

February 3, 2012

# Experience Study 2006 - 2011 Correctional Employees Retirement Fund

**MERCER**

February 3, 2012

Minnesota State Retirement System  
Correctional Employees Retirement Fund  
St. Paul, MN 55103

2006 to 2011 Experience Study – Correctional Employees Retirement Fund

Dear Dave:

The results of the actuarial valuation are based on actuarial methods, procedures and assumptions adopted by the Legislative Commission on Pensions and Retirement (LCPR). These assumptions are used in developing employer contribution rates, disclosing employer liabilities pursuant to GASB requirements and for analyzing the fiscal impact of proposed legislative amendments.

The purpose of this report is to present the results of our review of the actuarial methods and procedures, economic assumptions, and demographic assumptions used in the June 30, 2011 actuarial valuation. Our proposals represent our best-estimate based on recent experience, future expectations and professional judgment.

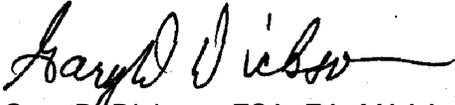
The analysis in this study was based on data for the period from July 1, 2006, to June 30, 2011, as provided by the Fund. The Fund's actuary would not customarily verify this data. We have reviewed the information for internal consistency and reasonableness and have no reason to doubt its substantial accuracy.

This report has been prepared exclusively for the Minnesota State Retirement System. Mercer is not responsible for consequences arising from the use of this report for any other purposes.

We are available to answer any questions on the material contained in the report, or to provide explanations or further details as may be appropriate. The undersigned credentialed actuaries meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.

Sincerely,

  
Bonita J. Wurst, ASA, EA, MAAA

  
Gary D. Dickson, FSA, EA, MAAA

The information contained in this document (including any attachments) is not intended by Mercer to be used, and it cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code that may be imposed on the taxpayer.

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## Executive Summary

This report has been prepared by Mercer for the Correctional Employees Retirement Fund in order to analyze the Fund’s experience from July 1, 2006, through June 30, 2011, and to develop proposals for changes in valuation methods, allocation procedures, economic assumptions, and demographic assumptions.

A brief summary of our proposals is as follows:

Actuarial Methods	No changes to current actuarial methods.
Economic Assumptions	<p>Reduce the real wage growth assumption from 1.50% to 0.75%.</p> <p>Reduce the payroll growth assumption from 4.50% to 3.75%.</p> <p>Change the salary increase assumption from an age related table to a service related table.</p> <p>Reduce the investment return assumption from 8.50% to 8.00%.</p>
Demographic Assumptions	Change the basis for several of the assumptions and make adjustments to several other current assumptions to more closely match experience.

A valuation assumption which is outside the scope of this experience study is the Combined Service Annuity load factor. Currently, deferred vested liabilities are increased 30.0% to account for the effect of some members being eligible for a Combined Service Annuity. This assumption has been unchanged since 2002. We recommend that actual Combined Service Annuity data be collected and reviewed in order to determine whether the current factors are appropriate.

# Executive Summary

## Overview of Proposed Changes

### ***Actuarial Methods***

We propose no changes to the actuarial methods.

### ***Economic Assumptions***

#### Real Wage Growth

Based on our analysis of actual growth in real National Average Wages over the last 50 years, we propose changing the current assumption from 1.50% to 0.75%.

#### Payroll Growth

Based on our proposed change in the Real Wage Growth assumption, we propose changing the current assumption from 4.50% to 3.75%.

#### Salary Increases

We propose changing the salary increase rates from an age based table to a service based table.

#### Investment Return

Based on our analysis of anticipated returns for asset classes included in the target asset allocation, we propose changing the current assumption from 8.50% to 8.00%. Please see our Experience Study for State Employees Retirement Fund dated August 31, 2009 for the detail behind this proposal.

### ***Demographic Assumptions***

#### Healthy Post-retirement Mortality

Mortality rates are used to project the length of time benefits will be paid to current and future retirees and beneficiaries. We propose a change to a more recent mortality table to better anticipate current and future mortality patterns.

#### Disabled Retired Mortality

In conjunction with our proposed change for healthy retiree mortality, we propose a change to a more recent disability mortality table.

#### Pre-retirement Mortality

In conjunction with our proposed change for healthy retiree mortality, we are proposing a change to a more recent mortality table.

## Executive Summary

### Retirement from Active Status

Retirement rates for actives are used to predict when active members will elect to begin receiving retirement benefits. We propose changing the retirement rates at most ages and extending the retirement rate table to age 70 to reflect retirement patterns observed over the five-year experience study period.

### Retirement from Inactive Status

Retirement rates for inactives are used to predict when vested terminated members will elect to begin receiving retirement benefits. We propose no change in the current assumption.

### Retirement Statistics

We propose making adjustments to the percentages of retirees electing the optional forms of benefit at retirement.

### Disability Retirement

We propose no adjustment in disability rates for male and to change the rates for female members to be equal to the rates for male members.

### Termination Rates

We propose changing the termination rates during the three-year select period to reflect higher expected turnover. For termination rates beyond the three-year select period, we propose increasing the male ultimate withdrawal rates approximately 10% until age 30 and approximately 15% from age 31 to 49. We also propose increasing the female ultimate withdrawal rates approximately 10%.



## Actuarial Methods

### Overview

Actuarial methods and allocation procedures are used as part of the valuation to determine actuarial accrued liabilities, to determine normal costs, to allocate costs to individual employers and to amortize unfunded accrued liabilities (UAL). We used the following objectives to propose actuarial methods and allocation procedures:

- Transparency of costs and funded status
- Predictable and stable employer contribution rates
- Protection of the plan's funded status
- Equity across generations
- Actuarial soundness
- Compliance with GASB requirements

We propose no changes to the fundamental actuarial methods at this time. The actuarial methods used for the June 30, 2011 actuarial valuation are shown in the table on the next page.

## Actuarial Methods

<b>Method</b>	<b>June 30, 2011 Method</b>	<b>Proposed Method</b>
Cost method	Entry Age Normal	No change
UAL amortization method	UAL Amortized as a level percent of payroll. The UAL amortization method results in initial payments less than the "interest only" payment on the UAL. Payments less than the interest only amount will result in the UAL increasing for an initial period of time.	No change
UAL amortization period	A closed period ending June 30, 2038. If there is a negative Unfunded Actuarial Accrued Liability, the surplus amount shall be amortized over 30 years as a level percentage of payroll	No change
Asset valuation method	<p>The assets are valued based on a five-year moving average of expected and market values (five-year average actuarial value) determined as follows:</p> <ul style="list-style-type: none"> <li>▪ At the end of each plan year, an average asset value is calculated as the average of the market asset value at the beginning and end of the fiscal year net of investment income for the fiscal year;</li> <li>▪ The investment gain or (loss) is taken as the excess of actual investment income over the expected investment income based on average asset value as calculated above;</li> <li>▪ The investment gain or (loss) so determined is recognized over five years at 20% per year;</li> <li>▪ The asset value is the sum of the expected asset value plus the schedule recognition of investment gains or (losses) during the current and the preceding four plan years.</li> </ul> <p>For the purpose of determining the actuarial value of assets, the Post Fund asset loss for the fiscal year ending June 30, 2009 is recognized incrementally over five years at 20% per year, similar to the smoothing of active fund assets. Prior to June 30, 2009, Post Fund asset gains and losses were not smoothed.</p>	No change

The funding method is described in greater detail on the following page.

## Actuarial Methods

### Actuarial Cost Method

Actuarial Accrued Liability and required contributions in this report are computed using the Individual Entry Age Normal Cost Method. This method is prescribed by Minnesota Statutes.

The objective under this method is to fund each member's benefits under the Plan as payments which are level as a percentage of salary, starting at original participation date (or employment date), and continuing until the assumed date of retirement termination, disability or death. For valuation purposes, entry age for each member is determined as the age at valuation minus years of service as of the valuation date.

At any given date, a liability is calculated equal to the contributions which would have been accumulated if this method of funding had always been used, the current plan provisions had always been in place, and all assumptions had been precisely accurate. The difference between this liability and the assets (if any) which are held in the fund is the unfunded liability. The unfunded liability is typically funded over a chosen period in accordance with the amortization schedule.

A detailed description of the calculation follows:

The normal cost for each active member under the assumed retirement age is determined by applying to earnings the level percentage of salary which, if contributed each year from date of entry into the Plan until the assumed retirement (termination, disability or death) date, is sufficient to provide the full value of the benefits expected to be payable.

- The present value of future normal costs is the total of the discounted values of all active members' normal cost, assuming these to be paid in each case from the valuation date until retirement (termination, disability or death) date.
- The present value of projected benefits is calculated as the value of all benefit payments expected to be paid to the Plan's current members, including active and retired members, beneficiaries, and terminated members with vested rights.
- The accrued liability is the excess of the present value of projected benefits over the present value of future normal costs.
- The unfunded liability is the excess of the accrued liability over the assets of the fund, and represents that part of the accrued liability which has not been funded by accumulated past contributions.

Current Benefit Obligation is computed to be the present value of benefits earned to the valuation date, based on current service and including future salary increases to retirement.

## Actuarial Methods

### Decrement timing

All decrements are assumed to occur on the anniversary of the valuation date, beginning on the valuation date. Decrement timing is a fundamental part of the computer programming underlying actuarial calculations. Mercer's valuation systems use beginning of year decrements, a generally accepted actuarial practice. The Legislative Commission on Pensions and Retirement approved this modification to the Standards for Actuarial Work prior to the preparation of the 2011 valuation report in order to ensure consistency and comparability.



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## Economic Assumptions

### Overview

Actuaries have traditionally been involved in the selection of economic assumptions and actuarial standards provide parameters for doing so. However, while actuaries have expertise in making sure assumptions are internally consistent within a model, actuaries have no more expertise in selecting many of the economic assumptions than do certain other professionals, e.g. economists. Actuaries must make “educated guesses” using professional judgment applied to historical information and estimates of future outcomes. As such, this report contains one set of economic assumptions that we would categorize as our best estimate. However, other sets of assumptions may be equally valid.

Actuarial Standard of Practice (ASOP) No. 27, *Selection of Economic Assumptions for Measuring Pension Obligations*, provides guidance on selecting economic assumptions used in measuring obligations under defined benefit pension plans. ASOP No. 27 suggests that economic assumptions be developed using the actuary’s professional judgment, taking into consideration past experience and the actuary’s expectations regarding the future. The process for selecting economic assumptions involves:

- Identifying components of each assumption and evaluating relevant data;
- Developing a best-estimate range for each economic assumption; and
- Evaluating measurement specific factors and selecting a point within the best-estimate range.

## Economic Assumptions

A summary of the economic assumptions used for the June 30, 2011 actuarial valuation and proposed changes are shown below:

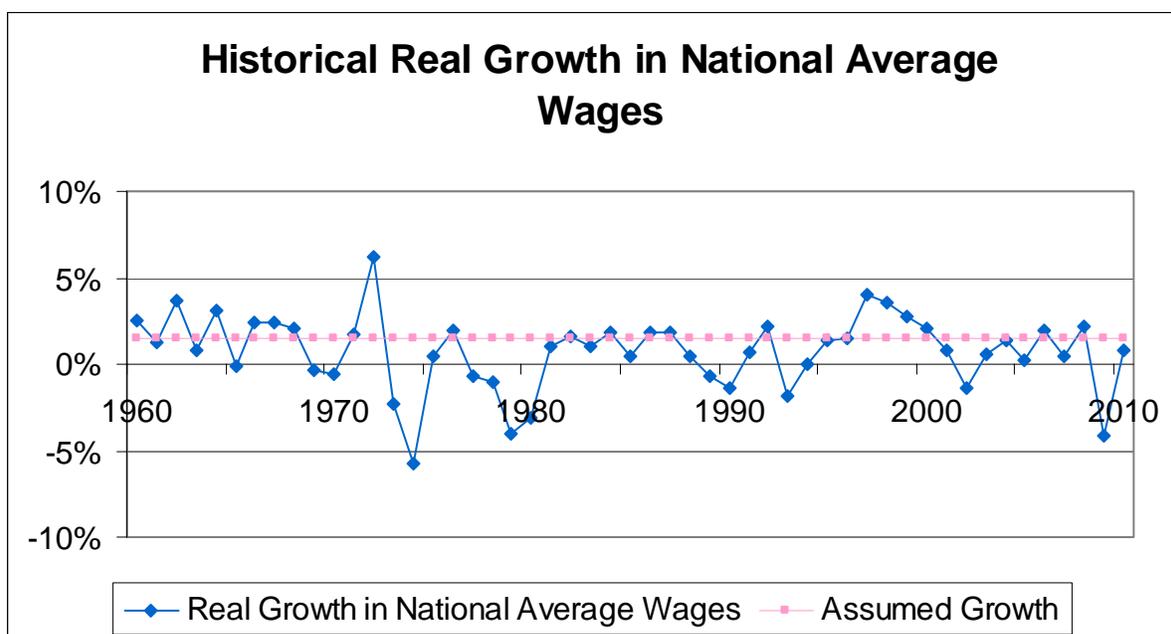
Assumption	June 30, 2011 Assumption	Proposed Assumption
Inflation	3.00%	No change <sup>1</sup>
Real wage growth (productivity)	1.50%	0.75%
Payroll growth	4.50%	3.75%
Salary Growth	Age related table	Service related table
Regular investment return	8.50%	8.00% <sup>1</sup>

Where appropriate, our economic assumption analysis and proposals are consistent with our recent analysis and final assumptions for the State Employees Retirement Fund.

### Real Wage Growth

Real wage growth represents the increase in wages above inflation for the entire group due to improvements in productivity and competitive pressures. Merit and longevity wage growth, in contrast, represent the increases in wages for an individual due to factors such as performance, promotion, or seniority. Real wage growth combined with inflation represents the expected growth in total payroll for a stable population. Changes in payroll due to an increase or decline in the covered population are not captured by this assumption.

The chart below shows the real growth in national average wages over the past fifty years based on data compiled by the Social Security Administration.



<sup>1</sup> Please see the Experience Study for the State Employees Retirement Fund dated August 31, 2009, for the detail behind this proposed assumption.

## Economic Assumptions

While the change in any one year has been volatile, the change over longer periods of time is more stable as shown in the table below.

Length of Period Ending December 31, 2010	Average Real Growth in National Average Wages
10 years	0.29%
20 years	0.96%
30 years	0.91%
40 years	0.51%
50 years	0.70%

Mercer's economic modeling suggests a reasonable expectation of average real growth in wages is from 0.50% to as much as 1.50%. Based on the table above, we propose changing the current assumption of 1.50% to 0.75%.

### Payroll Growth

The payroll growth assumption is used to develop the annual amount necessary to amortize the unfunded actuarial liability as a level percentage of expected payroll.

Payroll growth is the sum of inflation and real wage growth. Since we are proposing a change in the real wage growth assumption, we propose a corresponding change in the payroll growth assumption, from 4.50% to 3.75%.

### Salary Increases

Using the building block approach recommended in ASOP 27, this assumption is composed of three components;

- Inflation
- Productivity
- Merit/promotion

The inflation and productivity components are combined to produce the assumed rate of wage inflation. This rate represents the "across the board" average annual increase in salaries shown in the experience data. The merit component includes the additional increases in salary due to individual performance, seniority, promotions, etc.

We reviewed the annual salary increases for the period July 1, 2006 through June 30, 2011 by both age and service. The data group was continuing active members with two consecutive full years of employment. For the salary analysis, we excluded some of the most dramatic salary changes. We excluded the lowest 2.5% and the highest 2.5% for a total of 5.0% of records excluded. While this was a relatively small group, their salary increases distorted the experience of the overall group of continuing active members. We also excluded people with less than one year of service for the same reason.

## Economic Assumptions

The following chart shows the actual and expected salary increases for 2006 to 2011.

### Salary Increase

Age Group	Exposures	Observed Average	Expected Average
<25	380	4.90%	6.57%
25-29	2,133	3.94%	6.50%
30-34	2,162	3.84%	6.50%
35-39	2,336	4.08%	6.30%
40-44	2,605	3.75%	5.70%
45-49	3,067	3.52%	5.14%
50-54	2,774	3.10%	4.89%
55-59	821	2.94%	4.75%
60-64	294	2.21%	4.75%
65-69	40	1.41%	4.75%
70+	8	-0.63%	4.75%
<b>Total</b>	<b>16,620</b>	<b>3.63%</b>	<b>5.71%</b>

## Economic Assumptions

The observed salary increases tended to follow service more closely than age. Therefore, we are proposing a service based table. Actual experience for the past two years was considerably lower than the first three years. The proposed rates reflect some decrease from the current assumption, but not as much as the observed average to allow for some conservatism.

Based on the experience from the last five years, and our expectations for inflation and productivity, our proposed salary increase assumption is shown below.

<b>Service</b>	<b>Exposures</b>	<b>Observed Average</b>	<b>Expected Average*</b>	<b>Proposed Assumption</b>
1	1,057	7.76%	6.00%	6.00%
2	1,979	4.06%	6.03%	5.85%
3	1,756	3.13%	5.98%	5.70%
4	1,440	3.60%	5.93%	5.55%
5	1,123	2.73%	5.90%	5.40%
6	925	3.46%	5.85%	5.25%
7	804	4.27%	5.77%	5.10%
8	777	3.68%	5.72%	4.95%
9	703	3.33%	5.67%	4.80%
10	615	2.98%	5.62%	4.65%
11	570	3.84%	5.59%	4.55%
12	611	3.90%	5.57%	4.45%
13	543	3.99%	5.50%	4.35%
14	531	3.49%	5.44%	4.25%
15	509	2.19%	5.38%	4.15%
16	430	2.46%	5.33%	4.05%
17	302	2.58%	5.24%	3.95%
18	295	2.69%	5.21%	3.85%
19	237	2.66%	5.18%	3.75%
20	216	2.52%	5.13%	3.75%
21	181	2.95%	5.11%	3.75%
22	158	2.42%	5.08%	3.75%
23	144	3.20%	5.06%	3.75%
24	136	2.88%	5.03%	3.75%
25	130	2.52%	4.99%	3.75%
26	120	3.15%	4.96%	3.75%
27	101	2.24%	4.92%	3.75%
28	77	2.13%	4.91%	3.75%
29	66	2.88%	4.88%	3.75%
30+	84	2.42%	4.84%	3.75%
<b>Total</b>	<b>16,620</b>	<b>3.63%</b>	<b>5.71%</b>	<b>5.01%</b>

\* Based on current, age-based rates.



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## Demographic Assumptions

### Overview

Actuarial Standard of Practice (ASOP) No. 35, *Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations*, provides guidance on selecting demographic assumptions used in measuring obligations under defined benefit pension plans. The general process for recommending demographic assumptions as defined in ASOP No. 35 is as follows:

- Identify the types of assumptions;
- Consider the relevant assumption universe;
- Consider the assumption format;
- Select the specific assumptions; and
- Evaluate the reasonableness of the selected assumption.

The purpose of the demographic experience study is to compare actual experience against expected experience based on the assumptions used in the most recent actuarial valuation. The observation period used in this study is July 1, 2006 through June 30, 2011, and the current assumptions are those adopted by the Legislative Commission on Pensions and Retirement (LCPR) for the June 30, 2011 actuarial valuation. If the actual experience differs significantly from the overall expected experience, or if the pattern of actual decrements by age, sex, or duration does not follow the expected pattern, new assumptions are considered.

Note that the expected counts provided are rounded throughout this report, so the totals may not add up and the A/E ratios may not divide to the exact percentage shown.

## Demographic Assumptions

The demographic assumptions used for the June 30, 2011, actuarial valuation and the proposed assumptions for the June 30, 2012, actuarial valuation are shown in detail in the following sections.

A summary of the proposed changes are as follows:

- Changes to the healthy mortality assumption tables
- Changes to the disabled mortality assumption tables
- Adjustments to retirement assumptions
- Adjustments to annuity option elections
- Adjustments to female disability rates
- Adjustments to the termination rates in the select period and ultimate period

The proposed assumptions, in our opinion, were selected in a manner consistent with the requirements of ASOP No. 35.

## Mortality Assumptions

Mortality rates are used to project the length of time benefits will be paid to current and future retirees and beneficiaries. The selection of a mortality assumption affects plan liabilities because the value of retiree benefits depends on how long the benefit payments are expected to continue. There are clear differences in the mortality rates among males and females, healthy retired members, disabled retired members and non-retired members. As a result, each of these groups is reviewed independently.

A summary of the current and proposed mortality rates is shown below:

<b>Assumption</b>	<b>Current Assumption</b>	<b>Proposed Assumption</b>
Healthy Post-retirement Mortality	1983 Group Annuity Mortality	RP 2000 annuitant generational mortality, white collar adjustment
Males	Set back 2 years	Set forward 1 year
Females	Set back 1 year	Set back 1 year
Disabled Retired Mortality	Combined Annuity Mortality up to age 40, grading to healthy mortality for ages 60 and over	RP 2000 disabled mortality
Healthy Pre-retirement Mortality	1983 Group Annuity Mortality	RP 2000 non-annuitant generational mortality, white collar adjustment
Males	Set back 5 years	No set back
Females	Set back 2 years	No set back

## Demographic Assumptions

### **Healthy Post-retirement Mortality**

Mortality assumptions for healthy retired members are separated based on gender.

Life expectancies are expected to improve in the future, and this increased longevity should be reflected in the actuarial valuation through lower mortality rates than indicated by current experience. To determine whether the current mortality assumption remains reasonable, we calculated the ratio of actual to expected (A/E) deaths during the experience study period for each of the gender groups. For a static mortality table such as the current assumption, A/E ratios are targeted at or near 110 percent, in order to provide a margin for future mortality improvement. For a generational mortality table that incorporates improvements in mortality each year into the future, A/E ratios are targeted near 100%. If the group's A/E ratio was significantly below these thresholds, we would recommend a change to bring that A/E ratio close to the thresholds.

The following chart shows the exposures, actual deaths, expected deaths and actual to expected ratios for males and females for each of the five years in the experience study.

Healthy Post-retirement Mortality	Exposures	Actual Deaths	Current (June 30, 2011) Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	824	22	17	133%
July 1, 2007 to June 30, 2008	892	17	17	100%
July 1, 2008 to June 30, 2009	950	15	18	83%
July 1, 2009 to June 30, 2010	1,000	13	19	67%
July 1, 2010 to June 30, 2011	1,076	28	21	131%
<b>July 1, 2006 to June 30, 2011</b>	<b>4,742</b>	<b>95</b>	<b>92</b>	<b>103%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	378	3	4	83%
July 1, 2007 to June 30, 2008	429	8	4	195%
July 1, 2008 to June 30, 2009	464	5	5	111%
July 1, 2009 to June 30, 2010	514	3	5	58%
July 1, 2010 to June 30, 2011	573	7	6	118%
<b>July 1, 2006 to June 30, 2011</b>	<b>2,358</b>	<b>26</b>	<b>23</b>	<b>112%</b>

*Not all numbers may add due to rounding.*

The actual experience shows that the current assumption for male and female retirees is predicting too few retiree deaths. Given that the current table is based on experience that is over a quarter century old, we are proposing a change to the RP 2000 generational white collar mortality tables for annuitants, with male rates set forward one year and female rates setback one year. A set forward results in higher mortality rates than the standard table rates while a setback results in lower mortality rates than the standard table.

## Demographic Assumptions

The following chart shows the exposures, actual deaths, expected deaths under the proposed assumption and actual to expected ratios for males and females for each of the five years in the experience study.

Healthy Post-retirement Mortality	Exposures	Actual Deaths	Proposed Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	824	22	16	135%
July 1, 2007 to June 30, 2008	892	17	16	104%
July 1, 2008 to June 30, 2009	950	15	17	86%
July 1, 2009 to June 30, 2010	1,000	13	18	72%
July 1, 2010 to June 30, 2011	1,076	28	20	140%
<b>July 1, 2006 to June 30, 2011</b>	<b>4,742</b>	<b>95</b>	<b>90</b>	<b>106%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	378	3	4	76%
July 1, 2007 to June 30, 2008	429	8	4	179%
July 1, 2008 to June 30, 2009	464	5	5	105%
July 1, 2009 to June 30, 2010	514	3	5	56%
July 1, 2010 to June 30, 2011	573	7	6	112%
<b>July 1, 2006 to June 30, 2011</b>	<b>2,358</b>	<b>26</b>	<b>25</b>	<b>103%</b>

*Not all numbers may add due to rounding.*

A summary of the current and proposed healthy retired mortality assumptions is shown below:

Healthy Post-retirement Mortality	Current (June 30, 2011) Assumption	Proposed Assumption
Basic Tables	1983 Group Annuity Mortality	RP 2000 annuitant generational mortality, white collar adjustment
Males	Set back 2 years	Set forward 1 year
Females	Set back 1 year	Set back 1 year

### **Disabled Retired Mortality**

In general, disabled members are expected to have a shorter life expectancy than healthy retired members. In addition, future life expectancies for disabled members are not expected to increase as significantly as the future life expectancies for healthy retirees. As a result, A/E ratios for disabled retirees have been targeted near 100 percent.

## Demographic Assumptions

The following chart shows the exposures, actual deaths, expected deaths and actual to expected ratios for males and females for each of the years in the experience study.

Disabled Retired Mortality	Exposures	Actual Deaths	Current (June 30, 2011) Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	109	5	1	674%
July 1, 2007 to June 30, 2008	112	3	1	381%
July 1, 2008 to June 30, 2009	117	2	1	233%
July 1, 2009 to June 30, 2010	124	6	1	639%
July 1, 2010 to June 30, 2011	129	3	1	302%
<b>July 1, 2006 to June 30, 2011</b>	<b>591</b>	<b>19</b>	<b>4</b>	<b>440%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	58	1	0	409%
July 1, 2007 to June 30, 2008	65	3	0	1,071%
July 1, 2008 to June 30, 2009	69	1	0	333%
July 1, 2009 to June 30, 2010	72	0	0	0%
July 1, 2010 to June 30, 2011	79	1	0	280%
<b>July 1, 2006 to June 30, 2011</b>	<b>343</b>	<b>6</b>	<b>2</b>	<b>399%</b>

*Not all numbers may add due to rounding.*

### Discussion

The actual experience shows that the current assumption for disabled male and female retirees is predicting too few deaths. We are proposing a change in this assumption to the RP 2000 disabled mortality table.

The following chart shows the exposures, actual deaths, expected deaths under the proposed assumption and actual to expected ratios for males and females for each of the five years in the experience study.

## Demographic Assumptions

Disabled Retired Mortality	Exposures	Actual Deaths	Proposed Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	109	5	3	194%
July 1, 2007 to June 30, 2008	112	3	3	109%
July 1, 2008 to June 30, 2009	117	2	3	66%
July 1, 2009 to June 30, 2010	124	6	3	174%
July 1, 2010 to June 30, 2011	129	3	4	84%
<b>July 1, 2006 to June 30, 2011</b>	<b>591</b>	<b>19</b>	<b>15</b>	<b>123%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	58	1	1	193%
July 1, 2007 to June 30, 2008	65	3	1	480%
July 1, 2008 to June 30, 2009	69	1	1	136%
July 1, 2009 to June 30, 2010	72	0	1	0%
July 1, 2010 to June 30, 2011	79	1	1	100%
<b>July 1, 2006 to June 30, 2011</b>	<b>343</b>	<b>6</b>	<b>4</b>	<b>161%</b>

*Not all numbers may add due to rounding.*

A summary of current and proposed disabled retiree mortality assumptions is shown below:

Disabled Retired Mortality	Current (June 30, 2011) Assumption	Proposed Assumption
Basic Tables	Combined Annuity Mortality up to age 40, grading to healthy mortality for ages 60 and over	RP 2000 disabled mortality

## Demographic Assumptions

### ***Pre-retirement Mortality***

The pre-retirement mortality assumption applies to active members and inactive members (those members who have terminated employment but are vested and entitled to a future benefit). The current pre-retirement mortality assumption is based on 1983 Group Annuity Mortality, with a set back of 5 years for males and 2 years for females. A/E ratios for non-retired members have been targeted around 100 percent.

The following chart shows the exposures, actual deaths, expected deaths and actual to expected ratios for active males and females for each of the years in the experience study.

Pre-retirement Mortality	Exposures	Actual Deaths	Current (June 30, 2011) Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	2,557	6	4	168%
July 1, 2007 to June 30, 2008	2,729	5	4	129%
July 1, 2008 to June 30, 2009	2,800	2	4	49%
July 1, 2009 to June 30, 2010	2,771	1	4	26%
July 1, 2010 to June 30, 2011	2,669	1	4	23%
<b>July 1, 2006 to June 30, 2011</b>	<b>13,526</b>	<b>15</b>	<b>20</b>	<b>76%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	1,353	2	1	164%
July 1, 2007 to June 30, 2008	1,603	2	1	140%
July 1, 2008 to June 30, 2009	1,720	2	2	127%
July 1, 2009 to June 30, 2010	1,632	0	2	0%
July 1, 2010 to June 30, 2011	1,599	2	2	120%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,907</b>	<b>8</b>	<b>7</b>	<b>108%</b>

*Not all numbers may add due to rounding.*

### **Discussion**

With the very limited number of deaths in the experience period, especially for females, the A/E ratio tends to fluctuate year to year. Similar to our proposed change to healthy post-retirement mortality, we are proposing a change to the RP 2000 generational white collar mortality tables for non-annuitants.

## Demographic Assumptions

Due to the small numbers of pre-retirement deaths in the 5 year period, the mortality experience is not considered statistically credible.

The following chart shows the exposures, actual deaths, expected deaths under the proposed assumption and actual to expected ratios for active males and females for each of the five years in the experience study.

Pre-retirement Mortality	Exposures	Actual Deaths	Proposed Assumption	
			Expected Deaths	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	2,557	6	3	236%
July 1, 2007 to June 30, 2008	2,729	5	3	181%
July 1, 2008 to June 30, 2009	2,800	2	3	70%
July 1, 2009 to June 30, 2010	2,771	1	3	36%
July 1, 2010 to June 30, 2011	2,669	1	3	34%
<b>July 1, 2006 to June 30, 2011</b>	<b>13,526</b>	<b>15</b>	<b>14</b>	<b>108%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	1,353	2	1	173%
July 1, 2007 to June 30, 2008	1,603	2	1	147%
July 1, 2008 to June 30, 2009	1,720	2	2	133%
July 1, 2009 to June 30, 2010	1,632	0	1	0%
July 1, 2010 to June 30, 2011	1,599	2	2	128%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,907</b>	<b>8</b>	<b>7</b>	<b>114%</b>

*Not all numbers may add due to rounding.*

A summary of the current and proposed pre-retirement mortality assumptions is shown below:

Pre-retirement Mortality	Current (June 30, 2011) Assumption	Proposed Assumption
Basic Tables	1983 Group Annuity Mortality	RP 2000 non-annuitant generational mortality, white collar
Males	Set back 5 years	No set back
Females	Set back 2 years	No set back

## Demographic Assumptions

### Retirement Assumptions

The retirement assumptions used in the actuarial valuation include the following assumptions:

- Regular retirement from active status
- Retirement from inactive status

Members are eligible to retire as early as age 50 and vested.

The early and normal retirement dates under the plan are as follows:

Normal Retirement Age	Early Retirement Age
Age 55 and vested	Age 50 and vested

### *Retirement from Active Status*

The following chart shows the exposures, actual retirements, expected retirements and actual to expected ratios for each of the years in the experience study.

	Exposures	Actual Retirements	Current (June 30, 2011) Assumption	
			Expected Retirements	A/E Ratio
<b>Total</b>				
July 1, 2006 to June 30, 2007	674	115	118	98%
July 1, 2007 to June 30, 2008	723	94	106	89%
July 1, 2008 to June 30, 2009	827	90	124	73%
July 1, 2009 to June 30, 2010	826	107	130	83%
July 1, 2010 to June 30, 2011	1,044	132	156	85%
<b>July 1, 2006 to June 30, 2011</b>	<b>4,094</b>	<b>538</b>	<b>633</b>	<b>85%</b>

*Not all numbers may add due to rounding.*

### Discussion

As was observed in the prior experience study analysis, the actual number of retirements is lower than predicted by the current table. Please refer to age by age retirement experience beginning on page 54 for additional detail. We are proposing adjustments to more closely match the actual experience.

## Demographic Assumptions

The following chart shows the exposures, actual retirements, expected retirements under the proposed assumption and actual to expected ratios for each of the years in the experience study.

Retirements	Exposures	Actual Retirements	Proposed Assumption	
			Expected Retirements	A/E Ratio
<b>Total</b>				
July 1, 2006 to June 30, 2007	674	115	102	113%
July 1, 2007 to June 30, 2008	723	94	92	102%
July 1, 2008 to June 30, 2009	827	90	107	84%
July 1, 2009 to June 30, 2010	826	107	114	94%
July 1, 2010 to June 30, 2011	1,044	132	137	97%
<b>July 1, 2006 to June 30, 2011</b>	<b>4,094</b>	<b>538</b>	<b>552</b>	<b>97%</b>

*Not all numbers may add due to rounding.*

### Summary of Proposed Retirement Rates

Age	Active Status	
	Current	Proposed
50	5%	5%
51	5%	3%
52	5%	3%
53	5%	3%
54	5%	5%
55	60%	55%
56	10%	12%
57	10%	12%
58	10%	10%
59	10%	10%
60	10%	10%
61	10%	10%
62	25%	30%
63	25%	30%
64	25%	30%
65	100%	50%
66	100%	50%
67	100%	50%
68	100%	50%
69	100%	50%
70+	100%	100%

## Demographic Assumptions

### ***Retirement from Inactive Status***

Members who terminate after completing three years of service (five years if first hired after June 30, 2010) are vested and entitled to either a refund of their employee contributions with interest, or a deferred retirement benefit. The valuation currently assumes that members will elect a refund if it is more valuable than the deferred annuity. For those inactive members for whom the deferred retirement benefit is more valuable than a refund, the valuation assumes the benefit will commence at normal retirement age.

The following chart shows the exposures, actual retirements, actual percent retiring and expected percent retiring during the five years of the experience study.

Age	Exposures	Actual Retirements	Actual Percent Retiring	Current (June 30, 2011) Assumption
				Expected Percent Retiring
50	173	13	8%	0%
51	165	4	2%	0%
52	157	5	3%	0%
53	139	6	4%	0%
54	136	10	7%	0%
55+	666	96	14%	100%
<b>Total</b>	<b>1,436</b>	<b>134</b>	<b>9%</b>	<b>100%</b>

*Not all numbers may add due to rounding.*

### **Discussion**

The actual experience shows that some inactive participants retired at ages other than normal retirement age. However, we are not proposing a change in this assumption at this time. The recent changes in the post-retirement adjustment and augmentation rates, as well as the early retirement factor changes in 2010, are likely to result in different behavior in the future.

# Demographic Assumptions

## Retirement Statistics

The retirement statistics used in the actuarial valuation include the following assumptions:

- Marital status (% married)
- Age of beneficiary
- Annuity form elected at retirement

### **Marital Status**

It is reasonable to assume that married members will make different annuity selections than non-married members. The current (June 30, 2011) valuation assumption is 85% of members are married. The following chart shows the current assumed rates of marriage and the observed experience.

	Total New Retirees	Actual Married New Retirees	Current (June 30, 2011) Assumption	
			Expected Married	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	70	54	60	91%
July 1, 2007 to June 30, 2008	63	48	54	90%
July 1, 2008 to June 30, 2009	48	40	41	98%
July 1, 2009 to June 30, 2010	64	48	54	88%
July 1, 2010 to June 30, 2011	60	49	51	96%
<b>July 1, 2006 to June 30, 2011</b>	<b>305</b>	<b>239</b>	<b>259</b>	<b>92%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	36	25	31	82%
July 1, 2007 to June 30, 2008	24	14	20	69%
July 1, 2008 to June 30, 2009	35	23	30	77%
July 1, 2009 to June 30, 2010	38	25	32	77%
July 1, 2010 to June 30, 2011	59	43	50	86%
<b>July 1, 2006 to June 30, 2011</b>	<b>192</b>	<b>130</b>	<b>163</b>	<b>80%</b>

*Not all numbers may add due to rounding.*

We propose no change in the percent married assumption of 85%.

### **Age of Beneficiary**

Joint & Survivor annuity benefit amounts are determined based on the member's and beneficiary's age. The current (June 30, 2011) valuation assumption is that males are three years older than females. The following chart shows the current assumed age difference and the observed experience for members that elected a joint and survivor annuity. For purposes of this analysis, we excluded age differences of 20 years or more on the assumption that the vast majority of those included child, not spouse, beneficiaries.

## Demographic Assumptions

### Age of Beneficiary

	Total New Retirees	Average Age Difference	Current (June 30, 2011) Assumption	
			Expected Age Difference	A - E
<b>Males</b>				
July 1, 2006 to June 30, 2007	70	1.90	3.00	(1.10)
July 1, 2007 to June 30, 2008	63	2.02	3.00	(0.98)
July 1, 2008 to June 30, 2009	48	2.88	3.00	(0.22)
July 1, 2009 to June 30, 2010	64	2.48	3.00	(0.52)
July 1, 2010 to June 30, 2011	60	2.36	3.00	(0.64)
<b>July 1, 2006 to June 30, 2011</b>	<b>305</b>	<b>2.30</b>	<b>3.00</b>	<b>(0.70)</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	36	(2.07)	(3.00)	0.93
July 1, 2007 to June 30, 2008	24	(2.80)	(3.00)	0.20
July 1, 2008 to June 30, 2009	35	(1.91)	(3.00)	1.08
July 1, 2009 to June 30, 2010	38	(2.69)	(3.00)	0.31
July 1, 2010 to June 30, 2011	59	(1.96)	(3.00)	1.04
<b>July 1, 2006 to June 30, 2011</b>	<b>192</b>	<b>(2.23)</b>	<b>(3.00)</b>	<b>0.77</b>

*Not all numbers may add due to rounding.*

We propose no change in the current age difference assumption of 3 years.

### Annuity Form

Upon retirement, a member can elect any of the following forms of payment:

- Straight life annuity – the benefit is paid for the lifetime of the member. No benefit is payable to a beneficiary upon member's death.
- 15-Year Certain and Life – a reduced benefit is paid for the lifetime of the member. If the member dies before 180 payments have been made, the benefit continues to be paid to a beneficiary until 180 payments have been made.
- 50% Joint & Survivor – a reduced benefit is paid for the lifetime of the member. Upon death of the member, 50% of the benefit is paid to a beneficiary. If the beneficiary predeceases the member, the benefit reverts back to the straight life annuity amount.
- 75% Joint & Survivor – a reduced benefit is paid for the lifetime of the member. Upon death of the member, 75% of the benefit is paid to a beneficiary. If the beneficiary predeceases the member, the benefit reverts back to the straight life annuity amount.
- 100% Joint & Survivor – a reduced benefit is paid for the lifetime of the member. Upon death of the member, 100% of the benefit is paid to a beneficiary. If the beneficiary predeceases the member, the benefit reverts back to the straight life annuity amount.

## Demographic Assumptions

### **Annuity Form**

The following chart shows the current assumed annuity selection and the observed experience:

New Retirees from July 1, 2006 to June 30, 2011	Actual Married New Retirees	Actual Electing Annuity Form	Actual Percent Electing Annuity Form	Current (June 30, 2011) Assumption
				Expected Percent Electing Annuity Form
<b>Males</b>				
15-Year Certain & Life	239	2	1%	0%
50% Joint & Survivor	239	28	12%	25%
75% Joint & Survivor	239	22	9%	0%
100% Joint & Survivor	239	97	41%	25%
<b>Females</b>				
15-Year Certain & Life	130	0	0%	0%
50% Joint & Survivor	130	14	11%	5%
75% Joint & Survivor	130	11	8%	0%
100% Joint & Survivor	130	40	31%	5%

*Not all numbers may add due to rounding.*

The assumed Straight Life annuity selection is the sum of 100% of the non-married retirees plus those married retirees that are not assumed to elect a joint and survivor form of payment.

We propose the following changes to the annuity selection assumption:

Annuity Form	Percent of Married Members Electing			
	Current (June 30, 2011)		Proposed	
	Males	Females	Males	Females
Straight Life	50%	90%	40%	50%
15-Year Certain & Life	0%	0%	0%	0%
50% Joint & Survivor	25%	5%	10%	10%
75% Joint & Survivor	0%	0%	10%	10%
100% Joint & Survivor	25%	5%	40%	30%

Note that the increased utilization of the subsidized Joint and Survivor options would be expected to increase costs modestly.

## Demographic Assumptions

### Disability Assumptions

The Plan provides disability benefits to members. Members are eligible for disability benefits if they become physically or mentally unable to perform duties of the job prior to age 55 (age 65 if disabled prior to June 30, 2009).

### Disability Retirement

The following chart shows the exposures, actual retirements, expected retirements under the current assumption and actual to expected ratios for males and females for each of the years in the experience study for disability retirements.

Disability Retirement	Exposures	Actual Retirements	Current (June 30, 2011) Assumption	
			Expected Retirements	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	2,543	8	10	82%
July 1, 2007 to June 30, 2008	2,718	6	11	56%
July 1, 2008 to June 30, 2009	2,789	7	11	62%
July 1, 2009 to June 30, 2010	2,762	11	11	101%
July 1, 2010 to June 30, 2011	2,655	17	12	143%
<b>July 1, 2006 to June 30, 2011</b>	<b>13,467</b>	<b>49</b>	<b>55</b>	<b>90%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	1,347	6	8	73%
July 1, 2007 to June 30, 2008	1,597	7	10	72%
July 1, 2008 to June 30, 2009	1,712	5	11	46%
July 1, 2009 to June 30, 2010	1,624	7	10	69%
July 1, 2010 to June 30, 2011	1,586	8	11	72%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,866</b>	<b>33</b>	<b>50</b>	<b>66%</b>

*Not all numbers may add due to rounding.*

## Demographic Assumptions

### Discussion

The actual experience shows that the current assumption for males is predicting slightly too many disabilities. The experience shows that the current assumption for females is predicting significantly too many disabilities. We are not proposing a change in this assumption for males, and recommend adopting the male table for females.

Disability Retirement	Exposures	Actual Retirements	Proposed Assumption	
			Expected Retirements	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	2,543	8	10	82%
July 1, 2007 to June 30, 2008	2,718	6	11	56%
July 1, 2008 to June 30, 2009	2,789	7	11	62%
July 1, 2009 to June 30, 2010	2,762	11	11	101%
July 1, 2010 to June 30, 2011	2,655	17	12	143%
<b>July 1, 2006 to June 30, 2011</b>	<b>13,467</b>	<b>49</b>	<b>55</b>	<b>90%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	1,347	6	5	110%
July 1, 2007 to June 30, 2008	1,597	7	6	108%
July 1, 2008 to June 30, 2009	1,712	5	7	70%
July 1, 2009 to June 30, 2010	1,624	7	7	103%
July 1, 2010 to June 30, 2011	1,586	8	7	108%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,866</b>	<b>33</b>	<b>33</b>	<b>99%</b>

*Not all numbers may add due to rounding.*

## Demographic Assumptions

### Termination Assumptions

The termination assumptions used in the actuarial valuation include an assumption for termination from active status prior to retirement eligibility, since not all active members are expected to continue working until retirement. Termination rates represent the probabilities that a member at any given age will leave employment at that age. Current termination rates for members are developed on an ultimate basis with a three-year select period.

The following chart shows the exposures, actual terminations, expected terminations under the current assumption and actual to expected ratios for each of the years in the experience study during the three-year select period.

Terminations in three-year Select Period	Exposures	Actual Terminations	Current (June 30, 2011) Assumption	
			Expected Terminations	A/E Ratio
July 1, 2006 to June 30, 2007	1,329	212	133	160%
July 1, 2007 to June 30, 2008	1,592	270	159	170%
July 1, 2008 to June 30, 2009	1,451	252	145	174%
July 1, 2009 to June 30, 2010	1,058	133	106	126%
July 1, 2010 to June 30, 2011	624	84	62	135%
<b>July 1, 2006 to June 30, 2011</b>	<b>6,054</b>	<b>951</b>	<b>605</b>	<b>157%</b>

The following chart shows the exposures, actual terminations, expected terminations and actual to expected ratios for males and females for each of the years in the experience study for withdrawals beyond the three-year select period.

Terminations beyond three-year Select Period	Exposures	Actual Terminations	Current (June 30, 2011) Assumption	
			Expected Terminations	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	1,317	61	34	181%
July 1, 2007 to June 30, 2008	1,380	49	37	133%
July 1, 2008 to June 30, 2009	1,524	53	43	123%
July 1, 2009 to June 30, 2010	1,700	57	51	111%
July 1, 2010 to June 30, 2011	1,715	65	50	129%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,636</b>	<b>285</b>	<b>216</b>	<b>132%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	590	43	29	148%
July 1, 2007 to June 30, 2008	637	39	32	122%
July 1, 2008 to June 30, 2009	718	59	37	160%
July 1, 2009 to June 30, 2010	818	42	43	98%
July 1, 2010 to June 30, 2011	885	61	47	131%
<b>July 1, 2006 to June 30, 2011</b>	<b>3,648</b>	<b>244</b>	<b>188</b>	<b>130%</b>

*Not all numbers may add due to rounding.*

## Demographic Assumptions

### Discussion

Our analysis of terminations indicates that the current assumption is predicting too few terminations both during and after the three-year select period. Therefore, we are proposing increased rates during the select period and also changes to the ultimate rates.

The proposed and current withdrawal rates during the three-year select period are as follows:

<b>Years of Service</b>	<b>Current Withdrawal Assumption</b>	<b>Proposed Withdrawal Assumption</b>
0	10%	20%
1	10%	15%
2	10%	8%

The following chart shows the exposures, actual terminations, expected terminations under the proposed assumption and actual to expected ratios for males and females for each of the select years in the experience study for withdrawals.

<b>Terminations in three-year Select Period</b>	<b>Exposures</b>	<b>Actual Terminations</b>	<b>Proposed Assumption</b>	
			<b>Expected Terminations</b>	<b>A/E Ratio</b>
July 1, 2006 to June 30, 2007	1,329	212	186	114%
July 1, 2007 to June 30, 2008	1,592	270	220	123%
July 1, 2008 to June 30, 2009	1,451	252	187	135%
July 1, 2009 to June 30, 2010	1,058	133	126	106%
July 1, 2010 to June 30, 2011	624	84	78	108%
<b>July 1, 2006 to June 30, 2011</b>	<b>6,054</b>	<b>951</b>	<b>796</b>	<b>119%</b>

*Not all numbers may add due to rounding.*

## Demographic Assumptions

We propose increasing the male ultimate withdrawal rates approximately 10% until age 30 and approximately 15% from age 31 to 49. We propose increasing the female ultimate withdrawal rates approximately 10%. The proposed and current withdrawal rates after the three-year select period are as follows:

### Ultimate Withdrawal Rates

Age	Current Assumption		Proposed Assumption	
	Male	Female	Male	Female
20	12.00%	8.00%	13.20%	8.80%
21	11.00%	7.80%	12.10%	8.60%
22	10.00%	7.60%	11.00%	8.35%
23	9.05%	7.40%	9.95%	8.15%
24	8.15%	7.25%	8.95%	8.00%
25	7.35%	7.10%	8.10%	7.80%
26	6.65%	7.00%	7.30%	7.70%
27	6.05%	6.90%	6.65%	7.60%
28	5.50%	6.85%	6.05%	7.55%
29	5.00%	6.80%	5.50%	7.50%
30	4.55%	6.75%	5.00%	7.45%
31	4.15%	6.70%	4.75%	7.35%
32	3.80%	6.65%	4.35%	7.30%
33	3.50%	6.60%	4.05%	7.25%
34	3.25%	6.55%	3.75%	7.20%
35	3.00%	6.45%	3.45%	7.10%
36	2.80%	6.30%	3.20%	6.95%
37	2.60%	6.10%	3.00%	6.70%
38	2.45%	5.85%	2.80%	6.45%
39	2.30%	5.55%	2.65%	6.10%
40	2.20%	5.20%	2.55%	5.70%
41	2.10%	4.80%	2.40%	5.30%
42	2.00%	4.35%	2.30%	4.80%
43	1.90%	3.90%	2.20%	4.30%
44	1.80%	3.50%	2.05%	3.85%
45	1.70%	3.20%	1.95%	3.50%
46	1.60%	2.95%	1.85%	3.25%
47	1.50%	2.80%	1.75%	3.10%
48	1.40%	2.65%	1.60%	2.90%
49	1.30%	2.50%	1.50%	2.75%
50	1.20%	2.35%	0.00%	0.00%

## Demographic Assumptions

The following chart shows the exposures, actual terminations, expected terminations under the proposed ultimate assumption and actual to expected ratios for males and females for each of the years in the experience study for withdrawals.

Terminations beyond three-year Select Period	Exposures	Actual Terminations	Proposed Assumption	
			Expected Terminations	A/E Ratio
<b>Males</b>				
July 1, 2006 to June 30, 2007	1,317	61	38	159%
July 1, 2007 to June 30, 2008	1,380	49	42	117%
July 1, 2008 to June 30, 2009	1,524	53	49	108%
July 1, 2009 to June 30, 2010	1,700	57	58	98%
July 1, 2010 to June 30, 2011	1,715	65	57	114%
<b>July 1, 2006 to June 30, 2011</b>	<b>7,636</b>	<b>285</b>	<b>245</b>	<b>117%</b>
<b>Females</b>				
July 1, 2006 to June 30, 2007	590	43	32	134%
July 1, 2007 to June 30, 2008	637	39	35	111%
July 1, 2008 to June 30, 2009	718	59	41	145%
July 1, 2009 to June 30, 2010	818	42	47	89%
July 1, 2010 to June 30, 2011	885	61	51	119%
<b>July 1, 2006 to June 30, 2011</b>	<b>3,648</b>	<b>244</b>	<b>206</b>	<b>118%</b>

*Not all numbers may add due to rounding.*



## Appendix

### **Data**

The experience analysis uses member data from July 1, 2006, through June 30, 2011, which was supplied by MSRS. We have not verified the data, but have reviewed the information for internal consistency and have no reason to doubt its substantial accuracy.

The member data was summarized according to the actual and potential member decrements for each year in the study. Actual and potential decrements were grouped according to age or service depending on the demographic assumption.

# Appendix

## Methods and Procedures

### Actuarial Cost Method

Liabilities and contributions are computed using the Individual Entry Age Normal Cost Method. This method is prescribed by Minnesota Statutes and is described on page 6.

### Asset Valuation Method

The assets are valued based on a five-year moving average of expected and market values (five-year average actuarial value) determined as follows:

- At the end of each plan year, an average asset value is calculated as the average of the market asset value at the beginning and end of the fiscal year net of investment income for the fiscal year;
- The investment gain or (loss) is taken as the excess of actual investment income over the expected investment income based on the average asset value as calculated above;
- The investment gain or (loss) so determined is recognized over five years at 20% per year;
- The asset value is the sum of the expected asset value plus the scheduled recognition of investment gains or (losses) during the current and the preceding four plan years.

For the purpose of determining the actuarial value of assets, the Post Fund asset loss for the fiscal year ending June 30, 2011 is recognized incrementally over five years at 20% per year, similar to the smoothing of active fund assets. Prior to June 30, 2009, Post Fund asset gains and losses were not smoothed.

### ***Payment on the Unfunded Actuarial Accrued Liability***

A level percentage of payroll each year to the statutory amortization date of July 1, 2038 assuming payroll increases of 4.50% per annum. If there is a negative Unfunded Actuarial Accrued Liability, the surplus amount shall be amortized over 30 years as a level percentage of payroll.

## Economic Assumptions

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Inflation	3.00%
Real wage growth	1.50%
Payroll growth	4.50%
Salary scale	Age related table
Investment Return	8.50%

## Appendix

### Assumption Tables

The RP 2000 non-annuitant mortality table as published by the Society of Actuaries (SOA) contains mortality rates for ages 15 to 70 and the annuitant mortality table contains mortality rates for ages 50 to 95. Mercer applies the annuitant mortality table for active members beyond age 70 until the assumed retirement age and the non-annuitant mortality table for annuitants younger than age 50. Similarly, the SOA's white collar adjustment is published for ages 30 to 70 for non-annuitants and ages 50 to 95 for annuitants; Mercer applies the age 30 adjustment to active members younger than 30 and made no adjustment for annuitants past age 95. Rates shown in the table below under Proposed Assumption are RP 2000 projected to 2011.

<b>Healthy Pre-retirement Mortality</b>				
<b>Age</b>	<b>Current Assumption</b>		<b>Proposed Assumption</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
20	0.03%	0.02%	0.02%	0.02%
21	0.03%	0.02%	0.02%	0.02%
22	0.03%	0.02%	0.02%	0.02%
23	0.04%	0.02%	0.03%	0.02%
24	0.04%	0.02%	0.03%	0.02%
25	0.04%	0.02%	0.03%	0.02%
26	0.04%	0.02%	0.03%	0.02%
27	0.04%	0.03%	0.03%	0.02%
28	0.04%	0.03%	0.03%	0.02%
29	0.04%	0.03%	0.03%	0.02%
30	0.05%	0.03%	0.03%	0.03%
31	0.05%	0.03%	0.04%	0.03%
32	0.05%	0.03%	0.04%	0.03%
33	0.05%	0.04%	0.05%	0.04%
34	0.06%	0.04%	0.05%	0.04%
35	0.06%	0.04%	0.06%	0.04%
36	0.06%	0.04%	0.06%	0.04%
37	0.07%	0.05%	0.07%	0.05%
38	0.07%	0.05%	0.07%	0.05%
39	0.08%	0.05%	0.08%	0.05%
40	0.09%	0.06%	0.08%	0.05%
41	0.09%	0.06%	0.09%	0.06%
42	0.10%	0.07%	0.09%	0.06%
43	0.10%	0.07%	0.10%	0.07%
44	0.11%	0.08%	0.11%	0.08%
45	0.12%	0.08%	0.12%	0.09%
46	0.14%	0.09%	0.12%	0.09%
47	0.15%	0.10%	0.13%	0.10%
48	0.17%	0.11%	0.14%	0.11%
49	0.19%	0.12%	0.15%	0.12%
50	0.22%	0.14%	0.49%	0.20%
51	0.25%	0.15%	0.48%	0.21%
52	0.28%	0.16%	0.47%	0.23%
53	0.31%	0.18%	0.46%	0.25%
54	0.35%	0.19%	0.45%	0.28%
55	0.39%	0.21%	0.44%	0.32%

# Appendix

## Assumption Tables

<b>Healthy Pre-retirement Mortality</b>				
<b>Age</b>	<b><u>Current Assumption</u></b>		<b><u>Proposed Assumption</u></b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
56	0.43%	0.23%	0.44%	0.36%
57	0.48%	0.25%	0.45%	0.40%
58	0.52%	0.28%	0.48%	0.44%
59	0.57%	0.31%	0.51%	0.49%
60	0.61%	0.34%	0.55%	0.53%
61	0.66%	0.38%	0.62%	0.58%
62	0.71%	0.42%	0.69%	0.64%
63	0.77%	0.47%	0.79%	0.70%
64	0.84%	0.52%	0.89%	0.78%
65	0.92%	0.58%	1.00%	0.86%
66	1.01%	0.64%	1.12%	0.96%
67	1.11%	0.71%	1.24%	1.06%
68	1.24%	0.78%	1.36%	1.17%
69	1.39%	0.87%	1.49%	1.30%
70	1.56%	0.97%	1.63%	1.44%

# Appendix

## Assumption Tables

The RP 2000 non-annuitant mortality table as published by the Society of Actuaries (SOA) contains mortality rates for ages 15 to 70 and the annuitant mortality table contains mortality rates for ages 50 to 95. Mercer applies the annuitant mortality table for active members beyond age 70 until the assumed retirement age and the non-annuitant mortality table for annuitants younger than age 50. Similarly, the SOA's white collar adjustment is published for ages 30 to 70 for non-annuitants and ages 50 to 95 for annuitants; Mercer applies the age 30 adjustment to active members younger than 30 and made no adjustment for annuitants past age 95. Rates shown in the table below under Healthy Post-retirement Mortality Proposed Assumption are RP 2000 projected to 2011.

	Healthy Post-retirement Mortality				Disabled Mortality			
	Current Assumption		Proposed Assumption		Current Assumption		Proposed Assumption	
	Male	Female	Male	Female	Male	Female	Male	Female
50	0.31%	0.15%	0.48%	0.12%	0.62%	0.42%	2.90%	1.15%
51	0.35%	0.16%	0.47%	0.20%	0.63%	0.42%	3.03%	1.25%
52	0.39%	0.18%	0.46%	0.21%	0.65%	0.42%	3.16%	1.35%
53	0.43%	0.19%	0.45%	0.23%	0.66%	0.41%	3.29%	1.45%
54	0.48%	0.21%	0.44%	0.25%	0.68%	0.41%	3.42%	1.55%
55	0.52%	0.23%	0.44%	0.28%	0.69%	0.40%	3.54%	1.65%
56	0.57%	0.25%	0.45%	0.32%	0.71%	0.40%	3.67%	1.76%
57	0.61%	0.28%	0.48%	0.36%	0.73%	0.39%	3.80%	1.87%
58	0.66%	0.31%	0.51%	0.40%	0.74%	0.39%	3.93%	1.97%
59	0.71%	0.34%	0.55%	0.44%	0.76%	0.39%	4.07%	2.08%
60	0.77%	0.38%	0.62%	0.49%	0.77%	0.38%	4.20%	2.18%
61	0.84%	0.42%	0.69%	0.53%	0.84%	0.42%	4.35%	2.29%
62	0.92%	0.47%	0.79%	0.58%	0.92%	0.52%	4.50%	2.41%
63	1.01%	0.52%	0.89%	0.64%	1.01%	0.58%	4.66%	2.53%
64	1.11%	0.58%	1.00%	0.70%	1.11%	0.58%	4.83%	2.66%
65	1.24%	0.64%	1.12%	0.78%	1.24%	0.64%	5.02%	2.80%
66	1.39%	0.71%	1.24%	0.86%	1.39%	0.71%	5.22%	2.96%
67	1.56%	0.78%	1.36%	0.96%	1.56%	0.78%	5.45%	3.13%
68	1.76%	0.87%	1.49%	1.06%	1.76%	0.87%	5.69%	3.32%
69	1.98%	0.97%	1.63%	1.17%	1.98%	0.97%	5.96%	3.53%
70	2.22%	1.09%	1.81%	1.30%	2.22%	1.09%	6.26%	3.76%
71	2.48%	1.24%	2.02%	1.44%	5.50%	5.50%	6.58%	4.01%
72	2.75%	1.41%	2.26%	1.58%	5.94%	5.94%	6.94%	4.29%
73	3.04%	1.62%	2.54%	1.76%	6.43%	6.43%	7.33%	4.58%
74	3.34%	1.85%	2.88%	1.93%	6.95%	6.95%	7.75%	4.89%
75	3.67%	2.11%	3.24%	2.15%	7.51%	7.51%	8.21%	5.22%
76	4.04%	2.40%	3.67%	2.35%	8.11%	8.11%	8.70%	5.58%
77	4.46%	2.72%	4.16%	2.61%	8.76%	8.76%	9.21%	5.95%
78	4.94%	3.07%	4.71%	2.92%	9.46%	9.46%	9.76%	6.35%
79	5.48%	3.45%	5.32%	3.24%	10.21%	10.21%	10.34%	6.78%
80	6.07%	3.85%	6.05%	3.59%	11.02%	11.02%	10.94%	7.23%
81	6.71%	4.29%	6.86%	3.99%	11.89%	11.89%	11.55%	7.71%
82	7.41%	4.77%	7.69%	4.44%	12.82%	12.82%	12.19%	8.23%
83	8.15%	5.27%	8.68%	4.94%	13.81%	13.81%	12.83%	8.78%
84	8.93%	5.81%	9.69%	5.51%	14.88%	14.88%	13.49%	9.38%
85	9.75%	6.38%	10.81%	6.15%	16.03%	16.03%	14.16%	10.02%
86	10.60%	6.99%	12.19%	6.94%	17.25%	17.25%	14.84%	10.71%
87	11.48%	7.66%	13.71%	7.84%	18.55%	18.55%	15.52%	11.45%
88	12.42%	8.39%	15.25%	8.85%	19.94%	19.94%	16.22%	12.25%
89	13.39%	9.19%	17.06%	9.86%	21.43%	21.43%	16.92%	13.10%
90	14.41%	10.14%	18.66%	11.06%	23.00%	23.00%	18.34%	14.00%
91	15.49%	11.18%	15.49%	11.18%	24.67%	24.67%	19.98%	14.97%

# Appendix

## Assumption Tables

	Healthy Post-retirement Mortality				Disabled Mortality			
	Current Assumption		Proposed Assumption		Current Assumption		Proposed Assumption	
	Male	Female	Male	Female0	Male	Female	Male	Female
92	16.63%	12.31%	16.63%	12.31%	26.44%	26.44%	21.66%	15.99%
93	17.82%	13.56%	17.82%	13.56%	28.31%	28.31%	23.37%	17.04%
94	19.05%	14.96%	19.05%	14.96%	30.29%	30.29%	25.07%	18.28%
95	20.30%	16.51%	20.30%	16.51%	32.36%	32.36%	26.75%	19.45%
96	21.79%	18.24%	21.79%	18.24%	34.55%	34.55%	28.39%	20.54%
97	23.41%	20.18%	23.41%	20.18%	36.84%	36.84%	29.99%	21.52%
98	24.84%	22.20%	24.84%	22.20%	39.23%	39.23%	31.53%	22.39%
99	26.40%	24.39%	26.40%	24.39%	41.71%	41.71%	33.02%	23.14%
100	28.08%	26.82%	28.08%	26.82%	44.29%	44.29%	34.46%	23.75%

## Appendix

### Assumption Tables

Ultimate Withdrawal Rates					Select Withdrawal Rates		
Age	Current Assumption		Proposed Assumption		Years of Service	Current Assumption	Proposed Assumption
	Male	Female	Male	Female			
20	12.00%	8.00%	13.20%	8.80%	1	10%	20%
21	11.00%	7.80%	12.10%	8.60%	2	10%	15%
22	10.00%	7.60%	11.00%	8.35%	3	10%	8%
23	9.05%	7.40%	9.95%	8.15%			
24	8.15%	7.25%	8.95%	8.00%			
25	7.35%	7.10%	8.10%	7.80%			
26	6.65%	7.00%	7.30%	7.70%			
27	6.05%	6.90%	6.65%	7.60%			
28	5.50%	6.85%	6.05%	7.55%			
29	5.00%	6.80%	5.50%	7.50%			
30	4.55%	6.75%	5.00%	7.45%			
31	4.15%	6.70%	4.75%	7.35%			
32	3.80%	6.65%	4.35%	7.30%			
33	3.50%	6.60%	4.05%	7.25%			
34	3.25%	6.55%	3.75%	7.20%			
35	3.00%	6.45%	3.45%	7.10%			
36	2.80%	6.30%	3.20%	6.95%			
37	2.60%	6.10%	3.00%	6.70%			
38	2.45%	5.85%	2.80%	6.45%			
39	2.30%	5.55%	2.65%	6.10%			
40	2.20%	5.20%	2.55%	5.70%			
41	2.10%	4.80%	2.40%	5.30%			
42	2.00%	4.35%	2.30%	4.80%			
43	1.90%	3.90%	2.20%	4.30%			
44	1.80%	3.50%	2.05%	3.85%			
45	1.70%	3.20%	1.95%	3.50%			
46	1.60%	2.95%	1.85%	3.25%			
47	1.50%	2.80%	1.75%	3.10%			
48	1.40%	2.65%	1.60%	2.90%			
49	1.30%	2.50%	1.50%	2.75%			
50	1.20%	2.35%	0.00%	0.00%			
51	1.10%	2.20%	0.00%	0.00%			
52	1.00%	2.05%	0.00%	0.00%			
53	0.90%	1.95%	0.00%	0.00%			
54	0.80%	1.80%	0.00%	0.00%			
55	0.70%	1.65%	0.00%	0.00%			
56	0.60%	1.45%	0.00%	0.00%			
57	0.50%	1.15%	0.00%	0.00%			
58	0.35%	0.85%	0.00%	0.00%			
59	0.20%	0.45%	0.00%	0.00%			
60+	0.00%	0.00%	0.00%	0.00%			

## Appendix

### Assumption Tables

<b>Active Retirement Rates</b>		
<b>Age</b>	<b>Current Assumption</b>	<b>Proposed Assumption</b>
50	5%	5%
51	5%	3%
52	5%	3%
53	5%	3%
54	5%	5%
55	60%	55%
56	10%	12%
57	10%	12%
58	10%	10%
59	10%	10%
60	10%	10%
61	10%	10%
62	25%	30%
63	25%	30%
64	25%	30%
65	100%	50%
66	100%	50%
67	100%	50%
68	100%	50%
69	100%	50%
70+	100%	100%

## Appendix

### Assumption Tables

<b>Salary Scale</b>			
<b>Current Assumption</b>		<b>Proposed Assumption</b>	
<b>Age</b>	<b>Rate</b>	<b>Service</b>	<b>Rate</b>
20	6.75%	1	6.00%
21	6.65%	2	5.85%
22	6.61%	3	5.70%
23	6.57%	4	5.55%
24	6.54%	5	5.40%
25	6.50%	6	5.25%
26	6.50%	7	5.10%
27	6.50%	8	4.95%
28	6.50%	9	4.80%
29	6.50%	10	4.65%
30	6.50%	11	4.55%
31	6.50%	12	4.45%
32	6.50%	13	4.35%
33	6.50%	14	4.25%
34	6.50%	15	4.15%
35	6.50%	16	4.05%
36	6.40%	17	3.95%
37	6.31%	18	3.85%
38	6.21%	19	3.75%
39	6.11%	20	3.75%
40	6.00%	21	3.75%
41	5.85%	22	3.75%
42	5.71%	23	3.75%
43	5.56%	24	3.75%
44	5.40%	25	3.75%
45	5.25%	26	3.75%
46	5.19%	27	3.75%
47	5.14%	28	3.75%
48	5.08%	29	3.75%
49	5.04%	30+	3.75%
50	5.00%		
51	4.94%		
52	4.88%		
53	4.82%		
54	4.78%		
55+	4.75%		

# Appendix

## Detailed Experience Analysis

### Salary Increases

#### 2006-2011 Experience

Age Group	Observed Average	Expected Average
<25	4.90%	6.57%
25 – 29	3.94%	6.50%
30 – 34	3.84%	6.50%
35 – 39	4.08%	6.30%
40 – 44	3.75%	5.70%
45 – 49	3.52%	5.14%
50 – 54	3.10%	4.89%
55 – 59	2.94%	4.75%
60 – 64	2.21%	4.75%
65 – 69	1.41%	4.75%
70+	-0.63%	4.75%
<b>Total</b>	<b>3.63%</b>	<b>5.71%</b>

#### 2006-2007 Experience

Age Group	Observed Average	Expected Average
<25	5.90%	6.58%
25 – 29	7.27%	6.50%
30 – 34	6.18%	6.50%
35 – 39	5.93%	6.30%
40 – 44	6.07%	5.70%
45 – 49	5.77%	5.14%
50 – 54	5.11%	4.89%
55 – 59	6.98%	4.75%
60 – 64	3.57%	4.75%
65 – 69	3.40%	4.75%
70+	1.97%	4.75%
<b>Total</b>	<b>5.97%</b>	<b>5.71%</b>

# Appendix

## Salary Increases

### 2007-2008 Experience

Age Group	Observed Average	Expected Average
<25	5.71%	6.57%
25 – 29	5.56%	6.50%
30 – 34	4.87%	6.50%
35 – 39	5.70%	6.31%
40 – 44	5.62%	5.71%
45 – 49	5.06%	5.14%
50 – 54	4.54%	4.90%
55 – 59	5.22%	4.75%
60 – 64	3.21%	4.75%
65 – 69	12.31%	4.75%
70+	-8.85%	4.75%
<b>Total</b>	<b>5.19%</b>	<b>5.71%</b>

### 2008-2009 Experience

Age Group	Observed Average	Expected Average
<25	6.69%	6.56%
25 – 29	5.35%	6.50%
30 – 34	5.27%	6.50%
35 – 39	5.57%	6.30%
40 – 44	4.38%	5.70%
45 – 49	4.70%	5.14%
50 – 54	4.46%	4.89%
55 – 59	4.58%	4.75%
60 – 64	3.20%	4.75%
65 – 69	2.74%	4.75%
70+	4.30%	4.75%
<b>Total</b>	<b>4.91%</b>	<b>5.71%</b>

# Appendix

## Salary Increases

### 2009-2010 Experience

Age Group	Observed Average	Expected Average
<25	1.48%	6.56%
25 – 29	1.80%	6.50%
30 – 34	1.82%	6.50%
35 – 39	1.83%	6.29%
40 – 44	1.03%	5.69%
45 – 49	0.80%	5.13%
50 – 54	1.04%	4.89%
55 – 59	0.34%	4.75%
60 – 64	0.84%	4.75%
65 – 69	-0.68%	4.75%
70+	0.32%	4.75%
<b>Total</b>	<b>1.28%</b>	<b>5.71%</b>

### 2010-2011 Experience

Age Group	Observed Average	Expected Average
<25	2.93%	6.55%
25 – 29	1.54%	6.50%
30 – 34	1.95%	6.50%
35 – 39	1.80%	6.31%
40 – 44	1.84%	5.70%
45 – 49	1.55%	5.13%
50 – 54	1.11%	4.89%
55 – 59	0.87%	4.75%
60 – 64	1.25%	4.75%
65 – 69	-1.22%	4.75%
70+	0.87%	4.75%
<b>Total</b>	<b>1.57%</b>	<b>5.69%</b>

# Appendix

## Post-retirement Mortality

### 2006-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.03	0.0%	0	0.04	0.0%	0	0.07	0.0%
50-54	0	0.78	0.0%	0	0.30	0.0%	0	1.09	0.0%
55-59	11	8.62	127.6%	5	1.98	253.1%	16	10.60	151.0%
60-64	12	12.06	99.5%	3	2.91	103.1%	15	14.97	100.2%
65-69	10	11.09	90.2%	3	2.63	113.9%	13	13.72	94.7%
70-74	11	13.15	83.7%	6	3.49	171.9%	17	16.64	102.2%
75-79	7	12.27	57.0%	3	3.44	87.2%	10	15.72	63.6%
80-84	21	14.53	144.6%	1	3.40	29.4%	22	17.93	122.7%
85-89	11	11.43	96.3%	3	3.15	95.1%	14	14.58	96.0%
90-94	9	7.04	127.8%	2	1.37	145.6%	11	8.42	130.7%
95+	3	1.45	206.8%	0	0.55	0.0%	3	2.00	150.0%
<b>Total</b>	<b>95</b>	<b>92.45</b>	<b>102.8%</b>	<b>26</b>	<b>23.28</b>	<b>111.7%</b>	<b>121</b>	<b>115.73</b>	<b>104.6%</b>

### 2006-2007 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.01	0.0%	0	0.01	0.0%	0	0.01	0.0%
50-54	0	0.17	0.0%	0	0.05	0.0%	0	0.22	0.0%
55-59	1	1.70	58.7%	0	0.35	0.0%	1	2.05	48.7%
60-64	0	1.73	0.0%	0	0.38	0.0%	0	2.12	0.0%
65-69	4	1.78	224.4%	0	0.41	0.0%	4	2.19	182.4%
70-74	3	2.16	138.7%	2	0.58	347.4%	5	2.74	182.6%
75-79	2	2.31	86.7%	0	0.56	0.0%	2	2.86	69.9%
80-84	4	2.59	154.4%	0	0.53	0.0%	4	3.12	128.1%
85-89	3	2.36	127.1%	1	0.62	160.7%	4	2.98	134.1%
90-94	5	1.79	279.9%	0	0.14	0.0%	5	1.92	260.4%
95+	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>22</b>	<b>16.60</b>	<b>132.5%</b>	<b>3</b>	<b>3.62</b>	<b>82.9%</b>	<b>25</b>	<b>20.22</b>	<b>123.6%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Post-retirement Mortality

### 2007-2008 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.01	0.0%	0	0.01	0.0%	0	0.01	0.0%
50-54	0	0.15	0.0%	0	0.06	0.0%	0	0.22	0.0%
55-59	2	1.76	113.8%	1	0.37	267.3%	3	2.13	140.8%
60-64	3	2.14	140.2%	0	0.52	0.0%	3	2.66	112.7%
65-69	2	1.87	106.7%	2	0.42	481.4%	4	2.29	174.7%
70-74	2	2.41	83.1%	2	0.67	297.4%	4	3.08	129.9%
75-79	1	2.38	42.0%	1	0.67	148.2%	2	3.05	65.5%
80-84	4	2.91	137.3%	0	0.56	0.0%	4	3.48	115.1%
85-89	1	1.81	55.1%	2	0.65	305.9%	3	2.47	121.5%
90-94	1	1.29	77.6%	0	0.15	0.0%	1	1.44	69.6%
95+	1	0.20	492.6%	0	0.00	N/A	1	0.20	492.6%
<b>Total</b>	<b>17</b>	<b>16.94</b>	<b>100.4%</b>	<b>8</b>	<b>4.09</b>	<b>195.4%</b>	<b>25</b>	<b>21.03</b>	<b>118.9%</b>

### 2008-2009 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.01	0.0%	0	0.01	0.0%	0	0.02	0.0%
50-54	0	0.16	0.0%	0	0.06	0.0%	0	0.22	0.0%
55-59	2	1.77	112.8%	0	0.38	0.0%	2	2.15	92.9%
60-64	1	2.39	41.9%	2	0.59	339.0%	3	2.98	100.7%
65-69	1	2.10	47.5%	0	0.53	0.0%	1	2.64	37.9%
70-74	3	2.87	104.4%	1	0.65	154.0%	4	3.52	113.5%
75-79	2	2.29	87.4%	1	0.78	128.4%	3	3.07	97.8%
80-84	4	3.14	127.4%	0	0.60	0.0%	4	3.74	107.1%
85-89	2	1.98	101.2%	0	0.44	0.0%	2	2.42	82.6%
90-94	0	1.37	0.0%	1	0.30	328.9%	1	1.67	59.7%
95+	0	0.00	N/A	0	0.17	0.0%	0	0.17	0.0%
<b>Total</b>	<b>15</b>	<b>18.08</b>	<b>83.0%</b>	<b>5</b>	<b>4.51</b>	<b>110.8%</b>	<b>20</b>	<b>22.59</b>	<b>88.5%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Post-retirement Mortality

### 2009-2010 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.01	0.0%	0	0.01	0.0%	0	0.01	0.0%
50-54	0	0.13	0.0%	0	0.07	0.0%	0	0.19	0.0%
55-59	2	1.68	118.9%	0	0.42	0.0%	2	2.10	95.3%
60-64	4	2.76	145.1%	0	0.67	0.0%	4	3.43	116.7%
65-69	1	2.45	40.8%	1	0.56	178.6%	2	3.01	66.4%
70-74	1	2.89	34.6%	1	0.76	131.4%	2	3.65	54.7%
75-79	1	2.50	40.0%	1	0.74	135.6%	2	3.24	61.8%
80-84	3	2.75	109.3%	0	0.77	0.0%	3	3.51	85.4%
85-89	0	2.55	0.0%	0	0.64	0.0%	0	3.20	0.0%
90-94	0	1.14	0.0%	0	0.32	0.0%	0	1.47	0.0%
95+	1	0.61	164.2%	0	0.18	0.0%	1	0.79	126.4%
<b>Total</b>	<b>13</b>	<b>19.47</b>	<b>66.8%</b>	<b>3</b>	<b>5.14</b>	<b>58.4%</b>	<b>16</b>	<b>24.61</b>	<b>65.0%</b>

### 2010-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.01	0.0%	0	0.01	0.0%	0	0.02	0.0%
50-54	0	0.17	0.0%	0	0.06	0.0%	0	0.24	0.0%
55-59	4	1.71	234.1%	4	0.46	878.6%	8	2.16	369.8%
60-64	4	3.04	131.4%	1	0.75	133.8%	5	3.79	131.9%
65-69	2	2.88	69.6%	0	0.72	0.0%	2	3.59	55.7%
70-74	2	2.81	71.2%	0	0.83	0.0%	2	3.64	54.9%
75-79	1	2.80	35.7%	0	0.69	0.0%	1	3.50	28.6%
80-84	6	3.14	191.4%	1	0.94	106.0%	7	4.08	171.6%
85-89	5	2.72	183.7%	0	0.79	0.0%	5	3.52	142.2%
90-94	3	1.46	206.2%	1	0.46	217.7%	4	1.91	208.9%
95+	1	0.64	156.5%	0	0.20	0.0%	1	0.84	119.0%
<b>Total</b>	<b>28</b>	<b>21.37</b>	<b>131.0%</b>	<b>7</b>	<b>5.91</b>	<b>118.4%</b>	<b>35</b>	<b>27.29</b>	<b>128.3%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Pre-retirement Mortality

### 2006-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.19	0.0%	0	0.09	0.0%	0	0.27	0.0%
25-29	1	0.72	138.5%	1	0.34	291.8%	2	1.06	187.8%
30-34	0	0.97	0.0%	0	0.35	0.0%	0	1.32	0.0%
35-39	2	1.39	143.9%	0	0.44	0.0%	2	1.83	109.2%
40-44	2	2.09	95.5%	1	0.66	150.7%	3	2.76	108.8%
45-49	1	3.57	28.0%	5	1.28	390.7%	6	4.85	123.8%
50-54	5	5.23	95.6%	1	1.97	50.7%	6	7.20	83.3%
55-59	3	3.35	89.5%	0	1.19	0.0%	3	4.54	66.0%
60-64	1	1.40	71.6%	0	0.81	0.0%	1	2.20	45.4%
65+	0	0.81	0.0%	0	0.26	0.0%	0	1.07	0.0%
<b>Total</b>	<b>15</b>	<b>19.72</b>	<b>76.0%</b>	<b>8</b>	<b>7.39</b>	<b>108.3%</b>	<b>23</b>	<b>27.11</b>	<b>84.8%</b>

### 2006-2007 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.04	0.0%	0	0.02	0.0%	0	0.06	0.0%
25-29	1	0.14	739.4%	0	0.05	0.0%	1	0.19	534.1%
30-34	0	0.18	0.0%	0	0.06	0.0%	0	0.23	0.0%
35-39	1	0.28	354.3%	0	0.08	0.0%	1	0.36	279.6%
40-44	1	0.41	245.5%	1	0.13	776.6%	2	0.54	373.0%
45-49	1	0.70	142.0%	1	0.23	444.3%	2	0.93	215.2%
50-54	0	0.91	0.0%	0	0.30	0.0%	0	1.22	0.0%
55-59	2	0.55	364.6%	0	0.20	0.0%	2	0.74	268.6%
60-64	0	0.21	0.0%	0	0.12	0.0%	0	0.33	0.0%
65+	0	0.17	0.0%	0	0.04	0.0%	0	0.21	0.0%
<b>Total</b>	<b>6</b>	<b>3.58</b>	<b>167.6%</b>	<b>2</b>	<b>1.22</b>	<b>164.4%</b>	<b>8</b>	<b>4.80</b>	<b>166.8%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Pre-retirement Mortality

### 2007-2008 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.04	0.0%	0	0.02	0.0%	0	0.06	0.0%
25-29	0	0.14	0.0%	0	0.07	0.0%	0	0.21	0.0%
30-34	0	0.20	0.0%	0	0.06	0.0%	0	0.26	0.0%
35-39	0	0.28	0.0%	0	0.10	0.0%	0	0.38	0.0%
40-44	1	0.42	238.0%	0	0.14	0.0%	1	0.56	179.2%
45-49	0	0.72	0.0%	2	0.26	779.1%	2	0.98	204.9%
50-54	3	1.04	287.7%	0	0.40	0.0%	3	1.44	208.2%
55-59	0	0.61	0.0%	0	0.21	0.0%	0	0.82	0.0%
60-64	1	0.28	355.2%	0	0.13	0.0%	1	0.41	241.9%
65+	0	0.15	0.0%	0	0.04	0.0%	0	0.18	0.0%
<b>Total</b>	<b>5</b>	<b>3.88</b>	<b>128.9%</b>	<b>2</b>	<b>1.42</b>	<b>140.5%</b>	<b>7</b>	<b>5.30</b>	<b>132.0%</b>

### 2008-2009 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.04	0.0%	0	0.02	0.0%	0	0.06	0.0%
25-29	0	0.15	0.0%	1	0.08	1,240.7%	1	0.23	431.0%
30-34	0	0.20	0.0%	0	0.07	0.0%	0	0.28	0.0%
35-39	1	0.28	353.1%	0	0.10	0.0%	1	0.38	260.8%
40-44	0	0.42	0.0%	0	0.13	0.0%	0	0.55	0.0%
45-49	0	0.73	0.0%	1	0.27	369.1%	1	1.00	99.6%
50-54	0	1.10	0.0%	0	0.45	0.0%	0	1.54	0.0%
55-59	1	0.67	148.4%	0	0.23	0.0%	1	0.91	110.2%
60-64	0	0.29	0.0%	0	0.17	0.0%	0	0.47	0.0%
65+	0	0.15	0.0%	0	0.05	0.0%	0	0.20	0.0%
<b>Total</b>	<b>2</b>	<b>4.05</b>	<b>49.4%</b>	<b>2</b>	<b>1.58</b>	<b>126.8%</b>	<b>4</b>	<b>5.63</b>	<b>71.1%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Pre-retirement Mortality

### 2009-2010 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.05	0.0%	0	0.02	0.0%	0	0.07	0.0%
25-29	0	0.15	0.0%	0	0.07	0.0%	0	0.22	0.0%
30-34	0	0.21	0.0%	0	0.07	0.0%	0	0.28	0.0%
35-39	0	0.28	0.0%	0	0.09	0.0%	0	0.37	0.0%
40-44	0	0.42	0.0%	0	0.13	0.0%	0	0.56	0.0%
45-49	0	0.73	0.0%	0	0.27	0.0%	0	1.00	0.0%
50-54	1	0.97	102.6%	0	0.39	0.0%	1	1.36	73.5%
55-59	0	0.66	0.0%	0	0.23	0.0%	0	0.89	0.0%
60-64	0	0.28	0.0%	0	0.17	0.0%	0	0.45	0.0%
65+	0	0.14	0.0%	0	0.05	0.0%	0	0.19	0.0%
<b>Total</b>	<b>1</b>	<b>3.89</b>	<b>25.7%</b>	<b>0</b>	<b>1.50</b>	<b>0.0%</b>	<b>1</b>	<b>5.38</b>	<b>18.6%</b>

### 2010-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<25	0	0.02	0.0%	0	0.01	0.0%	0	0.02	0.0%
25-29	0	0.14	0.0%	0	0.07	0.0%	0	0.21	0.0%
30-34	0	0.18	0.0%	0	0.08	0.0%	0	0.26	0.0%
35-39	0	0.26	0.0%	0	0.08	0.0%	0	0.34	0.0%
40-44	0	0.42	0.0%	0	0.13	0.0%	0	0.55	0.0%
45-49	0	0.69	0.0%	1	0.26	389.2%	1	0.94	106.1%
50-54	1	1.20	83.3%	1	0.44	228.1%	2	1.64	122.0%
55-59	0	0.87	0.0%	0	0.32	0.0%	0	1.19	0.0%
60-64	0	0.34	0.0%	0	0.21	0.0%	0	0.55	0.0%
65+	0	0.21	0.0%	0	0.09	0.0%	0	0.29	0.0%
<b>Total</b>	<b>1</b>	<b>4.32</b>	<b>23.1%</b>	<b>2</b>	<b>1.67</b>	<b>119.6%</b>	<b>3</b>	<b>6.00</b>	<b>50.0%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Mortality

### 2006-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	6	1.02	587.5%	4	0.60	667.5%	10	1.62	617.1%
50-54	3	0.73	412.3%	0	0.31	0.0%	3	1.03	290.2%
55-59	4	1.02	391.9%	1	0.29	341.4%	5	1.31	380.6%
60-64	3	0.88	341.3%	1	0.14	711.0%	4	1.02	392.3%
65-69	3	0.40	756.7%	0	0.13	0.0%	3	0.52	573.7%
70-74	0	0.24	0.0%	0	0.04	0.0%	0	0.28	0.0%
75-79	0	0.04	0.0%	0	0.00	N/A	0	0.04	0.0%
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>19</b>	<b>4.32</b>	<b>439.9%</b>	<b>6</b>	<b>1.50</b>	<b>399.2%</b>	<b>25</b>	<b>5.82</b>	<b>429.4%</b>

### 2006-2007 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	1	0.21	481.6%	1	0.11	879.4%	2	0.32	622.3%
50-54	2	0.14	1,463.1%	0	0.07	0.0%	2	0.20	984.7%
55-59	2	0.21	952.4%	0	0.03	0.0%	2	0.24	841.2%
60-64	0	0.10	0.0%	0	0.03	0.0%	0	0.13	0.0%
65-69	0	0.06	0.0%	0	0.01	0.0%	0	0.07	0.0%
70-74	0	0.02	0.0%	0	0.00	N/A	0	0.02	0.0%
75-79	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>5</b>	<b>0.74</b>	<b>673.8%</b>	<b>1</b>	<b>0.24</b>	<b>408.8%</b>	<b>6</b>	<b>0.99</b>	<b>608.1%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Mortality

### 2007-2008 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	3	0.21	1,439.3%	2	0.12	1,621.0%	5	0.33	1,506.8%
50-54	0	0.11	0.0%	0	0.06	0.0%	0	0.17	0.0%
55-59	0	0.23	0.0%	0	0.04	0.0%	0	0.28	0.0%
60-64	0	0.13	0.0%	1	0.03	3,509.8%	1	0.16	617.3%
65-69	0	0.08	0.0%	0	0.02	0.0%	0	0.10	0.0%
70-74	0	0.03	0.0%	0	0.00	N/A	0	0.03	0.0%
75-79	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>3</b>	<b>0.79</b>	<b>380.8%</b>	<b>3</b>	<b>0.28</b>	<b>1,070.8%</b>	<b>6</b>	<b>1.07</b>	<b>561.8%</b>

### 2008-2009 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.21	0.0%	1	0.12	810.6%	1	0.33	304.4%
50-54	0	0.13	0.0%	0	0.06	0.0%	0	0.19	0.0%
55-59	1	0.19	530.4%	0	0.06	0.0%	1	0.25	403.4%
60-64	0	0.19	0.0%	0	0.02	0.0%	0	0.22	0.0%
65-69	1	0.09	1,115.6%	0	0.02	0.0%	1	0.11	907.8%
70-74	0	0.05	0.0%	0	0.01	0.0%	0	0.06	0.0%
75-79	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>2</b>	<b>0.86</b>	<b>233.4%</b>	<b>1</b>	<b>0.30</b>	<b>332.5%</b>	<b>3</b>	<b>1.16</b>	<b>259.2%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Mortality

### 2009-2010 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	2	0.19	1,046.3%	0	0.12	0.0%	2	0.31	639.7%
50-54	0	0.18	0.0%	0	0.05	0.0%	0	0.23	0.0%
55-59	1	0.21	484.8%	0	0.08	0.0%	1	0.28	355.3%
60-64	1	0.20	498.1%	0	0.02	0.0%	1	0.22	448.3%
65-69	2	0.09	2,334.0%	0	0.04	0.0%	2	0.12	1,650.8%
70-74	0	0.08	0.0%	0	0.01	0.0%	0	0.09	0.0%
75-79	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>6</b>	<b>0.94</b>	<b>638.8%</b>	<b>0</b>	<b>0.32</b>	<b>0.0%</b>	<b>6</b>	<b>1.26</b>	<b>476.3%</b>

### 2010-2011 Experience

Age Group	Males			Females			Total		
	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected	Actual Deaths	Expected Deaths	Actual/Expected
<50	0	0.21	0.0%	0	0.12	0.0%	0	0.33	0.0%
50-54	1	0.18	563.5%	0	0.06	0.0%	1	0.24	417.2%
55-59	0	0.18	0.0%	1	0.09	1,150.8%	1	0.27	369.1%
60-64	2	0.25	804.9%	0	0.04	0.0%	2	0.29	700.4%
65-69	0	0.09	0.0%	0	0.04	0.0%	0	0.12	0.0%
70-74	0	0.05	0.0%	0	0.01	0.0%	0	0.07	0.0%
75-79	0	0.04	0.0%	0	0.00	N/A	0	0.04	0.0%
80-84	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
85-89	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
90-94	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
95	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>3</b>	<b>0.99</b>	<b>301.9%</b>	<b>1</b>	<b>0.36</b>	<b>280.2%</b>	<b>4</b>	<b>1.35</b>	<b>296.2%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2006-2011 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	27	30.15	89.6%
51	14	29.20	47.9%
52	13	26.80	48.5%
53	18	25.55	70.5%
54	17	19.60	86.7%
55	268	292.80	91.5%
56	29	19.50	148.7%
57	18	14.00	128.6%
58	11	11.60	94.8%
59	14	11.60	120.7%
60	9	9.70	92.8%
61	9	6.70	134.3%
62	26	16.00	162.5%
63	17	13.25	128.3%
64	11	8.50	129.4%
65	20	42.00	47.6%
66	9	16.00	56.3%
67	3	12.00	25.0%
68	0	4.00	0.0%
69	1	2.00	50.0%
70+	4	22.00	18.2%
<b>Total</b>	<b>538</b>	<b>632.95</b>	<b>85.0%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2006-2007 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	5	5.25	95.2%
51	1	4.10	24.4%
52	5	5.40	92.6%
53	1	4.10	24.4%
54	2	3.05	65.6%
55	72	61.80	116.5%
56	4	1.80	222.2%
57	1	1.30	76.9%
58	2	1.90	105.3%
59	1	1.90	52.6%
60	1	1.00	100.0%
61	2	0.90	222.2%
62	4	2.25	177.8%
63	1	1.75	57.1%
64	3	2.50	120.0%
65	5	7.00	71.4%
66	3	5.00	60.0%
67	1	1.00	100.0%
68	0	2.00	0.0%
69	0	0.00	N/A
70+	1	4.00	25.0%
<b>Total</b>	<b>115</b>	<b>118.00</b>	<b>97.5%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2007-2008 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	4	6.15	65.0%
51	4	5.25	76.2%
52	1	4.20	23.8%
53	0	5.50	0.0%
54	4	3.40	117.6%
55	49	48.60	100.8%
56	4	3.30	121.2%
57	2	1.70	117.6%
58	1	1.50	66.7%
59	3	2.20	136.4%
60	3	1.80	166.7%
61	2	0.80	250.0%
62	4	2.25	177.8%
63	3	1.75	171.4%
64	1	1.75	57.1%
65	6	8.00	75.0%
66	0	1.00	0.0%
67	2	2.00	100.0%
68	0	0.00	N/A
69	0	1.00	0.0%
70+	1	4.00	25.0%
<b>Total</b>	<b>94</b>	<b>106.15</b>	<b>88.6%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2008-2009 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	6	5.75	104.3%
51	2	6.65	30.1%
52	1	5.30	18.9%
53	4	4.55	87.9%
54	5	4.95	101.0%
55	50	57.60	86.8%
56	5	3.50	142.9%
57	5	3.30	151.5%
58	0	1.90	0.0%
59	2	1.90	105.3%
60	0	2.30	0.0%
61	0	1.90	0.0%
62	2	1.75	114.3%
63	1	2.00	50.0%
64	2	1.25	160.0%
65	3	9.00	33.3%
66	2	4.00	50.0%
67	0	2.00	0.0%
68	0	0.00	N/A
69	0	0.00	N/A
70+	0	4.00	0.0%
<b>Total</b>	<b>90</b>	<b>123.6</b>	<b>72.8%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2009-2010 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	7	6.15	113.8%
51	0	7.00	0.0%
52	2	5.80	34.5%
53	8	3.75	213.3%
54	2	3.30	60.6%
55	55	64.20	85.7%
56	6	4.00	150.0%
57	3	2.70	111.1%
58	4	2.40	166.7%
59	1	2.30	43.5%
60	3	2.50	120.0%
61	1	1.50	66.7%
62	8	4.00	200.0%
63	2	2.25	88.9%
64	1	0.75	133.3%
65	2	7.00	28.6%
66	1	3.00	33.3%
67	0	2.00	0.0%
68	0	0.00	N/A
69	0	0.00	N/A
70+	1	5.00	20.0%
<b>Total</b>	<b>107</b>	<b>129.6</b>	<b>82.6%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Retirement

### 2010-2011 Experience

Age	Actual Retirements	Expected Retirements	Actual/Expected
50	5	6.85	73.0%
51	7	6.20	112.9%
52	4	6.10	65.6%
53	5	7.65	65.4%
54	4	4.90	81.6%
55	42	60.60	69.3%
56	10	6.90	144.9%
57	7	5.00	140.0%
58	4	3.90	102.6%
59	7	3.30	212.1%
60	2	2.10	95.2%
61	4	1.60	250.0%
62	8	5.75	139.1%
63	10	5.50	181.8%
64	4	2.25	177.8%
65	4	11.00	36.4%
66	3	3.00	100.0%
67	0	5.00	0.0%
68	0	2.00	0.0%
69	1	1.00	100.0%
70+	1	5.00	20.0%
<b>Total</b>	<b>132</b>	<b>155.6</b>	<b>84.8%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Retirements

### 2006-2011 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.38	0.0%	0	0.45	0.0%	0	0.84	0.0%
25-29	0	1.59	0.0%	0	1.84	0.0%	0	3.43	0.0%
30-34	2	2.29	87.3%	2	1.88	106.6%	4	4.17	96.0%
35-39	7	3.58	195.5%	6	2.49	241.2%	13	6.07	214.2%
40-44	5	6.28	79.6%	5	4.37	114.5%	10	10.65	93.9%
45-50	4	11.28	35.5%	4	9.20	43.5%	8	20.48	39.1%
50-54	18	15.99	112.6%	9	15.32	58.7%	27	31.31	86.2%
55-60	11	10.12	108.7%	6	9.98	60.1%	17	20.10	84.6%
60-64	2	3.06	65.4%	1	4.44	22.5%	3	7.50	40.0%
<b>Total</b>	<b>49</b>	<b>54.58</b>	<b>89.8%</b>	<b>33</b>	<b>49.96</b>	<b>66.1%</b>	<b>82</b>	<b>104.54</b>	<b>78.4%</b>

### 2006-2007 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.08	0.0%	0	0.11	0.0%	0	0.19	0.0%
25-29	0	0.30	0.0%	0	0.28	0.0%	0	0.58	0.0%
30-34	1	0.42	239.2%	0	0.31	0.0%	1	0.72	138.1%
35-39	1	0.73	137.6%	1	0.42	235.8%	2	1.15	173.8%
40-44	2	1.22	163.4%	1	0.85	118.1%	3	2.07	144.9%
45-50	0	2.23	0.0%	3	1.61	185.8%	3	3.84	78.1%
50-54	2	2.79	71.6%	0	2.34	0.0%	2	5.13	39.0%
55-60	2	1.65	121.1%	1	1.64	60.9%	3	3.29	91.1%
60-64	0	0.38	0.0%	0	0.64	0.0%	0	1.03	0.0%
<b>Total</b>	<b>8</b>	<b>9.80</b>	<b>81.6%</b>	<b>6</b>	<b>8.20</b>	<b>73.2%</b>	<b>14</b>	<b>18.00</b>	<b>77.8%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Retirements

### 2007-2008 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.09	0.0%	0	0.11	0.0%	0	0.20	0.0%
25-29	0	0.31	0.0%	0	0.37	0.0%	0	0.69	0.0%
30-34	0	0.47	0.0%	0	0.35	0.0%	0	0.82	0.0%
35-39	2	0.72	279.2%	3	0.54	556.6%	5	1.26	398.3%
40-44	1	1.26	79.6%	1	0.91	110.4%	2	2.16	92.5%
45-50	0	2.27	0.0%	0	1.84	0.0%	0	4.12	0.0%
50-54	3	3.19	94.0%	2	3.10	64.6%	5	6.29	79.5%
55-60	0	1.83	0.0%	1	1.77	56.5%	1	3.60	27.8%
60-64	0	0.62	0.0%	0	0.70	0.0%	0	1.32	0.0%
<b>Total</b>	<b>6</b>	<b>10.75</b>	<b>55.8%</b>	<b>7</b>	<b>9.69</b>	<b>72.2%</b>	<b>13</b>	<b>20.44</b>	<b>63.6%</b>

### 2008-2009 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.09	0.0%	0	0.10	0.0%	0	0.18	0.0%
25-29	0	0.33	0.0%	0	0.43	0.0%	0	0.76	0.0%
30-34	0	0.48	0.0%	0	0.40	0.0%	0	0.89	0.0%
35-39	0	0.73	0.0%	0	0.56	0.0%	0	1.30	0.0%
40-44	1	1.27	78.5%	1	0.86	116.4%	2	2.13	93.8%
45-50	0	2.32	0.0%	1	1.95	51.3%	1	4.27	23.4%
50-54	3	3.36	89.3%	2	3.48	57.4%	5	6.84	73.1%
55-60	2	2.03	98.4%	1	1.96	51.1%	3	3.99	75.2%
60-64	1	0.68	146.6%	0	1.05	0.0%	1	1.73	57.8%
<b>Total</b>	<b>7</b>	<b>11.30</b>	<b>62.0%</b>	<b>5</b>	<b>10.79</b>	<b>46.3%</b>	<b>12</b>	<b>22.09</b>	<b>54.3%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Disability Retirements

### 2009-2010 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.10	0.0%	0	0.10	0.0%	0	0.20	0.0%
25-29	0	0.33	0.0%	0	0.38	0.0%	0	0.72	0.0%
30-34	1	0.49	204.8%	1	0.39	256.9%	2	0.88	227.9%
35-39	2	0.73	275.2%	1	0.51	197.7%	3	1.23	243.4%
40-44	0	1.27	0.0%	1	0.89	112.6%	1	2.16	46.3%
45-50	2	2.29	87.2%	0	1.94	0.0%	2	4.23	47.2%
50-54	3	2.98	100.8%	3	2.98	100.7%	6	5.96	100.7%
55-60	3	1.99	150.8%	0	1.95	0.0%	3	3.94	76.1%
60-64	0	0.69	0.0%	1	1.04	96.5%	1	1.72	58.0%
<b>Total</b>	<b>11</b>	<b>10.87</b>	<b>101.2%</b>	<b>7</b>	<b>10.18</b>	<b>68.8%</b>	<b>18</b>	<b>21.05</b>	<b>85.5%</b>

### 2010-2011 Experience

Age Group	Males			Females			Total		
	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected	Actual Disabilities	Expected Disabilities	Actual/Expected
<25	0	0.03	0.0%	0	0.03	0.0%	0	0.06	0.0%
25-29	0	0.31	0.0%	0	0.37	0.0%	0	0.68	0.0%
30-34	0	0.43	0.0%	1	0.43	230.8%	1	0.87	115.5%
35-39	2	0.68	294.1%	1	0.45	220.4%	3	1.13	264.6%
40-44	1	1.26	79.6%	1	0.87	115.4%	2	2.12	94.2%
45-50	2	2.17	92.2%	0	1.85	0.0%	2	4.02	49.7%
50-54	7	3.67	190.7%	2	3.43	58.3%	9	7.10	126.8%
55-60	4	2.62	152.5%	3	2.66	112.9%	7	5.28	132.5%
60-64	1	0.68	146.4%	0	1.01	0.0%	1	1.70	58.9%
<b>Total</b>	<b>17</b>	<b>11.86</b>	<b>143.3%</b>	<b>8</b>	<b>11.11</b>	<b>72.0%</b>	<b>25</b>	<b>22.97</b>	<b>108.8%</b>

Not all numbers may add due to rounding.

# Appendix

## Terminations

### 2006-2011 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	302	106.40	283.8%
1-2	423	263.10	160.8%
2-3	226	235.90	95.8%
<b>Total</b>	<b>951</b>	<b>605.40</b>	<b>157.1%</b>

### 2006-2007 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	84	28.30	296.8%
1-2	89	64.80	137.3%
2-3	39	39.80	98.0%
<b>Total</b>	<b>212</b>	<b>132.90</b>	<b>159.5%</b>

### 2007-2008 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	111	36.70	302.5%
1-2	116	69.00	168.1%
2-3	43	53.50	80.4%
<b>Total</b>	<b>270</b>	<b>159.20</b>	<b>169.6%</b>

### 2008-2009 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	55	17.50	314.3%
1-2	135	71.70	188.3%
2-3	62	55.00	110.9%
<b>Total</b>	<b>252</b>	<b>145.10</b>	<b>173.7%</b>

### 2009-2010 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	32	15.50	206.5%
1-2	50	32.50	153.8%
2-3	51	57.80	88.2%
<b>Total</b>	<b>133</b>	<b>105.80</b>	<b>125.7%</b>

### 2010-2011 Experience

Service Group	Select		
	Actual Terminations	Expected Terminations	Actual/Expected
0-1	20	8.40	238.1%
1-2	33	25.10	131.5%
2-3	31	28.90	107.3%
<b>Total</b>	<b>84</b>	<b>62.40</b>	<b>134.6%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Terminations

### 2006-2011 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	5	8.91	56.1%	7	4.09	171.2%	12	13.00	92.3%
25-29	49	51.40	95.3%	59	43.94	134.3%	108	95.34	113.3%
30-34	70	47.34	147.9%	59	42.42	139.1%	129	89.76	143.7%
35-39	66	41.54	158.9%	52	39.72	130.9%	118	81.26	145.2%
40-44	50	36.11	138.5%	38	30.96	122.7%	88	67.07	131.2%
45-49	40	30.22	132.4%	27	26.57	101.6%	67	56.79	118.0%
50-54	2	0.00	N/A	1	0.00	N/A	3	0.00	N/A
55-59	1	0.00	N/A	0	0.00	N/A	1	0.00	N/A
60-64	1	0.00	N/A	1	0.00	N/A	2	0.00	N/A
65+	1	0.00	N/A	0	0.00	N/A	1	0.00	N/A
<b>Total</b>	<b>285</b>	<b>215.52</b>	<b>132.2%</b>	<b>244</b>	<b>187.70</b>	<b>130.0%</b>	<b>529</b>	<b>403.22</b>	<b>131.2%</b>

### 2006-2007 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	0	0.53	0.0%	3	0.44	687.3%	3	0.96	311.9%
25-29	11	5.73	192.0%	10	4.70	212.9%	21	10.43	201.4%
30-34	13	7.09	183.5%	10	6.44	155.3%	23	13.52	170.1%
35-39	14	8.06	173.7%	12	7.07	169.6%	26	15.13	171.8%
40-44	14	6.60	212.1%	6	5.65	106.2%	20	12.25	163.3%
45-49	8	5.74	139.3%	2	4.87	41.1%	10	10.61	94.3%
50-54	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
55-59	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
60-64	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
65+	1	0.00	N/A	0	0.00	N/A	1	0.00	N/A
<b>Total</b>	<b>61</b>	<b>33.74</b>	<b>180.8%</b>	<b>43</b>	<b>29.16</b>	<b>147.5%</b>	<b>104</b>	<b>62.90</b>	<b>165.3%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Terminations

### 2007-2008 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	1	0.67	149.3%	0	0.51	0.0%	1	1.18	84.6%
25-29	6	7.32	82.0%	8	6.09	131.5%	14	13.40	104.4%
30-34	13	8.42	154.4%	9	6.71	134.1%	22	15.13	145.4%
35-39	14	7.70	181.9%	8	7.48	107.0%	22	15.17	145.0%
40-44	8	6.90	115.9%	8	6.28	127.3%	16	13.19	121.3%
45-49	7	5.85	119.6%	6	4.87	123.3%	13	10.72	121.3%
50-54	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
55-59	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
60-64	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
65+	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>49</b>	<b>36.86</b>	<b>132.9%</b>	<b>39</b>	<b>31.94</b>	<b>122.1%</b>	<b>88</b>	<b>68.80</b>	<b>127.9%</b>

### 2008-2009 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	2	2.38	83.9%	1	0.80	124.5%	3	3.19	94.1%
25-29	12	9.95	120.6%	14	8.84	158.4%	26	18.79	138.4%
30-34	10	9.51	105.2%	14	7.98	175.4%	24	17.49	137.2%
35-39	11	7.94	138.6%	17	8.15	208.6%	28	16.09	174.1%
40-44	10	7.22	138.4%	10	5.88	170.1%	20	13.10	152.7%
45-49	8	6.13	130.5%	3	5.31	56.5%	11	11.44	96.1%
50-54	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
55-59	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
60-64	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
65+	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>53</b>	<b>43.13</b>	<b>122.9%</b>	<b>59</b>	<b>36.97</b>	<b>159.6%</b>	<b>112</b>	<b>80.10</b>	<b>139.8%</b>

*Not all numbers may add due to rounding.*

# Appendix

## Terminations

### 2009-2010 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	0	3.92	0.0%	0	1.83	0.0%	0	5.75	0.0%
25-29	8	13.68	58.5%	9	11.77	76.5%	17	25.45	66.8%
30-34	18	11.32	159.0%	10	8.91	112.2%	28	20.23	138.4%
35-39	12	8.56	140.1%	7	8.28	84.5%	19	16.85	112.8%
40-44	6	7.62	78.7%	6	6.28	95.6%	12	13.90	86.3%
45-49	11	6.28	175.1%	8	5.83	137.2%	19	12.11	156.9%
50-54	2	0.00	N/A	1	0.00	N/A	3	0.00	N/A
55-59	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
60-64	0	0.00	N/A	1	0.00	N/A	1	0.00	N/A
65+	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>57</b>	<b>51.39</b>	<b>110.9%</b>	<b>42</b>	<b>42.90</b>	<b>97.9%</b>	<b>99</b>	<b>94.30</b>	<b>105.0%</b>

### 2010-2011 Experience, Service >3 Years

Age Group	Males			Females			Total		
	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected	Actual Terminations	Expected Terminations	Actual/Expected
<25	2	1.40	142.4%	3	0.51	589.4%	5	1.91	261.3%
25-29	12	14.72	81.5%	18	12.55	143.4%	30	27.27	110.0%
30-34	16	11.01	145.4%	16	12.37	129.3%	32	23.38	136.9%
35-39	15	9.29	161.5%	8	8.74	91.6%	23	18.03	127.6%
40-44	12	7.76	154.6%	8	6.87	116.5%	20	14.63	136.7%
45-49	6	6.21	96.6%	8	5.70	140.4%	14	11.91	117.6%
50-54	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
55-59	1	0.00	N/A	0	0.00	N/A	1	0.00	N/A
60-64	1	0.00	N/A	0	0.00	N/A	1	0.00	N/A
65+	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
<b>Total</b>	<b>65</b>	<b>50.39</b>	<b>129.0%</b>	<b>61</b>	<b>46.73</b>	<b>130.5%</b>	<b>126</b>	<b>97.12</b>	<b>129.7%</b>

*Not all numbers may add due to rounding.*

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