

October 7, 2011

The Board of Trustees
City of Pontiac General Employees Retirement System
Pontiac, Michigan

Dear Board Members:

The purpose of the annual actuarial valuation of the City of Pontiac General Employees Retirement System, as of December 31, 2010 is to:

- Compute the liabilities associated with benefits likely to be paid on behalf of current retired, active and vested inactive members of the Retirement System,
- Compare accrued assets with accrued liabilities to assess the funded condition of the Retirement System, and
- Compute the City's recommended contribution rate for the Fiscal Year beginning July 1, 2012.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices. Data concerning active members, vested inactive members, retirees, beneficiaries and assets was provided by the Retirement System Administrator. This data has been reviewed for reasonableness, but no attempt has been made to audit such information. The valuation was based on the provisions of the Retirement System as amended through December 31, 2010. The actuarial assumptions used in this valuation represent reasonable expectations of future experience under the System. The valuation was performed under the supervision of a member of the American Academy of Actuaries, as indicated, who meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,



Denise M. Jones
Senior Consultant



Sandra W. Rodwan
Member, American Academy of Actuaries

***City of Pontiac
General Employees
Retirement System***

Actuarial Valuation as of December 31, 2010

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Section One:
Valuation Summary



Purpose of Valuation

The purpose of the annual actuarial valuation of the City of Pontiac General Employees Retirement System as of December 31, 2010 is to:

- ❖ Compute the liabilities associated with benefits likely to be paid on behalf of current retired, active and vested inactive members of the Retirement System,
- ❖ Compare accrued assets with accrued liabilities to assess the funded condition of the Retirement System, and
- ❖ Compute the City’s recommended contribution rate for the Fiscal Year beginning July 1, 2012.

Liabilities and Funded Condition of Retirement System

Accrued liabilities of the Retirement System as of December 31, 2010 were computed to be \$253,866,554. The funding value of accrued assets was \$399,573,669. The ratio of the funding value of accrued assets to accrued liabilities was 157.4%.

Funding Value of Assets

A smoothed market value of assets was used for the December 31, 2010 valuation. This method, which spreads capital gains and losses (realized and unrealized) over five years, is the same as the method used for last year’s valuation.

Financial Data

	<u>12/31/2010</u>	<u>12/31/2009</u>
Smoothed Valuation Assets	\$399,573,669	\$405,193,572
Market Value of Assets	419,879,232	386,247,580

Retirement System Experience

The overall experience of the Retirement System during 2010 was less favorable than expected based on the long-term assumptions. Although the return on the market value of assets was favorable, the recognized investment income on the smoothed funding value of assets was less than assumed (3.90% vs. 7.5% assumed) due to the carry-forward of a portion of the 2008 loss. Salary increases which were less than assumed partially offset the loss on the recognized rate of investment return.

Benefit Provision Changes

There were no changes in benefits used for the valuation.

Assumption and Method Changes

There were no changes in assumptions or actuarial cost methods used for the valuation

Participant Data

	<u>12/31/2010</u>	<u>12/31/2009</u>
Active Members	207	269
Active Member Payroll	\$9,493,229	\$12,553,146
Retirees and Beneficiaries	1,112	1,105
Annual Pensions	\$19,044,892	\$18,569,564
Vested Inactive Members	187	197
Annual Pensions	\$1,250,723	\$1,194,336

Computed City's Contribution Rate

The employer Normal Cost contribution rate was computed to be 20.62% of member payroll. Actuarial accrued liabilities exceeded the funding value of assets. The excess of the funding value of assets over the actuarial accrued liabilities was amortized over an open 30 year period and applied as a temporary funding credit to offset the employer normal cost.

The total employer contribution rate was therefore computed to be 0.00%, which includes a temporary funding credit that completely offsets the normal cost contribution.

Conclusion: Accrued valuation assets exceeded actuarial accrued liabilities as of December 31, 2010. The funding credit based on 30 year amortization of the excess was more than sufficient to fully offset the City's computed Normal Cost contribution for the fiscal year beginning July 1, 2012.



Section Two:

***Actuarial Calculations –
Funding***



Computed Contribution Rates for the Year Beginning July 1, 2012

The contribution rates shown below are expressed as level percents of active member payroll.

The Normal Cost can be viewed as the long-term on-going cost of the Retirement System.

The excess of valuation assets over accrued liabilities was amortized as level percent of payroll over 30 years to produce a temporary funding credit. At the time valuation assets no longer exceed accrued liabilities, the minimum on-going contribution rate is the normal cost.

Contribution Recommendation:

Normal Cost	
Regular Retirement	13.01%
Pre-retirement Death	0.81
Disability	3.64
Withdrawal	<u>1.16</u>
Total Normal Cost	18.62%
Member Portion	0.00%
City's Computed Normal Cost	18.62%
Temporary Funding Credit	(20.62)
Administrative Expense	2.00
City's Total Contribution Rate	0.00%
Dollar Amount Based on Valuation Payroll*	\$0

*Valuation Payroll was \$9,493,229.

Unfunded Actuarial Accrued Liability

	December 31, 2010	December 31, 2009
Actuarial Accrued Liabilities	\$253,866,554	\$255,720,207
Assets Allocated to Funding	<u>399,573,669</u>	<u>405,193,572</u>
Unfunded Actuarial Accrued Liabilities	\$(145,707,115)	\$(149,473,365)

Recommended City Contributions

Valuation Date Dec. 31	Fiscal Year Beginning July 1	Annual Required Contribution@
1996		\$1,596,409
1997#*		1,069,980
1998		598,231
1999#		133,572
2000		158,921
2001#*		140,226
2002#		49,456
2003	2005	49,163
2004	2006	0
2005	2007	0
2006	2008	0
2007	2009	0
2008	2010	0
2009#	2011	0
2010	2012	0

@Including temporary full funding credits.

#Retirement System amended.

*Valuation assumptions revised.

Note: Results shown throughout this report for years prior to 2007 were prepared by the previous actuarial firm.

Determination of Unfunded Accrued Liability

A. Accrued Liability	
1. For retirees and beneficiaries	
a. Benefit payments	\$209,720,255
b. Reserves	<u>0</u>
c. Total: (a) + (b)	209,720,255
2. For vested terminated members	10,617,456
3. For present active members	
a. Value of expected future benefit payments	49,434,888
b. Value of future normal costs	<u>15,906,045</u>
c. Active member liability: (a) – (b)	33,528,843
4. Total: (1.c) + (2) + (3.c)	253,866,554
B. Present Assets (valuation basis)	<u>399,573,669</u>
C. Unfunded Accrued Liability: (A4) – (B)	\$(145,707,115)
D. Funded Position: (B)/(A.4)	157.4%

History of Assets and Accrued Liabilities

Valuation Date December 31,	Valuation Assets	Actuarial Accrued Liabilities	Funded Ratio	Unfunded Actuarial Accrued Liabilities
1995*	\$237,353,362	\$174,206,716	136.2%	-
1996*	256,723,386	184,624,697	139.1	-
1997*#	287,764,412	189,207,579	152.1	-
1998	315,420,281	194,984,577	161.8	-
1999*	350,846,897	209,172,136	167.7	-
2000*	378,063,942	217,942,909	173.5	-
2001*#	395,743,819	227,901,435	173.6	-
2002*	393,214,033	235,422,367	167.0	-
2003	394,367,065	247,396,857	159.4	-
2004	394,807,254	258,365,787	152.8	-
2005	391,409,757	260,103,260	150.5	-
2006	409,983,490	266,457,429	153.9	-
2007	433,028,186	257,940,349	167.9	-
2008	416,678,512	261,497,756	159.3	-
2009*	405,193,572	255,720,207	158.5	-
2010	399,573,669	253,866,554	157.4	-

*Plan amended.

#Certain assumptions revised.

Note: Results shown throughout this report for years prior to 2007 were prepared by the previous actuarial firm.

Aggregate Gain/Loss - Year Ended December 31, 2010

(1) UAAL ^a at start of year	\$(149,473,365)
(2) Normal cost	1,958,453
(3) Interest accrual	(11,138,388)
(4) Contributions	0
(5) Expected UAAL before changes	(158,653,300)
(6) Change from amendments	0
(7) Change from assumption revision	0
(8) Expected UAAL after changes	(158,653,300)
(9) Actual UAAL	(145,707,115)
(10) Gain(Loss)	(12,946,185)
(11) Percent of AAL ^b	(4.9)%

^a Unfunded Actuarial Accrued Liability.

^b Actuarial Accrued Liability at beginning of year \$266,457,429.

Comments and Conclusion

Comment 1: The overall experience of the Retirement System during the year ended December 31, 2010 was less favorable than expected based upon the long-term assumptions. The primary source of unfavorable experience was the recognized rate of investment return on the smoothed funding value of assets (3.90% vs. 7.5% assumed). Salary increases which were less than assumed partially offset the unfavorable experience. The decrease in the funded ratio to 157.4% from 158.5% reflects the net experience loss. Note that the effect of the 2008 negative return on market value will continue to be phased into the funding value of assets over the next 2 years. In the absence of significant favorable experience in investment return and other assumptions over this period, the funded ratio will continue to decrease.

Comment 2: The present value of future benefits payable to current retirees and beneficiaries was computed to be \$209,720,255. The Reserve for Retired Benefit Payments was reported to be \$197,313,589. We recommend that the difference, \$12,406,666, be transferred from the Reserve for Employer Contributions to the Reserve for Retired Benefit Payments so that the assets allocated to retired lives is equal to the retiree liability as of December 31, 2010.

Conclusion: Accrued valuation assets exceeded actuarial accrued liabilities as of December 31, 2010. The funding credit based on 30 year amortization of the excess was more than sufficient to fully offset the City's computed Normal Cost contribution for the fiscal year beginning July 1, 2012.



Section Three:

***Retirement System
Benefit Provisions***



Benefit Provision Summary

Service Retirement

Eligibility:

Teamsters #214: Age 50 with 30 years of service or age 55 with 25 years of service or age 60 with 10 years of service.

Court/MAPE: Age 50 with 25 years of service or age 55 with 10 years of service.

PPFDA, PPMA and SAEA and AFSCME #2002: Age 50 with 25 years of service or age 60 with 10 years of service.

Non-Union City, Stadium and District Court: Age 50 with 25 years of service or age 55 with 20 years of service or age 60 with 10 years of service.

Annual Benefit:

Teamsters #214: Straight life pension equals 2.25% of 3 year final average compensation (FAC) times years of service.

Court/MAPE: Straight life pension equals 2.00% of 3 year final average compensation (FAC) times years of service.

PPFDA: Straight life pension equals 2.25% of 3 year final average compensation (FAC) times years of service.

PPMA, AFSCME #2002, Non-Union City, Stadium and District Court: Straight life pension equals 2.50% of 3 year final average compensation (FAC) times years of service.

SAEA: Straight life pension equals 2.50% of 3 year final average compensation (FAC) times years of service. Effective January 1, 2010, straight life pension equals 3.00% of 3 year final average compensation (FAC) times the first 20 years of service plus 2.5% of the next 5 years of service plus 1.0% of the next five years of service to a maximum of 77.5% of FAC.

Average final salary (FAC):

Teamsters #214: highest 3 consecutive years out of the last 12 with some lump sums included. **All others:** highest 3 consecutive years out of the last 10 with some lump sums included.

Reduced Retirement

Eligibility:

Teamsters #214: Age 50 with 25 years of service.

Annual Benefit:

Regular retirement benefit reduced for service less than 30 years.

Deferred Retirement

Eligibility:

10 or more years of service, benefit begins at age 60 (age 55 for Court/MAPE); or with 25 or more years of service (including NOMC service after 1993), benefit begins at age 55 (age 50 for Court/MAPE).

Annual Benefit:

Computed as a regular retirement but based upon service and FAC at termination date.

Duty Disability Retirement

Eligibility:

No age or service requirements.

Annual Benefit:

Computed as a regular retirement benefit. Upon termination of worker's compensation additional service credit is granted for period in receipt of worker's compensation and benefit is recomputed. Minimum benefit prior to voluntary retirement age is the greater of a) 15% of final average earnings, or b) an amount equal to worker's compensation benefit.

Non-Duty Disability

Eligibility:

10 or more years of service.

Annual Benefit:

Same as a regular retirement, with a minimum benefit of 15% of final average compensation.

Duty Death in Service Survivor's Pension

Eligibility:

No age or service requirements.

Annual Benefit:

Payable upon expiration of worker's compensation to the survivors of a member who died in the line of duty. Same amount that was paid by worker's compensation to widow, dependent widower, children under 18 and dependent parents.

Non-Duty Death in Service Survivor's Pension

Eligibility:

10 years of service.

Annual Benefit:

Computed as a regular retirement benefit but actuarially reduced in accordance with a 100% joint and survivor election.

Member Contributions

None.

City Contributions

Actuarially determined amounts which are sufficient to cover both (i) normal costs of the plan and (ii) financing unfunded accrued benefit values over a selected period of future years.

Post Retirement Adjustment

Court/MAPE: 2.50% of original retirement income for 14 years.

All others: 2.00% of original retirement income for 18 years.

Retired members (including NOMC retirees) as of 5/31/2001 not eligible for post-retirement adjustments who had at least 9 years and 9 months of service are eligible for a post-retirement adjustment equal to 2.00% of their annual pension or \$1 per month of credited service with a minimum increase of \$120 and a maximum increase of \$300 per year. There will be six annual post-retirement adjustments and then that amount will continue thereafter.

Section Four:

***Actuarial Assumptions
And Methods***



Actuarial Assumptions

Economic Assumptions

(i) **Interest Rate** 7.5% (net of expenses)

(ii) **Salary Increases**

Across-the-Board 4.5%
 Merit and Longevity Age-related rates

Sample Annual Rates of Salary Increase

Sample Ages	Base Economic	Non-Teamsters		Teamsters		
		Merit & Longevity	Total	Years of Service	Merit & Longevity	Total
20	4.5%	4.9%	9.4%	1 to 10	2.5%	7.0%
25	4.5%	3.7%	8.2%	thereafter	1.0	5.5
30	4.5%	2.9%	7.4%			
35	4.5%	2.1%	6.6%			
40	4.5%	1.6%	6.1%			
45	4.5%	1.4%	5.9%			
50	4.5%	1.3%	5.8%			
55	4.5%	1.1%	5.6%			
60	4.5%	1.1%	5.6%			

Demographic Assumptions

(i) Mortality

1983 Group Annuity Mortality Table

Sample Ages	Value of \$1 Monthly for Life		Future Life Expectancy (Years)	
	Men	Women	Men	Women
50	\$132.63	\$141.91	29.2	34.9
55	124.30	135.50	24.8	30.2
60	113.90	127.17	20.6	25.7
65	101.22	116.64	16.7	21.3
70	87.30	103.61	13.2	17.1
75	72.78	88.75	10.2	13.4
80	58.43	73.55	7.6	10.2

The 1983 Group Annuity Mortality Table for males and females with a 5 year set forward was used for disabled lives.

For NOMC participants, we used the 1994 Group Annuity Mortality table for males and females.

(ii) Disability

Sample Ages	Percent Becoming Disabled Within Next Year
25	0.42%
30	0.45%
35	0.51%
40	0.67%
45	0.92%
50	1.36%
55	2.20%
60	4.32%

(iii) Termination of Employment

Service related rates for first 5 years of employment. Age related rates after first 5 years of employment

Sample Ages	Years of Service	% of Active Members Separating Within One Year
All	0	20.0%
	1	18.0
	2	15.0
	3	12.0
	4	10.0
20	5 & Over	7.0
25		7.0
30		6.0
35		4.8
40		3.5
45		2.4
50		1.5
55		1.0
60		1.0

(iv) Retirement Rates

Age-related rates

**Active Members Retiring within Year
Following Attainment of Indicated Retirement Age**

Age Related Rates	
<u>Age</u>	<u>Percent Retiring</u>
50	35%
51	30
52	25
53	25
54	25
55	25
56	25
57	50
58	50
59	50
60	20
61	25
62	30
63	30
64	25
65	50
66 and up	100

Unused Sick Leave – Final average earnings are assumed to be increased for lump sum payment by 7% for City employees and 8.25% for non-union District Court and non-union City employees.

Actuarial Method Used for the Valuation

Normal Cost. Normal cost and the allocation of actuarial present values between service rendered before and after the valuation date were determined using an individual entry-age actuarial cost method having the following characteristics:

- ❖ The annual normal costs for each individual active member, payable from date of hire to date of retirement, are sufficient to accumulate the value of the member's benefit at the time of retirement;
- ❖ Each annual normal cost is a constant percentage of the member's year-by-year projected covered pay.

Financing of Unfunded Actuarial Accrued Liability. The excess of accrued valuation assets over actuarial accrued liability was amortized as a level percent of payroll over 30 years and applied as a temporary funding credit. The amortization period is unchanged from last year.

Active member payroll was assumed to increase 4.50% a year for the purpose of determining the level percent of payroll amortization payments.



Section Five:
Valuation Data



Asset Summary

As of December 31, 2010 the market value of assets was reported to be \$419,879,232.
The funding value of assets (smoothed market value) was computed to be \$399,573,433

Funding Value of Assets

	2009	2010
A. Funding Value Beginning of Year	\$416,678,512	\$405,193,572
B. Market Value End of Year	386,247,580	419,879,232
C1. Market Value BOY (Before audit adjustment)	335,989,545	386,247,580
C2. Market Value BOY (After audit adjustment)	335,989,545	386,247,580
D. Non-Investment Net Cash Flow		
Contribution Income	-	-
Net Interest & Dividend Income	9,564,855	9,801,576
Other Non-investment Net Income	539,556	271,742
Benefit Payments & Refunds	20,019,006	20,624,034
Administrative Expenses	513,708	675,619
Total	(10,428,303)	(11,226,335)
E. Investment Income		
E1. Market Total B-C1-D	60,686,338	44,857,988
E2. Amount for Phased-In Recognition: E1*20%	12,137,268	8,971,598
F. Phased-In Recognition of Investment Income		
F1. Current Year: 0.20 x E1	12,137,268	8,971,598
F2. First Prior Year	(28,797,918)	12,137,268
F3. Second Prior Year	5,603,201	(28,797,918)
F4. Third Prior Year	7,692,285	5,603,201
F5. Fourth Prior Year	2,308,528	7,692,285
F6. Total Phased-In Amount	(1,056,637)	5,606,433
G. Min. Funding Value: 80% of Mkt. Val.	308,998,064	335,903,386
H. Funding Value End of Year: A+D+F6	405,193,572	399,573,669
I. Difference Between Market and Funding Value	\$(18,945,992)	\$20,305,563
J. Recognized Rate of Return	2.09%	3.90%
K. Estimated Market Rate of Return	16.57%	10.98%

Participant Summary

Retirees and Beneficiaries Included in the Valuation

There were 1,112 retirees and beneficiaries included in the valuation, with annual pensions totaling \$19,044,892 as of December 31, 2010.

Pensions Being Paid Historical Schedule

Valuation Date December 31	No.	Annual Pensions	Average Pension	Discounted Value of Pensions	
				Total	Average
1985	540	\$3,110,526	\$5,760	\$32,352,043	\$59,911
1990	665	5,297,811	7,967	55,451,078	83,385
1991	680	5,588,609	8,219	58,293,171	85,725
1992	732	6,588,936	9,001	73,144,465	99,924
1993	766	7,184,847	9,380	81,484,846	106,377
1994	833	8,212,033	9,858	93,650,511	112,426
1995	840	7,955,901	9,471	93,058,132	110,783
1996	843	8,238,862	9,773	97,215,236	115,321
1997	859	8,643,538	10,062	101,915,799	118,645
1998	868	8,874,800	10,224	104,381,190	120,255
1999	896	9,576,564	10,688	113,489,411	126,662
2000	907	10,011,035	11,038	118,807,717	130,990
2001	937	10,817,986	11,545	126,931,474	135,466
2002	954	11,381,934	11,931	132,099,146	138,469
2003	979	12,425,465	12,692	146,268,623	149,406
2004	1,010	13,593,765	13,459	161,453,904	159,855
2005	1,054	15,719,370	14,914	189,707,170	179,988
2006	1,069	16,310,555	15,258	199,185,609	186,329
2007	1,086	17,806,089	16,396	201,487,931	185,532
2008	1,097	18,230,374	16,618	203,046,012	185,092
2009	1,105	18,569,564	16,805	203,164,691	183,859
2010	1,112	19,044,892	17,127	209,720,255	188,597

Retired Members and Survivors - December 31, 2010

Attained Age	Age & Service Retirement		Survivor		Disability		Totals	
	No.	Annual Pensions	No.	Annual Pensions	No.	Annual Pensions	No.	Annual Pensions
20-24		\$ -	1	\$8,102		\$ -	1	\$8,102
25-29			1	38,933			1	38,933
30-34			1	11,224			1	11,224
35-39			2	15,400			2	15,400
40-44			1	16,394	1	21,819	2	38,213
45-49	4	85,241	3	35,600	1	15,799	8	136,640
50-54	32	1,023,246	5	27,425	8	111,612	45	1,162,283
55-59	118	3,634,024	7	99,180	13	202,457	138	3,935,661
60-64	202	4,224,028	8	89,843	13	191,814	223	4,505,685
65-69	166	2,637,740	13	182,094	9	151,780	188	2,971,614
70-74	121	1,609,033	12	130,384	11	106,163	144	1,845,580
75-79	110	1,645,620	18	215,424	13	118,318	141	1,979,362
80-84	88	1,226,143	25	272,476	3	18,003	116	1,516,622
85-89	56	592,478	9	45,130	3	19,756	68	657,364
90-94	17	125,484	6	39,139	1	2,977	24	167,600
95 & Over	8	44,533	1	6,807	1	3,269	10	54,609
Totals	922	\$16,847,570	113	\$1,233,555	77	\$963,767	1,112	\$19,044,892

Active Members – December 31, 2010

Attained Age	Service						No.	Totals Payroll
	0-4	5-9	10-14	15-19	20-24	25-29		
25-29	3	1					4	\$129,316
30-34	7	14	4				25	1,008,571
35-39	8	11	8	1			28	1,246,292
40-44	6	10	15	1	3		35	1,565,985
45-49	5	16	14	9	6	4	54	2,716,723
50-54	4	3	12	6	5	2	32	1,541,000
55-59	3	1	10	3	2	1	20	871,300
60-64	2	1	1		2		6	256,069
65-69	1		2				3	157,973
Totals	39	57	66	20	18	7	207	\$ 9,493,229

Group Averages

Age: 45.5 years
Service: 11.3 years
Annual Pay: \$45,861

Active Members – Three-Year Summary

	2010	2009	2008
Active Members	207	269	286
Valuation Payroll	\$9,493,229	\$12,553,146	\$14,414,481
Average Compensation	\$45,861	\$46,666	\$50,400
Average Age (yrs.)	45.5 yrs.	45.0 yrs.	44.7 yrs.
Average Service (yrs.)	11.2 yrs.	10.7 yrs.	10.5 yrs.

Inactive Vested Members – December 31, 2010

<u>Attained Age</u>	<u>No.</u>	<u>Estimated Annual Benefit</u>
33	1	\$18,998
35	1	12,145
37	1	1,334
39	2	16,155
40	1	68
41	3	45,871
42	4	18,301
43	4	50,330
44	1	9,828
45	3	13,612
46	3	7,157
47	8	15,688
48	6	56,509
49	13	81,643
50	6	41,591
51	11	53,516
52	8	27,951
53	23	170,501
54	16	120,579
55	7	53,839
56	9	80,442
57	8	69,572
58	10	75,532
59	20	152,766
60	3	1,806
61	8	20,599
62	3	11,915
63	1	1,200
65	2	18,170
67	1	3,105
Totals	187	\$1,250,723



Section Six:
Accounting Disclosures



GASB Statement No. 25 Supplementary Information

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation Date:	December 31, 2010
Actuarial Cost Method:	Individual Entry Age
Amortization method:	Level percent of payroll, open
Remaining amortization period:	30 years
Asset valuation method:	5-year smoothed market value
Actuarial assumptions:	
Investment rate of return	7.5%
Projected salary increases	5.6% -9.4%
Includes inflation at	4.5%

Membership data as of December 31, 2010, indicated in Section Five of this report.

Analysis of Funding Progress

Valuation Date 12/31	(1) Funding Value of Assets	(2) Actuarial Accrued Liability	(3) Percent Funded (1)/(2)	(4) Unfunded AAL (2)-(1)	(5) Annual Covered Payroll	(6) UAAL As a % Of Covered Payroll
1995*	\$237,353,362	\$174,206,716	136.2%	\$(63,146,646)	\$15,057,551	-
1996*	256,723,386	184,624,697	139.1	(72,098,689)	15,915,806	-
1997*#	287,764,412	189,207,579	152.1	(98,556,833)	18,295,631	-
1998	315,420,281	194,984,577	161.8	(120,435,704)	18,362,384	-
1999*	350,846,897	209,172,136	167.7	(141,674,761)	18,747,510	-
2000*	378,063,942	217,942,909	173.5	(160,121,033)	18,728,688	-
2001*#	395,743,819	227,901,435	173.6	(167,842,384)	19,887,803	-
2002*	393,214,033	235,422,367	167.0	(157,791,666)	20,039,136	-
2003	394,367,065	247,396,857	159.4	(146,970,208)	20,807,612	-
2004	394,807,254	258,365,787	152.8	(136,441,467)	21,320,477	-
2005	391,409,757	260,103,260	150.5	(131,306,497)	16,751,815	-
2006	409,983,490	266,457,429	153.9	(143,526,061)	14,996,753	-
2007	433,028,186	257,940,349	167.9	(175,087,837)	13,559,473	-
2008	416,678,512	261,497,756	159.3	(155,180,756)	14,414,481	-
2009*	405,193,572	255,720,207	158.5	(149,473,365)	12,553,146	-
2010	399,573,669	253,866,554	157.4	(145,707,115)	9,493,229	-

*Plan amended.

#Certain assumptions revised.

Note: Results shown throughout this report for years prior to 2007 were prepared by the previous actuarial firm.

**Required Supplementary Information
Schedule of Employer Contributions**

Valuation Date Dec. 31	Fiscal Year Beginning July 1	Annual Required Contributions*
1996		\$1,596,409
1997		1,069,980
1998		598,231
1999		133,572
2000		158,921
2001		140,226
2002		49,456
2003	2005	49,163
2004	2006	0
2005	2007	0
2006	2008	0
2007	2009	0
2008	2010	0
2009	2011	0
2010	2012	0

* Including temporary full funding credits.

Note: Beginning with the December 31, 2003 actuarial valuation, the annual required contributions apply to the fiscal year beginning 18 months after the valuation date.