# THE STATE POLICE RETIREMENT SYSTEM OF NEW JERSEY ANNUAL REPORT OF THE ACTUARY PREPARED AS OF JULY 1, 2008





March 12, 2009

Board of Trustees The State Police Retirement System of New Jersey Trenton, New Jersey 08625

#### Members of the Board:

The law governing the operation of the State Police Retirement System of New Jersey provides for annual actuarial valuations of the System. The results of the July 1, 2008 valuation are submitted in this report, which also includes a comparison with the preceding year's valuation.

The valuation shows the financial condition of the Plan as of July 1, 2008 and gives the basis for determining the required annual contribution for the plan year beginning July 1, 2008.

The valuation was prepared using the same actuarial assumptions that were used for the July 1, 2007 actuarial valuation, including an 8.25% interest rate.

The valuation reflects the potential effect of the Appropriation Act for fiscal year 2009. (The fiscal year 2009 required contribution of \$75,889,699 has been reduced to \$8,743,000 and is included as a receivable contribution for this valuation.)

The report does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Retirement System calculations, is not known. Retirement System funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

To the best of our knowledge, this report is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the System, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the System.

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The Table of Contents, which follows, highlights the Sections of the Report.

Respectfully submitted,

Janet H. Cranna, F.S.A., E.A., M.A.A.A. Principal, Consulting Actuary

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#### REPORT ON THE ANNUAL VALUATION OF THE STATE POLICE RETIREMENT SYSTEM OF NEW JERSEY PREPARED AS OF JULY 1, 2008

#### <u>SECTION I - SUMMARY OF KEY RESULTS</u>

The State Police Retirement System of New Jersey became effective July 1, 1965 under terms of Chapter 89 of the Laws of 1965. This report, prepared as of July 1, 2008, presents the results of the annual actuarial valuation of the Fund.

For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized on the following pages.



Valuation Date	July 1, 2008	July 1, 2007
Number of Members Annual Compensation	\$ 2,947 281,087,566	\$ 2,999 275,301,995
Number of Pensioners and Beneficiaries Total Annual Allowance	\$ 2,520 124,219,225	\$ 2,426 114,548,588
Assets  Market Value of Assets Valuation Assets	\$ 1,976,540,990* 2,136,006,509*	\$ 2,105,399,764 2,101,672,160
Contribution Amounts		
Normal Contribution Accrued Liability Contribution	\$ 53,727,942 28,757,070	\$ 52,552,785 23,336,914
Total Pension Contribution	\$ 82,485,012**	\$ 75,889,699#
Non-Contributory Group Insurance Premium	\$ 1,546,000	\$ 1,789,717

<sup>\*</sup> Assets include a fiscal year 2009 receivable contribution of \$8,743,000 instead of the \$75,889,699 contribution recommended for the July 1, 2007 valuation (potential effect of the Appropriation Act for fiscal year 2009).

<sup>\*\*</sup> The required contribution could be subject to reduction in accordance with the provisions of the Appropriation Act for fiscal year 2010.

<sup>&</sup>lt;sup>#</sup> The contribution requirement could be subject to reduction in accordance with the provisions of the Appropriation Act for fiscal year 2009.

The major benefit and contribution provisions of the statute as reflected in the valuation are summarized in Appendix A.

The valuation also reflects the potential impact of the Appropriation Act for fiscal year 2009, which allows the State Treasurer to reduce the State normal and accrued liability contributions for fiscal year 2009 of \$75,889,699 to \$8,743,000. (This amount excludes the estimated premium paid to the Non-Contributory Insurance Fund of \$1,789,717 for the lump sum death benefit during active service.) Accordingly, a fiscal year 2009 State appropriation receivable of only \$8,743,000 was recognized for purposes of this valuation.

There were no other changes from the provisions and funding policy used in the previous valuation.

The actuarial assumptions and methods used for valuing the Fund are summarized in Appendix B. There were no changes in actuarial assumptions and methods since the previous valuation.

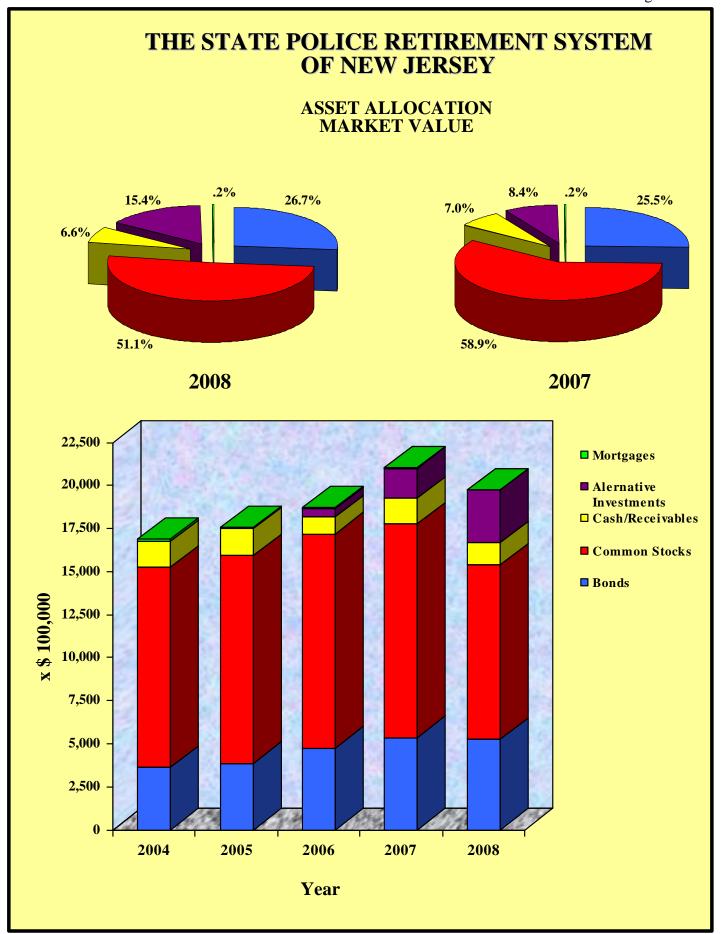
The combination of the plan provisions, actuarial assumptions and member and beneficiary data is used to generate the overall required level of employer contributions. These contributions are composed of two separate portions, an "accrued liability contribution" and a "normal contribution". The required contribution is developed in Section III F.

The valuation generates a balance sheet which summarizes in some detail the total present and prospective assets and liabilities of the Fund. A summary comparison of the balance sheets as of July 1, 2007 and July 1, 2008 is set forth in the following table. The allocation of assets among the various investment alternatives is shown in graphic form on page 5.



TABLE I
COMPARATIVE BALANCE SHEET

	2008	2007
<u>ASSETS</u>		
Actuarial Value of assets of Fund	\$ 2,136,006,509	\$ 2,101,672,160
Unfunded accrued liability/(surplus)	473,158,360	383,977,070
Total Assets	\$ 2,609,164,869	\$ 2,485,649,230
<u>LIABILITIES</u>		
Present value of benefits to present beneficiaries payable from the Retirement Reserve Fund	\$ 1,492,340,059	\$ 1,399,050,008
Present value of benefits to present active members	1,116,824,810	1,086,599,222
Total Liabilities	\$ 2,609,164,869	\$ 2,485,649,230



#### **SECTION II - EMPLOYEE DATA**

The data employed for the valuations were furnished to the actuary by the Division of Pensions and Benefits. The following summarizes and compares the Fund membership as of July 1, 2007 and July 1, 2008 by various categories.

#### **ACTIVE MEMBERSHIP**

	20	08	20	07
		Annual		Annual
Group	Number	Compensation	Number	Compensation
Men	2,835	\$ 270,854,061	2,890	\$ 265,695,377
Women	112	\$ 10,233,505	109	\$ 9,606,618

#### RETIRED MEMBERS AND BENEFICIARIES

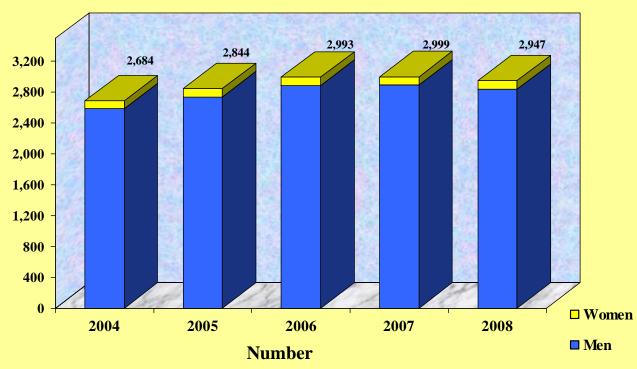
	20	008	20	007
Group	Number	Annual Allowances	Number	Annual Allowances
Service Retirements	1,928	\$ 104,362,026	1,841	\$ 95,663,739
Ordinary Disability Retirements	120	\$ 3,508,525	126	\$ 3,570,660
Accidental Disability Retirements	111	\$ 5,388,069	107	\$ 4,814,390
Beneficiaries of Deceased Pensioners	293	\$ 8,585,041	280	\$ 8,085,515
Beneficiaries of Deceased Active Employees	68	\$ 2,375,564	72	\$ 2,414,284

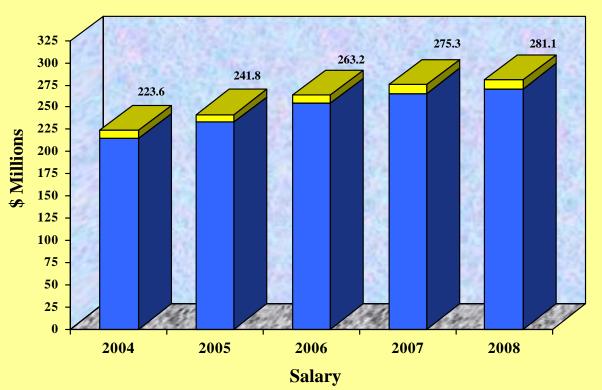
Appendix C provides a detailed distribution between groups.

Graphic presentations of the statistical data on membership for the five preceding years are shown on the following pages.

# THE STATE POLICE RETIREMENT SYSTEM OF NEW JERSEY

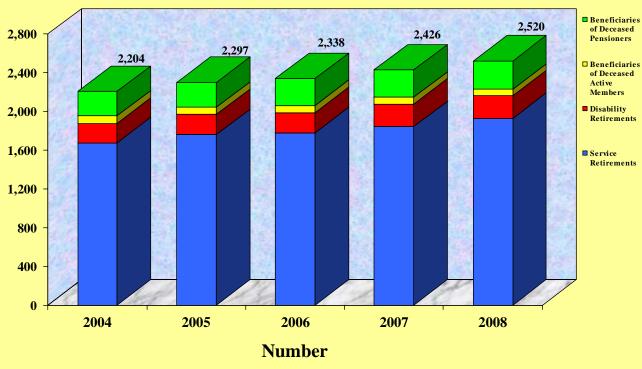
#### **SUMMARY OF ACTIVE PARTICIPATION**

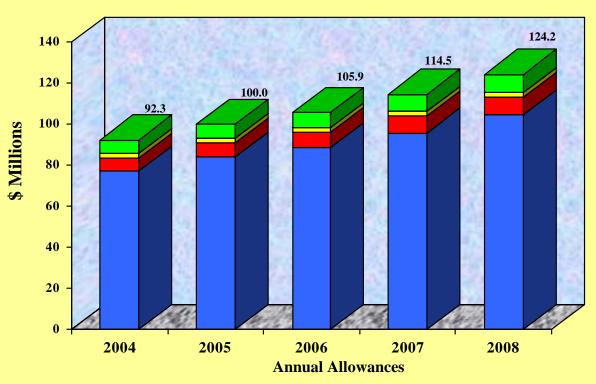




# THE STATE POLICE RETIREMENT SYSTEM OF NEW JERSEY

#### SUMMARY OF RETIRED PARTICIPATION





#### SECTION III - ASSETS, LIABILITIES AND CONTRIBUTIONS

#### A. Market Value of Assets as of June 30, 2008

1.	Assets	
	a. Cash	\$ 221,398
	b. Securities Lending Collateral	316,979,452
	c. Investment Holdings	1,931,558,968
	d. Interest Receivable on Investments	14,441,743
	e. Employer Contribution Receivable – NCGI	72,876
	f. Members' Contributions Receivable	1,175,562
	g. Accounts Receivable	55,436
	h. Dividends Receivable	4,571,710
	i. Loans Receivable	26,146,120
	j. Interest Receivable – Member Loans	 41,352
	k. Total	\$ 2,295,264,617
2.	Liabilities	
	a. Pension Payroll Payable	\$ 7,024,225
	b. Pension Adjustment Payroll Payable	1,709,690
	c. Withholdings Payable	1,659,215
	d. Securities Lending Collateral and Rebates Payable	316,979,452
	e. Accounts Payable – Other	4,662
	f. Administrative Expense Payable	16,507
	g. Death Benefits Payable	72,876
	h. Total	\$ 327,466,627
3.	Preliminary Market Value of Assets	
	as of June 30, 2008: 1(k) - 2(h)	\$ 1,967,797,990
4.	State Appropriations Receivable	 8,743,000*
5.	Market Value of Assets as of June 30, 2008: 3. + 4.	\$ 1,976,540,990**

<sup>\*</sup> The fiscal year 2009 required contribution of \$75,889,699 has been reduced to \$8,743,000 to reflect the potential impact of the Appropriation Act for fiscal year 2009.

<sup>\*\*</sup> Excludes assets held in the Non-Contributory Group Insurance Fund.

#### B. Reconciliation of Market Value of Assets: June 30, 2007 to June 30, 2008

1.	Market Value of Assets as of June 30, 2007	\$	2,069,260,914*
2.	Increases		
	a. Pension Contributions  Members' Contributions  Transfer from Other Systems	\$	18,223,352 82,893
	b. Employers' Contributions State Appropriations Non-Contributory Group Insurance Transfer from Other Systems Administrative Fee Loans		34,918,000 1,525,502 61,816 1,464
	c. Income		(24.100.752)
	Per Statement d. Total	\$	(34,109,753) 20,703,274
3.	Decreases		
	a. Benefits Provided by Members Withdrawals – Members' Contributions Regular Transfer	\$	195,776 0
	Adjustment – Member Account Loans – State b. Benefits Provided by Employers and Members Retirement Allowances		363 99,990,185
	c. Benefits Provided by Employers  Benefit Expense – Pension Adjustment  Administrative Expense  Miscellaneous Expense  NCGI Premium Expense  d. Total	\$	19,922,390 535,509 (3,527) 1,525,502 122,166,198
3.	Preliminary Market Value of Assets as of June 30, 2008: $1. + 2.(d) - 3.(d)$	\$	1,967,797,990
5.	State Appropriations Receivable	•	8,743,000**
6.	Market Value of Assets as of June 30, 2008: 4. + 5.	\$	1,976,540,990#

<sup>\*</sup> The June 30, 2007 Market Value of Assets amount has been revised from \$2,070,481,764 to \$2,069,260,914 to reflect the adjustment made to the June 30, 2007 Financial Report after the completion of the July 1, 2007 actuarial valuation.



<sup>\*\*</sup> The fiscal year 2009 required contribution of \$75,889,699 has been reduced to \$8,743,000 to reflect the potential impact of the Appropriation Act for fiscal year 2009.

<sup>#</sup> Excludes assets held in the Non-Contributory Group Insurance Fund.

#### C. Development of Actuarial Value of Assets as of July 1, 2008

The actuarial value of plan assets is determined using a five-year average market value with write up. The following summary shows the development of the actuarial value of plan assets for the current valuation:

1.	Actuarial Value of Assets as of July 1, 2007	\$	2,066,754,160
2.	Net Cash Flow (excluding investment income)		(67,353,171)
3.	Expected Investment Income at 8.25%		
	<ul><li>a. Interest on assets as of July 1, 2007</li><li>b. Interest on Net Cash Flow</li><li>c. Total</li></ul>	\$ <del>\$</del>	170,507,218 (2,778,318) 167,728,900
4.	Expected Actuarial Value of Assets as of July 1, 2008: $1. + 2. + 3.(c)$	\$	2,167,129,889
5.	20% of Difference from Preliminary Market Value of Assets		(39,866,380)
6.	Receivable Employer Contributions		8,743,000*
7.	Actuarial Value of Assets as of July 1, $2008 = 4. + 5. + 6$ .	\$	2,136,006,509**

<sup>\*</sup> The fiscal year 2009 required contribution of \$75,889,699 has been reduced to \$8,743,000 to reflect the potential impact of the Appropriation Act for fiscal year 2009.

1.

#### D. Present Value of Projected Benefits as of July 1, 2008

Retirees and Beneficiaries

	<ul> <li>a. Service Retirements</li> <li>b. Disability Retirements</li> <li>c. Beneficiaries</li> <li>d. Death Benefits</li> <li>e. Total</li> </ul>	\$ 1,252,504,636 121,585,348 97,403,432 20,846,643 1,492,340,059
2.	Terminated Vested Members	\$ 0
3.	Contributing Active Participants  a. Service Retirement  b. Ordinary Disability  c. Accidental Disability  d. Ordinary Death  e. Accidental Death  f. Vested Termination  g. Withdrawal Benefits  h. Lump Sum Death Benefits*  i. Total	\$ 1,023,956,424 26,189,572 24,486,118 10,806,163 10,193,946 1,367,588 233,774 9,585,580 1,106,819,165
4.	Non-Contributing Active Participants	\$ 10,005,645
5.	Total Present Value of Benefits = $1.(e) + 2. + 3.(i) + 4$ .	\$ 2,609,164,869

<sup>\*</sup>Excludes lump sum death benefits payable during active service.



<sup>\*\*</sup> Excludes assets held in the Non-Contributory Group Insurance Fund.

#### E. Development of Normal Cost as of July 1, 2008

1.	Service Retirement	\$ 59,388,366
2.	Ordinary Disability	2,575,425
3.	Accidental Disability	2,361,619
4.	Ordinary Death	990,084
5.	Accidental Death	1,137,323
6.	Vested Termination	161,165
7.	Withdrawal Benefits	56,176
8.	Lump Sum Death Benefits*	 623,089
9.	Total Pension Normal Cost* = $1. + 2. + 3. + 4. + 5. + 6. + 7. + 8.$	\$ 67,293,247

<sup>\*</sup>Excludes Non-Contributory Group Insurance Premium (term cost for lump sum death benefits payable during active service.)

#### F. <u>Development of State Contributions</u>

1.	Present Value of Benefits	\$	2,609,164,869
2.	Actuarial Value of Assets		2,136,006,509
3.	Unfunded Actuarial Accrued Liability/(Surplus) = 1 2.	\$	473,158,360
4.	Amortization Period		30
5.	Amortization of Unfunded Actuarial Accrued Liability payable July 1, 2009	\$	28,757,070
(b) (c)	Gross Normal Cost (excluding Non-Contributory Group Insurance Premium) Expected Member Contributions State Normal Cost = (a) - (b) State Normal Cost payable July 1, 2009 = (c) * 1.0825	\$ \$ \$	67,293,247 17,660,044 49,633,203 53,727,942
7.	Total Required Pension Contribution as of July 1, $2009 = 5. + 6.(d)$	\$	82,485,012*
8.	Non-Contributory Group Insurance Premium	\$	1,546,000

<sup>\*</sup>Contribution could be subject to reduction in accordance with the provisions of the Appropriation Act for fiscal year 2010.

#### SECTION IV - COMMENTS CONCERNING THE VALUATION

The variation in liabilities and contributions reflects the System's actual experience during the year. The System experienced a net actuarial loss during the year that ended June 30, 2008.

The loss is primarily due to an actual return on System assets less than expected. For valuation purposes, an 8.25% per annum rate of return was assumed. The actual return on the Fund's actuarial value of assets was approximately 6.29% for the period from July 1, 2007 through June 30, 2008. There was also an offsetting gain due to experience among active and retired members.

The following shows the development of the actuarial experience and identifies the major experience components:

A. Calculation of Actuarial Experience for the Year Ended June 30, 2008
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1.	Unfunded Accrued Liability/(Surplus) as of July 1, 2007	\$ 383,977,070
2.	Gross Normal Cost as of July 1, 2007	65,824,924
3.	Interest on (1) and (2)	37,108,665
4.	Actual Members' Contributions Received	18,223,352
5.	Employers' Contributions (including receivable)	8,743,000
6.	Interest on Contributions	 751,713
7.	Expected Unfunded Accrued Liability/(Surplus) as of July 1, 2008 = $(1) + (2) + (3) - (4) - (5) - (6)$	\$ 459,192,594
8.	Actual Unfunded Accrued Liability as of July 1, 2008	 473,158,360
9.	Actuarial (Gain)/Loss = $(8) - (7)$	\$ 13,965,766
В.	Components of Actuarial Experience	
1.	Investment (Gain)/Loss	\$ 39,866,380
2.	Other (Gain)/Loss, including mortality, cost of living adjustments less than expected, changes in employee data and salary increases greater than expected	(25,900,614)
3.	Total Actuarial (Gain)/Loss	\$ 13,965,766



#### SECTION V - ACCOUNTING INFORMATION

Statement No. 5 of the Governmental Accounting Standards Board, issued November 1986, established standards of disclosure of pension information by public retirement systems. Statement No. 25 of the Governmental Accounting Standards Board, issued November 1994, established financial reporting standards for defined benefit pension plans and for the notes to the financial statements of defined contribution plans of state and local governmental liabilities and superseded Statement No. 5 effective for periods beginning after June 15, 1996. Statement No. 27, Accounting for Pensions by State and Local Governmental Employers superseded Statement 5 for employers participating in pension plans and is effective for periods beginning after June 15, 1997. Statement No. 50, Accounting for Pensions by State and Local Governmental Employers amends the note disclosure and required supplementary information (RSI) of Statements No. 25 and No. 27 to conform with applicable changes adopted in Statements No. 43 and 45 for Postemployment Benefit Plans other than Pension Plans. Statement No. 50 is intended to improve the transparency of reported information about pensions by State and Local governmental plans and employers. Statement No. 50 is effective for periods beginning after June 15, 2007.

The information required by Statements No. 25, No. 27 and No. 50 is presented in the following tables. These include the development of the Annual Required Contribution (ARC), the development of the Net Pension Obligation (NPO), the Schedule of Funding Progress and the Schedule of Employer Contributions.

#### (A) Development of the Annual Required Contribution (ARC) as of June 30, 2010:

1. Actuarial Value of Plan Assets as of June 30, 2008

(a) Valuation Assets as of June 30, 2008 \$ 2,136,006,509

(b) Adjustment for Receivable Contributions included in (a) 8,743,000

(c) Valuation Assets as of June 30, 2008 for GASB Disclosure = (a) - (b) \$ 2,127,263,509



	2.	Actuarial Accrued Liability as of June 30, 2008	\$ 2,609,164,869
	3.	Unfunded Actuarial Accrued Liability/(Surplus) as of June 30, $2008 = 2 1$ .	\$ 481,901,360
	4.	Amortization of Unfunded Actuarial Accrued Liability/(Surplus) over 30 years	\$ 27,056,298
	5.	Normal Cost as of June 30, 2008 (excludes NCGIPF)	\$ 49,633,203
	6.	Annual Required Contribution as of June 30, 2010	
		(a) Annual Required Contribution as of June 30, 2008 = 4. + 5.	\$ 76,689,501
		(b) Interest Adjustment to June 30, 2010	13,175,736
		(c) Non-Contributory Group Insurance Premium	1,546,000
		(d) Annual Required Contribution as of June 30, 2010 = $(a) + (b) + (c)$	\$ 91,411,237
<b>(B)</b>	Deve	lopment of the Net Pension Obligation (NPO) as of June 30, 2010:	
	1.	Annual Required Contribution as of June 30, 2010	\$ 91,411,237
	2.	Interest on Net Pension Obligation	33,070,077
	3.	Adjustment to Annual Required Contribution	(24,362,362)
	4.	Annual Pension Cost = $1. + 2. + 3$ .	\$ 100,118,952
	5.	Expected Employer Contributions for Fiscal Year 2010	\$ 84,031,012
	6.	Net Pension Obligation at June 30, 2009	\$ 400,849,414*
	7.	Increase in Net Pension Obligation = 4 5.	\$ 16,087,940
	8.	Net Pension Obligation at June 30, 2010 = 6. + 7.	\$ 416,937,354

<sup>\*</sup> The June 30, 2009 Net Pension Obligation amount has been revised from the amount shown in the prior year's report to reflect the adjustment to the fiscal year 2008 employer contribution and fiscal year 2009 receivable employer contribution.



#### (C) Schedule of Funding Progress

Actuarial Valuation	Actuarial Value of	Actuarial Accrued Liability	Ac	Unfunded Actuarial ecrued Liability	Funded Ratio	Covered Payroll	Unfunded Actuarial Accrued Liability as a Percentage of Covered Payroll (b-a)
Date	(a)	(b)		( <b>b-a</b> )	(a/b)	(c)	С
6/30/03 6/30/04 6/30/05 6/30/06 6/30/07	\$ 1,865,079,083 \$ 1,897,525,210 \$ 1,922,443,732 \$ 1,970,398,511 \$ 2,066,754,160	\$ 1,815,725,256 \$ 1,949,309,641 \$ 2,075,266,080 \$ 2,319,656,532 \$ 2,485,649,230	\$ \$ \$ \$	(49,353,827) 51,784,431 152,822,348 349,258,021 418,895,070	102.7% 97.3% 92.6% 84.9% 83.1%	\$ 217,448,864 \$ 223,552,154 \$ 241,813,372 \$ 263,220,592 \$ 275,301,995	(22.7)% 23.2% 63.2% 132.7% 152.2%
6/30/08	\$ 2,127,263,509	\$ 2,609,164,869	\$	481,901,360	81.5%	\$ 281,087,566	171.4%

#### **(D) Schedule of Employer Contributions**

Fiscal Year <sup>ØØ</sup>	nual Required Contribution	(	Employer Contribution	Percentage Contributed
2005	\$ 37,943,519	\$	187,909	0.5%
2006	\$ 47,196,900	\$	12,941,000	27.4%
2007	\$ 56,502,006	\$	29,875,748	52.9%
2008	\$ 78,761,279	\$	36,443,502*	46.3%
2009	\$ 86,385,254	\$	10,244,000**	11.9%
2010	\$ 91,411,237	\$	84,031,012 <sup>Ø</sup>	91.9%

<sup>\*</sup> The fiscal year 2008 required contribution of \$70,942,933 has been reduced to \$36,443,502 in accordance with the provisions of the Appropriation Act for fiscal year 2008.

#### **(E)** The information presented in the required supplementary schedules were determined as part of the actuarial valuation. Additional information follows:

Valuation Date June 30, 2008 Actuarial Cost Method Projected Unit Credit Amortization Method Level Percent, Open Remaining Amortization Period 30 years Asset Valuation Method Five-Year Average of Market Value **Actuarial Assumptions:** Investment Rate of Return 8.25% Projected Salary Increase 5.45% Cost of Living Adjustments 60% of the assumed CPI increase of 3.0%



<sup>\*\*</sup> The fiscal year 2009 required contribution of \$77,679,416 has been reduced to \$10,244,000 in anticipation of the provisions of the Appropriation Act for fiscal year 2009.

The required contribution could be subject to reduction in accordance with the provisions of the Appropriation Act for fiscal  $\begin{array}{ll} & \text{year } 2010. \\ & \text{The contribution amounts reflect premiums paid to the Non-Contributory Group Insurance Premium Fund.} \end{array}$ 

#### **SECTION VI - LEVEL OF FUNDING**

Although the value of accrued benefits and the funding ratios shown in the previous section are required for the State's financial statements, it is instructive to also look at these values under an alternative approach. For this purpose, we are presenting liabilities determined on a Financial Accounting Standards Board Statement No. 87 Accumulated Benefit Obligation (ABO) basis. This is the same approach as GASB Statement No. 25 except that no assumption is made as to future salary increases.

FASB 87 ABO Funded Ratios		
Actuarial present value of accumulated		
benefits:	June 30, 2008	June 30, 2007
Vested benefits		
Participants currently		
receiving payments	\$ 1,492,340,059	\$ 1,399,050,008
Other participants	778,297,610	692,576,149
	\$ 2,270,637,669	\$ 2,091,626,157
Non-vested benefits	184,349,163	248,437,512
Total	\$ 2,454,986,832	\$ 2,340,063,669
Assets at market value	\$ 1,976,540,990	\$ 2,105,399,764
	00.7:	00.00
Ratio of assets to total present value	80.5%	90.0%

As in the case of the Governmental Accounting Standard Board Statement No. 25, the actuarial present value of vested and non-vested accrued benefits was based on an interest rate of 8.25% for both 2008 and 2007.

#### APPENDIX A

#### BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

#### Eligibility for Membership

All members of the former State Police and Benevolent Fund: full-time commissioned officers, non-commissioned officers or troopers of the Division of State Police. Membership is a condition of employment.

#### 1. Definitions

Plan Year The 12-month period beginning on July 1 and ending on June 30.

Service Service rendered while a member as described above.

Credited Service A year is credited for each year of service as an officer or trooper

in the State Police. Service with other State Retirement Systems is included in the calculation of the retirement benefit at the rate of

1% of final compensation for each year of service credit.

Compensation Based on contractual salary, including maintenance allowance,

received by the member in the last 12 months of credited service preceding retirement, termination or death. Compensation does not include individual salary adjustments granted primarily in anticipation of the retirement or for temporary or extracurricular duties beyond the ordinary work day. (Effective June 30, 1996, Chapter 113, P.L. 1997 provided that the amount of compensation used for employer and member contributions and benefits under the program cannot exceed the compensation limitation of Section

401(a)(17) of the Internal Revenue Code.)

Final Compensation Average compensation received by member in last 12 months of

credited service preceding retirement or death. Such term includes the value of the member's maintenance allowance for the same

period.

Aggregate Contributions The sum of all amounts deducted from the compensation of a

member or contributed by him or on his behalf. For contribution purposes, compensation does not include overtime, bonuses,

maintenance or any adjustments before retirement.

Adjusted Final Compensation The amount of final compensation or final compensation as

adjusted, as the case may be, increased by the same percentage increase which is applied in any adjustments of the compensation schedule of active members after the member's death and before the date on which the deceased member of the retirement system would have accrued 25 years of service under an assumption of continuous service, at which time that amount will become fixed. Adjustments to final compensation or adjusted final compensation

shall take effect at the same time as any adjustments in the compensation schedule of active members.

#### 2. Benefits

Service Retirement

Mandatory retirement at age 55. Voluntary retirement prior to age 55 with 20 years of credited service. Benefit is an annual retirement allowance equal to the greater of (a), (b), or (c), as follows:

- (a) 50% of final compensation;
- (b) For members retiring with 25 or more years of service, 65% of final compensation, <u>plus</u> 1% for each year of service in excess of 25 years, to a maximum of 70% of final compensation.
- (c) For members as of August 29, 1985 who would not have 20 years of service by age 55, benefit as defined in (a) above. For members as of August 29, 1985 who would have 20 years of service but would not have 25 years of service at age 55, benefit as defined in (a) above plus 3% for each year of service in excess of 20 years.

**Vested Termination** 

Termination of service prior to age 55. Benefit for 10 to 20 years of Service - Refund of aggregate contributions, or a deferred life annuity beginning at age 55 equal to 2% of final compensation for each year of service up to 20 years.

**Death Benefits** 

Before Retirement

Death of an active member of the plan. Benefit is equal to:

- (a) Lump sum payment equal to 3-1/2 times final compensation, plus
- (b) Spousal life annuity of 50% of final compensation payable until spouse's death. If there is no surviving spouse, or upon death or remarriage, a total of 20%, 35% or 50% of final compensation payable to one, two or three dependent children. If there is no surviving spouse (or dependent children), 25% or 40% of final compensation to one or two dependent parents.

Minimum benefit: Aggregate contributions.



#### After Retirement

Death of a retired member of the plan. The benefit is equal to:

- (a) Lump sum of 50% of final compensation, plus
- (b) Spousal life annuity of 50% of final compensation payable until spouse's death or remarriage. If there is no surviving spouse, or upon death or remarriage, a total of 20%, 35% or 50% of final compensation payable to one, two or three dependent children, respectively.

#### Accidental Death

Death of an active member of the plan resulting during performance of duties. Benefit is equal to:

- (a) Lump sum payment equal to 3-1/2 times final compensation, plus
- (b) Spousal life annuity of 70% of adjusted final compensation payable until spouse's death. If there is no surviving spouse, or upon death of the surviving spouse, a total of 20%, 35% or 50% of adjusted final compensation payable to one, two or three dependent children. If there is no surviving spouse or dependent children, 25% or 40% of final compensation to one or two dependent parents.

#### Ordinary Disability Retirement

Mentally or physically incapacitated for the performance of his usual duty and of any other available duty in the Division of State Police and such incapacity is likely to be permanent.

- (a) The benefit for members with less than four years of service is a refund of the member's aggregate contributions.
- (b) For members with at least four years of service, the benefit is an immediate life annuity equal to 40% of final compensation plus 1-1/2% of final compensation for years of creditable service in excess of 26-2/3.
- (c) For members who are forced to retire with 20 but less than 25 years of service, the benefit is 50% of the member's final compensation plus 3% of final compensation for each year of service in excess of 20 years, to a maximum of 65% of final compensation.

For death following disability retirement, a lump sum equal to 3-1/2 times final compensation if death occurs prior to age 55 or 1/2 of final compensation after age 55.

Accidental Disability Retirement

Totally and permanently disabled as a direct result of a traumatic event occurring during and as a result of his regular or assigned duties. Benefit is an immediate life annuity equal to 2/3 of final compensation. Upon death after disability retirement, lump sum benefit of 3-1/2 times final compensation if death occurs before 55 and 1/2 times final compensation if death occurs after 55.

**Loan Provision** 

Eligible if an active member of the State Police Retirement System with at least 3 years of contributory service. If eligible, a member may borrow an amount which is greater than \$50, but not more than 50% of aggregate contributions. The loan accrues interest at a rate set by the State Treasurer, which is based on a commercially reasonable rate as required by the Internal Revenue Code. An administrative fee may be charged for the loan.

#### APPENDIX B

#### **OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS**

VALUATION INTEREST RATE: 8.25% per annum, compounded annually.

COLA: The COLA is 60% of the assumed CPI increase. CPI is assumed to increase at 3.0% per annum, compounded annually.

SALARY INCREASES: Salaries are assumed to increase by 5.45% per year.

TERMINATION: Withdrawal rates vary by length of service. Illustrative rates are shown below:

	<u>Lives per Thousand</u>						
	Less Than	Five to Nineteen					
<u>Age</u>	5 Years of Service	Years of Service					
25	8.3	0.0					
30	5.0	4.0					
35	8.3	1.0					
40	0.0	1.5					
45	0.0	2.0					
50	0.0	0.0					

SEPARATIONS FROM SERVICE: Representative mortality, disability and retirement rates are as follows:

		<u>Annual F</u>	Rates of *	
	Ordinary	Accidental	Ordinary	Accidental
<u>Age</u>	<b>Death</b>	<b>Death</b>	<b>Disability</b>	<b>Disability</b>
25	0.0	0.4	0.6	0.3
30	0.7	0.5	0.9	0.4
35	0.5	0.5	2.4	1.5
40	0.8	0.5	2.5	1.6
45	1.0	0.6	3.1	1.7
50	2.5	0.9	5.4	2.2

<sup>\*</sup>Per one thousand lives.

MARRIAGE: Husbands are assumed to be 3 years older than wives. Among the active population, 83.3% of participants are assumed married. No children are assumed. Neither the percentage married nor number of children assumption is individually explicit but are considered as a single combined assumption.

VALUATION METHOD: Projected Unit Credit Method. This method essentially funds the System's benefits accrued to the valuation date. Experience gains and losses are recognized in future accrued liability contributions.

ASSET VALUATION METHOD: A five-year average of market values with write-up. (This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period).



DEATHS AFTER RETIREMENT: For Healthy Inactive Mortality the 1983 Group Annuity Mortality Table for males and females is used. Illustrative rates of mortality for retired members are shown below:

	Disabled Males				
<u>Age</u>	Males*	<b>Females</b>	Males	<b>Females</b>	and Females
55	4.9	2.5	6.1	2.5	9.6
60	7.3	4.2	9.2	4.2	13.6
65	12.5	7.1	15.6	7.1	19.8
70	22.0	12.4	27.5	12.4	29.6
75	35.7	24.0	44.6	28.8	44.5
80	59.3	43.0	74.1	51.5	67.3
85	91.9	69.9	114.8	83.9	101.1
90	133.1	111.8	166.3	134.1	149.4

<sup>\*80.0%</sup> of 1983 GAM male rates are used.

RATES OF RETIREMENT: Rates of retirement vary by length of service and age (if more than 24 years of service) with 100% of those remaining at age 55 retiring at age 55. The rates are shown below:

<u>Service</u>	Lives Per 100
20	2.0
21	0.5
22	0.0
23	0.0
24	0.0
25	30.0
Greater than 25:	
(a) through age 42	5.0
(b) ages 43-47	25.0
(c) ages 48-53	30.0
(d) age 54	55.0

#### APPENDIX C

#### TABULATIONS USED AS A BASIS FOR THE 2008 VALUATION

The following tables give a reconciliation of data from July 1, 2007 to June 30, 2008. Tables are also given showing active member number and salaries by age and length of service as of July 1, 2008 and showing the number and retirement allowances of beneficiaries classified by age as of July 1, 2008.

TABLE 1

RECONCILIATION OF DATA FROM JULY 1, 2007 TO JUNE 30, 2008

		ctives	Deferred			tirees				Bene	ic Relations eficiaries	
	Contrib.	Noncontrib.	Vested	Service	Special	Deferred	Disabled	Beneficiaries	Dependents	Retirees	Disabilities	Total
Members as of July 1, 2007	2,957	42	0	442	1,304	4	209	346	6	91	24	5,425
Changed to Contributing	1	(1)										
Changed to Noncontributing	(8)	8										
Terminated Vested		(2)										(2)
Terminated Non-Vested		(3)										(3)
Service Retirement	(3)			3								
Special Retirement	(105)				105							
New Disabled	(8)	(1)					9					
New Death				(13)	(9)		(6)	(20)				(48)
Payments Began									1	7		8
Payments Ceased									(1)			(1)
New Actives	69	1								(6)	(6)	58
Rehires												
New Beneficiaries								29				29
Data Corrections				1	(1)		1					1
Members as of June 30, 2008	2,903	44	0	433	1,399	4	213	355	6	92	18	5,467

TABLE 2

DISTRIBUTION OF ACTIVE MEMBERS BY AGE AND SERVICE

	SERVICE	1	5	10	15	20	25	30	35	TOTAL
AGE										
20	Number									
	Salary									
25	Number	162	81							243
	Salary	11,299,550	5,999,287							17,298,837
30	Number	151	389	21	1					562
	Salary	10,584,978	30,538,791	1,775,403	71,775					42,970,947
35	Number	46	210	214	43					513
	Salary	3,192,464	17,028,112	20,931,363	4,435,101					45,587,040
40	Number	2	58	116	189	202	3			570
	Salary	119,095	4,787,814	11,643,864	19,488,734	21,604,318	338,700			57,982,525
45	Number		1	22	61	495	143			722
	Salary		88,662	2,109,562	6,298,852	53,642,557	16,567,495			78,707,128
50 and over	Number			1	5	113	166	51	1	337
	Salary			69,818	474,942	12,071,101	19,619,507	6,170,523	135,198	38,541,089
TOTAL	Number	361	739	374	299	810	312	51	1	2,947
	Salary	25,196,087	58,442,666	36,530,010	30,769,404	87,317,976	36,525,702	6,170,523	135,198	281,087,566

**TABLE 3** 

### THE NUMBER AND ANNUAL COMPENSATION OF ACTIVE MEMBERS DISTRIBUTED BY AGE AS OF JUNE 30, 2008

**MEN** WOMEN **NUMBER NUMBER AGE AMOUNT AMOUNT** 24 6 \$ 409,144 25 38 2,652,175 2 \$ 132,797 26 55 3,872,346 6 425,273 4 279,035 27 83 5,941,194 28 102 7,476,532 2 146,238 29 111 8,221,116 4 297,853 4 30 108 298,610 8,286,083 31 124 7 9,510,875 527,376 32 88 6,940,566 4 312,051 33 109 7 539,800 8,719,053 5 34 83 6,934,677 420,446 35 84 7,278,987 6 490,289 36 91 8,387,357 4 344,311 8 37 113 10,439,262 727,982 7 38 109 10,535,466 676,383 2 39 92 8,938,298 189,747 2 40 88 8,782,113 183,614 4 41 100 10,176,638 408,987 4 42 134 14,089,447 410,240 43 153 16,431,033 6 664,690 44 182 19,526,263 4 417,078 6 45 18,130,646 670,562 166 46 134 14,708,850 4 482,250 47 113 12,448,878 4 444,822 2 48 71 7,875,450 233,386 49 9,751,834 2 86 256,511 50 53 6,039,078 58 1 51 6,638,467 123,819 52 42 4,836,650 53 25 2,886,690 1 129,352 54 34 3,988,895 **TOTAL** 2,835 \$ 270,854,061 112 \$ 10,233,505

Of the 2,947 active members included in the June 30, 2008 valuation data, 1,692 are vested and 1,255 have not yet completed the vesting service requirement.



TABLE 4

THE NUMBER AND ANNUAL COMPENSATION OF ACTIVE MEMBERS DISTRIBUTED BY SERVICE AS OF JUNE 30, 2008

YEARS OF	I	MEN		WC	WOMEN			
SERVICE	NUMBER		AMOUNT	NUMBER		AMOUNT		
0	2	\$	117,502					
1	65		4,283,779	7	\$	464,790		
2	91		6,283,697	6		411,832		
3	251		18,192,901	13		941,137		
4	170		12,630,387	4		297,854		
5	112		8,554,510	10		771,516		
6	54		4,191,159	3		231,456		
7	283		23,884,209	13		1,110,426		
8	28		2,269,163	3		242,965		
9	22		1,798,918	1		101,086		
10	125		12,401,658	5		481,807		
11	105		10,436,061	5		508,377		
12	19		1,734,819					
13	153		15,621,996	10		1,042,226		
14	103		10,636,569	5		528,395		
15	87		8,940,512					
16	7		725,920					
17	6		596,047					
18	10		1,003,389	1		101,086		
19	69		7,234,116	2		214,907		
20	197		20,716,662	3		338,726		
21	270		29,013,897	4		452,705		
22	241		26,680,354	7		808,892		
23	110		12,589,663	3		325,546		
24	51		5,933,192	2		218,744		
25	58		6,836,306					
26	69		8,271,211	1		129,352		
27	28		3,350,072	1		129,352		
28	4		470,610	3		380,330		
29	30		3,677,681					
30	10		1,165,706					
31	4		476,195					
33	1		135,198					
TOTAL	2,835	\$	270,854,061	112	\$	10,233,505		

Of the 2,947 active members included in the June 30, 2008 valuation data, 1,692 are vested and 1,255 have not yet completed the vesting service requirement.



#### State Police Retirement System of New Jersey

(Based on the July 1, 2008 Actuarial Valuations)

			Special Retirement							
	Service Retirement		(25 Years of Service)		Ordinary	Disability	Accidenta	l Disability	Surv	vivors
		Average		Average		Average		Average		Average
	Average Age	Annual Benefit	Average Age	Annual Benefit	Average Age	<b>Annual Benefit</b>	Average Age	Annual Benefit	Average Age	Annual Benefit
	At Retirement	At Retirement	At Retirement	At Retirement	At Retirement	At Retirement	At Retirement	At Retirement	At Retirement *	At Retirement
All Retirees	50.6	\$ 23,748	51.7	\$ 56,304	40.8	\$ 28,090	39.8	\$ 43,605	46.7	\$ 19,501
New Retirees	44.3	\$ 40,193	50.6	\$ 79,109	N/A	N/A	35.6	\$ 51,879	42.9	\$ 21,777

		All Retirements (excluding Survivors)				
	Average Age At Retirement	Aver Annual l At Retir	age Benefit			
All Retirees	50.3	\$	47,325			
	- 7.0	•	.,			

Note: The Average Annual Benefit at Retirement does not reflect COLA's granted after retirement.



<sup>\*</sup> Calculated as of Member's Date of Retirement

TABLE 6

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF RETIRED MEMBERS DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### SERVICE RETIREMENTS

AGE	NUMBER	AMOUNT	NUMBER	AMOUNT
41	1	\$ 59,796	1	\$ 10,061
42	1	56,971	1	7,244
43	2	53,065	1	36,400
44	1	48,468		
45	1	80,604	1	8,727
46	7	516,111	2	28,917
47	11	840,852	4	130,182
48	7	499,384	6	201,050
49	26	1,958,527	6	272,775
50	38	2,809,953	4	151,538
51	42	3,109,620	7	378,847
52	49	3,524,140	3	201,053
53	38	2,734,559	5	167,296
54	62	4,449,356	7	350,617
55	43	3,069,233	5	88,667
56	61	4,302,589	2	55,833
57	71	4,608,319	5	72,833
58	50	3,398,494	3	44,554
59	70	4,635,029	5	139,135
60	68	4,076,571	1	18,000
61	91	5,665,993	10	205,288
62	98	5,608,342	9	166,720
63	75	4,238,550	7	123,347
64	68	3,639,815	1	16,049
65	94	5,032,906	1	9,694
66	84	4,317,910	1	12,000
67	89	4,420,589	3	51,098
68	58	2,884,352		
69	46	2,308,484	3	73,967
70	52	2,419,128	3	61,949
71	31	1,459,088		
72	30	1,274,526	1	2,600
73	26	1,185,307		
74	17	806,231	1	24,821
75	16	654,427	1	4,872
76	31	1,338,177		
77	36	1,504,194		
78	34	1,269,186		
79	26	990,963		
80	37	1,498,250		
81	27	872,114		
82	24	698,762	1	14,217



TABLE 6

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF RETIRED MEMBERS DISTRIBUTED BY AGE AS OF JUNE 30, 2008

### SERVICE RETIREMENTS (CONTINUED)

AGE	AGE NUMBER		MOUNT	NUMBER	AMOUNT	
83	17	\$	511,549			
84	21		637,059			
85	9		260,214			
86	8		215,363			
87	9		263,353			
88	3		103,302			
89	6		183,408			
90	1		25,761			
91	2		64,481			
93	2		48,247			
TOTAL	1,817	\$	101,231,674	111	\$	3,130,352



TABLE 7

#### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### BENEFICIARIES OF DECEASED PENSIONERS

AGE	NUMBER AMOUNT		IOUNT	NUMBER	AMOUNT	
44				1	\$	15,704
45				1		47,371
46				1		45,777
47				4		23,753
49				4		123,271
50	1	\$	9,578	3		69,173
51				2		70,205
52				1		59,022
54				1		43,383
56				2		72,581
57				1		51,919
58				3		124,743
60				4		151,212
61	1		9,585	8		319,906
62				4		148,717
63				5		188,797
64				5		188,621
65				8		260,979
66	1		39,571	10		376,044
67				6		181,222
68				8		256,717
69				3		115,191
70				10		337,494
71				5		148,871
72				6		187,803
73				6		188,061
74				6		173,334
75				11		345,661
76				18		501,316
77				14		373,317
78				15		424,374
79				15		431,523
80				14		349,309
81				13		379,893
82				10		263,580
83				9		221,284
84				7		193,212
85				6		154,359
86				5		151,783

#### TABLE 7

#### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES DISTRIBUTED BY AGE AS OF JUNE 30, 2008

### BENEFICIARIES OF DECEASED PENSIONERS (CONTINUED)

AGE	NUMBER	AMOUNT	NUMBER	AMOUNT
87			5	\$ 108,561
88			6	153,442
89			6	128,238
90			8	181,631
91			2	41,839
92			2	44,531
93			3	47,133
94			1	18,609
95			1	21,480
99			1	21,364
TOTAL	3	\$ 58,734	290	\$ 8,526,307



#### TABLE 8

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### BENEFICIARIES OF DECEASED ACTIVE EMPLOYEES

AGE	NUMBER	AMOUNT	NUMBER	Al	MOUNT
32			1	\$	57,766
40			1		41,036
42			1		70,744
43			1		70,744
44			1		36,110
45			1		70,744
46			1		70,744
49			1		62,659
50			2		107,563
53			1		39,265
54			1		44,118
56			2		102,906
57			2		80,656
58			1		53,927
59			3		96,780
61			1		35,261
62			1		48,755
63			3		108,893
64			3		110,930
65			3		140,497
66			3		100,956
67			2		77,555
68			2		60,069
69			1		20,945
70			1		21,839
71			1		39,225
73			1		28,041
74			1		34,984
76			2		45,748
78			3		92,782
79			2		50,392
80			1		37,084



23,058

30,844 18,409

72,469

46,213

19,350

16,687

16,925

15,126

WOMEN

1

3

3

1

1

1

1

#### **TABLE 8**

#### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### BENEFICIARIES OF DECEASED ACTIVE EMPLOYEES (CONTINUED)

**AGE NUMBER AMOUNT NUMBER AMOUNT** 81 \$ 1 82 1

**MEN** 

83

84

87

88

89

90

92

0 0 \$ **TOTAL** \$ 2,318,799 64



#### TABLE 9

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF BENEFICIARIES DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### CHILDREN OF DECEASED MEMBERS

		MEN		WOMEN		
AGE	NUMBER	AMOUNT		NUMBER	AMOUNT	
11				1	\$	11,444
16				2		28,389
18	1	\$	16,932			
TOTAL	1	\$	16,932	3	\$	39,833

WOMEN

**AMOUNT** 

NUMBER

1

1

1

26

TABLE 10

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF RETIRED MEMBERS DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### ORDINARY DISABILITY RETIREMENTS

**AMOUNT** 

**MEN** 

**NUMBER** 

2

4

3

3

1

3

2

5

2

3

1

1

1

2

94

**AGE** 

60

61

63 64

65

66

67 68

69

70

71

80

82

83

**TOTAL** 

37 1 \$ 27,538 39 1 \$ 29,378 40 3 68,334 1 15,132 2 41 70,879 42 6 195,283 11,976 1 43 4 108,386 7 2 44 208,210 52,011 45 5 206,297 4 114,089 46 4 123,607 3 68,476 47 4 127,636 4 85,883 48 1 35,847 1 17,673 49 2 62,716 4 163,786 50 171,797 4 1 8,674 1 1 49,173 51 30,333 3 52 88,624 53 1 54,727 54 2 107,872 2 55 80,634 3 137,883 56 2 8,141 57 27,686 1 58 1 25,230 1 20,960 59 1 48,926

27,346

126,938

81,859

101,368

22,794

71,663

37,504

115,659

72,061

54,678

18,354

17,452

17,103

38,229

2,914,365

\$



594,160

\$

31,232

13,207

7,280

#### TABLE 11

### THE NUMBER AND ANNUAL RETIREMENT ALLOWANCES OF RETIRED MEMBERS DISTRIBUTED BY AGE AS OF JUNE 30, 2008

#### ACCIDENTAL DISABILITY RETIREMENTS

AGE NUMBER		AMOUNT		NUMBER	A	MOUNT
27	1	\$	47,453			
34	1		60,998			
35	3		153,853			
36	3		168,258			
37	3		173,168			
39	1		48,107			
40	4		224,133			
41	5		275,353	1	\$	54,862
42	3		181,477			
43	5		297,312	1		54,971
44	6		319,237	1		4,784
45	5		295,087	1		58,771
46	6		333,889			
47	7		324,557	3		33,087
48	5		282,813	1		39,368
49	1		58,271			
50	2		92,890	1		30,040
51				2		108,062
52	5		238,114			
53	1		61,496			
54	3		170,741			
56	3		144,506			
58	3		169,991	1		49,705
61	1		52,558			
62	1		34,730			
63	1		71,496			
64	3		102,338			
65	1		26,848			
66	5		153,731			
67	1		25,399			
68	2		73,729			
69	3		100,464			
70	1		43,440			
71	1		49,092			
77	1		27,656			
83	2		71,235			
TOTAL	99	\$	4,954,418	12	\$	433,651

