

**FRESNO COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION**

**FRESNO-MADERA AREA AGENCY ON AGING
SPECIAL STUDY REPORT
AS OF JUNE 30, 1997**

**BUCK
CONSULTANTS**
100 California Street Suite 1300
San Francisco, California 94111

January 7, 1998

Mr. Gary W. Peterson
Auditor Controller/Treasurer-Tax Collector
Fresno County
Employees' Retirement Association
P.O. Box 1247
Fresno, California 93715-1247

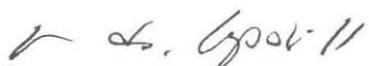
Dear Gary:

We are pleased to present our report on the possibility of the Fresno-Madera Area Agency on Aging becoming a member of the Retirement Association as of June 30, 1997.

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

We look forward to discussing this report with you and other interested parties and wish to express our appreciation for the invaluable cooperation extended to us during the course of this study.

Respectfully submitted,



Krystyna H. Upstill, E.A., M.A.A.A.
Principal and Consulting Actuary

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SECTION I: INTRODUCTION

We were requested to perform a special study regarding to possibility of the Fresno-Madera Area Agency on Aging (FMAAA) joining the Fresno County Employees' Retirement Association as of June 30, 1997.

To perform our study, we used the statistical information of the Retirement Association as of June 30, 1996 along with a listing of the 15 FMAAA employees. The demographics of the FMAAA employees are as follows:

Demographics of FMAAA Employees	
Number	15
Total Annual Salaries	\$472,300
Average Monthly Salary	\$ 2,624
Average Entry Age	48.13

We have determined the costs associated with FMAAA joining the Retirement Association under the following two scenarios.

- FMAAA employees will be blended with the current General group, or
- FMAAA employees will become a stand alone group.

Our results are based upon the current economic and noneconomic actuarial assumptions, as recommended in our June 30, 1996 actuarial report. These results are summarized in Section II. The actuarial assumptions are summarized in the Appendix, Section III.

SECTION II: SUMMARY OF RESULTS

The current employer contribution rates for General members are shown below.

CURRENT EMPLOYER RATE FOR GENERAL MEMBERS		
Basic	12.64	%
Cost of Living	3.96	%
Total Before Transfer	16.60	%
Less Transfer	- 5.88	%
Total After Transfer	10.72	%
Plus VMC and ERO	0.50	%
Total After VMC and ERO	11.22	%

The current individual contribution rates for General members are shown in Schedule 3A of the Appendix.

FMAAA Blended With Current General Group

In the first scenario, we have determined the costs associated with FMAAA being blended with the current General group. As shown on page 1, the average entry age for FMAAA employees is 48.13 years. This is 5.5 years older than the current General group's entry age of 42.63. Therefore, blending the two groups will somewhat increase the overall entry age, which causes a slight increase in the normal cost portion of the employer rate. However, this increase will be offset by a reduction in the unfunded actuarial accrued liability portion of the rate, since there will be a higher salary base over which to spread the UAAL.

The combined effect of blending FMAAA with the current General increase is that the total employer rate will remain *unchanged*.

Since General and Safety members share the costs for cost of living, we have frozen the cost of living percentage, before transfers, at the current 51.04%. This was done to keep the Safety member rates unaffected as a result of FMAAA joining the General group.

Therefore, the individual employee rates for General members, shown in Schedule 3A, will also remain *unchanged*.

FMAAA As A Stand Alone Group

In the second scenario, we have determined the costs associated with FMAAA becoming a stand alone group, covered by General member provisions. The stand alone employer rate for FMAAA would be as follows:

EMPLOYER RATE FOR FMAAA		
Basic	12.71	%
Cost of Living	2.24	%
Total Before Transfer	14.95	%
Less Transfer	- 0.00	%
Total After Transfer	14.95	%
Plus VMC and ERO	0.00	%
Total After VMC and ERO	14.95	%

As shown, the employer rate for FMAAA employees would be 14.95%. This is 3.73% higher than the employer rate currently contributed for General members (after transfer and VMC and ERO). The employer rate for FMAAA is higher than the General rate due to the older entry age of the FMAAA employees and the fact that FMAAA employees are not covered by any past transfers made by the County.

In addition, FMAAA employees would begin paying the General member employee rates shown in Schedule 3B. The cost of living percentage for FMAAA employees is 73.64%. This higher rate reflects the group's older age at entry into the system and no past transfers.

Summary

Under either scenario, there will be no increase in the unfunded liabilities for the system and the County contribution rate will remain unchanged.

SECTION III - APPENDIX

SCHEDULE 1

SUMMARY OF ACTUARIAL ASSUMPTIONS

The Entry Age Normal Actuarial Cost Method was used in conjunction with the following actuarial assumptions. The UAAL is being funded over 13 years from June 30, 1997.

1. Interest: 8.25% per annum.
2. Interest Credited to Employee Accounts: 8.25% per annum.
3. Inflation: 4.75% per annum.
4. Salary Scale: See Schedule 7.
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 5.
8. Years of Life Expectancy After Retirement: See Schedule 6.
9. Years of Life Expectancy After Disability: See Schedule 6.
10. Life Expectancy After Retirement for Employee Contribution Rate Purposes
 - General Members: 1983 Group Annuity Table for Males, set back four years.
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: 63 for General members.

SCHEDULE 2
SUMMARY OF MAJOR PLAN PROVISIONS

1. ELIGIBILITY

First of month following date of employment.

2. DEFINITION OF SALARY

Highest 12 consecutive months of compensation earnable.

3. SERVICE RETIREMENT

- Normal retirement age - 57 for Section 31676.12.
- Early retirement

Age 50 and 10 years, or any age with 30 years for General.

- Benefit
 - 1/50 times final average salary per year of service.
- Benefit Adjustments

Reduced for retirement before 57 for Section 31676.12.

Increased for retirement after 57 for Section 31676.12.

4. DISABILITY RETIREMENT

- Non-service connected

1.8% of final average salary per year of service, with a maximum of 33-1/3% if projected service is used (age 62 for General), or 90% of the accrued service retirement benefit without a benefit adjustment, or service retirement benefit (if eligible).

- Service-connected

Greater of 50% of final average salary or 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 3A

GENERAL MEMBERS' CONTRIBUTION RATES (expressed as a percentage of monthly compensation)

Before Transfer

Entry Age	BASIC		COL		Entry Age	BASIC		COL	
	First \$350.00	Over \$350.00	First \$350.00	Over \$350.00		First \$350.00	Over \$350.00	First \$350.00	Over \$350.00
16	1.85%	2.77%	0.94%	1.41%	38	2.37%	3.55%	1.21%	1.81%
17	1.85	2.78	0.95	1.42	39	2.40	3.60	1.23	1.84
18	1.86	2.79	0.95	1.42	40	2.44	3.66	1.25	1.87
19	1.87	2.80	0.95	1.43	41	2.47	3.71	1.26	1.89
20	1.88	2.82	0.96	1.44	42	2.51	3.77	1.28	1.92
21	1.89	2.84	0.97	1.45	43	2.55	3.83	1.30	1.95
22	1.91	2.86	0.97	1.46	44	2.59	3.88	1.32	1.98
23	1.92	2.88	0.98	1.47	45	2.63	3.94	1.34	2.01
24	1.94	2.91	0.99	1.49	46	2.67	4.00	1.36	2.04
25	1.96	2.94	1.00	1.50	47	2.71	4.06	1.38	2.07
26	1.99	2.98	1.01	1.52	48	2.75	4.12	1.40	2.10
27	2.01	3.01	1.03	1.54	49	2.79	4.18	1.42	2.13
28	2.03	3.05	1.04	1.56	50	2.83	4.24	1.44	2.16
29	2.06	3.09	1.05	1.58	51	2.87	4.31	1.47	2.20
30	2.09	3.14	1.07	1.60	52	2.91	4.37	1.49	2.23
31	2.12	3.18	1.08	1.62	53	2.95	4.43	1.51	2.26
32	2.15	3.23	1.10	1.65	54	2.99	4.49	1.53	2.29
33	2.19	3.28	1.11	1.67	55	3.04	4.56	1.55	2.33
34	2.22	3.33	1.13	1.70	56	3.08	4.62	1.57	2.36
35	2.26	3.39	1.15	1.73	57	3.13	4.69	1.59	2.39
36	2.29	3.44	1.17	1.76	58	3.17	4.76	1.62	2.43
37	2.33	3.49	1.19	1.78	59 / +	3.21	4.82	1.64	2.46
INTEREST:		8.25%							
INFLATION:		4.75%							
COLA:		3.00%							
MORTALITY:		83 GA (Male, -4)							

SCHEDULE 3B

FMAAA MEMBERS' CONTRIBUTION RATES

(expressed as a percentage of monthly compensation)

Entry Age	BASIC		COL		Entry Age	BASIC		COL	
	First \$350.00	Over \$350.00	First \$350.00	Over \$350.00		First \$350.00	Over \$350.00	First \$350.00	Over \$350.00
16	1.85%	2.77%	1.36%	2.04%	38	2.37%	3.55%	1.74%	2.61%
17	1.85	2.78	1.37	2.05	39	2.40	3.60	1.77	2.65
18	1.86	2.79	1.37	2.05	40	2.44	3.66	1.80	2.70
19	1.87	2.80	1.37	2.06	41	2.47	3.71	1.82	2.73
20	1.88	2.82	1.39	2.08	42	2.51	3.77	1.85	2.78
21	1.89	2.84	1.39	2.09	43	2.55	3.83	1.88	2.82
22	1.91	2.86	1.41	2.11	44	2.59	3.88	1.91	2.86
23	1.92	2.88	1.41	2.12	45	2.63	3.94	1.93	2.90
24	1.94	2.91	1.43	2.14	46	2.67	4.00	1.97	2.95
25	1.96	2.94	1.45	2.17	47	2.71	4.06	1.99	2.99
26	1.99	2.98	1.46	2.19	48	2.75	4.12	2.02	3.03
27	2.01	3.01	1.48	2.22	49	2.79	4.18	2.05	3.08
28	2.03	3.05	1.50	2.25	50	2.83	4.24	2.08	3.12
29	2.06	3.09	1.52	2.28	51	2.87	4.31	2.11	3.17
30	2.09	3.14	1.54	2.31	52	2.91	4.37	2.15	3.22
31	2.12	3.18	1.56	2.34	53	2.95	4.43	2.17	3.26
32	2.15	3.23	1.59	2.38	54	2.99	4.49	2.21	3.31
33	2.19	3.28	1.61	2.42	55	3.04	4.56	2.24	3.36
34	2.22	3.33	1.63	2.45	56	3.08	4.62	2.27	3.40
35	2.26	3.39	1.67	2.50	57	3.13	4.69	2.30	3.45
36	2.29	3.44	1.69	2.53	58	3.17	4.76	2.34	3.51
37	2.33	3.49	1.71	2.57	59 / +	3.21	4.82	2.37	3.55
INTEREST:	8.25%								
INFLATION:	4.75%								
COLA:	3.00%								
MORTALITY:	83 GA (Male, -4)								

SCHEDULE 4

PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE

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

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

The probabilities shown for each cause of termination represent the probability that a given member will terminate at a particular age for the indicated reason. For example, if the probability of withdrawal at age 25 is .1550, then we are assuming that 15.50% of the active members at age 25 will terminate without vested rights during the next year.

SCHEDULE 4
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE

GENERAL MEMBERS -- MALES

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	0.16000	0.00020	0.00000	0.00000	0.00000	0.00010	0.00005	0.00045
21	0.16000	0.00020	0.00000	0.00000	0.00000	0.00010	0.00005	0.00045
22	0.16000	0.00020	0.00000	0.00000	0.00000	0.00010	0.00005	0.00090
23	0.15500	0.00020	0.00000	0.00000	0.00000	0.00010	0.00005	0.00135
24	0.15500	0.00020	0.00000	0.00000	0.00000	0.00010	0.00005	0.00180
25	0.15500	0.00030	0.00007	0.00000	0.00013	0.00010	0.00010	0.00225
26	0.15500	0.00030	0.00007	0.00000	0.00013	0.00010	0.00010	0.00270
27	0.15000	0.00030	0.00007	0.00000	0.00013	0.00010	0.00010	0.00360
28	0.15000	0.00030	0.00007	0.00000	0.00013	0.00010	0.00010	0.00450
29	0.14500	0.00030	0.00007	0.00000	0.00013	0.00010	0.00010	0.00540
30	0.13500	0.00040	0.00007	0.00000	0.00013	0.00010	0.00010	0.00630
31	0.12000	0.00040	0.00007	0.00000	0.00013	0.00010	0.00010	0.00720
32	0.10000	0.00040	0.00007	0.00000	0.00013	0.00010	0.00010	0.00810
33	0.08000	0.00040	0.00014	0.00000	0.00026	0.00010	0.00010	0.00900
34	0.07000	0.00040	0.00014	0.00000	0.00026	0.00010	0.00010	0.01080
35	0.06000	0.00050	0.00014	0.00000	0.00026	0.00010	0.00015	0.01350
36	0.05500	0.00050	0.00014	0.00000	0.00026	0.00010	0.00015	0.01575
37	0.05000	0.00050	0.00021	0.00000	0.00026	0.00010	0.00015	0.01710
38	0.04600	0.00050	0.00021	0.00000	0.00026	0.00010	0.00015	0.01935
39	0.04200	0.00060	0.00028	0.00000	0.00026	0.00010	0.00015	0.02025
40	0.03900	0.00060	0.00035	0.00000	0.00039	0.00010	0.00020	0.02070
41	0.03600	0.00060	0.00042	0.00000	0.00039	0.00010	0.00020	0.02070
42	0.03300	0.00070	0.00049	0.00000	0.00039	0.00010	0.00020	0.02070
43	0.03000	0.00070	0.00056	0.00000	0.00052	0.00010	0.00025	0.01980
44	0.02700	0.00080	0.00063	0.00000	0.00052	0.00010	0.00025	0.01890
45	0.02300	0.00080	0.00077	0.00000	0.00065	0.00010	0.00030	0.01800
46	0.01900	0.00090	0.00091	0.00000	0.00065	0.00010	0.00035	0.01710
47	0.01500	0.00100	0.00105	0.00000	0.00078	0.00010	0.00040	0.01620
48	0.01200	0.00110	0.00119	0.00000	0.00078	0.00010	0.00045	0.01440
49	0.01000	0.00120	0.00133	0.00000	0.00091	0.00010	0.00050	0.01260
50	0.01000	0.00130	0.00147	0.03500	0.00104	0.00010	0.00055	0.01080
51	0.01000	0.00140	0.00161	0.02700	0.00117	0.00010	0.00065	0.00900
52	0.01000	0.00150	0.00182	0.02000	0.00130	0.00020	0.00075	0.00720
53	0.01000	0.00160	0.00203	0.02000	0.00143	0.00020	0.00085	0.00630
54	0.01000	0.00170	0.00224	0.04000	0.00156	0.00020	0.00095	0.00585
55	0.01000	0.00180	0.00245	0.05500	0.00169	0.00020	0.00105	0.00585
56	0.01000	0.00190	0.00266	0.06300	0.00182	0.00020	0.00115	0.00585
57	0.01000	0.00200	0.00280	0.07600	0.00195	0.00020	0.00125	0.00585
58	0.01000	0.00210	0.00294	0.09000	0.00208	0.00020	0.00135	0.00585
59	0.01000	0.00220	0.00301	0.13000	0.00221	0.00030	0.00145	0.00585
60	0.01000	0.00240	0.00308	0.15000	0.00234	0.00030	0.00155	0.00540
61	0.01000	0.00260	0.00315	0.18000	0.00247	0.00030	0.00160	0.00450
62	0.01000	0.00280	0.00322	0.40000	0.00260	0.00030	0.00165	0.00360
63	0.01000	0.00300	0.00329	0.24000	0.00286	0.00030	0.00170	0.00270
64	0.01000	0.00320	0.00336	0.25000	0.00312	0.00040	0.00175	0.00180
65	0.00000	0.00340	0.00000	0.35000	0.00351	0.00040	0.00000	0.00000
66	0.00000	0.00360	0.00000	0.35000	0.00390	0.00040	0.00000	0.00000
67	0.00000	0.00380	0.00000	0.35000	0.00442	0.00040	0.00000	0.00000
68	0.00000	0.00400	0.00000	0.45000	0.00507	0.00040	0.00000	0.00000
69	0.00000	0.00420	0.00000	0.60000	0.00585	0.00040	0.00000	0.00000
70	0.00000	0.00000	0.00000	1.00000	0.00000	0.00000	0.00000	0.00000

SCHEDULE 4
PROBABILITIES OF SEPARATION FROM ACTIVE SERVICE

GENERAL MEMBERS -- FEMALES

Age	Withdrawal	Ordinary Death	Ordinary Disability	Service	Death While Eligible	Duty Death	Duty Disability	Terminated Vested
20	0.17000	0.00010	0.00000	0.00000	0.00000	0.00000	0.00010	0.00270
21	0.17000	0.00010	0.00000	0.00000	0.00000	0.00000	0.00010	0.00270
22	0.16500	0.00010	0.00000	0.00000	0.00000	0.00000	0.00010	0.00270
23	0.16500	0.00010	0.00000	0.00000	0.00000	0.00000	0.00010	0.00270
24	0.16500	0.00010	0.00000	0.00000	0.00000	0.00000	0.00010	0.00450
25	0.16500	0.00020	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
26	0.16500	0.00020	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
27	0.16000	0.00020	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
28	0.16000	0.00020	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
29	0.16000	0.00030	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
30	0.15000	0.00030	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
31	0.13500	0.00030	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
32	0.12000	0.00030	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
33	0.11000	0.00040	0.00010	0.00000	0.00008	0.00000	0.00020	0.00450
34	0.10000	0.00040	0.00010	0.00000	0.00008	0.00000	0.00020	0.00900
35	0.09000	0.00040	0.00020	0.00000	0.00008	0.00000	0.00030	0.01620
36	0.08000	0.00050	0.00020	0.00000	0.00008	0.00000	0.00030	0.01980
37	0.07000	0.00050	0.00020	0.00000	0.00008	0.00000	0.00030	0.01980
38	0.06500	0.00050	0.00030	0.00000	0.00008	0.00000	0.00030	0.01800
39	0.06000	0.00050	0.00030	0.00000	0.00008	0.00000	0.00030	0.01710
40	0.05500	0.00060	0.00030	0.00000	0.00008	0.00000	0.00030	0.01665
41	0.04800	0.00060	0.00040	0.00000	0.00008	0.00000	0.00030	0.01620
42	0.04200	0.00060	0.00040	0.00000	0.00008	0.00000	0.00030	0.01575
43	0.03800	0.00070	0.00050	0.00000	0.00008	0.00000	0.00040	0.01575
44	0.03500	0.00070	0.00050	0.00000	0.00008	0.00000	0.00040	0.01530
45	0.03200	0.00070	0.00060	0.00000	0.00015	0.00000	0.00040	0.01530
46	0.03000	0.00080	0.00070	0.00000	0.00015	0.00000	0.00040	0.01485
47	0.02900	0.00080	0.00080	0.00000	0.00015	0.00000	0.00050	0.01440
48	0.02800	0.00090	0.00090	0.00000	0.00015	0.00000	0.00050	0.01395
49	0.02700	0.00090	0.00100	0.00000	0.00022	0.00000	0.00050	0.01305
50	0.02600	0.00100	0.00110	0.04000	0.00022	0.00000	0.00060	0.01170
51	0.02500	0.00100	0.00120	0.03000	0.00022	0.00000	0.00060	0.00990
52	0.02400	0.00110	0.00130	0.03000	0.00030	0.00000	0.00070	0.00810
53	0.02300	0.00110	0.00140	0.03000	0.00030	0.00000	0.00080	0.00630
54	0.02200	0.00120	0.00150	0.03000	0.00030	0.00000	0.00090	0.00450
55	0.02100	0.00120	0.00160	0.08000	0.00030	0.00000	0.00100	0.00450
56	0.01900	0.00130	0.00170	0.03000	0.00038	0.00000	0.00110	0.00720
57	0.01700	0.00140	0.00180	0.08000	0.00038	0.00000	0.00120	0.00630
58	0.01500	0.00150	0.00190	0.10000	0.00038	0.00000	0.00130	0.00540
59	0.01400	0.00160	0.00210	0.12000	0.00045	0.00000	0.00150	0.00450
60	0.01300	0.00180	0.00230	0.14000	0.00045	0.00000	0.00170	0.00450
61	0.01300	0.00190	0.00250	0.10000	0.00045	0.00000	0.00190	0.00450
62	0.01300	0.00200	0.00270	0.30000	0.00052	0.00000	0.00210	0.00450
63	0.01300	0.00210	0.00290	0.12500	0.00052	0.00000	0.00230	0.00450
64	0.01300	0.00220	0.00310	0.12500	0.00052	0.00000	0.00250	0.00450
65	0.00000	0.00240	0.00000	0.45000	0.00060	0.00000	0.00000	0.00000
66	0.00000	0.00250	0.00000	0.20000	0.00060	0.00000	0.00000	0.00000
67	0.00000	0.00260	0.00000	0.30000	0.00060	0.00000	0.00000	0.00000
68	0.00000	0.00270	0.00000	0.30000	0.00068	0.00000	0.00000	0.00000
69	0.00000	0.00280	0.00000	0.30000	0.00068	0.00000	0.00000	0.00000
70	0.00000	0.00000	0.00000	1.00000	0.00000	0.00000	0.00000	0.00000

SCHEDULE 5

YEARS OF LIFE EXPECTANCY AFTER SERVICE RETIREMENT

Age	General		Age	General	
	Male	Female		Male	Female
50	29.18	34.92	81	7.21	9.63
51	28.30	33.97	82	6.81	9.09
52	27.42	33.03	83	6.43	8.57
53	26.55	32.10	84	6.07	8.07
54	25.68	31.16	85	5.73	7.58
55	24.83	30.23	86	5.41	7.11
56	23.98	29.31	87	5.10	6.66
57	23.13	28.39	88	4.82	6.23
58	22.29	27.48	89	4.54	5.81
59	21.46	26.57	90	4.28	5.41
60	20.64	25.67	91	4.04	5.02
61	19.83	24.78	92	3.80	4.66
62	19.02	23.89	93	3.58	4.31
63	18.23	23.02	94	3.37	3.98
64	17.45	22.15	95	3.16	3.67
65	16.69	21.29	96	2.98	3.37
66	15.95	20.43	97	2.80	3.10
67	15.23	19.59	98	2.62	2.84
68	14.52	18.76	99	2.45	2.60
69	13.84	17.94	100	2.28	2.36
70	13.18	17.13	101	2.11	2.14
71	12.54	16.34	102	1.95	1.94
72	11.92	15.57	103	1.78	1.74
73	11.31	14.81	104	1.61	1.55
74	10.72	14.08	105	1.43	1.37
75	10.15	13.38	106	1.26	1.19
76	9.60	12.69	107	1.09	1.03
77	9.08	12.03	108	.92	.87
78	8.57	11.40	109	.74	.71
79	8.10	10.79	110	.50	.50
80	7.64	10.20	111	--	--

1983 GA (x, y) for General Members

SCHEDULE 5

YEARS OF LIFE EXPECTANCY AFTER DISABILITY RETIREMENT

GENERAL MEMBERS

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

1981 Disability (General)

SCHEDULE 6

RATIO OF CURRENT COMPENSATION TO COMPENSATION ANTICIPATED AT RETIREMENT

GENERAL MEMBERS

Age	Ratio	Age	Ratio
20	.055	46	.291
21	.061	47	.306
22	.067	48	.322
23	.074	49	.338
24	.080	50	.357
25	.087	51	.376
26	.094	52	.395
27	.101	53	.416
28	.109	54	.438
29	.117	55	.462
30	.124	56	.486
31	.133	57	.512
32	.141	58	.539
33	.149	59	.568
34	.157	60	.597
35	.165	61	.628
36	.173	62	.662
37	.183	63	.697
38	.193	64	.734
39	.203	65	.773
40	.213	66	.814
41	.225	67	.857
42	.237	68	.902
43	.249	69	.950
44	.262	70	1.000
45	.276		

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