79 | 4.88 | 7.32 | 1.17 | 2.57 |
| 21 | 5.17 | 7.76 | 1.34 | 2.82 | 4.91 | 7.37 | 1.19 | 2.60 |
| 22 | 5.21 | 7.82 | 1.36 | 2.86 | 4.95 | 7.43 | 1.21 | 2.63 |
| 23 | 5.25 | 7.88 | 1.38 | 2.89 | 4.99 | 7.49 | 1.23 | 2.67 |
| 24 | 5.30 | 7.95 | 1.41 | 2.93 | 5.03 | 7.55 | 1.26 | 2.70 |
| 25 | 5.35 | 8.02 | 1.44 | 2.97 | 5.08 | 7.62 | 1.28 | 2.74 |
| 26 | 5.39 | 8.09 | 1.46 | 3.01 | 5.13 | 7.69 | 1.31 | 2.78 |
| 27 | 5.45 | 8.17 | 1.50 | 3.06 | 5.18 | 7.77 | 1.34 | 2.83 |
| 28 | 5.51 | 8.26 | 1.53 | 3.11 | 5.23 | 7.85 | 1.37 | 2.87 |
| 29 | 5.56 | 8.34 | 1.56 | 3.15 | 5.29 | 7.93 | 1.40 | 2.92 |
| 30 | 5.63 | 8.44 | 1.60 | 3.21 | 5.35 | 8.02 | 1.44 | 2.97 |
| 31 | 5.69 | 8.53 | 1.63 | 3.26 | 5.41 | 8.11 | 1.47 | 3.02 |
| 32 | 5.76 | 8.64 | 1.67 | 3.33 | 5.47 | 8.21 | 1.51 | 3.08 |
| 33 | 5.83 | 8.74 | 1.71 | 3.38 | 5.54 | 8.31 | 1.55 | 3.14 |
| 34 | 5.90 | 8.85 | 1.75 | 3.45 | 5.61 | 8.41 | 1.59 | 3.19 |
| 35 | 5.98 | 8.97 | 1.80 | 3.52 | 5.68 | 8.52 | 1.63 | 3.26 |
| 36 | 6.06 | 9.09 | 1.85 | 3.58 | 5.76 | 8.64 | 1.67 | 3.33 |
| 37 | 6.14 | 9.21 | 1.89 | 3.65 | 5.84 | 8.76 | 1.72 | 3.39 |
| 38 | 6.23 | 9.34 | 1.94 | 3.73 | 5.92 | 8.88 | 1.77 | 3.46 |
| 39 | 6.31 | 9.47 | 1.99 | 3.80 | 6.00 | 9.00 | 1.81 | 3.53 |
| 40 | 6.39 | 9.59 | 2.04 | 3.87 | 6.08 | 9.12 | 1.86 | 3.60 |
| 41 | 6.48 | 9.72 | 2.09 | 3.95 | 6.16 | 9.24 | 1.90 | 3.67 |
| 42 | 6.57 | 9.85 | 2.14 | 4.02 | 6.24 | 9.36 | 1.95 | 3.74 |
| 43 | 6.65 | 9.98 | 2.18 | 4.09 | 6.33 | 9.49 | 2.00 | 3.81 |
| 44 | 6.74 | 10.11 | 2.24 | 4.17 | 6.41 | 9.61 | 2.05 | 3.88 |
| 45 | 6.83 | 10.25 | 2.29 | 4.25 | 6.49 | 9.74 | 2.09 | 3.96 |
| 46 | 6.92 | 10.38 | 2.34 | 4.32 | 6.58 | 9.87 | 2.14 | 4.03 |
| 47 | 7.01 | 10.52 | 2.39 | 4.40 | 6.67 | 10.00 | 2.20 | 4.11 |
| 48 | 7.10 | 10.65 | 2.44 | 4.48 | 6.75 | 10.12 | 2.24 | 4.17 |
| 49 | 7.19 | 10.79 | 2.49 | 4.56 | 6.83 | 10.25 | 2.29 | 4.25 |
| & over | | | | | | | | |

| | |
|------------|---|
| INTEREST: | 8.00% |
| INFLATION: | 4.75% |
| COLA: | 3.00% |
| MORTALITY: | 94 GA (Male, 0) |
| | * 57.36% of basic rates. |
| | * COL Rate offset by 1.63% - picked up by the County. |

Schedule 5 (continued)

General Members' Contribution Rates (expressed as a percentage of biweekly compensation)

RECOMMENDED

| Entry Age | Tier 1 – Section 31676.12 FAS = 1 year | | | | Tier 2 & Tier 3 – Section 31676.12 FAS = 3 years | | | |
|--------------------------|---|------------------|-------------------|------------------|---|------------------|-------------------|------------------|
| | Basic | | COL* | | Basic | | COL* | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 16 | 4.10 | 6.15 | 1.25 | 1.87 | 3.90 | 5.85 | 1.19 | 1.78 |
| 17 | 4.11 | 6.17 | 1.25 | 1.88 | 3.91 | 5.86 | 1.19 | 1.78 |
| 18 | 4.12 | 6.18 | 1.25 | 1.88 | 3.92 | 5.88 | 1.19 | 1.79 |
| 19 | 4.13 | 6.20 | 1.26 | 1.88 | 3.93 | 5.90 | 1.19 | 1.79 |
| 20 | 4.15 | 6.23 | 1.26 | 1.89 | 3.95 | 5.92 | 1.20 | 1.80 |
| 21 | 4.17 | 6.26 | 1.27 | 1.90 | 3.97 | 5.95 | 1.21 | 1.81 |
| 22 | 4.19 | 6.29 | 1.27 | 1.91 | 3.99 | 5.98 | 1.21 | 1.82 |
| 23 | 4.22 | 6.33 | 1.28 | 1.92 | 4.01 | 6.01 | 1.22 | 1.83 |
| 24 | 4.25 | 6.37 | 1.29 | 1.94 | 4.04 | 6.06 | 1.23 | 1.84 |
| 25 | 4.28 | 6.42 | 1.30 | 1.95 | 4.07 | 6.10 | 1.24 | 1.85 |
| 26 | 4.31 | 6.47 | 1.31 | 1.97 | 4.10 | 6.15 | 1.25 | 1.87 |
| 27 | 4.35 | 6.53 | 1.32 | 1.98 | 4.13 | 6.20 | 1.26 | 1.88 |
| 28 | 4.39 | 6.59 | 1.33 | 2.00 | 4.17 | 6.26 | 1.27 | 1.90 |
| 29 | 4.43 | 6.65 | 1.35 | 2.02 | 4.21 | 6.32 | 1.28 | 1.92 |
| 30 | 4.49 | 6.73 | 1.36 | 2.05 | 4.26 | 6.39 | 1.29 | 1.94 |
| 31 | 4.53 | 6.80 | 1.38 | 2.07 | 4.31 | 6.47 | 1.31 | 1.97 |
| 32 | 4.59 | 6.89 | 1.39 | 2.09 | 4.37 | 6.55 | 1.33 | 1.99 |
| 33 | 4.65 | 6.97 | 1.41 | 2.12 | 4.42 | 6.63 | 1.34 | 2.01 |
| 34 | 4.71 | 7.07 | 1.43 | 2.15 | 4.48 | 6.72 | 1.36 | 2.04 |
| 35 | 4.78 | 7.17 | 1.45 | 2.18 | 4.54 | 6.81 | 1.38 | 2.07 |
| 36 | 4.85 | 7.27 | 1.47 | 2.21 | 4.61 | 6.91 | 1.40 | 2.10 |
| 37 | 4.91 | 7.37 | 1.49 | 2.24 | 4.67 | 7.01 | 1.42 | 2.13 |
| 38 | 4.99 | 7.48 | 1.52 | 2.27 | 4.74 | 7.11 | 1.44 | 2.16 |
| 39 | 5.05 | 7.58 | 1.53 | 2.30 | 4.81 | 7.21 | 1.46 | 2.19 |
| 40 | 5.13 | 7.69 | 1.56 | 2.34 | 4.87 | 7.31 | 1.48 | 2.22 |
| 41 | 5.20 | 7.80 | 1.58 | 2.37 | 4.94 | 7.41 | 1.50 | 2.25 |
| 42 | 5.27 | 7.90 | 1.60 | 2.40 | 5.01 | 7.51 | 1.52 | 2.28 |
| 43 | 5.34 | 8.01 | 1.62 | 2.43 | 5.08 | 7.62 | 1.54 | 2.32 |
| 44 | 5.41 | 8.12 | 1.64 | 2.47 | 5.15 | 7.72 | 1.57 | 2.35 |
| 45 | 5.49 | 8.23 | 1.67 | 2.50 | 5.22 | 7.83 | 1.59 | 2.38 |
| 46 | 5.57 | 8.35 | 1.69 | 2.54 | 5.29 | 7.93 | 1.61 | 2.41 |
| 47 | 5.64 | 8.46 | 1.71 | 2.57 | 5.36 | 8.04 | 1.63 | 2.44 |
| 48 | 5.72 | 8.58 | 1.74 | 2.61 | 5.43 | 8.15 | 1.65 | 2.48 |
| 49 | 5.79 | 8.69 | 1.76 | 2.64 | 5.51 | 8.26 | 1.67 | 2.51 |
| 50 | 5.87 | 8.81 | 1.78 | 2.68 | 5.58 | 8.37 | 1.70 | 2.54 |
| 51 | 5.95 | 8.93 | 1.81 | 2.71 | 5.65 | 8.48 | 1.72 | 2.58 |
| 52 | 6.03 | 9.05 | 1.83 | 2.75 | 5.73 | 8.60 | 1.74 | 2.61 |
| 53 | 6.11 | 9.17 | 1.86 | 2.79 | 5.81 | 8.71 | 1.77 | 2.65 |
| 54 | 6.19 | 9.29 | 1.88 | 2.82 | 5.89 | 8.83 | 1.79 | 2.68 |
| 55 | 6.27 | 9.41 | 1.91 | 2.86 | 5.96 | 8.94 | 1.81 | 2.72 |
| 56 | 6.35 | 9.53 | 1.93 | 2.90 | 6.04 | 9.06 | 1.84 | 2.75 |
| 57 | 6.44 | 9.66 | 1.96 | 2.94 | 6.12 | 9.18 | 1.86 | 2.79 |
| 58 | 6.52 | 9.78 | 1.98 | 2.97 | 6.20 | 9.30 | 1.88 | 2.83 |
| 59 | 6.61 | 9.91 | 2.01 | 3.01 | 6.27 | 9.41 | 1.91 | 2.86 |
| & over | | | | | | | | |
| INTEREST: | | | 8.00% | | | | | |
| INFLATION: | | | 4.75% | | | | | |
| COLA: | | | 3.00% | | | | | |
| MORTALITY: | | 94 GA (Male, -3) | | | | | | |
| * 30.39% of basic rates. | | | | | | | | |

Schedule 5 (continued)

Probation Members' Contribution Rates (expressed as a percentage of biweekly compensation)

RECOMMENDED

| Entry Age | Tier 1 – Section 31664 FAS = 1 year | | | | Tier 2 – Section 31664 FAS = 3 years | | | |
|--------------------------|--|------------------|-------------------|------------------|---|------------------|-------------------|------------------|
| | Basic | | COL* | | Basic | | COL* | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 18 | 5.07 | 7.60 | 3.02 | 4.53 | 4.82 | 7.23 | 2.87 | 4.31 |
| 19 | 5.10 | 7.65 | 3.04 | 4.56 | 4.85 | 7.27 | 2.89 | 4.33 |
| 20 | 5.13 | 7.70 | 3.06 | 4.59 | 4.88 | 7.32 | 2.91 | 4.36 |
| 21 | 5.17 | 7.76 | 3.08 | 4.62 | 4.91 | 7.37 | 2.92 | 4.39 |
| 22 | 5.21 | 7.82 | 3.10 | 4.66 | 4.95 | 7.43 | 2.95 | 4.43 |
| 23 | 5.25 | 7.88 | 3.13 | 4.69 | 4.99 | 7.49 | 2.97 | 4.46 |
| 24 | 5.30 | 7.95 | 3.16 | 4.74 | 5.03 | 7.55 | 3.00 | 4.50 |
| 25 | 5.35 | 8.02 | 3.19 | 4.78 | 5.08 | 7.62 | 3.03 | 4.54 |
| 26 | 5.39 | 8.09 | 3.21 | 4.82 | 5.13 | 7.69 | 3.06 | 4.58 |
| 27 | 5.45 | 8.17 | 3.25 | 4.87 | 5.18 | 7.77 | 3.09 | 4.63 |
| 28 | 5.51 | 8.26 | 3.28 | 4.92 | 5.23 | 7.85 | 3.12 | 4.68 |
| 29 | 5.56 | 8.34 | 3.31 | 4.97 | 5.29 | 7.93 | 3.15 | 4.72 |
| 30 | 5.63 | 8.44 | 3.35 | 5.03 | 5.35 | 8.02 | 3.19 | 4.78 |
| 31 | 5.69 | 8.53 | 3.39 | 5.08 | 5.41 | 8.11 | 3.22 | 4.83 |
| 32 | 5.76 | 8.64 | 3.43 | 5.15 | 5.47 | 8.21 | 3.26 | 4.89 |
| 33 | 5.83 | 8.74 | 3.47 | 5.21 | 5.54 | 8.31 | 3.30 | 4.95 |
| 34 | 5.90 | 8.85 | 3.51 | 5.27 | 5.61 | 8.41 | 3.34 | 5.01 |
| 35 | 5.98 | 8.97 | 3.56 | 5.34 | 5.68 | 8.52 | 3.38 | 5.08 |
| 36 | 6.06 | 9.09 | 3.61 | 5.41 | 5.76 | 8.64 | 3.43 | 5.15 |
| 37 | 6.14 | 9.21 | 3.66 | 5.49 | 5.84 | 8.76 | 3.48 | 5.22 |
| 38 | 6.23 | 9.34 | 3.71 | 5.56 | 5.92 | 8.88 | 3.53 | 5.29 |
| 39 | 6.31 | 9.47 | 3.76 | 5.64 | 6.00 | 9.00 | 3.57 | 5.36 |
| 40 | 6.39 | 9.59 | 3.81 | 5.71 | 6.08 | 9.12 | 3.62 | 5.43 |
| 41 | 6.48 | 9.72 | 3.86 | 5.79 | 6.16 | 9.24 | 3.67 | 5.50 |
| 42 | 6.57 | 9.85 | 3.91 | 5.87 | 6.24 | 9.36 | 3.72 | 5.58 |
| 43 | 6.65 | 9.98 | 3.96 | 5.95 | 6.33 | 9.49 | 3.77 | 5.65 |
| 44 | 6.74 | 10.11 | 4.02 | 6.02 | 6.41 | 9.61 | 3.82 | 5.72 |
| 45 | 6.83 | 10.25 | 4.07 | 6.11 | 6.49 | 9.74 | 3.87 | 5.80 |
| 46 | 6.92 | 10.38 | 4.12 | 6.18 | 6.58 | 9.87 | 3.92 | 5.88 |
| 47 | 7.01 | 10.52 | 4.18 | 6.27 | 6.67 | 10.00 | 3.97 | 5.96 |
| 48 | 7.10 | 10.65 | 4.23 | 6.34 | 6.75 | 10.12 | 4.02 | 6.03 |
| 49 | 7.19 | 10.79 | 4.28 | 6.43 | 6.83 | 10.25 | 4.07 | 6.11 |
| & over | | | | | | | | |
| INTEREST: | | | 8.00% | | | | | |
| INFLATION: | | | 4.75% | | | | | |
| COLA: | | | 3.00% | | | | | |
| MORTALITY: | | 94 GA (Male, 0) | | | | | | |
| * 59.57% of basic rates. | | | | | | | | |

Schedule 5 (continued)

Safety Members' Contribution Rates (expressed as a percentage of biweekly compensation)

RECOMMENDED

| Entry Age | Tier 1 – Section 31664 FAS = 1 year | | | | Tier 2 – Section 31664 FAS = 3 years | | | |
|-----------|--|------------------|-------------------|------------------|---|------------------|-------------------|------------------|
| | Basic | | COL* | | Basic | | COL* | |
| | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 | First \$161.54 | Over \$161.54 |
| 18 | 5.07 | 7.60 | 1.24 | 2.67 | 4.82 | 7.23 | 1.10 | 2.46 |
| 19 | 5.10 | 7.65 | 1.26 | 2.70 | 4.85 | 7.27 | 1.12 | 2.49 |
| 20 | 5.13 | 7.70 | 1.27 | 2.73 | 4.88 | 7.32 | 1.13 | 2.51 |
| 21 | 5.17 | 7.76 | 1.30 | 2.76 | 4.91 | 7.37 | 1.15 | 2.54 |
| 22 | 5.21 | 7.82 | 1.32 | 2.80 | 4.95 | 7.43 | 1.17 | 2.58 |
| 23 | 5.25 | 7.88 | 1.34 | 2.83 | 4.99 | 7.49 | 1.20 | 2.61 |
| 24 | 5.30 | 7.95 | 1.37 | 2.87 | 5.03 | 7.55 | 1.22 | 2.64 |
| 25 | 5.35 | 8.02 | 1.40 | 2.91 | 5.08 | 7.62 | 1.25 | 2.68 |
| 26 | 5.39 | 8.09 | 1.42 | 2.95 | 5.13 | 7.69 | 1.27 | 2.72 |
| 27 | 5.45 | 8.17 | 1.46 | 3.00 | 5.18 | 7.77 | 1.30 | 2.77 |
| 28 | 5.51 | 8.26 | 1.49 | 3.05 | 5.23 | 7.85 | 1.33 | 2.81 |
| 29 | 5.56 | 8.34 | 1.52 | 3.09 | 5.29 | 7.93 | 1.37 | 2.86 |
| 30 | 5.63 | 8.44 | 1.56 | 3.15 | 5.35 | 8.02 | 1.40 | 2.91 |
| 31 | 5.69 | 8.53 | 1.59 | 3.20 | 5.41 | 8.11 | 1.43 | 2.96 |
| 32 | 5.76 | 8.64 | 1.63 | 3.26 | 5.47 | 8.21 | 1.47 | 3.02 |
| 33 | 5.83 | 8.74 | 1.67 | 3.32 | 5.54 | 8.31 | 1.51 | 3.08 |
| 34 | 5.90 | 8.85 | 1.71 | 3.38 | 5.61 | 8.41 | 1.55 | 3.13 |
| 35 | 5.98 | 8.97 | 1.76 | 3.45 | 5.68 | 8.52 | 1.59 | 3.19 |
| 36 | 6.06 | 9.09 | 1.80 | 3.52 | 5.76 | 8.64 | 1.63 | 3.26 |
| 37 | 6.14 | 9.21 | 1.85 | 3.58 | 5.84 | 8.76 | 1.68 | 3.33 |
| 38 | 6.23 | 9.34 | 1.90 | 3.66 | 5.92 | 8.88 | 1.72 | 3.40 |
| 39 | 6.31 | 9.47 | 1.94 | 3.73 | 6.00 | 9.00 | 1.77 | 3.47 |
| 40 | 6.39 | 9.59 | 1.99 | 3.80 | 6.08 | 9.12 | 1.81 | 3.53 |
| 41 | 6.48 | 9.72 | 2.04 | 3.87 | 6.16 | 9.24 | 1.86 | 3.60 |
| 42 | 6.57 | 9.85 | 2.09 | 3.95 | 6.24 | 9.36 | 1.90 | 3.67 |
| 43 | 6.65 | 9.98 | 2.14 | 4.02 | 6.33 | 9.49 | 1.95 | 3.74 |
| 44 | 6.74 | 10.11 | 2.19 | 4.09 | 6.41 | 9.61 | 2.00 | 3.81 |
| 45 | 6.83 | 10.25 | 2.24 | 4.17 | 6.49 | 9.74 | 2.04 | 3.88 |
| 46 | 6.92 | 10.38 | 2.29 | 4.25 | 6.58 | 9.87 | 2.10 | 3.96 |
| 47 | 7.01 | 10.52 | 2.34 | 4.33 | 6.67 | 10.00 | 2.15 | 4.03 |
| 48 | 7.10 | 10.65 | 2.39 | 4.40 | 6.75 | 10.12 | 2.19 | 4.10 |
| 49 | 7.19 | 10.79 | 2.44 | 4.48 | 6.83 | 10.25 | 2.24 | 4.17 |
| & over | | | | | | | | |

INTEREST: 8.00%

INFLATION: 4.75%

COLA: 3.00%

MORTALITY: 94 GA (Male, 0)

* 56.62% of basic rates.

* COL Rate offset by 1.63% - picked up by the County.

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 becomes disabled prior to retirement; disability not employment-related. |
| Service retirement: | member retires for reasons other than duty disability. |
| Duty disability: | member becomes disabled prior to retirement; disability is employment-related. |
| Duty death: | member dies prior to retirement; death is employment-related. |
| Death while eligible: | member dies while eligible for retirement ; death not duty related |

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 .1410, then we are assuming that 14.10% of the active members at age 25 will terminate without vested rights during the next year.

Schedule 6 (continued)

Probabilities of Separation From Active Service

GENERAL MEMBERS – MALES (PRIOR)

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.21120 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.01800 |
| 21 | 0.20724 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.02700 |
| 22 | 0.20196 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.02880 |
| 23 | 0.19668 | 0.00050 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.03060 |
| 24 | 0.19140 | 0.00050 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.03240 |
| 25 | 0.18612 | 0.00050 | 0.00003 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.03420 |
| 26 | 0.17952 | 0.00050 | 0.00003 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.03600 |
| 27 | 0.17292 | 0.00050 | 0.00006 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.04050 |
| 28 | 0.16500 | 0.00060 | 0.00006 | 0.00000 | 0.00010 | 0.00010 | 0.00043 | 0.04500 |
| 29 | 0.15576 | 0.00060 | 0.00009 | 0.00000 | 0.00010 | 0.00010 | 0.00043 | 0.04950 |
| 30 | 0.14520 | 0.00060 | 0.00013 | 0.00000 | 0.00020 | 0.00010 | 0.00043 | 0.05400 |
| 31 | 0.13332 | 0.00060 | 0.00016 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.05400 |
| 32 | 0.12276 | 0.00060 | 0.00020 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.05220 |
| 33 | 0.11484 | 0.00070 | 0.00026 | 0.00000 | 0.00020 | 0.00010 | 0.00072 | 0.04860 |
| 34 | 0.11220 | 0.00070 | 0.00032 | 0.00000 | 0.00030 | 0.00010 | 0.00072 | 0.04320 |
| 35 | 0.11088 | 0.00080 | 0.00038 | 0.00000 | 0.00030 | 0.00020 | 0.00072 | 0.03780 |
| 36 | 0.10956 | 0.00080 | 0.00048 | 0.00000 | 0.00030 | 0.00020 | 0.00072 | 0.03060 |
| 37 | 0.10956 | 0.00090 | 0.00058 | 0.00000 | 0.00030 | 0.00020 | 0.00087 | 0.02520 |
| 38 | 0.10824 | 0.00090 | 0.00067 | 0.00000 | 0.00040 | 0.00020 | 0.00101 | 0.02520 |
| 39 | 0.10692 | 0.00100 | 0.00077 | 0.00000 | 0.00040 | 0.00020 | 0.00116 | 0.02520 |
| 40 | 0.10296 | 0.00100 | 0.00086 | 0.00000 | 0.00040 | 0.00020 | 0.00130 | 0.02520 |
| 41 | 0.09504 | 0.00110 | 0.00099 | 0.00000 | 0.00050 | 0.00020 | 0.00145 | 0.02520 |
| 42 | 0.08712 | 0.00110 | 0.00111 | 0.00000 | 0.00050 | 0.00020 | 0.00159 | 0.02520 |
| 43 | 0.07920 | 0.00120 | 0.00124 | 0.00000 | 0.00050 | 0.00020 | 0.00173 | 0.02520 |
| 44 | 0.07260 | 0.00120 | 0.00140 | 0.00000 | 0.00050 | 0.00020 | 0.00202 | 0.02520 |
| 45 | 0.06600 | 0.00120 | 0.00156 | 0.00000 | 0.00060 | 0.00020 | 0.00231 | 0.02340 |
| 46 | 0.05940 | 0.00130 | 0.00173 | 0.00000 | 0.00070 | 0.00020 | 0.00260 | 0.02160 |
| 47 | 0.05280 | 0.00130 | 0.00185 | 0.00000 | 0.00080 | 0.00020 | 0.00289 | 0.01980 |
| 48 | 0.04752 | 0.00140 | 0.00201 | 0.00000 | 0.00090 | 0.00020 | 0.00332 | 0.02340 |
| 49 | 0.04356 | 0.00140 | 0.00220 | 0.00000 | 0.00100 | 0.00020 | 0.00376 | 0.02700 |
| 50 | 0.03960 | 0.00150 | 0.00239 | 0.01500 | 0.00110 | 0.00020 | 0.00434 | 0.03060 |
| 51 | 0.03696 | 0.00150 | 0.00258 | 0.01500 | 0.00130 | 0.00020 | 0.00491 | 0.03060 |
| 52 | 0.03564 | 0.00160 | 0.00275 | 0.01500 | 0.00150 | 0.00020 | 0.00549 | 0.02700 |
| 53 | 0.03432 | 0.00170 | 0.00293 | 0.01500 | 0.00170 | 0.00020 | 0.00607 | 0.01800 |
| 54 | 0.03300 | 0.00180 | 0.00309 | 0.01500 | 0.00190 | 0.00020 | 0.00665 | 0.00900 |
| 55 | 0.03168 | 0.00190 | 0.00328 | 0.04500 | 0.00210 | 0.00020 | 0.00723 | 0.00720 |
| 56 | 0.02904 | 0.00200 | 0.00348 | 0.03000 | 0.00230 | 0.00020 | 0.00780 | 0.00540 |
| 57 | 0.02640 | 0.00210 | 0.00364 | 0.03000 | 0.00250 | 0.00020 | 0.00853 | 0.00360 |
| 58 | 0.02376 | 0.00220 | 0.00379 | 0.03000 | 0.00270 | 0.00020 | 0.00925 | 0.00180 |
| 59 | 0.02112 | 0.00230 | 0.00392 | 0.03750 | 0.00290 | 0.00020 | 0.00997 | 0.00180 |
| 60 | 0.01848 | 0.00240 | 0.00405 | 0.07500 | 0.00310 | 0.00020 | 0.01069 | 0.00180 |
| 61 | 0.01584 | 0.00250 | 0.00415 | 0.19500 | 0.00330 | 0.00020 | 0.01156 | 0.00180 |
| 62 | 0.01320 | 0.00260 | 0.00427 | 0.22500 | 0.00350 | 0.00020 | 0.01243 | 0.00180 |
| 63 | 0.01056 | 0.00270 | 0.00437 | 0.11250 | 0.00370 | 0.00020 | 0.01329 | 0.00180 |
| 64 | 0.00792 | 0.00280 | 0.00446 | 0.18750 | 0.00390 | 0.00020 | 0.01416 | 0.00180 |
| 65 | 0.00000 | 0.00290 | 0.00452 | 0.52500 | 0.00410 | 0.00020 | 0.00000 | 0.00000 |
| 66 | 0.00000 | 0.00300 | 0.00462 | 0.60000 | 0.00430 | 0.00020 | 0.00000 | 0.00000 |
| 67 | 0.00000 | 0.00310 | 0.00468 | 0.63750 | 0.00450 | 0.00020 | 0.00000 | 0.00000 |
| 68 | 0.00000 | 0.00320 | 0.00475 | 0.67500 | 0.00470 | 0.00020 | 0.00000 | 0.00000 |
| 69 | 0.00000 | 0.00330 | 0.00478 | 0.71250 | 0.00490 | 0.00020 | 0.00000 | 0.00000 |
| 70 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)

Probabilities of Separation From Active Service

GENERAL MEMBERS – MALES (CURRENT)

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.21120 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.01800 |
| 21 | 0.20724 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.02700 |
| 22 | 0.20196 | 0.00040 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.02880 |
| 23 | 0.19668 | 0.00050 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.03060 |
| 24 | 0.19140 | 0.00050 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00014 | 0.03240 |
| 25 | 0.18612 | 0.00050 | 0.00003 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.03420 |
| 26 | 0.17952 | 0.00050 | 0.00003 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.03600 |
| 27 | 0.17292 | 0.00050 | 0.00006 | 0.00000 | 0.00010 | 0.00010 | 0.00029 | 0.04050 |
| 28 | 0.16500 | 0.00060 | 0.00006 | 0.00000 | 0.00010 | 0.00010 | 0.00043 | 0.04500 |
| 29 | 0.15576 | 0.00060 | 0.00009 | 0.00000 | 0.00010 | 0.00010 | 0.00043 | 0.04950 |
| 30 | 0.14520 | 0.00060 | 0.00013 | 0.00000 | 0.00020 | 0.00010 | 0.00043 | 0.05400 |
| 31 | 0.13332 | 0.00060 | 0.00016 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.05400 |
| 32 | 0.12276 | 0.00060 | 0.00020 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.05220 |
| 33 | 0.11484 | 0.00070 | 0.00026 | 0.00000 | 0.00020 | 0.00010 | 0.00072 | 0.04860 |
| 34 | 0.11220 | 0.00070 | 0.00032 | 0.00000 | 0.00030 | 0.00010 | 0.00072 | 0.04320 |
| 35 | 0.11088 | 0.00080 | 0.00038 | 0.00000 | 0.00030 | 0.00020 | 0.00072 | 0.03780 |
| 36 | 0.10956 | 0.00080 | 0.00048 | 0.00000 | 0.00030 | 0.00020 | 0.00072 | 0.03060 |
| 37 | 0.10956 | 0.00090 | 0.00058 | 0.00000 | 0.00030 | 0.00020 | 0.00087 | 0.02520 |
| 38 | 0.10824 | 0.00090 | 0.00067 | 0.00000 | 0.00040 | 0.00020 | 0.00101 | 0.02520 |
| 39 | 0.10692 | 0.00100 | 0.00077 | 0.00000 | 0.00040 | 0.00020 | 0.00116 | 0.02520 |
| 40 | 0.10296 | 0.00100 | 0.00086 | 0.00000 | 0.00040 | 0.00020 | 0.00130 | 0.05040 |
| 41 | 0.09504 | 0.00110 | 0.00099 | 0.00000 | 0.00050 | 0.00020 | 0.00145 | 0.05040 |
| 42 | 0.08712 | 0.00110 | 0.00111 | 0.00000 | 0.00050 | 0.00020 | 0.00159 | 0.05040 |
| 43 | 0.07920 | 0.00120 | 0.00124 | 0.00000 | 0.00050 | 0.00020 | 0.00173 | 0.05040 |
| 44 | 0.07260 | 0.00120 | 0.00140 | 0.00000 | 0.00050 | 0.00020 | 0.00202 | 0.05040 |
| 45 | 0.06600 | 0.00120 | 0.00156 | 0.00000 | 0.00060 | 0.00020 | 0.00231 | 0.04680 |
| 46 | 0.05940 | 0.00130 | 0.00173 | 0.00000 | 0.00070 | 0.00020 | 0.00260 | 0.04320 |
| 47 | 0.05280 | 0.00130 | 0.00185 | 0.00000 | 0.00080 | 0.00020 | 0.00289 | 0.03960 |
| 48 | 0.04752 | 0.00140 | 0.00201 | 0.00000 | 0.00090 | 0.00020 | 0.00332 | 0.04680 |
| 49 | 0.04356 | 0.00140 | 0.00220 | 0.00000 | 0.00100 | 0.00020 | 0.00376 | 0.05400 |
| 50 | 0.03960 | 0.00150 | 0.00239 | 0.03000 | 0.00110 | 0.00020 | 0.00434 | 0.06120 |
| 51 | 0.03696 | 0.00150 | 0.00258 | 0.03000 | 0.00130 | 0.00020 | 0.00491 | 0.06120 |
| 52 | 0.03564 | 0.00160 | 0.00275 | 0.03000 | 0.00150 | 0.00020 | 0.00549 | 0.05400 |
| 53 | 0.03432 | 0.00170 | 0.00293 | 0.03000 | 0.00170 | 0.00020 | 0.00607 | 0.03600 |
| 54 | 0.03300 | 0.00180 | 0.00309 | 0.03000 | 0.00190 | 0.00020 | 0.00665 | 0.00900 |
| 55 | 0.03168 | 0.00190 | 0.00328 | 0.09000 | 0.00210 | 0.00020 | 0.00723 | 0.02160 |
| 56 | 0.02904 | 0.00200 | 0.00348 | 0.06000 | 0.00230 | 0.00020 | 0.00780 | 0.00540 |
| 57 | 0.02640 | 0.00210 | 0.00364 | 0.06000 | 0.00250 | 0.00020 | 0.00853 | 0.00360 |
| 58 | 0.02376 | 0.00220 | 0.00379 | 0.06000 | 0.00270 | 0.00020 | 0.00925 | 0.00180 |
| 59 | 0.06336 | 0.00230 | 0.00392 | 0.07500 | 0.00290 | 0.00020 | 0.00997 | 0.00180 |
| 60 | 0.05544 | 0.00240 | 0.00405 | 0.07500 | 0.00310 | 0.00020 | 0.01069 | 0.00900 |
| 61 | 0.07920 | 0.00250 | 0.00415 | 0.09750 | 0.00330 | 0.00020 | 0.01156 | 0.01800 |
| 62 | 0.06600 | 0.00260 | 0.00427 | 0.11250 | 0.00350 | 0.00020 | 0.01243 | 0.00180 |
| 63 | 0.01056 | 0.00270 | 0.00437 | 0.05625 | 0.00370 | 0.00020 | 0.01329 | 0.00180 |
| 64 | 0.00792 | 0.00280 | 0.00446 | 0.09375 | 0.00390 | 0.00020 | 0.01416 | 0.00180 |
| 65 | 0.00000 | 0.00290 | 0.00452 | 0.26250 | 0.00410 | 0.00020 | 0.00000 | 0.00000 |
| 66 | 0.00000 | 0.00300 | 0.00462 | 0.30000 | 0.00430 | 0.00020 | 0.00000 | 0.00000 |
| 67 | 0.00000 | 0.00310 | 0.00468 | 0.31875 | 0.00450 | 0.00020 | 0.00000 | 0.00000 |
| 68 | 0.00000 | 0.00320 | 0.00475 | 0.33750 | 0.00470 | 0.00020 | 0.00000 | 0.00000 |
| 69 | 0.00000 | 0.00330 | 0.00478 | 0.35625 | 0.00490 | 0.00020 | 0.00000 | 0.00000 |
| 70 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)

Probabilities of Separation From Active Service

GENERAL MEMBERS – FEMALES (PRIOR)

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.25000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01699 |
| 21 | 0.22500 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01714 |
| 22 | 0.20000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01728 |
| 23 | 0.17500 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01742 |
| 24 | 0.16000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01771 |
| 25 | 0.15000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01800 |
| 26 | 0.14000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01829 |
| 27 | 0.13500 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01858 |
| 28 | 0.13200 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01886 |
| 29 | 0.13000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01901 |
| 30 | 0.12900 | 0.00052 | 0.00017 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01944 |
| 31 | 0.12700 | 0.00052 | 0.00017 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01987 |
| 32 | 0.12500 | 0.00052 | 0.00025 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.02030 |
| 33 | 0.12000 | 0.00052 | 0.00025 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.02088 |
| 34 | 0.11500 | 0.00052 | 0.00034 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.02131 |
| 35 | 0.11000 | 0.00065 | 0.00034 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.02232 |
| 36 | 0.10500 | 0.00065 | 0.00042 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.02290 |
| 37 | 0.10000 | 0.00065 | 0.00042 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.02304 |
| 38 | 0.09500 | 0.00078 | 0.00050 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.02275 |
| 39 | 0.09200 | 0.00078 | 0.00059 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.02246 |
| 40 | 0.09000 | 0.00078 | 0.00067 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.02232 |
| 41 | 0.08800 | 0.00078 | 0.00076 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.02232 |
| 42 | 0.08600 | 0.00078 | 0.00084 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.02232 |
| 43 | 0.08400 | 0.00091 | 0.00101 | 0.00000 | 0.00020 | 0.00010 | 0.00087 | 0.02304 |
| 44 | 0.08100 | 0.00091 | 0.00126 | 0.00000 | 0.00030 | 0.00010 | 0.00087 | 0.02304 |
| 45 | 0.07800 | 0.00091 | 0.00151 | 0.00000 | 0.00030 | 0.00010 | 0.00115 | 0.02304 |
| 46 | 0.07400 | 0.00104 | 0.00176 | 0.00000 | 0.00030 | 0.00010 | 0.00145 | 0.02232 |
| 47 | 0.06900 | 0.00104 | 0.00210 | 0.00000 | 0.00040 | 0.00010 | 0.00173 | 0.02160 |
| 48 | 0.06300 | 0.00104 | 0.00235 | 0.00000 | 0.00040 | 0.00010 | 0.00200 | 0.02088 |
| 49 | 0.05700 | 0.00117 | 0.00252 | 0.00000 | 0.00050 | 0.00010 | 0.00230 | 0.02016 |
| 50 | 0.05100 | 0.00117 | 0.00269 | 0.03000 | 0.00050 | 0.00010 | 0.00258 | 0.01872 |
| 51 | 0.04000 | 0.00130 | 0.00286 | 0.03000 | 0.00060 | 0.00010 | 0.00288 | 0.01584 |
| 52 | 0.03300 | 0.00130 | 0.00302 | 0.03000 | 0.00070 | 0.00010 | 0.00315 | 0.01296 |
| 53 | 0.02900 | 0.00143 | 0.00336 | 0.03000 | 0.00080 | 0.00010 | 0.00345 | 0.01152 |
| 54 | 0.02600 | 0.00143 | 0.00361 | 0.03000 | 0.00090 | 0.00010 | 0.00375 | 0.01008 |
| 55 | 0.02400 | 0.00143 | 0.00378 | 0.03000 | 0.00100 | 0.00010 | 0.00403 | 0.00907 |
| 56 | 0.02200 | 0.00156 | 0.00403 | 0.03000 | 0.00110 | 0.00010 | 0.00432 | 0.00792 |
| 57 | 0.02000 | 0.00156 | 0.00428 | 0.03000 | 0.00120 | 0.00010 | 0.00460 | 0.00677 |
| 58 | 0.01800 | 0.00169 | 0.00454 | 0.06000 | 0.00130 | 0.00010 | 0.00490 | 0.00562 |
| 59 | 0.01600 | 0.00169 | 0.00487 | 0.06000 | 0.00140 | 0.00010 | 0.00518 | 0.00432 |
| 60 | 0.01400 | 0.00182 | 0.00512 | 0.06000 | 0.00150 | 0.00010 | 0.00547 | 0.00288 |
| 61 | 0.01200 | 0.00182 | 0.00546 | 0.10000 | 0.00160 | 0.00010 | 0.00575 | 0.00288 |
| 62 | 0.01000 | 0.00195 | 0.00580 | 0.15000 | 0.00170 | 0.00010 | 0.00603 | 0.00288 |
| 63 | 0.00800 | 0.00195 | 0.00613 | 0.15000 | 0.00180 | 0.00010 | 0.00633 | 0.00288 |
| 64 | 0.00600 | 0.00208 | 0.00647 | 0.15000 | 0.00190 | 0.00010 | 0.00662 | 0.00288 |
| 65 | 0.00000 | 0.00208 | 0.00680 | 0.50000 | 0.00200 | 0.00010 | 0.00690 | 0.00000 |
| 66 | 0.00000 | 0.00221 | 0.00714 | 0.60000 | 0.00210 | 0.00010 | 0.00718 | 0.00000 |
| 67 | 0.00000 | 0.00221 | 0.00756 | 0.60000 | 0.00220 | 0.00010 | 0.00748 | 0.00000 |
| 68 | 0.00000 | 0.00234 | 0.00840 | 0.90000 | 0.00230 | 0.00010 | 0.00777 | 0.00000 |
| 69 | 0.00000 | 0.00234 | 0.00924 | 0.95000 | 0.00240 | 0.00010 | 0.00805 | 0.00000 |
| 70 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)

Probabilities of Separation From Active Service

GENERAL MEMBERS – FEMALES (CURRENT)

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.25000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01699 |
| 21 | 0.22500 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01714 |
| 22 | 0.20000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01728 |
| 23 | 0.17500 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01742 |
| 24 | 0.16000 | 0.00026 | 0.00000 | 0.00000 | 0.00000 | 0.00010 | 0.00028 | 0.01771 |
| 25 | 0.15000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01800 |
| 26 | 0.14000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01829 |
| 27 | 0.13500 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01858 |
| 28 | 0.13200 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01886 |
| 29 | 0.13000 | 0.00039 | 0.00008 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.01901 |
| 30 | 0.12900 | 0.00052 | 0.00017 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.03888 |
| 31 | 0.12700 | 0.00052 | 0.00017 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.03974 |
| 32 | 0.12500 | 0.00052 | 0.00025 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.04060 |
| 33 | 0.12000 | 0.00052 | 0.00025 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.04176 |
| 34 | 0.11500 | 0.00052 | 0.00034 | 0.00000 | 0.00010 | 0.00010 | 0.00028 | 0.04262 |
| 35 | 0.11000 | 0.00065 | 0.00034 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.04464 |
| 36 | 0.10500 | 0.00065 | 0.00042 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.04580 |
| 37 | 0.10000 | 0.00065 | 0.00042 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.04608 |
| 38 | 0.09500 | 0.00078 | 0.00050 | 0.00000 | 0.00020 | 0.00010 | 0.00028 | 0.04550 |
| 39 | 0.09200 | 0.00078 | 0.00059 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.04492 |
| 40 | 0.09000 | 0.00078 | 0.00067 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.04464 |
| 41 | 0.08800 | 0.00078 | 0.00076 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.04464 |
| 42 | 0.08600 | 0.00078 | 0.00084 | 0.00000 | 0.00020 | 0.00010 | 0.00058 | 0.04464 |
| 43 | 0.08400 | 0.00091 | 0.00101 | 0.00000 | 0.00020 | 0.00010 | 0.00087 | 0.04608 |
| 44 | 0.08100 | 0.00091 | 0.00126 | 0.00000 | 0.00030 | 0.00010 | 0.00087 | 0.04608 |
| 45 | 0.07800 | 0.00091 | 0.00151 | 0.00000 | 0.00030 | 0.00010 | 0.00115 | 0.04608 |
| 46 | 0.07400 | 0.00104 | 0.00176 | 0.00000 | 0.00030 | 0.00010 | 0.00145 | 0.04464 |
| 47 | 0.06900 | 0.00104 | 0.00210 | 0.00000 | 0.00040 | 0.00010 | 0.00173 | 0.04320 |
| 48 | 0.06300 | 0.00104 | 0.00235 | 0.00000 | 0.00040 | 0.00010 | 0.00200 | 0.04176 |
| 49 | 0.05700 | 0.00117 | 0.00252 | 0.00000 | 0.00050 | 0.00010 | 0.00230 | 0.04032 |
| 50 | 0.05100 | 0.00117 | 0.00269 | 0.03000 | 0.00050 | 0.00010 | 0.00258 | 0.03744 |
| 51 | 0.04000 | 0.00130 | 0.00286 | 0.03000 | 0.00060 | 0.00010 | 0.00288 | 0.03168 |
| 52 | 0.03300 | 0.00130 | 0.00302 | 0.03000 | 0.00070 | 0.00010 | 0.00315 | 0.02592 |
| 53 | 0.02900 | 0.00143 | 0.00336 | 0.03000 | 0.00080 | 0.00010 | 0.00345 | 0.03456 |
| 54 | 0.02600 | 0.00143 | 0.00361 | 0.03000 | 0.00090 | 0.00010 | 0.00375 | 0.03024 |
| 55 | 0.02400 | 0.00143 | 0.00378 | 0.03000 | 0.00100 | 0.00010 | 0.00403 | 0.02721 |
| 56 | 0.02200 | 0.00156 | 0.00403 | 0.03000 | 0.00110 | 0.00010 | 0.00432 | 0.02376 |
| 57 | 0.06000 | 0.00156 | 0.00428 | 0.03000 | 0.00120 | 0.00010 | 0.00460 | 0.02031 |
| 58 | 0.05400 | 0.00169 | 0.00454 | 0.06000 | 0.00130 | 0.00010 | 0.00490 | 0.01686 |
| 59 | 0.04800 | 0.00169 | 0.00487 | 0.06000 | 0.00140 | 0.00010 | 0.00518 | 0.01296 |
| 60 | 0.04200 | 0.00182 | 0.00512 | 0.06000 | 0.00150 | 0.00010 | 0.00547 | 0.00864 |
| 61 | 0.03600 | 0.00182 | 0.00546 | 0.10000 | 0.00160 | 0.00010 | 0.00575 | 0.00864 |
| 62 | 0.03000 | 0.00195 | 0.00580 | 0.15000 | 0.00170 | 0.00010 | 0.00603 | 0.01152 |
| 63 | 0.02400 | 0.00195 | 0.00613 | 0.07500 | 0.00180 | 0.00010 | 0.00633 | 0.01152 |
| 64 | 0.01800 | 0.00208 | 0.00647 | 0.07500 | 0.00190 | 0.00010 | 0.00662 | 0.01152 |
| 65 | 0.00000 | 0.00208 | 0.00680 | 0.25000 | 0.00200 | 0.00010 | 0.00690 | 0.00000 |
| 66 | 0.00000 | 0.00221 | 0.00714 | 0.30000 | 0.00210 | 0.00010 | 0.00718 | 0.00000 |
| 67 | 0.00000 | 0.00221 | 0.00756 | 0.30000 | 0.00220 | 0.00010 | 0.00748 | 0.00000 |
| 68 | 0.00000 | 0.00234 | 0.00840 | 0.45000 | 0.00230 | 0.00010 | 0.00777 | 0.00000 |
| 69 | 0.00000 | 0.00234 | 0.00924 | 0.47500 | 0.00240 | 0.00010 | 0.00805 | 0.00000 |
| 70 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)**PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE****PROBATION MEMBERS (PRIOR)**

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.18750 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00238 | 0.00000 |
| 21 | 0.18000 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00270 | 0.00000 |
| 22 | 0.17250 | 0.00030 | 0.00020 | 0.00000 | 0.00000 | 0.00100 | 0.00302 | 0.00000 |
| 23 | 0.16500 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00335 | 0.00000 |
| 24 | 0.15600 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00367 | 0.00000 |
| 25 | 0.14400 | 0.00040 | 0.00040 | 0.00000 | 0.00010 | 0.00100 | 0.00400 | 0.00450 |
| 26 | 0.13200 | 0.00040 | 0.00050 | 0.00000 | 0.00010 | 0.00100 | 0.00432 | 0.00675 |
| 27 | 0.12150 | 0.00040 | 0.00060 | 0.00000 | 0.00010 | 0.00100 | 0.00475 | 0.00900 |
| 28 | 0.11250 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00518 | 0.01125 |
| 29 | 0.10650 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00562 | 0.01350 |
| 30 | 0.10350 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00605 | 0.01575 |
| 31 | 0.09750 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00659 | 0.01800 |
| 32 | 0.08850 | 0.00050 | 0.00100 | 0.00000 | 0.00020 | 0.00100 | 0.00734 | 0.02025 |
| 33 | 0.08100 | 0.00050 | 0.00110 | 0.00000 | 0.00020 | 0.00110 | 0.00810 | 0.02250 |
| 34 | 0.07350 | 0.00060 | 0.00130 | 0.00000 | 0.00020 | 0.00110 | 0.00896 | 0.02475 |
| 35 | 0.06600 | 0.00060 | 0.00150 | 0.00000 | 0.00030 | 0.00110 | 0.00983 | 0.02475 |
| 36 | 0.06000 | 0.00060 | 0.00170 | 0.00000 | 0.00030 | 0.00110 | 0.01069 | 0.02587 |
| 37 | 0.05550 | 0.00060 | 0.00200 | 0.00000 | 0.00030 | 0.00120 | 0.01166 | 0.02700 |
| 38 | 0.05100 | 0.00070 | 0.00250 | 0.00000 | 0.00030 | 0.00120 | 0.01264 | 0.02700 |
| 39 | 0.04650 | 0.00070 | 0.00300 | 0.00000 | 0.00040 | 0.00120 | 0.01382 | 0.02700 |
| 40 | 0.04350 | 0.00080 | 0.00350 | 0.00000 | 0.00040 | 0.00130 | 0.01512 | 0.02700 |
| 41 | 0.04050 | 0.00090 | 0.00400 | 0.00000 | 0.00050 | 0.00130 | 0.01652 | 0.02700 |
| 42 | 0.03600 | 0.00100 | 0.00450 | 0.00000 | 0.00060 | 0.00140 | 0.01804 | 0.02700 |
| 43 | 0.03000 | 0.00110 | 0.00520 | 0.00000 | 0.00070 | 0.00150 | 0.01912 | 0.02587 |
| 44 | 0.02550 | 0.00120 | 0.00590 | 0.00000 | 0.00080 | 0.00160 | 0.02074 | 0.02475 |
| 45 | 0.02100 | 0.00130 | 0.00660 | 0.00000 | 0.00090 | 0.00170 | 0.02246 | 0.02250 |
| 46 | 0.01650 | 0.00140 | 0.00730 | 0.00000 | 0.00100 | 0.00180 | 0.02430 | 0.02025 |
| 47 | 0.01200 | 0.00150 | 0.00800 | 0.00000 | 0.00110 | 0.00180 | 0.02624 | 0.01800 |
| 48 | 0.00750 | 0.00160 | 0.00880 | 0.00000 | 0.00120 | 0.00190 | 0.02830 | 0.01350 |
| 49 | 0.00300 | 0.00170 | 0.00940 | 0.00000 | 0.00130 | 0.00200 | 0.03046 | 0.01125 |
| 50 | 0.00300 | 0.00180 | 0.01020 | 0.04000 | 0.00140 | 0.00210 | 0.03283 | 0.00900 |
| 51 | 0.00300 | 0.00190 | 0.01100 | 0.04000 | 0.00150 | 0.00220 | 0.03553 | 0.00675 |
| 52 | 0.00300 | 0.00200 | 0.01180 | 0.04000 | 0.00160 | 0.00220 | 0.03834 | 0.00450 |
| 53 | 0.00300 | 0.00210 | 0.01260 | 0.08000 | 0.00170 | 0.00230 | 0.04126 | 0.00450 |
| 54 | 0.00300 | 0.00220 | 0.01340 | 0.09000 | 0.00180 | 0.00240 | 0.04428 | 0.00225 |
| 55 | 0.00000 | 0.00230 | 0.01420 | 0.12500 | 0.00190 | 0.00250 | 0.04752 | 0.00000 |
| 56 | 0.00000 | 0.00240 | 0.01500 | 0.15000 | 0.00200 | 0.00260 | 0.05130 | 0.00000 |
| 57 | 0.00000 | 0.00250 | 0.01580 | 0.20000 | 0.00210 | 0.00270 | 0.05562 | 0.00000 |
| 58 | 0.00000 | 0.00260 | 0.01640 | 0.25000 | 0.00220 | 0.00280 | 0.06048 | 0.00000 |
| 59 | 0.00000 | 0.00270 | 0.01720 | 0.37500 | 0.00230 | 0.00290 | 0.06588 | 0.00000 |
| 60 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)**PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE****PROBATION MEMBERS (CURRENT)**

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.18750 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00238 | 0.00000 |
| 21 | 0.18000 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00270 | 0.00000 |
| 22 | 0.17250 | 0.00030 | 0.00020 | 0.00000 | 0.00000 | 0.00100 | 0.00302 | 0.00000 |
| 23 | 0.16500 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00335 | 0.00000 |
| 24 | 0.15600 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00367 | 0.00000 |
| 25 | 0.14400 | 0.00040 | 0.00040 | 0.00000 | 0.00010 | 0.00100 | 0.00400 | 0.01350 |
| 26 | 0.13200 | 0.00040 | 0.00050 | 0.00000 | 0.00010 | 0.00100 | 0.00432 | 0.02025 |
| 27 | 0.12150 | 0.00040 | 0.00060 | 0.00000 | 0.00010 | 0.00100 | 0.00475 | 0.02700 |
| 28 | 0.11250 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00518 | 0.03375 |
| 29 | 0.10650 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00562 | 0.04050 |
| 30 | 0.10350 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00605 | 0.04725 |
| 31 | 0.09750 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00659 | 0.05400 |
| 32 | 0.08850 | 0.00050 | 0.00100 | 0.00000 | 0.00020 | 0.00100 | 0.00734 | 0.06075 |
| 33 | 0.08100 | 0.00050 | 0.00110 | 0.00000 | 0.00020 | 0.00110 | 0.00810 | 0.06750 |
| 34 | 0.07350 | 0.00060 | 0.00130 | 0.00000 | 0.00020 | 0.00110 | 0.00896 | 0.07425 |
| 35 | 0.06600 | 0.00060 | 0.00150 | 0.00000 | 0.00030 | 0.00110 | 0.00983 | 0.07425 |
| 36 | 0.06000 | 0.00060 | 0.00170 | 0.00000 | 0.00030 | 0.00110 | 0.01069 | 0.07761 |
| 37 | 0.05550 | 0.00060 | 0.00200 | 0.00000 | 0.00030 | 0.00120 | 0.01166 | 0.08100 |
| 38 | 0.05100 | 0.00070 | 0.00250 | 0.00000 | 0.00030 | 0.00120 | 0.01264 | 0.08100 |
| 39 | 0.04650 | 0.00070 | 0.00300 | 0.00000 | 0.00040 | 0.00120 | 0.01382 | 0.08100 |
| 40 | 0.04350 | 0.00080 | 0.00350 | 0.00000 | 0.00040 | 0.00130 | 0.01512 | 0.08100 |
| 41 | 0.04050 | 0.00090 | 0.00400 | 0.00000 | 0.00050 | 0.00130 | 0.01652 | 0.08100 |
| 42 | 0.03600 | 0.00100 | 0.00450 | 0.00000 | 0.00060 | 0.00140 | 0.01804 | 0.08100 |
| 43 | 0.03000 | 0.00110 | 0.00520 | 0.00000 | 0.00070 | 0.00150 | 0.01912 | 0.07761 |
| 44 | 0.02550 | 0.00120 | 0.00590 | 0.00000 | 0.00080 | 0.00160 | 0.02074 | 0.07425 |
| 45 | 0.02100 | 0.00130 | 0.00660 | 0.00000 | 0.00090 | 0.00170 | 0.02246 | 0.06750 |
| 46 | 0.01650 | 0.00140 | 0.00730 | 0.00000 | 0.00100 | 0.00180 | 0.02430 | 0.06075 |
| 47 | 0.01200 | 0.00150 | 0.00800 | 0.00000 | 0.00110 | 0.00180 | 0.02624 | 0.05400 |
| 48 | 0.00750 | 0.00160 | 0.00880 | 0.00000 | 0.00120 | 0.00190 | 0.02830 | 0.04050 |
| 49 | 0.00300 | 0.00170 | 0.00940 | 0.00000 | 0.00130 | 0.00200 | 0.03046 | 0.03375 |
| 50 | 0.00300 | 0.00180 | 0.01020 | 0.04000 | 0.00140 | 0.00210 | 0.03283 | 0.02700 |
| 51 | 0.00300 | 0.00190 | 0.01100 | 0.04000 | 0.00150 | 0.00220 | 0.03553 | 0.02025 |
| 52 | 0.00300 | 0.00200 | 0.01180 | 0.04000 | 0.00160 | 0.00220 | 0.03834 | 0.01350 |
| 53 | 0.00300 | 0.00210 | 0.01260 | 0.08000 | 0.00170 | 0.00230 | 0.04126 | 0.01350 |
| 54 | 0.00300 | 0.00220 | 0.01340 | 0.09000 | 0.00180 | 0.00240 | 0.04428 | 0.00675 |
| 55 | 0.00000 | 0.00230 | 0.01420 | 0.12500 | 0.00190 | 0.00250 | 0.04752 | 0.00000 |
| 56 | 0.00000 | 0.00240 | 0.01500 | 0.03750 | 0.00200 | 0.00260 | 0.05130 | 0.00000 |
| 57 | 0.00000 | 0.00250 | 0.01580 | 0.05000 | 0.00210 | 0.00270 | 0.05562 | 0.00000 |
| 58 | 0.00000 | 0.00260 | 0.01640 | 0.06250 | 0.00220 | 0.00280 | 0.06048 | 0.00000 |
| 59 | 0.00000 | 0.00270 | 0.01720 | 0.09375 | 0.00230 | 0.00290 | 0.06588 | 0.00000 |
| 60 | 0.00000 | 0.00000 | 0.00000 | 0.25000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)**Probabilities of Separation From Active Service****SAFETY MEMBERS (PRIOR)**

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.18750 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00238 | 0.00000 |
| 21 | 0.18000 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00270 | 0.00000 |
| 22 | 0.17250 | 0.00030 | 0.00020 | 0.00000 | 0.00000 | 0.00100 | 0.00302 | 0.00000 |
| 23 | 0.16500 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00335 | 0.00000 |
| 24 | 0.15600 | 0.00030 | 0.00030 | 0.00000 | 0.00000 | 0.00100 | 0.00367 | 0.00000 |
| 25 | 0.14400 | 0.00040 | 0.00040 | 0.00000 | 0.00010 | 0.00100 | 0.00400 | 0.00450 |
| 26 | 0.13200 | 0.00040 | 0.00050 | 0.00000 | 0.00010 | 0.00100 | 0.00432 | 0.00675 |
| 27 | 0.12150 | 0.00040 | 0.00060 | 0.00000 | 0.00010 | 0.00100 | 0.00475 | 0.00900 |
| 28 | 0.11250 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00518 | 0.01125 |
| 29 | 0.10650 | 0.00040 | 0.00080 | 0.00000 | 0.00010 | 0.00100 | 0.00562 | 0.01350 |
| 30 | 0.10350 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00605 | 0.01575 |
| 31 | 0.09750 | 0.00050 | 0.00090 | 0.00000 | 0.00020 | 0.00100 | 0.00659 | 0.01800 |
| 32 | 0.08850 | 0.00050 | 0.00100 | 0.00000 | 0.00020 | 0.00100 | 0.00734 | 0.02025 |
| 33 | 0.08100 | 0.00050 | 0.00110 | 0.00000 | 0.00020 | 0.00110 | 0.00810 | 0.02250 |
| 34 | 0.07350 | 0.00060 | 0.00130 | 0.00000 | 0.00020 | 0.00110 | 0.00896 | 0.02475 |
| 35 | 0.06600 | 0.00060 | 0.00150 | 0.00000 | 0.00030 | 0.00110 | 0.00983 | 0.02475 |
| 36 | 0.06000 | 0.00060 | 0.00170 | 0.00000 | 0.00030 | 0.00110 | 0.01069 | 0.02587 |
| 37 | 0.05550 | 0.00060 | 0.00200 | 0.00000 | 0.00030 | 0.00120 | 0.01166 | 0.02700 |
| 38 | 0.05100 | 0.00070 | 0.00250 | 0.00000 | 0.00030 | 0.00120 | 0.01264 | 0.02700 |
| 39 | 0.04650 | 0.00070 | 0.00300 | 0.00000 | 0.00040 | 0.00120 | 0.01382 | 0.02700 |
| 40 | 0.04350 | 0.00080 | 0.00350 | 0.00000 | 0.00040 | 0.00130 | 0.01512 | 0.02700 |
| 41 | 0.04050 | 0.00090 | 0.00400 | 0.00000 | 0.00050 | 0.00130 | 0.01652 | 0.02700 |
| 42 | 0.03600 | 0.00100 | 0.00450 | 0.00000 | 0.00060 | 0.00140 | 0.01804 | 0.02700 |
| 43 | 0.03000 | 0.00110 | 0.00520 | 0.00000 | 0.00070 | 0.00150 | 0.01912 | 0.02587 |
| 44 | 0.02550 | 0.00120 | 0.00590 | 0.00000 | 0.00080 | 0.00160 | 0.02074 | 0.02475 |
| 45 | 0.02100 | 0.00130 | 0.00660 | 0.00500 | 0.00090 | 0.00170 | 0.02246 | 0.02250 |
| 46 | 0.01650 | 0.00140 | 0.00730 | 0.00575 | 0.00100 | 0.00180 | 0.02430 | 0.02025 |
| 47 | 0.01200 | 0.00150 | 0.00800 | 0.00661 | 0.00110 | 0.00180 | 0.02624 | 0.01800 |
| 48 | 0.00750 | 0.00160 | 0.00880 | 0.00760 | 0.00120 | 0.00190 | 0.02830 | 0.01350 |
| 49 | 0.00300 | 0.00170 | 0.00940 | 0.00875 | 0.00130 | 0.00200 | 0.03046 | 0.01125 |
| 50 | 0.00300 | 0.00180 | 0.01020 | 0.04600 | 0.00140 | 0.00210 | 0.03283 | 0.00900 |
| 51 | 0.00300 | 0.00190 | 0.01100 | 0.04600 | 0.00150 | 0.00220 | 0.03553 | 0.00675 |
| 52 | 0.00300 | 0.00200 | 0.01180 | 0.04600 | 0.00160 | 0.00220 | 0.03834 | 0.00450 |
| 53 | 0.00300 | 0.00210 | 0.01260 | 0.09200 | 0.00170 | 0.00230 | 0.04126 | 0.00450 |
| 54 | 0.00300 | 0.00220 | 0.01340 | 0.10350 | 0.00180 | 0.00240 | 0.04428 | 0.00225 |
| 55 | 0.00000 | 0.00230 | 0.01420 | 0.12625 | 0.00190 | 0.00250 | 0.04752 | 0.00000 |
| 56 | 0.00000 | 0.00240 | 0.01500 | 0.15000 | 0.00200 | 0.00260 | 0.05130 | 0.00000 |
| 57 | 0.00000 | 0.00250 | 0.01580 | 0.20000 | 0.00210 | 0.00270 | 0.05562 | 0.00000 |
| 58 | 0.00000 | 0.00260 | 0.01640 | 0.25000 | 0.00220 | 0.00280 | 0.06048 | 0.00000 |
| 59 | 0.00000 | 0.00270 | 0.01720 | 0.37500 | 0.00230 | 0.00290 | 0.06588 | 0.00000 |
| 60 | 0.00000 | 0.00000 | 0.00000 | 1.00000 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

Schedule 6 (continued)

Probabilities of Separation From Active Service

SAFETY MEMBERS (CURRENT)

| Age | Withdrawal | Ordinary Death | Ordinary Disability | Service | Death While Eligible | Duty Death | Duty Disability | Terminated Vested |
|-----|------------|-------------------|------------------------|---------|----------------------------|---------------|--------------------|----------------------|
| 20 | 0.18750 | 0.00030 | 0.00005 | 0.00000 | 0.00000 | 0.00100 | 0.00238 | 0.00000 |
| 21 | 0.18000 | 0.00030 | 0.00005 | 0.00000 | 0.00000 | 0.00100 | 0.00270 | 0.00000 |
| 22 | 0.17250 | 0.00030 | 0.00010 | 0.00000 | 0.00000 | 0.00100 | 0.00302 | 0.00000 |
| 23 | 0.16500 | 0.00030 | 0.00015 | 0.00000 | 0.00000 | 0.00100 | 0.00335 | 0.00000 |
| 24 | 0.15600 | 0.00030 | 0.00015 | 0.00000 | 0.00000 | 0.00100 | 0.00367 | 0.00000 |
| 25 | 0.14400 | 0.00040 | 0.00020 | 0.00000 | 0.00010 | 0.00100 | 0.00400 | 0.00450 |
| 26 | 0.13200 | 0.00040 | 0.00025 | 0.00000 | 0.00010 | 0.00100 | 0.00432 | 0.00675 |
| 27 | 0.12150 | 0.00040 | 0.00030 | 0.00000 | 0.00010 | 0.00100 | 0.00475 | 0.00900 |
| 28 | 0.11250 | 0.00040 | 0.00040 | 0.00000 | 0.00010 | 0.00100 | 0.00518 | 0.01125 |
| 29 | 0.10650 | 0.00040 | 0.00040 | 0.00000 | 0.00010 | 0.00100 | 0.00562 | 0.01350 |
| 30 | 0.10350 | 0.00050 | 0.00045 | 0.00000 | 0.00020 | 0.00100 | 0.00605 | 0.01575 |
| 31 | 0.09750 | 0.00050 | 0.00045 | 0.00000 | 0.00020 | 0.00100 | 0.00659 | 0.01800 |
| 32 | 0.08850 | 0.00050 | 0.00050 | 0.00000 | 0.00020 | 0.00100 | 0.00734 | 0.02025 |
| 33 | 0.08100 | 0.00050 | 0.00055 | 0.00000 | 0.00020 | 0.00110 | 0.00810 | 0.02250 |
| 34 | 0.07350 | 0.00060 | 0.00065 | 0.00000 | 0.00020 | 0.00110 | 0.00896 | 0.02475 |
| 35 | 0.06600 | 0.00060 | 0.00075 | 0.00000 | 0.00030 | 0.00110 | 0.00983 | 0.02475 |
| 36 | 0.06000 | 0.00060 | 0.00085 | 0.00000 | 0.00030 | 0.00110 | 0.01069 | 0.02587 |
| 37 | 0.05550 | 0.00060 | 0.00100 | 0.00000 | 0.00030 | 0.00120 | 0.01166 | 0.02700 |
| 38 | 0.05100 | 0.00070 | 0.00125 | 0.00000 | 0.00030 | 0.00120 | 0.01264 | 0.02700 |
| 39 | 0.04650 | 0.00070 | 0.00150 | 0.00000 | 0.00040 | 0.00120 | 0.01382 | 0.02700 |
| 40 | 0.04350 | 0.00080 | 0.00175 | 0.00000 | 0.00040 | 0.00130 | 0.01512 | 0.02700 |
| 41 | 0.04050 | 0.00090 | 0.00200 | 0.00000 | 0.00050 | 0.00130 | 0.01652 | 0.02700 |
| 42 | 0.03600 | 0.00100 | 0.00225 | 0.00000 | 0.00060 | 0.00140 | 0.01804 | 0.02700 |
| 43 | 0.03000 | 0.00110 | 0.00260 | 0.00000 | 0.00070 | 0.00150 | 0.01912 | 0.02587 |
| 44 | 0.02550 | 0.00120 | 0.00295 | 0.00000 | 0.00080 | 0.00160 | 0.02074 | 0.02475 |
| 45 | 0.02100 | 0.00130 | 0.00330 | 0.00250 | 0.00090 | 0.00170 | 0.02246 | 0.02250 |
| 46 | 0.01650 | 0.00140 | 0.00365 | 0.00288 | 0.00100 | 0.00180 | 0.02430 | 0.02025 |
| 47 | 0.01200 | 0.00150 | 0.00400 | 0.00331 | 0.00110 | 0.00180 | 0.02624 | 0.01800 |
| 48 | 0.00750 | 0.00160 | 0.00440 | 0.00380 | 0.00120 | 0.00190 | 0.02830 | 0.01350 |
| 49 | 0.00300 | 0.00170 | 0.00470 | 0.00438 | 0.00130 | 0.00200 | 0.03046 | 0.01125 |
| 50 | 0.00300 | 0.00180 | 0.00510 | 0.02300 | 0.00140 | 0.00210 | 0.03283 | 0.00900 |
| 51 | 0.00300 | 0.00190 | 0.00550 | 0.02300 | 0.00150 | 0.00220 | 0.03553 | 0.00675 |
| 52 | 0.00300 | 0.00200 | 0.00590 | 0.02300 | 0.00160 | 0.00220 | 0.03834 | 0.00450 |
| 53 | 0.00300 | 0.00210 | 0.00630 | 0.04600 | 0.00170 | 0.00230 | 0.04126 | 0.00450 |
| 54 | 0.00300 | 0.00220 | 0.00670 | 0.05175 | 0.00180 | 0.00240 | 0.04428 | 0.00225 |
| 55 | 0.00000 | 0.00230 | 0.00710 | 0.06313 | 0.00190 | 0.00250 | 0.04752 | 0.00000 |
| 56 | 0.00000 | 0.00240 | 0.00750 | 0.07500 | 0.00200 | 0.00260 | 0.05130 | 0.00000 |
| 57 | 0.00000 | 0.00250 | 0.00790 | 0.10000 | 0.00210 | 0.00270 | 0.05562 | 0.00000 |
| 58 | 0.00000 | 0.00260 | 0.00820 | 0.12500 | 0.00220 | 0.00280 | 0.06048 | 0.00000 |
| 59 | 0.00000 | 0.00270 | 0.00860 | 0.37500 | 0.00230 | 0.00290 | 0.06588 | 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

| Age | General | | Safety | Age | General | | Safety |
|-----|---------|--------|--------|-----|---------|--------|--------|
| | Male | Female | | | Male | Female | |
| 50 | 30.69 | 34.89 | 30.69 | 85 | 6.19 | 7.54 | 6.19 |
| 51 | 29.77 | 33.94 | 29.77 | 86 | 5.80 | 7.06 | 5.80 |
| 52 | 28.85 | 32.99 | 28.85 | 87 | 5.43 | 6.59 | 5.43 |
| 53 | 27.95 | 32.05 | 27.95 | 88 | 5.07 | 6.15 | 5.07 |
| 54 | 27.04 | 31.11 | 27.04 | 89 | 4.73 | 5.73 | 4.73 |
| 55 | 26.15 | 30.17 | 26.15 | 90 | 4.42 | 5.34 | 4.42 |
| 56 | 25.27 | 29.24 | 25.27 | 91 | 4.13 | 4.98 | 4.13 |
| 57 | 24.39 | 28.31 | 24.39 | 92 | 3.86 | 4.64 | 3.86 |
| 58 | 23.52 | 27.40 | 23.52 | 93 | 3.61 | 4.33 | 3.61 |
| 59 | 22.67 | 26.49 | 22.67 | 94 | 3.37 | 4.04 | 3.37 |
| 60 | 21.83 | 25.59 | 21.83 | 95 | 3.16 | 3.76 | 3.16 |
| 61 | 21.00 | 24.70 | 21.00 | 96 | 2.98 | 3.51 | 2.98 |
| 62 | 20.18 | 23.82 | 20.18 | 97 | 2.81 | 3.28 | 2.81 |
| 63 | 19.39 | 22.96 | 19.39 | 98 | 2.66 | 3.06 | 2.66 |
| 64 | 18.60 | 22.11 | 18.60 | 99 | 2.52 | 2.86 | 2.52 |
| 65 | 17.84 | 21.28 | 17.84 | 100 | 2.39 | 2.67 | 2.39 |
| 66 | 17.10 | 20.46 | 17.10 | 101 | 2.26 | 2.50 | 2.26 |
| 67 | 16.37 | 19.65 | 16.37 | 102 | 2.15 | 2.34 | 2.15 |
| 68 | 15.66 | 18.86 | 15.66 | 103 | 2.04 | 2.19 | 2.04 |
| 69 | 14.97 | 18.08 | 14.97 | 104 | 1.93 | 2.06 | 1.93 |
| 70 | 14.29 | 17.31 | 14.29 | 105 | 1.84 | 1.94 | 1.84 |
| 71 | 13.63 | 16.54 | 13.63 | 106 | 1.75 | 1.83 | 1.75 |
| 72 | 12.98 | 15.78 | 12.98 | 107 | 1.68 | 1.74 | 1.68 |
| 73 | 12.34 | 15.04 | 12.34 | 108 | 1.62 | 1.66 | 1.62 |
| 74 | 11.72 | 14.31 | 11.72 | 109 | 1.57 | 1.59 | 1.57 |
| 75 | 11.12 | 13.60 | 11.12 | 110 | 1.52 | 1.54 | 1.52 |
| 76 | 10.53 | 12.90 | 10.53 | 111 | 1.50 | 1.51 | 1.50 |
| 77 | 9.96 | 12.22 | 9.96 | 112 | 1.48 | 1.49 | 1.48 |
| 78 | 9.40 | 11.57 | 9.40 | 113 | 1.47 | 1.49 | 1.47 |
| 79 | 8.88 | 10.93 | 8.88 | 114 | 1.43 | 1.48 | 1.43 |
| 80 | 8.37 | 10.31 | 8.37 | 115 | 1.37 | 1.46 | 1.37 |
| 81 | 7.89 | 9.71 | 7.89 | 116 | 1.23 | 1.41 | 1.23 |
| 82 | 7.44 | 9.14 | 7.44 | 117 | 1.07 | 1.35 | 1.07 |
| 83 | 7.00 | 8.58 | 7.00 | 118 | 0.83 | 1.21 | 0.83 |
| 84 | 6.59 | 8.05 | 6.59 | 119 | 0.50 | 1.00 | 0.50 |
| | | | | 120 | -- | 0.50 | -- |

1994 GA (x, y) for General Members

1994 GA (x) for Safety Members

Schedule 7 (continued)

Years of Life Expectancy After Disability Retirement

GENERAL MEMBERS (CURRENT)

| Age | General | | Age | General | | Age | General | |
|-----|---------|--------|-----|---------|--------|-----|---------|--------|
| | Male | Female | | Male | Female | | Male | Female |
| 20 | 42.92 | 40.28 | 51 | 23.06 | 21.57 | 81 | 8.76 | 7.41 |
| 21 | 41.92 | 39.49 | 52 | 22.56 | 21.08 | 82 | 8.28 | 7.00 |
| 22 | 41.09 | 38.73 | 53 | 22.06 | 20.59 | 83 | 7.83 | 6.63 |
| 23 | 40.28 | 37.98 | 54 | 21.57 | 20.11 | 84 | 7.41 | 6.27 |
| 24 | 39.49 | 37.26 | 55 | 21.08 | 19.63 | 85 | 7.00 | 5.94 |
| 25 | 38.73 | 36.56 | 56 | 20.59 | 19.16 | 86 | 6.63 | 5.63 |
| 26 | 37.98 | 35.87 | 57 | 20.11 | 18.68 | 87 | 6.27 | 5.34 |
| 27 | 37.26 | 35.19 | 58 | 19.63 | 18.22 | 88 | 5.94 | 5.06 |
| 28 | 36.56 | 34.53 | 59 | 19.16 | 17.75 | 89 | 5.63 | 4.80 |
| 29 | 35.87 | 33.87 | 60 | 18.68 | 17.29 | 90 | 5.34 | 4.55 |
| 30 | 35.19 | 33.23 | 61 | 18.22 | 16.83 | 91 | 5.06 | 4.31 |
| 31 | 34.53 | 32.60 | 62 | 17.75 | 16.37 | 92 | 4.80 | 4.09 |
| 32 | 33.87 | 31.98 | 63 | 17.29 | 15.91 | 93 | 4.55 | 3.87 |
| 33 | 33.23 | 31.37 | 64 | 16.83 | 15.45 | 94 | 4.31 | 3.66 |
| 34 | 32.60 | 30.76 | 65 | 16.37 | 14.99 | 95 | 4.09 | 3.46 |
| 35 | 31.98 | 30.17 | 66 | 15.91 | 14.53 | 96 | 3.87 | 3.26 |
| 36 | 31.37 | 29.58 | 67 | 15.45 | 14.07 | 97 | 3.66 | 3.07 |
| 37 | 30.76 | 29.00 | 68 | 14.99 | 13.60 | 98 | 3.46 | 2.89 |
| 38 | 30.17 | 28.43 | 69 | 14.53 | 13.13 | 99 | 3.26 | 2.71 |
| 39 | 29.58 | 27.87 | 70 | 14.07 | 12.66 | 100 | 3.07 | 2.54 |
| 40 | 29.00 | 27.31 | 71 | 13.60 | 12.18 | 101 | 2.89 | 2.37 |
| 41 | 28.43 | 26.76 | 72 | 13.13 | 11.70 | 102 | 2.71 | 2.20 |
| 42 | 27.87 | 26.21 | 73 | 12.66 | 11.21 | 103 | 2.54 | 2.04 |
| 43 | 27.31 | 25.67 | 74 | 12.18 | 10.72 | 104 | 2.37 | 1.88 |
| 44 | 26.76 | 25.14 | 75 | 11.70 | 10.22 | 105 | 2.20 | 1.72 |
| 45 | 26.21 | 24.61 | 76 | 11.21 | 9.73 | 106 | 2.04 | 1.55 |
| 46 | 25.67 | 24.09 | 77 | 10.72 | 9.24 | 107 | 1.88 | 1.38 |
| 47 | 25.14 | 23.57 | 78 | 10.22 | 8.76 | 108 | 1.72 | 1.21 |
| 48 | 24.61 | 23.06 | 79 | 9.73 | 8.28 | 109 | 1.55 | 1.04 |
| 49 | 24.09 | 22.56 | 80 | 9.24 | 7.83 | 110 | 1.38 | 0.88 |
| 50 | 23.57 | 22.06 | | | | | | |

1981 Disability General (x-5, x-2)

Schedule 7 (continued)**Years Of Life Expectancy After Disability Retirement****PROBATION AND SAFETY MEMBERS (CURRENT)**

| Age | Years of Life Expectancy | Age | Years of Life Expectancy | Age | Years of Life Expectancy |
|------------|---------------------------------|------------|---------------------------------|------------|---------------------------------|
| 20 | 52.96 | 51 | 25.99 | 81 | 8.28 |
| 21 | 52.03 | 52 | 25.18 | 82 | 7.83 |
| 22 | 51.12 | 53 | 24.38 | 83 | 7.41 |
| 23 | 50.20 | 54 | 23.59 | 84 | 7.00 |
| 24 | 49.29 | 55 | 22.80 | 85 | 6.63 |
| 25 | 48.39 | 56 | 22.03 | 86 | 6.27 |
| 26 | 47.48 | 57 | 21.26 | 87 | 5.94 |
| 27 | 46.58 | 58 | 20.50 | 88 | 5.63 |
| 28 | 45.68 | 59 | 19.77 | 89 | 5.34 |
| 29 | 44.79 | 60 | 19.06 | 90 | 5.06 |
| 30 | 43.89 | 61 | 18.40 | 91 | 4.80 |
| 31 | 43.01 | 62 | 17.78 | 92 | 4.55 |
| 32 | 42.12 | 63 | 17.20 | 93 | 4.31 |
| 33 | 41.24 | 64 | 16.64 | 94 | 4.09 |
| 34 | 40.36 | 65 | 16.11 | 95 | 3.87 |
| 35 | 39.48 | 66 | 15.59 | 96 | 3.66 |
| 36 | 38.61 | 67 | 15.08 | 97 | 3.46 |
| 37 | 37.74 | 68 | 14.58 | 98 | 3.26 |
| 38 | 36.88 | 69 | 14.09 | 99 | 3.07 |
| 39 | 36.02 | 70 | 13.61 | 100 | 2.89 |
| 40 | 35.16 | 71 | 13.13 | 101 | 2.71 |
| 41 | 34.31 | 72 | 12.66 | 102 | 2.54 |
| 42 | 33.46 | 73 | 12.18 | 103 | 2.37 |
| 43 | 32.61 | 74 | 11.70 | 104 | 2.20 |
| 44 | 31.77 | 75 | 11.21 | 105 | 2.04 |
| 45 | 30.93 | 76 | 10.72 | 106 | 1.88 |
| 46 | 30.09 | 77 | 10.22 | 107 | 1.72 |
| 47 | 29.26 | 78 | 9.73 | 108 | 1.55 |
| 48 | 28.43 | 79 | 9.24 | 109 | 1.38 |
| 49 | 27.61 | 80 | 8.75 | 110 | 1.21 |
| 50 | 26.80 | | | | |

1981 Disability Safety (x-4)

Schedule 8

Glossary of Terms

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

| | |
|-------------------------------------|---|
| Actuarial Accrued Liability | The portion, as determined by a particular cost method, of the total present value of benefits that is attributable to past service credit. |
| Actuarial Gain (Loss) | 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). |
| Actuarial Present Value | 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. |
| Amortization of UAAL Payment | 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. |
| Annual Amount | 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 Normal Cost Method | This method assumes that the annual costs are the level amounts needed from entry age until retirement age to fund the ultimate retirement benefit. These amounts are expressed as a percentage of salary. The portion of this actuarial present value allocated to a valuation year is called the normal cost. |

| | |
|--|---|
| <p>Final Average Salary</p> | <p>The average amount of compensation earned over a specified number of consecutive months preceding retirement during which compensation was highest.</p> |
| <p>Funding Policy</p> | <p>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.</p> |
| <p>Noneconomic Actuarial Assumptions</p> | <p>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 Association membership.</p> |
| <p>Normal Cost</p> | <p>The ongoing annual cost allocated to a plan year by a particular actuarial cost method for providing benefits (future cost). Normal cost payments are made during the working lifetime of the member.</p> |
| <p>Unfunded Actuarial Accrued Liability</p> | <p>The excess of the actuarial accrued liability over the actuarial value of assets.</p> |

Schedule 9

Ratio of Current Compensation to Compensation Anticipated at Retirement

| Age | General Members | Safety Members | Age | General Members | Safety Members |
|-----|-----------------|----------------|-----|-----------------|----------------|
| 20 | 0.539 | 0.659 | 46 | 0.887 | 0.933 |
| 21 | 0.564 | 0.678 | 47 | 0.892 | 0.937 |
| 22 | 0.587 | 0.696 | 48 | 0.896 | 0.942 |
| 23 | 0.612 | 0.715 | 49 | 0.901 | 0.947 |
| 24 | 0.635 | 0.733 | 50 | 0.905 | 0.951 |
| 25 | 0.658 | 0.750 | 51 | 0.910 | 0.956 |
| 26 | 0.681 | 0.766 | 52 | 0.914 | 0.961 |
| 27 | 0.702 | 0.780 | 53 | 0.919 | 0.966 |
| 28 | 0.723 | 0.795 | 54 | 0.923 | 0.971 |
| 29 | 0.744 | 0.810 | 55 | 0.928 | 0.975 |
| 30 | 0.766 | 0.824 | 56 | 0.933 | 0.980 |
| 31 | 0.783 | 0.837 | 57 | 0.937 | 0.985 |
| 32 | 0.800 | 0.849 | 58 | 0.942 | 0.990 |
| 33 | 0.818 | 0.860 | 59 | 0.947 | 0.995 |
| 34 | 0.835 | 0.872 | 60 | 0.951 | 1.000 |
| 35 | 0.840 | 0.883 | 61 | 0.956 | |
| 36 | 0.844 | 0.887 | 62 | 0.961 | |
| 37 | 0.848 | 0.892 | 63 | 0.966 | |
| 38 | 0.852 | 0.896 | 64 | 0.971 | |
| 39 | 0.857 | 0.901 | 65 | 0.975 | |
| 40 | 0.861 | 0.905 | 66 | 0.980 | |
| 41 | 0.865 | 0.910 | 67 | 0.985 | |
| 42 | 0.870 | 0.914 | 68 | 0.990 | |
| 43 | 0.874 | 0.919 | 69 | 0.995 | |
| 44 | 0.878 | 0.923 | 70 | 1.000 | |
| 45 | 0.883 | 0.928 | | | |

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

Schedule 10

Asset Statement (Market Value)

| June 30, 2008 Final | |
|-----------------------------------|--------------------------|
| 1000G Cash - General | \$ 10,772,767.37 |
| 1000B Cash Reserved - Bradford | \$ 732,639.77 |
| 1000D Cash Reserved – Dodge & Cox | \$ 1,109,091.53 |
| 1200 Accounts Receivable | \$ 2,948,014.60 |
| 1430 Accrued Interest Receivable | \$ 0.00 |
| 1600 Office Equipment | \$ 3,786.40 |
| Investments | |
| 1400 Bonds (Bradford & Marzec) | \$ 15,413,000.00 |
| (Dodge & Cox) | \$ 87,904,493.00 |
| Total Bonds | \$ 103,317,493.00 |
| 1600 Equities | \$ 99,710,120.00 |
| 1800 International Equities | \$ 61,304,551.00 |
| 1900 Small Cap Equities | \$ 20,460,401.00 |
| 1930 Real Estate | \$ <u>33,677,310.00</u> |
| 1700 Short Term Investment (LAIF) | \$ 0.00 |
| Total Assets | \$ 334,036,174.67 |
| Net Assets | \$ 332,208,159.67 |