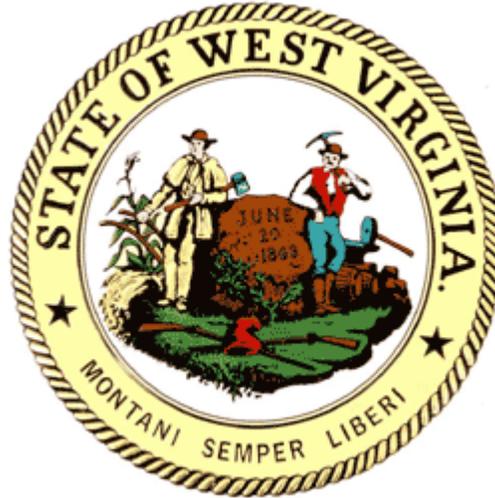




CCRC

Actuaries, LLC

State of West Virginia



Public Employees Insurance Agency

**Analysis of
State of West Virginia Defined Benefit
Cost-Sharing Multiple Employer
Other Postemployment Benefit Plans
GASB 43 and GASB 45 Compliance**

As of June 30, 2011

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SECTION I

Executive Summary

CCRC Actuaries, LLC (“CCRC Actuaries”) was engaged by the Public Employees Insurance Agency (“PEIA”) on behalf of the West Virginia Retiree Health Benefits Trust Fund (WVRHBT) to develop the Actuarial Accrued Liability (“AAL”), the Annual Required Contribution (“ARC”), the Annual Other Postemployment Benefits (“OPEB”) Cost, and the Net OPEB Obligation (“NOO”) for active employee and retiree health care and life insurance liabilities for Other Postemployment Benefits for the State of West Virginia (the “State”) defined benefit cost sharing multi-employer plans. OPEB are benefits that are provided to retired employees beyond those provided by their pension plans. The OPEB for WVRHBT includes subsidies for medical, prescription drug and life insurance benefits. These calculations include the OPEB liability of state agencies, state colleges and universities, West Virginia county school boards and non-state employers as of June 30, 2011.

GASB 43 and 45 address the liabilities associated with the rising cost of health care. Health costs continue to grow faster than national income and it is questionable whether governments and private employers can continue to finance the current benefit levels.

In addition to the retiree health care liability, CCRC Actuaries performed an analysis of the current liability of the Sick and Annual Leave (“SAL”) Program, a subset of OPEB, offered to public employees of the State as of June 30, 2011. OPEB plans are subject to compliance requirements as described in Statements 43 and 45 of the Governmental Accounting Standards Board (“GASB”). The SAL analysis was conducted for employees covered under the Public Employees’ Retirement System (“PERS”), Teachers’ Retirement System (“TRS”), Teachers’ Defined Contribution Retirement System (“TDC”), Teachers’ Insurance and Annuity Association and College Retirement Equities Fund (“TIAA-CREF”), County Teachers (“Plan C”), Great West (“Plan G”), West Virginia Death, Disability and Retirement Fund (“Plan A”) and West Virginia State Police Retirement System (“Plan B”).

In addition to pensions, many state and local governmental employers provide OPEB as part of the total compensation offered to attract and retain the services of qualified employees. OPEB includes postemployment healthcare as well as other forms of postemployment benefits such as life insurance. From an accrual accounting perspective, the cost of OPEB, like the cost of pension benefits, generally should be associated with the periods in which the exchange occurs, rather than with the periods when benefits are paid or provided. However, in current practice, most OPEB plans are financed on a pay-as-you-go basis, and financial statements generally do not report the financial effects of OPEB earned by the employees but not yet paid. As a result, current financial reporting generally fails to:

- Recognize the cost of benefits in periods when the related services are received by the employer.
- Provide information about the actuarial accrued liabilities for promised benefits associated with past services and whether, and to what extent, those benefits have been funded.

- Provide information useful in assessing potential demands on the employer’s future cash flow.

Healthcare spending continues to increase much faster than the overall economy as defined by gross domestic product (“GDP”). Since 1970, healthcare spending has grown at an average annual rate of 9.9%, or about 2.5 percentage points faster than GDP. In recent decades, the growth rates for healthcare spending and GDP have slowed, but healthcare spending growth remains consistently above GDP growth. In 2010, healthcare spending grew by 3.9% to \$2.6 trillion, down from 4.0% in 2009. This accounted for 17.3% of the GDP in 2009. As a share of the economy, healthcare has risen from 7.2% of GDP in 1965 to over 17% of GDP today, and it is projected to be approximately 20% of GDP in 2020.

<i>In \$Trillions</i>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
National Health Expenditures	\$2.7	\$2.8	\$3.0	\$3.2	\$3.4	\$3.6	\$3.8	\$4.1	\$4.3	\$4.6
Gross Domestic Product	\$15.3	\$16.1	\$16.9	\$17.8	\$18.7	\$19.6	\$20.5	\$21.4	\$22.4	\$23.4
NHE as a percent of GDP	17.7%	17.6%	17.6%	18.1%	18.3%	18.6%	18.8%	19.1%	19.4%	19.8%

**from CMS National Health Expenditure Projections 2010-2020*

GASB 43 and GASB 45 improve the relevance and usefulness of financial reporting by requiring systematic, accrual-basis measurement and recognition of OPEB cost over a period that approximates employees’ years of service and providing information about actuarial accrued liabilities associated with OPEB and whether and to what extent progress is being made in funding the plan.

Under GASB 43 and GASB 45, the **Actuarial Accrued Liability (“AAL”)** is the amount of subsidies expected to be paid in the future on behalf of current retirees and current active members that have already been earned, measured in today’s dollars. The AAL is that portion as determined by a particular Actuarial Cost Method of the Actuarial Present Value of OPEB benefits and expenses that is not provided for by future Normal Costs.

The **Annual Required Contribution (“ARC”)** is the annual amount required under the actuarial cost method and funding policy for amortizing the unfunded actuarial accrued liability. The ARC is the sum of the normal cost plus the amortization of the unfunded AAL.

The **Unfunded Actuarial Accrued Liability (“UAAL”)** is the excess of the present value of future benefit costs exclusive of future normal cost as of the valuation date over the present value of plan assets. The current unaccounted for UAAL is required to be amortized over a period not to exceed 30 years. We have assumed this liability is amortized over 30 years.

The **Normal Cost** is that portion of the Actuarial Present Value of OPEB benefits and expenses which is allocated to a particular year by the Actuarial Cost Method.

Net OPEB Obligation (“NOO”) is the cumulative difference between the Annual OPEB Cost and Actual employer Contributions. The NOO is the “balance sheet liability” for financial reporting.

To calculate the AAL for each current employee and retiree, the **Net Present Value (“NPV”)** of benefits at retirement is calculated from the time of employment. Utilizing the assumed payroll

growth rate and interest earnings rate, an assumed contribution in the first year of employment is calculated such that over time, contributions and investment earnings will fund the benefits at retirement. Each subsequent year, the assumed contribution is this initial contribution inflated by the payroll growth rate.

Valuation as of June 30, 2011

The charts below summarize the OPEB liability and **Annual Required Contribution (“ARC”)** as defined by GASB 43 and GASB 45 for the trend assumptions. The lower the discount rate assumption, the higher the liability. The investment rate assumption needs to relate to the expected return on assets.

GASB 43 and GASB 45 Key Results	
	<i>(in thousands)</i>
FY 2011 Billed ARC	816,274
6/30/2011 AAL	3,841,243
FY 2012 Billed ARC	922,460
FY 2012 Annual Billed OPEB Cost	864,383
NOO 6/30/2012	2,713,844
FY 2012 Billed ARC	922,460
6/30/2012 AAL	4,007,900
FY 2013 ARC	307,485
FY 2013 Annual OPEB Cost	224,938
NOO 6/30/2013	2,762,498
FY 2013 ARC	307,485
6/30/2013 AAL	4,250,900
FY 2014 ARC	320,162
FY 2014 Annual OPEB Cost	231,737
NOO 6/30/2014	2,816,538

Net OPEB Obligation	
	<i>(in thousands)</i>
NOO 6/30/2010	1,338,873
FY 2011 Billed Annual OPEB Cost	816,274
7/1/2010 - 6/30/2011 Contributions	<u>(150,513)</u>
NOO 6/30/2011	2,004,634

Net OPEB Obligation	
	<i>(in thousands)</i>
NOO 6/30/2011	2,004,634
FY 2012 Billed Annual OPEB Cost	864,383
7/1/2011 - 6/30/2012 Contributions	<u>(155,173)</u>
NOO 6/30/2012	2,713,844

Net OPEB Obligation	
	<i>(in thousands)</i>
NOO 6/30/2012	2,713,844
FY 2013 Annual OPEB Cost	224,938
7/1/2012 - 6/30/2013 Contributions	<u>(176,284)</u>
NOO 6/30/2013	2,762,498

Net OPEB Obligation	
	<i>(in thousands)</i>
NOO 6/30/2013	2,762,498
FY 2014 Annual OPEB Cost	231,737
7/1/2013 - 6/30/2014 Contributions	<u>(177,698)</u>
NOO 6/30/2014	2,816,538

While not all employees are paid from the State's general fund, the liability detailed above includes all covered employees and retirees. The incremental cash outlay for 100% funding would need to be adjusted by the employees and retirees from local agencies to develop the cash outlay requirements from the general fund of the State.

The regulations do not require any employer funding and allows the State to continue the practice of pay-as-you-go financing of retiree health benefits. However, the recognition of the

cost of future retiree health benefits will accumulate on the State's financial statements if assets have not been set aside to offset the liability.

The following chart documents difference between the AAL calculated as of June 30, 2009 and the AAL calculated as of June 30, 2011. Each cause is listed along with the impact on the AAL.

	<u>AAL</u>	<u>Change in AAL</u>	<u>Percent Change</u>
6/30/2009 Liability	\$7,410,241,000		
-Annual Inflation and Demographic Changes	7,121,555,000	(288,686,000)	-3.9%
-New Mortality, Retirement, and Pay Scale Assumptions	7,833,462,000	711,907,000	10.0%
-Update to Life Insurance Subsidy Cost	7,755,074,000	(78,388,000)	-1.0%
-Update to New Defined Subsidy Finance Board Policy	5,150,877,000	(2,604,197,000)	-33.6%
-Change in Discount Rate from 3.56% to 6.10% Reflecting the New Subsidy Policy and Funding Plan	3,841,243,000	(1,309,634,000)	-25.4%
6/30/2011 Liability	\$3,841,243,000	(\$3,568,998,000)	-48.2%

The change in the AAL due to annual inflation and demographic changes reflects what the AAL would have been had no assumptions changed. This step also takes into account that new hires as of July 1, 2010 are no longer eligible for subsidized retiree health benefits.

The Mortality, Retirement, Withdrawal and Pay Scale assumptions have been updated to coincide with the public pension assumptions. PERS assumptions changes were effective July 1, 2010 while TRS assumption changes were effective July 1, 2011.

Life Insurance benefits are currently subsidized for retirees. The self sustaining rate is \$2.56 per \$1,000 of coverage. Retirees are scheduled to be charged \$1.46 per \$1,000 of coverage in Fiscal Year 2013 and \$2.48 per \$1,000 of coverage in Fiscal Year 2013. Starting in Fiscal Year 2014, retirees will be charged the self sustaining rate, effectively eliminating the retiree subsidy of Life Insurance benefits.

In December of 2011 the Finance Board adopted a new policy that reduces the AAL and limits the growth of the AAL in the future. In FY 2013 the annual retiree subsidy is equivalent to \$343 per retiree per month. In future years, the annual retiree subsidy will continue to increase each year by a maximum of 3% per retiree per year. Also, in conjunction with a legislative rule in February of 2012, the WVRHBT will have additional funding of \$30 million per year for 20 years, starting in Fiscal Year 2016. These policies have significantly reduced the June 30, 2011 unfunded liability, accounting for an approximate 50% reduction in the AAL.

To further reduce the AAL and ARC, the State may need to consider adopting changes to the current retiree health care program in the future, including but not limited to:

- Increasing current levels of employee contributions for either current and future employees, or both.
- Changes to the current retiree premium structure.
- Decrease State contributions for retirees and/or dependents.
- Modify the current benefit structure to reduce expenses.
- Change the current OPEB to a defined contribution OPEB plan.
- Reduction in the growth rate of Healthcare Provider Fees.

The preparation of any estimate of future health costs requires consideration of a broad array of complex social and economic events. This report contemplates significant financial savings impact resulting from the Financial Board and Legislative actions in recent months. Changes in reimbursement methodology, the emergence of new and expensive medical procedures and prescription drug options, and the continuing evolution of the framework of the managed care options as are contemplated in the Board's proposed plan, increase the level of uncertainty of such estimates. As such, the estimate of insurance program costs contains considerable uncertainty and variability and actual experience may not conform to the assumptions utilized in this analysis.

Respectfully,



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Managing Partner



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SECTION II

Overview of Other Postemployment Benefits

In addition to pensions, many state and local governmental employers provide OPEB as part of the total compensation offered to attract and retain the services of qualified employees. OPEB includes postemployment healthcare as well as other forms of postemployment benefits such as life insurance. From an accrual accounting perspective, the cost of OPEB, like the cost of pension benefits, generally should be associated with the periods in which the exchange occurs, rather than with the periods when benefits are paid or provided. However, in current practice, most OPEB plans are financed on a pay-as-you-go basis, and financial statements generally do not report the financial effects of defined benefit OPEB until the promised benefits are paid. As a result, current financial reporting for defined benefit plans generally fails to:

- Recognize the cost of benefits in periods when the related services are received by the employer.
- Provide information about the AAL for promised benefits associated with past services and whether, and to what extent, those benefits have been funded.
- Provide information useful in assessing potential demands on the employer's future cash flow.

GASB 43 and GASB 45 improve the relevance and usefulness of financial reporting by requiring systematic, accrual-basis measurement and recognition of defined benefit OPEB cost over a period that approximates employees' years of service and providing information about AAL associated with OPEB and whether, and to what extent, progress is being made in funding the plan.

GASB Statement 43 – Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans

GASB Statement 43 establishes uniform financial reporting standards for OPEB plans. The standards apply for OPEB trust funds included in the financial reports of plan sponsors, as well as for the stand-alone financial reports of OPEB plans or the public employee retirement systems that administer them.

Summary of Standards for OPEB Plans That Are Administered as Trusts

The financial reporting framework for defined benefit OPEB plans that are administered as trusts includes two financial statements and two multi-year schedules that are required to be presented as Required Supplementary Information ("RSI") immediately following the notes to the financial statements. The financial statements focus on reporting current financial information about plan net assets held in trust for OPEB and financial activities related to the administration of the trust. The *statement of plan net assets* provides information about the fair value and composition of plan assets, plan liabilities, and plan net assets held in trust for OPEB. The *statement of changes in plan net assets* provides information about the year-to-year changes in plan net assets, including additions from employer, member, and other contributions and net investment income

and deductions for benefits and refunds paid and plan administrative expenses. The required notes to the financial statements include a brief plan description, a summary of significant accounting policies, and information about contributions and legally required reserves. Actuarial information includes the current funded status of the plan, actuarial methods and assumptions used in the valuation.

Plans are required to measure all actuarially determined information included in their financial reports in accordance with certain parameters including requirements for the frequency and timing of actuarial valuations as well as for the actuarial methods and assumptions that are acceptable for financial reporting.

For financial reporting purposes, an actuarial valuation is required at least biennially for OPEB plans with a total membership of 200 or more. The projection of benefits should include all benefits covered by the current substantive plan at the time of each valuation and should take into consideration the pattern of sharing of benefit costs between the employer and plan members to that point, as well as certain legal or contractual caps on benefits to be provided. The parameters require that the selection of actuarial assumptions, including the health care cost trend rate for postemployment healthcare plans, be guided by applicable actuarial standards.

The requirements of Statement Number 43 for OPEB plan reporting are effective based on the size of the government's gross annual revenues. Under these requirements, West Virginia was first subject to the requirement for financial reporting for the fiscal year ending June 30, 2007.

GASB Statement Number 45 – Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions

GASB 45 establishes standards for the measurement, recognition and display of OPEB expense and related liabilities, note disclosures and RSI in the financial reports of state and local governmental employers. The objective of GASB 45 is to improve the faithfulness of representations and usefulness of information included in the financial reports of governmental employers regarding OPEB. The requirements of this Statement apply to the financial statements of all state and local governmental employers that provide postemployment benefits other than pension benefits.

OPEB arises from an exchange of salaries and benefits for employee services, and it is part of the compensation that employers offer for services received. OPEB includes postemployment healthcare benefits, including medical, dental, vision, and other health related benefits; and other forms of postemployment benefits – for example, life insurance, disability, long-term care, and other benefits.

Conversion of a terminating employee's unused sick leave credits to an individual account to be used for payment of postemployment benefits on the person's behalf is a termination payment. When a terminating employee's unused sick leave credits are converted to provide or to enhance a defined benefit OPEB, such as postemployment healthcare benefits, the resulting benefit or increase in benefits should be accounted for in the calculation.

Sick and Annual Leave Program

New retirees hired prior to June 30, 2001 with unused Sick and Annual Leave credits currently have the choice to receive an increased annuity payment or to convert the Sick and Annual Leave to health care benefits under the West Virginia PEIA Program. Employees hired prior to July 1, 1988 can convert two days of accrued leave for 100% of the premium for one month of single coverage and three days of accrued leave for 100% of the premium for one month of family coverage. Employees hired between July 1, 1988 and June 30, 2001 accrue monthly credits at the same rate, but for 50% of the premium for one month. Employees enrolled in a PEIA insurance plan on or after July 1, 2001 are not eligible to use unused annual and/or sick leave towards the purchase of health insurance.

Recent experience shows that approximately half of all retirees choose to use these credits for the health care premium waiver benefits under the WVRHBT. Senate Bill Number 3002, passed in 2001, created the Public Employee Leave Analysis Board (“Board”). The purpose of the Board was to:

- Analyze the fiscal impact on the State, county, school boards, and other participating entities of the current policy on conversion of annual and sick leave balances at retirement.
- Determine the projected sick leave days for all employees at their projected normal retirement date.
- Provide a full cost and benefit analysis that includes the cost of the premiums offset by the conversion, as well as enhanced retirement benefits and projected future costs.
- Utilize detailed actuarial assumptions based on individual employee and participant data, actual experience for employees and retirees, and projected future medical and prescription benefit costs.
- Calculate the monetary costs to the State, county, school boards, and other participating entities due to conversion at retirement.

The purpose of this report, in addition to the initial calculation of the GASB 43 liabilities, is to continue this reporting of the State’s liabilities as established by Senate Bill Number 3002 and as requested by WVRHBT management.

It should be noted that the cost on the pay-as-you-go basis of healthcare benefits for the retirees who choose this option is currently born by the former employer, not by WVRHBT.

Retiree Subsidy

Retiree premiums are currently subsidized by active employers and employees through active premiums. In Fiscal Year 2011, retiree premiums were \$70,862,874 compared to total expenses of \$215,070,421. This resulted in the State of West Virginia and Local governmental employers and employees subsidizing \$144,207,547 (67.1%) of retiree health care. The chart below summarizes the PEIA historical (Fiscal Years 2001 – 2011) and projected (Fiscal Years 2012 – 2016) retiree subsidy contained in the PEIA Financial Plan.

<u>Fiscal Year</u>	<u>Retiree Subsidy</u>	<u>Growth</u>
2001	(\$71,682,928)	
2002	(\$84,912,636)	18.5%
2003	(\$78,804,738)	-7.2%
2004	(\$88,751,881)	12.6%
2005	(\$105,783,066)	19.2%
2006	(\$115,355,739)	9.0%
2007	(\$122,810,810)	6.5%
2008	(\$77,241,609)	-37.1%
2009	(\$98,939,519)	28.1%
2010	(\$134,908,604)	36.4%
2011	(\$144,207,547)	6.9%
2012	(\$166,669,003)	15.6%
2013	(\$181,150,947)	8.7%
2014	(\$177,698,048)	-1.9%
2015	(\$189,373,814)	6.6%
2016	(\$201,218,672)	6.3%

Under the PEIA Financial Plan adopted in December 2011, in FY 2013 the annual retiree subsidy is equivalent to \$343 per retiree per month. In future years, the annual retiree subsidy will continue to increase each year by a maximum of 3% per retiree per year. The current 67.1% level of retiree subsidization is projected to decrease to 55.2% in 2016. These subsidization levels are at a significantly lower subsidy than in recent years due to the recent actions of the Financial Board.

SECTION III

Methodology

Retiree Subsidy Calculation

In addition to pensions, many state and local governmental employers provide OPEB as part of the total compensation offered to attract and retain the services of qualified employees. OPEB includes postemployment healthcare as well as other forms of postemployment benefits such as life insurance. The State of West Virginia currently offers its retirees defined benefit health care coverage and life insurance coverage. From an accrual accounting perspective the cost of OPEB, like the cost of pension benefits, generally should be associated with the periods in which the exchange occurs, rather than with the periods when benefits are paid or provided. However, in current practice, most OPEB defined benefit plans are financed on a pay-as-you-go basis, and financial statements generally do not report the financial effects of OPEB until the promised benefits are paid.

GASB 43 and GASB 45 improve the relevance and usefulness of financial reporting by requiring systematic, accrual-basis measurement and recognition of defined benefit OPEB cost over a period that approximates employees' years of service and providing information about actuarial accrued liabilities associated with OPEB and whether and to what extent progress is being made in funding the plan.

Definition of GASB 43 and GASB 45 Liabilities

Under GASB 43 and GASB 45, the **Actuarial Accrued Liability (AAL)** is the accumulation to the valuation date of assumed contributions and investment earnings necessary to fund the expected benefit at retirement. The current unaccounted for AAL needs to be amortized over a period not to exceed 30 years. We have assumed this liability is amortized over 30 years. The **Normal Cost** is the assumed contribution which is allocated to a valuation year by the Actuarial Cost Method.

To calculate the AAL for each current employee and retiree, the NPV of benefits at retirement are calculated from the date of hire. Utilizing the assumed payroll growth rate and interest earnings rate, an assumed contribution in the first year of employment is calculated such that over time, contributions and investment earnings will fund the benefits at retirement. Each subsequent year the assumed contribution is this initial contribution inflated by the payroll growth rate.

Current Age Health Care Benefits (**CAHCB**) for each individual equals the NPV of future health care benefits that were calculated for the current employee utilizing the appropriate mortality, withdrawal and retiree rates.

Entry Age Future Health Care Benefits (**EAFHCB**) for each individual equals the NPV of future health care benefits that were calculated to the entry year of employment utilizing the appropriate mortality, withdrawal and retiree rates.

Current Age Annuity Factor (**CAAF**) for each individual equals an annuity factor developed from the expected future working lifetime of the individual, the payroll growth rate and the discount factor.

With an Investment Rate of Return at 7.50%, and a Payroll Growth Rate of 5.0%, the Discount Rate (r) is equal to $((1+0.075)/(1+0.05))-1$ or 0.024.

The CAAF is $1+(1-((1+0.024)^{-(\text{expected future working lifetime at current age}-1)}))/0.024$.

Entry Age Annuity Factor (**EAAF**) for each individual equals an annuity factor developed from the expected future working lifetime of the individual, the payroll growth rate and the discount factor.

With an Investment Rate of Return at 7.50%, and a Payroll Growth Rate of 5.0%, and the Discount Rate (r) is equal to $((1+0.075)/(1+0.05))-1$ or 0.024.

The EAAF is $1+(1-((1+0.024)^{-(\text{expected future working lifetime at entry}-1)}))/0.024$.

The Normal Cost at Entry (**NCE**) equals the annual amount to be set aside each year for benefits at retirement, adjusted for the payroll growth rate.

$$\mathbf{NCE = EAFHCB / EAAF}$$

The Normal Cost at Current Age (**NCCA**) equals the next fiscal year amount to be set for benefits at retirement.

$\mathbf{NCCA = NCE * (1 + \text{Payroll Growth Rate})^n}$ where n is the previous number of years employed.

Future Normal Cost at Current Age (**FNCCA**) equals the total normal cost contributions to be made in the future prior to retirement.

$$\mathbf{FNCCA = NCCA * CAAF}$$

Actuarial Accrued Liability (**AAL**) equals the total expected benefits at retirement that is not provided for by future normal costs.

$$\mathbf{AAL = CAHCB - FNCCA}$$

Illustrative Calculations

In an effort to assist the reader in understanding the calculation, this section presents examples of the liabilities and the calculation for both single active employees and for active employees with a spouse. These examples of the OPEB liability calculation for various sample employees are shown in detail on the next page.

Because the majority of the employees are members of the PERS and TRS/TDC plans, we have used the PERS plan for demonstration purposes. The average age of all employees is 57 and the average years of service is 16. The majority of the employees are female; consequently, we have selected this for our first detailed sample calculation. Each additional sample calculation has changed one variable to demonstrate the impact that certain variables have on the final results. For example, we have shown a male with the same age and years of service.

Page 16 provides the detailed calculation for a PERS employee that is:

- a single female age 47 with 14 years of service,
- a single male age 47 with 14 years of service (see example 2),
- a family coverage (example 3),
- a 57 year old female (example 4),
- a 37 year old female (example 5), and
- a 47 year old with 25 years of service (example 6).

All six of these examples are detailed on page 14 utilizing two different discount rates of 5.22% and 7.5%. The following description is for our sample female employee age 47 with 14 years of service.

One of the first things to determine in our calculation is the future years of service that the specific employee would need to work in order to achieve full retirement benefits. This will vary by each plan. For PERS, a member who has attained age 60 and has earned five or more years of contributing service is eligible for a normal retirement benefit. Also, a member who has completed at least five years of contributing service and who has attained age 55 with the sum of his age plus years of contributing service equal to or greater than 80, may retire at any age over 55 with full retirement benefits, the “Rule of 80”. For the employee age 47 with 14 years of service, the earliest that employee can reach full retirement is in 13 years at age 60.

The next criterion to determine is the probability of actually reaching full retirement. The appropriate mortality and withdrawal rates for the age, sex, and plan are applied each year the employee would need to work to determine the probability that this employee reaches full retirement. For example, for the employee age 47, there is a 0.1654% chance that the 47 year old female will be deceased in the next year and a 3.8% chance the employee will not work under this plan next year. Therefore, there is approximately a 96% chance this employee will work in this plan and achieve one more year of service towards full retirement. Similarly, there is approximately a 96% chance the employee will work in the following year. Ultimately, this results in a 68.4% probability that the 47 year old female with 14 years of service will reach the criteria required for full retirement under the PERS plan. This is detailed in the following table.

<u>Year</u>	<u>Age</u>	<u>Probability of Remaining Employed</u>	
		<u>An Additional Year</u>	<u>Cumulative</u>
1	47	0.96035	0.96035
2	48	0.96120	0.92308
3	49	0.96203	0.88804
4	50	0.96285	0.85504
5	51	0.96568	0.82570
6	52	0.96848	0.79967
7	53	0.97126	0.77669
8	54	0.97402	0.75651
9	55	0.97674	0.73892
10	56	0.97843	0.72297
11	57	0.98005	0.70855
12	58	0.98161	0.69552
13	59	0.98310	0.68377

For the PERS plan there are withdrawal rates that vary in the first six years of employment. The withdrawal rates and mortality rates vary by sex. If our example employee age 47 with 14 years of service were a male, the probability that he would reach full retirement is 74.0%.

The OPEB calculation also uses the years of service needed to reach full retirement at the employees' original hire date as well as the associated probability that they remain employed throughout these years. For our sample employee age 47 with 14 years of service, she needs to work 27 years from the original hire date to reach full retirement criteria. Similar to the previous calculation, the probability of a 47 year old male with 14 years of service remaining employed long enough to reach full retirement is 27.3%.

Once the employee has achieved full retirement criteria, retirement rates are applied to determine the probability that the employee does in fact stop working in the next year or continues to work. For our 47 year old female with 14 years of service, full retirement criteria are met at age 60. There is a 15% chance an employee age 60 with full retirement criteria met will stop working, a 15% chance an employee age 61 with full retirement criteria met will stop working, a 40% chance an employee age 62 with full retirement criteria met will stop working, etc. These retirement rates are applied to the projected number of employees still working to determine the projected number of retirees.

For each of the employees, if the employee is single it is assumed they will remain with single coverage throughout the projection. If the employee has family coverage, the mortality rates are also applied to the spouse. Claim expenses are projected on a per capita basis for both the employee and spouse.

We have developed the subsidy cost that PEIA will need to pay a retiree in future years depending on family and single status and Medicare and Non-Medicare eligibility. These assumed subsidy costs are multiplied by the projected number of retirees to develop the subsidy that PEIA would need to pay for this employee over their expected future lifetime after

retirement. Factoring in the probability that the employee actually reaches full retirement provides the Current-Age Health Care Benefits. The CAHCB is \$28,713 for our sample female. The EAFHCB is calculated using the original hire date of the employee. This is \$4,994 for our female example.

The expected future working lifetime at entry is determined by the age, sex, years of service and retirement criteria for each employee. For our sample female this is determined as approximately 12.1 years.

The 5.22% discount rate and the 5% Payroll growth rate are used to determine the EAAF. This annuity factor is equal to 11.9 for the sample female.

The \$4,994 EAFHCB divided by the 11.9 annuity factor gives a Normal Cost at Entry Age of \$419. This value along with the years of past service is used to determine the Normal Cost at Current Age. The \$419 inflated at 5% for 14 years is \$830 for our sample female.

The expected future working lifetime at current age is determined by the age, sex, years of service and retirement criteria for each employee. For our sample female this is determined as approximately 13 years. Again, the discount rate and the 5% Payroll growth rate are used to determine the CAAF. This annuity factor is equal to 12.8 for the sample female.

The FNCCA of \$10,643 is equal to the \$830 times the 12.8 years for our sample female.

The AAL is equal to the CAHCB of \$28,712 minus the FNCCA of \$10,643. This is \$18,069 for our sample 47 year old female with 14 years of service.

Sex	Years of Past Service	Current Age	Spouse Sex & Age	Current-Age Health Care Benefits to Be Paid	Entry-Age Future Health Care Benefits to Be Paid	Expected Future Working Lifetime (at Entry Age)	PV Factor of \$1 Per Year Over Expected Future Working Lifetime (at Entry Age)	Normal Cost at Entry Age	Normal Cost at Current Age	Expected Future Working Lifetime (at Current Age)	PV Factor of \$1 Per Year Over Expected Future Working Lifetime (at Current Age)	Future Normal Cost At Current Age	Actuarial Accrued Liability
5.22% Discount Rate													
1	F	14		\$28,713	\$4,994	12.1	11.9	\$419	\$830	13.0	12.8	\$10,643	\$18,069
2	M	14		23,706	4,298	12.5	12.4	348	689	13.7	13.5	9,321	14,384
3	F	14	M 47	53,442	9,296	12.1	11.9	780	1,545	13.0	12.8	19,810	33,632
4	F	14		27,372	6,234	11.5	11.4	547	1,083	6.4	6.3	6,842	20,529
5	F	14		19,517	2,214	9.9	9.8	226	448	16.1	15.9	7,110	12,407
6	F	25		40,534	1,343	9.6	9.5	141	478	10.5	10.4	4,967	35,566

Sex	Years of Past Service	Current Age	Spouse Sex & Age	Current-Age Health Care Benefits to Be Paid	Entry-Age Future Health Care Benefits to Be Paid	Expected Future Working Lifetime (at Entry Age)	PV Factor of \$1 Per Year Over Expected Future Working Lifetime (at Entry Age)	Normal Cost at Entry Age	Normal Cost at Current Age	Expected Future Working Lifetime (at Current Age)	PV Factor of \$1 Per Year Over Expected Future Working Lifetime (at Current Age)	Future Normal Cost At Current Age	Actuarial Accrued Liability
7.5% Discount Rate													
1	F	14		\$16,440	\$2,118	12.1	10.6	\$200	\$395	13.0	11.3	\$4,471	\$11,968
2	M	14		13,988	1,879	12.5	11.0	171	339	13.7	11.9	4,025	9,963
3	F	14	M 47	31,085	4,005	12.1	10.6	377	747	13.0	11.3	8,455	22,630
4	F	14		18,080	3,050	11.5	10.2	299	591	6.4	6.0	3,531	14,549
5	F	14		9,024	758	9.9	8.9	85	169	16.1	13.6	2,286	6,738
6	F	25		25,087	486	9.6	8.7	55	189	10.5	9.4	1,782	23,305

Sick and Annual Leave Calculation

We have projected the current liability to the State of West Virginia of the current program for 50% and 100% SAL participants. The current liability or cost to the State includes the present value of both the free or discounted medical premiums and the annuity differential for retirees who choose each respective option. It is important to note that Low Trend assumptions will result in a greater percentage of retirees choosing the medical premium waiver benefit in the future from the recent experience of approximately half of all retirees.

Our approach in completing this analysis was to:

- 1) Develop appropriate assumptions that reflect actual experience of the various retirement plans and PEIA experience. These assumptions include rates of retirement, rates of voluntary withdrawal, mortality rates of active employees and retirees, investment rates of return, retiree option participation rates, and salary increases. All demographic assumptions were unchanged from the prior report. In addition, the expected increase in PEIA premiums and the investment rate available to the employee were judged to be critical assumptions and may be worthy of alternative scenarios.
- 2) Collect and collate active employee data supplied by the Department of Administration. Data problems were identified and reported to the Department for possible correction. For the SAL, we analyzed the number of sick leave days based on the information provided for each employee as of June 30, 2011.
- 3) Project the current liability of the SAL Program to the State of West Virginia. This liability represents the present value of the marginal increases in retiree pension amounts for those exercising the defined annuity benefit, as well as the present value of the waived medical premiums as a result of this election. However, since the Consolidated Public Retirement Board (“CPRB”) currently accrues the anticipated liability resulting from the increased annuities through the excise of Sick and Annual Leave liabilities, these liabilities are not part of the OPEB.
- 4) Analyze and develop individual employee decision matrices based on information for each employee and the assumption that the employee would generally make the decision resulting in the most favorable financial outcome.
- 5) For the single active employees, it is assumed that their coverage remains single throughout the projection. For the current employees with family coverage, we have assumed that a portion of these employees would change to single coverage during the projection. Based on the current distribution of retirees between single and family coverage, we have projected that approximately 78% of the active family employees should be evaluated as family coverage at retirement, while the other 22% should be evaluated as single coverage to reflect the expected future change in coverage.

SECTION IV

Actuarial Assumptions

OPEB Key Assumptions

The GASB 43 and GASB 45 require that the selection of actuarial assumptions be guided by standards of the actuarial profession. Assumptions should be placed on expected long-term future trends. In the interest of consistency, we will use information and assumptions currently incorporated by the Consolidated Public Retirement Board with respect to methodology, demographic movements and salary scale assumptions:

1. Actuarial Cost Methods

The State of West Virginia currently employs the Entry Age Actuarial Cost Method in its other defined benefit pension valuations, and this methodology will be used in the OPEB valuation. Under this methodology, the Actuarial Present Value of the Projected Benefits of each individual included is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit ages. The portion of the Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion of the Actuarial Present Value not provided for at a valuation date by the Actuarial Present Value of future Normal Costs is called the Actuarial Accrued Liability.

The Amortization method is as a level percentage of the projected payroll of active plan members on a closed group basis.

2. Healthcare Cost Trend Rate

The healthcare cost trend rate is the rate of change in per capita health claims cost over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological services.

CCRC Actuaries performed the detailed medical and prescription drugs trend analysis for PEIA in the report titled, "PEIA FY2011 Detailed Medical and Prescription Drug Claim Trend Report". This report includes the detailed trend analysis of PEIA experience by medical and prescription drugs category and whether PEIA or Medicare was primary. Based on the analysis, the Financial Plan was adjusted to reflect a FY 2012 Non-Medicare medical claim trend of 6.5%. In addition, the Medicare medical claim trend was also changed to 6.5% in FY 2012. Based on PEIA's prescription drug experience, the Financial Plan trend assumption for all prescription drugs coverage changed to 10.0% in FY 2012. In addition, we have assumed that trends will increase by 0.5% in each successive fiscal year of the financial plan, beginning in FY 2014.

3. Trend Assumptions

3a. Medical and Prescription Drug Trend Scenario

The Baseline Trend Assumption of the OPEB calculation assumes the trend rates of the WVRHBT Financial Plan adopted in December 2011 by the Finance Board. It should be noted that this scenario assumes that no benefit or provider reimbursement changes are implemented to reduce the underlying trend. Those assumptions for the first twenty five years of the projection are shown in the chart below:

Retiree Medical and Prescription Drug Trend Assumptions

	<u>Medical</u>		<u>Drugs</u>		<u>Admin</u>	<u>Total</u>
	<u>Medicare</u>	<u>Non-Medicare</u>	<u>Medicare</u>	<u>Non-Medicare</u>		
2012	6.5%	6.5%	10.0%	10.0%	5.0%	8.4%
2013	6.5%	6.5%	10.0%	10.0%	5.0%	8.2%
2014	7.0%	7.0%	10.5%	10.5%	5.0%	8.7%
2015	7.5%	7.5%	11.0%	11.0%	5.0%	9.2%
2016	8.0%	8.0%	11.5%	11.5%	5.0%	9.7%
2017	8.0%	8.0%	11.5%	11.5%	5.0%	9.7%
2018	8.0%	8.0%	11.5%	11.5%	5.0%	9.8%
2019	8.0%	8.0%	11.5%	11.5%	5.0%	9.8%
2020	8.0%	8.0%	11.5%	11.5%	5.0%	9.8%
2021	8.0%	8.0%	11.5%	11.5%	5.0%	9.9%
2022	7.5%	7.5%	11.0%	11.0%	5.0%	9.4%
2023	7.0%	7.0%	10.5%	10.5%	5.0%	9.0%
2024	6.5%	6.5%	10.0%	10.0%	5.0%	8.6%
2025	6.0%	6.0%	9.5%	9.5%	5.0%	8.1%
2026	5.5%	5.5%	9.0%	9.0%	5.0%	7.7%
2027	5.5%	5.5%	8.5%	8.5%	5.0%	7.4%
2028	5.5%	5.5%	8.0%	8.0%	5.0%	7.1%
2029	5.5%	5.5%	7.5%	7.5%	5.0%	6.8%
2030	5.5%	5.5%	7.0%	7.0%	5.0%	6.4%
2031	5.5%	5.5%	6.5%	6.5%	5.0%	6.1%
2032	5.5%	5.5%	6.0%	6.0%	5.0%	5.8%
2033	5.5%	5.5%	5.5%	5.5%	5.0%	5.5%
2034	5.5%	5.5%	5.5%	5.5%	5.0%	5.5%
2035	5.5%	5.5%	5.5%	5.5%	5.0%	5.5%
2036	5.5%	5.5%	5.5%	5.5%	5.0%	5.5%

The trend rates in 2036 were assumed for years 2037 and after.

3b. Historical Retiree Medical and Prescription Drug Trends

The chart below summarizes the retiree medical and prescription drug trends observed for the plan using data through November 2011. It is important to note that these trends have not been adjusted to reflect savings as a result of the expansion of the drug rebate program or the claim savings due to changes in provider reimbursement methodologies nor changes in the benefit structure.

<u>Fiscal Year</u>	<u>Medical Medicare</u>	<u>Medical Non-Medicare</u>	<u>Drugs Medicare</u>	<u>Drugs Non-Medicare</u>	<u>Total</u>
2003	-5%	-9%	11%	1%	3%
2004	9%	2%	3%	-2%	6%
2005	6%	-2%	16%	1%	8%
2006	6%	5%	11%	17%	9%
2007	6%	1%	6%	6%	5%
2008	N/A	6%	N/A	-2%	N/A
2009	N/A	-1%	N/A	5%	N/A
2010	N/A	3%	N/A	7%	N/A
2011	N/A	12%	N/A	15%	N/A
2012*	8%	11%	15%	7%	8%

* Fiscal Year 2012 results are through the first five months ending November 2011.

Effective July 1, 2007, PEIA had contracted with Coventry Advantra Freedom to provide Medicare Advantage/Prescription Drug Plan (“MAPD”) Benefits to Medicare-eligible retired employees and dependents. Under this arrangement, Coventry Advantra Freedom had assumed the financial risk of providing comprehensive medical and prescription drug coverage with limited copayments. This arrangement expired on June 30, 2010. As a result, Fiscal Year 2008 through 2011 Medicare trends are not statistically credible.

Effective January 1, 2010, RHBT has contracted Humana to provide MAPD benefits to Medicare-eligible retired employees and dependents. In addition, plan members can coordinate their prescription drug benefits through RHBT’s PDP starting on July 1, 2010. Under this arrangement, Humana has assumed the financial risk of providing comprehensive medical coverage with limited copayments. Non-Medicare retirees are currently enrolled in either the Preferred Provider Benefit or the Managed Care Option.

4. **Retirement Assumptions**

Retirement assumptions in the valuation were provided from the various defined benefit plans administered by the CPRB. See Appendix A for details.

5. Mortality, Voluntary Withdrawal, and Future Salary Assumptions

Mortality, withdrawal and wage-based assumptions in the valuation were provided from the various defined benefit plans administered by the CPRB. See Appendix A for details.

6. Actuarial Value of Plan Assets

The actuarial value of plan assets is measured at fair value.

7. Payroll Growth Rates

Payroll growth rates vary by plan. For PERS, assumed compensation increases range from 4.25% to 6.0%. For TRS/TDC, assumed compensation increases range from 3.75% to 5.25%. For Troopers Plan A and B, compensation is assumed to increase 6.0% per year for the first 5 years of service, 5.5% for the next 5 years, and 4.75% per year thereafter.

8. Retiree Premium Inflation Assumptions

Historically, PEIA has only shown modest increases in retiree premiums, averaging approximately 3% annual increases over the past ten years, while the underlying cost of retiree coverage has grown dramatically. This has resulted in a retiree subsidy to the extent that retirees only paid approximately 33% of their cost of insurance in Fiscal Year 2011. In general, the underlying cost of retiree medical coverage has experienced annual trends of 8% to 18%. It should be further noted that the FY 2012 medical premiums remained unchanged for non-Medicare retirees and for Medicare retirees. In FY 2012 through FY 2015, the Baseline Scenario assumed increases as shown below and as adopted in the West Virginia PEIA Financial Plan. Based on this information, we have developed a baseline scenario, which assumes that the long-term rate of inflation of retiree PEIA premiums will grade down to an ultimate policy inflation rate of 5.5% with age rating.

	FY 2012	FY 2013	FY 2014	FY 2015
Retiree Premium	\$73,927,000	\$77,339,000	\$109,244,000	\$134,866,000
Percentage	0%	5%	41%	23%

9. Investment or Discount Rate Assumptions

Assumed discount rates reflect the time value of money as of the measurement date in determining the present value of future cash outflows for postretirement benefit payments. The calculation was performed using two alternative investment and discount rate assumptions based on the level of future funding of the WVRHBT. Under the Baseline scenario, the investment rate of 6.10% was developed in accordance with the recent Finance Board decisions and Legislative Funding Law.

10. Probability of Active Employee Choosing Healthcare at Retirement

10a. Life Only Actives

Historically we have assumed that this probability is zero. However, PEIA conducted an analysis that indicated that 82 out of 516 recent retirees with life only coverage as an active employee choose PEIA healthcare coverage at retirement. This represents 15.89% of retirees with a choice in this category.

As of June 30, 2011 there were 13,431 eligible employees that have life only coverage. These employees were all evaluated assuming they had single coverage. For purposes of this calculation, we have assumed that 16% of life only actives choose retiree medical coverage.

10b. Medical Actives

Historically, we have assumed that this probability is 100%. However, PEIA conducted an analysis that indicated that 9,140 out of 11,034 recent retirees with PEIA medical coverage as an active employee choose PEIA healthcare coverage at retirement. This represents 82.8% of retirees with a choice in this category.

For purposes of this calculation, we have assumed that 83% of medical actives choose retiree medical coverage.

11. Probability of a new retiree choosing the healthcare premium waiver over annuity increases offered as an option

We utilized the same methodology as employed in previous years that bases the decision on the present value of the health care benefit versus the present value of the annuity benefit. No calculation is necessary for teachers covered under the defined contribution plan, as the annuity option is not available.

12. Probability that family coverage in the future will stay as family coverage or become single coverage

For the retiree subsidy calculation, we modeled this probability based on spouse mortality. For the SAL calculation, we have assumed that 78% of family coverages will remain as family coverages and 22% will switch to single coverage. This assumption was developed based on historical coverage distribution for retirees.

13. **Accrual of Future Benefits**

The SAL liability is calculated using two different approaches: The first approach calculates the liability based on the amount of Sick and Annual Leave accrued as of June 30, 2011, assuming **no further** accumulations of sick time. The second approach calculates the liability based under the assumption that the employee will **continue** to accrue Sick and Annual Leave based on the employee's history of accumulating sick leave time.

For the retiree subsidy analysis, we assume no new active employees in the projection. The employees and retirees as of June 30, 2011 make up the future retirees and the corresponding liability.

14. **Retiree Per Person and Policy Subsidy**

Effective December of 2011, the Finance Board adopted a new policy that reduces the AAL and limits the growth of the AAL in the future. In FY 2013 the annual retiree subsidy is equivalent to \$343 per retiree per month. In future years, the annual retiree subsidy will continue to increase each year by a maximum of 3% per retiree per year. This per retiree subsidy cost was then converted to a per capita basis in order to develop the OPEB liability.

Life Insurance

West Virginia has previously set rates for life insurance at a blended rate for actives and retirees. New rates for actives and retirees have been developed to eliminate the subsidy that retirees have been receiving from active employees. The self sustaining retiree rate is \$2.56 per \$1,000 of coverage. Retirees are scheduled to be charged \$1.46 per \$1,000 of coverage in Fiscal Year 2013 and \$2.48 per \$1,000 of coverage in Fiscal Year 2013. Starting in Fiscal Year 2014, retirees will be charged the self sustaining rate, effectively eliminating the retiree subsidy of Life Insurance benefits.

For the OPEB Liability calculation, the cost per person for life insurance has been determined to be \$44.03 in FY 2012 and \$3.13 in FY 2013. This has been calculated using the projected total subsidy of \$2,025,969 in FY 2012 and \$147,343 in FY 2013, divided by the 36,505 medical retirees and the 9,513 life only retirees.

15. Medical Premiums

For the purposes of the projection of program costs, we have assumed that the cost of retiree monthly premiums in Fiscal Year 2012 will be based on the current rates as illustrated in the chart below.

Fiscal Year 2012 Non-Medicare Monthly Premium Rates

Years of Service	Policyholder Only		Policyholder with Non-Medicare Dependents		Policyholder with Medicare Dependents	
	Standard	Preferred	Standard	Preferred	Standard	Preferred
Unsubsidized Premium	\$1,055	\$1,030	\$2,510	\$2,460	\$1,759	\$1,709
5 to 9	845	820	2009	1959	1408	1358
10 to 14	651	626	1514	1464	1048	998
15 to 19	456	431	1022	972	691	641
20 to 24	341	316	726	676	478	428
25 and Over	264	239	529	479	334	284

Fiscal Year 2012 Medicare Monthly Premium Rates

Years of Service	Policyholder Only		Policyholder with Non-Medicare Dependents		Policyholder with Medicare Dependents	
	Standard	Preferred	Standard	Preferred	Standard	Preferred
Unsubsidized Premium	\$401	\$376	\$1,343	\$1,293	\$826	\$776
5 to 9	365	340	1221	1171	751	701
10 to 14	269	244	919	869	543	493
15 to 19	173	148	617	567	335	285
20 to 24	116	91	435	385	209	159
25 and Over	77	52	313	263	127	77

SECTION V

Data Sources and Analysis

The OPEB analysis was based on a combination of databases maintained and provided by the State of West Virginia. We created our database using data primarily found in the June 2011 active employee and retiree billing file provided by PEIA. We extracted all primary employees listed as active that had either health care coverage or life only plans. We deleted all duplicated records based on employee identifier. We extracted spousal information from this same database.

Once completed, we crosschecked this data against the sick and annual leave database collected and provided by the Department of Administration Financial Accounting and Reporting Section (“FARS”). Whenever an employee was found in the Department of Administration database, we used the salary and Sick and Annual Leave balances found there.

For those not found in the Department of Administration database, we needed to generate years of service, and their Sick and Annual Leave balances. We generated years of service by averaging the number of years of service for TRS (our largest group) found in the FARS database. Once the years of service had been calculated, we generated the Sick and Annual Leave balances by averaging the balances of TRS in service time groups of five years (i.e. 0-4 years, 5-9 years, 10-14 years, etc.). The following chart illustrates the preliminary FARS database:

	PERS	TDCRS	TIAA-CREF	Great West	TRS	Troopers Plan A	Troopers Plan B	Undefined Group	Total
Pre 7/1/88	3,262	488	1,690	19	11,358	31	2	1,912	18,762
7/1/88-6/30/91	1,138	350	616	14	2,048	37	1	220	4,424
7/1/91-6/30/01	5,868	1,921	2,323	73	8,451	68	233	1,042	19,979
Post 6/30/01	11,794	637	5,920	166	13,164	0	287	1,643	33,611
Total	22,062	3,396	10,549	272	35,021	136	523	4,817	76,776

PEIA management provided us with a file containing a list of SSNs of people hired after June 30, 2010. However, some of those employees were retirees who had returned to work, so another file was provided to us which contained a list of SSNs for those employees who were still eligible to receive retiree health benefits. Once we consolidated the databases, we ended with the following number of eligible employees:

	PERS	TDCRS	TIAA-CREF	Great West	TRS	Troopers Plan A	Troopers Plan B	Undefined Group	Total
Hired Post 6/30/10 or Non-eligible Employer	1,799	32	611	15	1,646	0	31	510	4,644
Total	20,263	3,364	9,938	257	33,375	136	492	4,307	72,132

Retiree Data Analysis

The current retiree data was extracted from the June 2011 billing file provided by Larry Stover of PEIA. Included in that database was information on 36,513 retirees. Of those retirees, there were 15,295 that had spouses. The spousal information (gender, age) was extracted for use in the projection of family and survivor coverage.

SECTION VI

Sick and Annual Leave Program Analysis

The purpose of this analysis was to project the SAL liability of the State for active employees and current retirees of the SAL Program. Employees under each of these retirement systems hired before July 1, 2001, with the exception of TDC, currently have the choice of exchanging accumulated sick days for either PEIA medical premium waiver or increased defined annuity benefit values at retirement. Teachers hired since July 1, 1991, who are still covered under TDC, are not eligible for a defined benefit pension and only have the option to convert accumulated sick days for PEIA premiums at retirement. It should be noted that the current liability, or cost to the State, is calculated to be the present value of both free and discounted PEIA medical premiums and the annuity differential for retirees who choose each respective option. Only those choosing the discounted PEIA medical premiums are included in the OPEB liability. We have projected the retiree election of the PEIA premium benefit versus the upgraded annuity increase on the basis of the expected value of each option. Employees hired before July 1, 1988 are eligible for the 100% medical premium waiver while employees hired after June 30, 1988 and before July 1, 2001, are eligible for only 50% of the medical premium waiver.

As of June 30, 2011, employees of the State of West Virginia will have accrued 5,521,087 days of sick leave. The average sick leave days for all employees are shown by the following plans:

Plan		Days of Sick Leave	Number of Employees	Average Sick Days Leave
PERS	Before 7/1/1988	735,052	3,262	225.34
	7/1/1988 - 6/30/2001	711,132	7,006	101.5
TDCRS	Before 7/1/1988	50,928	488	104.36
	7/1/1988 - 6/30/1991	30,304	350	86.58
	7/1/1991 - 6/30/2001	102,408	1921	53.31
TIAA-CREF	Before 7/1/1988	331,034	1,690	195.88
	7/1/1988 - 6/30/1991	81,345	616	132.05
	7/1/1991 - 6/30/2001	220,181	2,323	94.78
Great West	Before 7/1/1988	3091	19	162.71
	7/1/1988 - 6/30/1991	1268	14	90.6
	7/1/1991 - 6/30/2001	6700	73	91.78
TRS	Before 7/1/1988	2,066,467	11,358	181.94
	7/1/1988 - 6/30/1991	217,025	2,048	105.97
	7/1/1991 - 6/30/2001	532,839	8,451	63.05
Troopers Plan A	Before 7/1/1988	10,683	31	344.6
	7/1/1988 - 6/30/2001	32,785	105	312.24
Troopers Plan B	Before 7/1/1988	494	2	246.92
	7/1/1988 - 6/30/2001	49,284	234	210.62
Undefined Group	Before 7/1/1988	245,374	1,912	128.33
	7/1/1988 - 6/30/1991	25,063	220	113.92
	7/1/1991 - 6/30/2001	67,630	1,042	64.90
TOTAL		5,521,087	43,165	127.91

The charts in Appendix C summarize all employees by Plan, age, salary, accrued leave, and years of service.

For the Sick and Annual Leave analysis, the number of accumulated sick leave days for each employee as of June 30, 2011 was analyzed and projected as appropriate. The liability was calculated using two different approaches. The first approach calculated the liability based on the amount of Sick and Annual Leave accrued as of June 30, 2011, assuming **no further** accumulations of time. The second approach calculated the liability based under the assumption that the employee will **continue** to accrue Sick and Annual Leave based on the employee's history of accumulating sick leave time. The second approach is included in the OPEB liability. For each employee, the value of the PEIA premium waiver benefit and the annuity increase was projected based on the employee's age, medical coverage type, anticipated time of retirement, gender, years of service, salary and plan type.

For the employees who were hired before July 1, 2001, Appendix D presents a summary of the projected number of days of sick leave that they are expected to have accumulated at their projected retirement date. These reports present the year the employees are expected to retire, the projected number of sick leave days these employees would have as of this date and the average sick leave days per person. The projection for all employees, as well as the projection separated by plan, is presented for years 2012 through 2040.

In order to project the current employee's expected retirement date and number of sick leave days, we first sorted the employees by plan. Based on each plan's specific criteria for achieving normal and reduced retirement benefits, we selected the earliest possible retirement year for each employee utilizing their specific age and years of service. To project the number of sick leave days at retirement, historical accumulation rates were determined. The sick balance for each employee as of June 30, 2011 divided by the current years of service provided an annual accumulation rate. Based on this rate, the sick balances were projected forward to the expected retirement date.

In reviewing the myriad of assumptions required to conduct this analysis, the most important assumption in developing both the liability under the SAL Program, as well as determining which benefit option the employee would be most likely to choose, is the expected future increase in PEIA premiums. We have varied the health inflation assumption as follows:

- Baseline Assumption – trends consistent with the PEIA Financial Plan as developed in December 2011, ultimately grading down to a trend of 5.5% with age rating. This scenario would be consistent with projected increases in retiree deductibles and coinsurance.

One of the results of our analysis shows which type of benefit the retirees would choose. Based on the future accumulated credits, employees were assumed to evaluate the net present value of either PEIA medical premium waiver or increased defined annuity benefit values at retirement and accurately choose the benefit most advantageous to the employee. The benefit liability for CPRB is currently calculated using a 6.10% investment rate to discount the liabilities.

In the last valuation we had projected that approximately 71% of the retirees would ultimately elect the medical premium waiver. We are now projecting that approximately 78% of the retirees, who are hired prior to 7/1/1988, will elect the medical premium waiver. We are projecting that this will increase to approximately 94% for retirees who hired after 7/1/1988

The total Sick and Annual Leave liability can be found in Sections VII and VIII.

The decision for future retirees based on a 6.01% discount rate is summarized in the following tables:

Projected PEIA Waiver Program

Plan		Number of Employees
PERS	Before 7/1/1988	2,636
	7/1/1988 – 6/30/2001	6,218
TRS/TDC	Before 7/1/88	7,848
	7/1/1988 – 6/30/1991	1,292
	7/1/1991 – 6/30/2001	8,451
Plan D	Before 7/1/88	488
	7/1/1988 – 6/30/1991	350
	7/1/1991 – 6/30/2001	1,921
Plan F	Before 7/1/88	1,690
	7/1/1988 – 6/30/1991	616
	7/1/1991 – 6/30/2001	2,323
Plan G	Before 7/1/88	14
	7/1/1988 – 6/30/1991	10
	7/1/1991 – 6/30/2001	73
Troopers Plan A	Before 7/1/1988	1
	7/1/1988 – 6/30/2001	86
Troopers Plan B	Before 7/1/1988	2
	7/1/1988 – 6/30/2001	230
Undefined Group	Before 7/1/88	1,912
	7/1/1988 – 6/30/1991	220
	7/1/1991 – 6/30/2001	1,042
Before 7/1/1988		14,591 (78%)
After 7/1/1988		22,831 (94%)
TOTAL		37,421 (87%)

Projected Annuity Increases

Plan		Number of Employees
PERS	Before 7/1/1988	626
	7/1/1988 – 6/30/2001	788
TRS/TDC	Before 7/1/88	3,510
	7/1/1988 – 6/30/1991	756
	7/1/1991 – 6/30/2001	0
Plan D	Before 7/1/88	0
	7/1/1988 – 6/30/1991	0
	7/1/1991 – 6/30/2001	0
Plan F	Before 7/1/88	0
	7/1/1988 – 6/30/1991	0
	7/1/1991 – 6/30/2001	0
Plan G	Before 7/1/88	5
	7/1/1988 – 6/30/1991	4
	7/1/1991 – 6/30/2001	0
Troopers Plan A	Before 7/1/1988	30
	7/1/1988 – 6/30/2001	19
Troopers Plan B	Before 7/1/1988	0
	7/1/1988 – 6/30/2001	4
Undefined Group	Before 7/1/88	0
	7/1/1988 – 6/30/1991	0
	7/1/1991 – 6/30/2001	0
Before 7/1/1988		4,171 (22%)
After 7/1/1988		1,572 (6%)
TOTAL		5,744 (13%)

SECTION VII

Retiree Subsidy – Fiscal Year 2011 GASB 43 and 45 Calculation

The liability for the OPEB and the Sick and Annual Leave Calculation was developed assuming underlying medical trends consistent with the PEIA Financial Plan as developed in December 2011, ultimately grading down to a trend of 5.5% with age rating. This analysis utilized retirement, withdrawal, mortality and wage-based assumptions currently utilized in the valuation of the various defined benefit plans administered by the Consolidated Public Retirement Board (“CPRB”). The benefit liability for CPRB is currently calculated using a 7.5% investment rate to discount the liabilities.

The annual required contribution is the annual amount required under the actuarial cost method and funding policy for amortizing the unfunded actuarial accrued liability. The ARC is the sum of the normal cost and the thirty-year amortization as a level percentage of payroll of the actuarial accrued liability that has not been funded.

Detailed results, for the OPEB liability and the Sick & Annual Leave liability as well as projected 10 year cash flows can be found in Appendix E. The charts below summarize the OPEB liability for both assumed investment rate assumption scenarios.

Annual Required Contribution FY 2012 (“ARC”)	
<i>(in thousands)</i>	
Normal Cost Component	
Normal Cost	\$93,419
Interest	5,699
Total Normal Cost	\$99,117
Amortization Component	
AAL	\$3,841,243
Less: Assets	472,079
UAAL	3,369,165
Divided by PV factor	20.58
Amortization payment	163,672
Interest	9,984
Total Amortization Payment	\$173,656
Annual Required Contribution	\$272,774

The ARC is the annual amount that needs to be paid to fully pre-fund the subsidies and the Annual OPEB cost is the related annual accounting expense. The annual OPEB cost is made up of the ARC, the interest on the Net OPEB Obligation (“NOO”), and the amortization of the NOO. The NOO is the ongoing balance sheet item that shows the difference between the annual OPEB cost and what the employers have actually contributed. The charts below show the estimated annual OPEB cost and the amortization of the NOO in Fiscal Years 2012, 2013, and 2014:

Annual OPEB Cost	
<i>(in thousands)</i>	
FY 2012 Billed ARC	922,460
Interest on NOO	100,232
Amortization of NOO	<u>(158,309)</u>
FY 2012 Annual OPEB Cost	864,383

Annual OPEB Cost	
<i>(in thousands)</i>	
FY 2013 ARC	307,485
Interest on NOO	135,692
Amortization of NOO	<u>(218,239)</u>
FY 2013 Annual OPEB Cost	224,938

Annual OPEB Cost	
<i>(in thousands)</i>	
FY 2014 ARC	320,162
Interest on NOO	138,125
Amortization of NOO	<u>(226,550)</u>
FY 2014 Annual OPEB Cost	231,737

The following chart shows the historic NOO as of June 30, 2011 and the projected NOO as of June 30, 2012 through June 30, 2014:

Net OPEB Obligation	
<i>(in thousands)</i>	
NOO 6/30/2010	1,338,873
FY 2011 Billed Annual OPEB Cost	816,274
7/1/2010 - 6/30/2011 Contributions	<u>(150,513)</u>
NOO 6/30/2011	2,004,634

Net OPEB Obligation	
<i>(in thousands)</i>	
NOO 6/30/2011	2,004,634
FY 2012 Billed Annual OPEB Cost	864,383
7/1/2011 - 6/30/2012 Contributions	<u>(155,173)</u>
NOO 6/30/2012	2,713,844

Net OPEB Obligation	
<i>(in thousands)</i>	
NOO 6/30/2012	2,713,844
FY 2013 Annual OPEB Cost	224,938
7/1/2012 - 6/30/2013 Contributions	<u>(176,284)</u>
NOO 6/30/2013	2,762,498

Net OPEB Obligation	
<i>(in thousands)</i>	
NOO 6/30/2013	2,762,498
FY 2014 Annual OPEB Cost	231,737
7/1/2013 - 6/30/2014 Contributions	<u>(177,698)</u>
NOO 6/30/2014	2,816,538

In Fiscal Year 2012, the WVRHBT is projected to total \$239,540,000 in revenues and the chart below illustrates the source of these revenues

Fiscal Year 2012 Contributions and Revenue Sources <i>(in thousands)</i>	
WV PEIA ARC Funding Premiums	\$151,348
Retiree Premiums - PPB	71,661
Retiree Premiums - MCO	2,265
Non Par Premiums	3,825
<u>Investment Income</u>	<u>10,441</u>
Total	\$239,540

The funded ratio is the ratio of the present value of contributions that have been made for current members to the present value of the liability that has already been accrued based on the funding method. A funded ratio of 100% would indicate that all benefits that have been accrued have been funded as of the valuation date. On the other hand, a funded ratio of less than 100% indicates that all benefits that have been accrued have not been funded as of the valuation date.

Funded Status as of June 30, 2010	
	<i>(in thousands)</i>
AAL	7,410,241
Assets	422,636
Unfunded Liability	6,987,605
Funded Ratio	5.70%

Funded Status as of June 30, 2011	
	<i>(in thousands)</i>
AAL	3,841,243
Assets	472,079
Unfunded Liability	3,369,165
Funded Ratio	12.29%

Funded Status as of June 30, 2012	
	<i>(in thousands)</i>
AAL	4,007,900
Assets	471,023
Unfunded Liability	3,536,877
Funded Ratio	11.75%

Funded Status as of June 30, 2013	
	<i>(in thousands)</i>
AAL	4,250,900
Assets	497,659
Unfunded Liability	3,753,241
Funded Ratio	11.71%

The chart below shows the historic and projected percent of ARC funded. A percent below 100% relates to how much of the present value of the benefit being earned in the current year will be shifted to the future.

Percentage of ARC Contributed	
	<i>(in thousands)</i>
FY 2011 Contributions	150,513
FY 2011 Billed ARC	816,274
Percentage of 2011 ARC Contributed	18.44%
FY 2012 Contributions	155,173
FY 2012 Billed ARC	922,460
Percentage of 2012 ARC Contributed	16.82%
FY 2013 Contributions	176,284
FY 2013 ARC	307,485
Percentage of 2013 ARC Contributed	57.33%
FY 2014 Contributions	177,698
FY 2014 ARC	320,162
Percentage of 2014 ARC Contributed	55.50%

The covered payroll is the total payroll of all current members that are eligible to receive subsidies from OPEB plan employers. Contributions made by the employers are considered on a percentage of payroll basis, similar to the pension systems. The ARC is calculated as a percent of the covered payroll. Note that the State's current Billed ARC is \$922,460,000. This represents 25.27% of current annual payroll for all eligible members.

The unfunded liability as a percentage of covered payroll is a measure of the relative magnitude of the unfunded liability. The table below shows that the State's unfunded liability is 92.31% of the State's total covered annual payroll. In other words, if 92.31% of this year's payroll were contributed to fund the subsidies, all accrued subsidies would be fully funded.

ARC and Unfunded Liability as a Percentage of Covered Payroll	
	<i>(in thousands)</i>
FY 2011 Billed ARC	816,274
FY 2010 Payroll	3,502,347
6/30/2010 Unfunded Liability	6,987,605
ARC as a % of Covered Payroll	23.31%
Unfunded Liability as a % of Covered Payroll	199.51%
FY 2012 Billed ARC	922,460
FY 2011 Payroll	3,649,954
6/30/2011 Unfunded Liability	3,369,165
ARC as a % of Covered Payroll	25.27%
Unfunded Liability as a % of Covered Payroll	92.31%
FY 2013 ARC	307,485
FY 2012 Payroll	3,803,782
6/30/2012 Unfunded Liability	3,536,877
ARC as a % of Covered Payroll	8.08%
Unfunded Liability as a % of Covered Payroll	92.98%
FY 2014 ARC	320,162
FY 2013 Payroll	3,964,093
6/30/2013 Unfunded Liability	3,753,241
ARC as a % of Covered Payroll	8.08%
Unfunded Liability as a % of Covered Payroll	94.68%

APPENDIX A

Actuarial Assumptions

Public Employees' Retirement System

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
19	1.06000	1.06000	12.00%	12.10%	0.00%	0.00%	0.04%	0.02%
20	1.06000	1.06000	12.00%	12.10%	0.00%	0.00%	0.04%	0.02%
21	1.05950	1.05950	11.52%	11.88%	0.00%	0.00%	0.04%	0.03%
22	1.05900	1.05900	11.04%	11.66%	0.00%	0.00%	0.04%	0.03%
23	1.05850	1.05850	10.56%	11.44%	0.00%	0.00%	0.04%	0.03%
24	1.05800	1.05800	10.08%	11.22%	0.00%	0.00%	0.04%	0.03%
25	1.05750	1.05750	9.60%	11.00%	0.00%	0.00%	0.05%	0.03%
26	1.05700	1.05700	9.36%	10.56%	0.00%	0.00%	0.05%	0.03%
27	1.05650	1.05650	9.12%	10.12%	0.00%	0.00%	0.05%	0.04%
28	1.05600	1.05600	8.88%	9.68%	0.00%	0.00%	0.05%	0.04%
29	1.05550	1.05550	8.64%	9.24%	0.00%	0.00%	0.06%	0.04%
30	1.05500	1.05500	8.40%	8.80%	0.00%	0.00%	0.06%	0.04%
31	1.05450	1.05450	8.04%	8.25%	0.00%	0.00%	0.06%	0.05%
32	1.05400	1.05400	7.68%	7.70%	0.00%	0.00%	0.07%	0.05%
33	1.05350	1.05350	7.32%	7.15%	0.00%	0.00%	0.07%	0.05%
34	1.05300	1.05300	6.96%	6.60%	0.00%	0.00%	0.08%	0.06%
35	1.05250	1.05250	6.60%	5.50%	0.00%	0.00%	0.09%	0.06%
36	1.05200	1.05200	6.24%	5.30%	0.00%	0.00%	0.09%	0.07%
37	1.05150	1.05150	5.88%	5.10%	0.00%	0.00%	0.10%	0.07%
38	1.05100	1.05100	5.52%	4.90%	0.00%	0.00%	0.10%	0.08%
39	1.05050	1.05050	5.16%	4.70%	0.00%	0.00%	0.11%	0.08%
40	1.05000	1.05000	4.80%	4.50%	0.00%	0.00%	0.12%	0.09%
41	1.04975	1.04975	4.56%	4.40%	0.00%	0.00%	0.14%	0.09%
42	1.04950	1.04950	4.32%	4.30%	0.00%	0.00%	0.15%	0.10%
43	1.04925	1.04925	4.08%	4.20%	0.00%	0.00%	0.17%	0.11%
44	1.04900	1.04900	3.84%	4.10%	0.00%	0.00%	0.19%	0.12%
45	1.04875	1.04875	3.60%	4.00%	0.00%	0.00%	0.22%	0.13%
46	1.04800	1.04800	3.36%	3.90%	0.00%	0.00%	0.25%	0.14%
47	1.04725	1.04725	3.12%	3.80%	0.00%	0.00%	0.28%	0.15%
48	1.04650	1.04650	2.88%	3.70%	0.00%	0.00%	0.31%	0.17%
49	1.04575	1.04575	2.64%	3.60%	0.00%	0.00%	0.35%	0.18%
50	1.04500	1.04500	2.40%	3.50%	0.00%	0.00%	0.39%	0.20%
51	1.04500	1.04500	2.16%	3.20%	0.00%	0.00%	0.43%	0.22%
52	1.04500	1.04500	1.92%	2.90%	0.00%	0.00%	0.48%	0.23%
53	1.04500	1.04500	1.68%	2.60%	0.00%	0.00%	0.52%	0.25%
54	1.04500	1.04500	1.44%	2.30%	0.00%	0.00%	0.57%	0.27%
55	1.04500	1.04500	1.20%	2.00%	25.00%	25.00%	0.61%	0.30%

Public Employees' Retirement System

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
56	1.04450	1.04450	1.20%	1.80%	15.00%	15.00%	0.66%	0.33%
57	1.04400	1.04400	1.20%	1.60%	15.00%	15.00%	0.71%	0.36%
58	1.04350	1.04350	1.20%	1.40%	15.00%	15.00%	0.77%	0.39%
59	1.04300	1.04300	1.20%	1.20%	15.00%	15.00%	0.84%	0.44%
60	1.04250	1.04250	1.20%	1.00%	15.00%	15.00%	0.92%	0.49%
61	1.04250	1.04250			15.00%	15.00%	1.01%	0.55%
62	1.04250	1.04250			30.00%	30.00%	1.11%	0.62%
63	1.04250	1.04250			18.00%	18.00%	1.24%	0.69%
64	1.04250	1.04250			18.00%	18.00%	1.39%	0.77%
65	1.04250	1.04250			25.00%	25.00%	1.56%	0.86%
66	1.04250	1.04250			20.00%	20.00%	1.76%	0.96%
67	1.04250	1.04250			20.00%	20.00%	1.98%	1.06%
68	1.04250	1.04250			20.00%	20.00%	2.22%	1.16%
69	1.04250	1.04250			20.00%	20.00%	2.48%	1.29%
70	1.04250	1.04250			100.00%	100.00%	2.75%	1.45%
71					100.00%	100.00%	3.04%	1.65%
72					100.00%	100.00%	3.34%	1.90%
73					100.00%	100.00%	3.67%	2.19%
74					100.00%	100.00%	4.04%	2.51%
75					100.00%	100.00%	4.46%	2.86%
76					100.00%	100.00%	4.94%	3.24%
77					100.00%	100.00%	5.48%	3.64%
78					100.00%	100.00%	6.07%	4.08%
79					100.00%	100.00%	6.71%	4.55%
80					100.00%	100.00%	7.41%	5.06%
81					100.00%	100.00%	8.15%	5.61%
82					100.00%	100.00%	8.93%	6.19%
83					100.00%	100.00%	9.75%	6.79%
84					100.00%	100.00%	10.60%	7.44%
85					100.00%	100.00%	11.48%	8.15%
86					100.00%	100.00%	12.42%	8.92%
87					100.00%	100.00%	13.39%	9.75%
88					100.00%	100.00%	14.41%	10.65%
89					100.00%	100.00%	15.49%	11.62%
90					100.00%	100.00%	16.63%	12.69%
91					100.00%	100.00%	17.82%	13.86%
92					100.00%	100.00%	19.05%	15.12%
93					100.00%	100.00%	20.30%	16.51%
94					100.00%	100.00%	21.79%	18.04%
95					100.00%	100.00%	23.41%	19.73%

Public Employees' Retirement System

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
96					100.00%	100.00%	24.84%	21.61%
97					100.00%	100.00%	26.40%	23.70%
98					100.00%	100.00%	28.08%	25.81%
99					100.00%	100.00%	29.92%	28.02%
100					100.00%	100.00%	31.92%	30.47%
101							34.11%	33.16%
102							36.51%	36.14%
103							39.31%	39.42%
104							42.73%	43.04%
105							46.95%	47.15%
106							52.19%	51.92%
107							58.65%	57.50%
108							66.53%	64.03%
109							76.02%	71.69%
110							100.00%	80.63%
111							100.00%	100.00%

Teachers' Retirement System / Teachers Defined Contribution

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Pre-Ret. Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
19	1.05250	1.05250	3.20%	3.20%	0.00%	0.00%	0.03%	0.02%
20	1.05250	1.05250	3.20%	3.20%	0.00%	0.00%	0.04%	0.02%
21	1.05200	1.05200	3.12%	3.12%	0.00%	0.00%	0.04%	0.02%
22	1.05150	1.05150	3.04%	3.04%	0.00%	0.00%	0.04%	0.02%
23	1.05100	1.05100	2.96%	2.96%	0.00%	0.00%	0.04%	0.02%
24	1.05050	1.05050	2.88%	2.88%	0.00%	0.00%	0.04%	0.02%
25	1.05000	1.05000	2.80%	2.80%	0.00%	0.00%	0.04%	0.02%
26	1.04950	1.04950	2.72%	2.72%	0.00%	0.00%	0.04%	0.02%
27	1.04900	1.04900	2.64%	2.64%	0.00%	0.00%	0.04%	0.02%
28	1.04850	1.04850	2.56%	2.56%	0.00%	0.00%	0.04%	0.02%
29	1.04800	1.04800	2.48%	2.48%	0.00%	0.00%	0.04%	0.03%
30	1.04750	1.04750	2.40%	2.40%	0.00%	0.00%	0.04%	0.03%
31	1.04700	1.04700	2.36%	2.32%	0.00%	0.00%	0.05%	0.03%
32	1.04650	1.04650	2.32%	2.24%	0.00%	0.00%	0.06%	0.04%
33	1.04600	1.04600	2.28%	2.16%	0.00%	0.00%	0.06%	0.04%
34	1.04550	1.04550	2.24%	2.08%	0.00%	0.00%	0.07%	0.04%
35	1.04500	1.04500	2.20%	2.00%	0.00%	0.00%	0.08%	0.05%
36	1.04450	1.04450	2.14%	1.92%	0.00%	0.00%	0.08%	0.05%
37	1.04400	1.04400	2.08%	1.84%	0.00%	0.00%	0.09%	0.06%
38	1.04350	1.04350	2.02%	1.76%	0.00%	0.00%	0.10%	0.06%
39	1.04300	1.04300	1.96%	1.68%	0.00%	0.00%	0.10%	0.07%
40	1.04250	1.04250	1.90%	1.60%	0.00%	0.00%	0.11%	0.07%
41	1.04210	1.04210	0.18%	1.52%	0.00%	0.00%	0.11%	0.08%
42	1.04170	1.04170	1.78%	1.44%	0.00%	0.00%	0.12%	0.09%
43	1.04130	1.04130	1.72%	1.36%	0.00%	0.00%	0.13%	0.09%
44	1.04090	1.04090	1.66%	1.28%	0.00%	0.00%	0.14%	0.10%
45	1.04050	1.04050	1.60%	1.40%	0.00%	0.00%	0.15%	0.11%
46	1.04010	1.04010	1.52%	1.12%	0.00%	0.00%	0.16%	0.12%
47	1.03970	1.03970	1.44%	1.04%	0.00%	0.00%	0.17%	0.13%
48	1.03930	1.03930	1.36%	0.96%	0.00%	0.00%	0.19%	0.14%
49	1.03890	1.03890	1.28%	0.88%	0.00%	0.00%	0.20%	0.16%
50	1.03850	1.03850	1.20%	0.80%	0.00%	0.00%	0.21%	0.17%
51	1.03850	1.03850	1.28%	0.88%	0.00%	0.00%	0.23%	0.18%
52	1.03850	1.03850	1.36%	0.96%	0.00%	0.00%	0.25%	0.20%
53	1.03850	1.03850	1.44%	1.04%	0.00%	0.00%	0.26%	0.21%
54	1.03850	1.03850	1.52%	1.12%	0.00%	0.00%	0.28%	0.23%
55	1.03850	1.03850	1.60%	1.20%	25.00%	27.50%	0.30%	0.25%

Teachers' Retirement System / Teachers Defined Contribution

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Pre-Ret. Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
56	1.03850	1.03850	1.60%	1.20%	15.00%	17.50%	0.33%	0.28%
57	1.03850	1.03850	1.60%	1.20%	15.00%	17.50%	0.36%	0.30%
58	1.03850	1.03850	1.60%	1.20%	17.00%	18.00%	0.40%	0.33%
59	1.03850	1.03850	1.60%	1.20%	19.00%	19.00%	0.44%	0.36%
60	1.03850	1.03850	1.60%	1.20%	20.00%	25.00%	0.49%	0.39%
61	1.03850	1.03850	1.60%	1.20%	30.00%	20.00%	0.54%	0.43%
62	1.03850	1.03850	1.60%	1.20%	40.00%	27.50%	0.59%	0.47%
63	1.03850	1.03850	1.60%	1.20%	25.00%	20.00%	0.65%	0.50%
64	1.03850	1.03850	1.60%	1.20%	25.00%	25.00%	0.70%	0.54%
65	1.03850	1.03850	1.60%	1.20%	40.00%	30.00%	0.76%	0.58%
66	1.03830	1.03830	1.60%	1.20%	30.00%	30.00%	0.81%	0.62%
67	1.03810	1.03810	1.60%	1.20%	30.00%	30.00%	0.86%	0.66%
68	1.03790	1.03790	1.60%	1.20%	30.00%	30.00%	0.91%	0.70%
69	1.03770	1.03770	1.60%	1.20%	30.00%	30.00%	0.95%	0.73%
70	1.03750	1.03750			100.00%	100.00%	0.99%	0.76%
71					100.00%	100.00%	1.82%	1.65%
72					100.00%	100.00%	2.02%	1.83%
73					100.00%	100.00%	2.25%	2.00%
74					100.00%	100.00%	2.51%	2.21%
75					100.00%	100.00%	2.85%	2.39%
76					100.00%	100.00%	3.18%	2.64%
77					100.00%	100.00%	3.61%	2.96%
78					100.00%	100.00%	4.09%	3.27%
79					100.00%	100.00%	4.64%	3.61%
80					100.00%	100.00%	5.27%	3.99%
81					100.00%	100.00%	6.01%	4.41%
82					100.00%	100.00%	6.85%	4.89%
83					100.00%	100.00%	7.64%	5.43%
84					100.00%	100.00%	8.67%	6.04%
85					100.00%	100.00%	9.62%	6.87%
86					100.00%	100.00%	10.67%	7.81%
87					100.00%	100.00%	12.06%	8.89%
88					100.00%	100.00%	13.62%	9.90%
89					100.00%	100.00%	15.06%	11.22%
90					100.00%	100.00%	16.93%	12.40%
91					100.00%	100.00%	18.44%	13.62%
92					100.00%	100.00%	20.40%	14.84%
93					100.00%	100.00%	22.00%	16.37%
94					100.00%	100.00%	23.61%	17.56%
95					100.00%	100.00%	25.70%	18.69%

Teachers' Retirement System / Teachers Defined Contribution

<u>Age</u>	<u>Salary Scale</u>		<u>Ultimate Withdrawal</u>		<u>Retirement Rates</u>		<u>Pre-Ret. Mortality</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
96					100.00%	100.00%	27.28%	19.73%
97					100.00%	100.00%	28.81%	21.10%
98					100.00%	100.00%	30.91%	21.95%
99					100.00%	100.00%	32.37%	22.68%
100					100.00%	100.00%	33.77%	23.28%
101							35.86%	24.48%
102							37.17%	25.45%
103							38.30%	26.60%
104							39.20%	27.91%
105							39.79%	29.31%
106							40.00%	30.78%
107							40.00%	32.27%
108							40.00%	33.74%
109							40.00%	35.15%
110							40.00%	36.46%

APPENDIX B

Pension Plan Benefits

Public Employees' Retirement System

Normal Retirement Benefit

Eligibility: A member who has attained age 60 and has earned five or more years of contributing service is eligible for a normal retirement benefit.

Benefit Amount: The annual normal retirement benefit, payable in monthly installments, is equal to 2% of the member's final average salary *times* the number of years of his credited service.

Normal Form of Benefit: The normal form of the retirement benefit is a single life cash refund annuity. This means that the pension is payable only during the member's lifetime, but if he dies before receiving pension payments which total the amount of his accumulated contributions (with interest) at the time of his retirement, then the difference will be paid to his beneficiary.

Optional Forms of Benefit: The retiring member may instead of the "Normal Form" choose an actuarially reduced joint and survivor annuity with his or her spouse as beneficiary, with either 100% or 50% of the amount payable while both are alive continuing to the surviving spouse during the spouse's remaining lifetime. This is a contingent joint and survivor annuity, reducing in amount only upon the retiree's dying first (and not upon the spouse's death).

Early Retirement Benefit (Unreduced)

Eligibility: Rule of 80; A member who has completed at least five years of contributing service and who has attained age 55 with the sum of his age *plus* years of contributing service equal to or greater than 80, may retire at any age over 55.

Benefit Amount: The early retirement benefit is equal to the members normal retirement benefit based on final average salary and years of credited service as of early retirement date, without reduction for early commencement. The early retirement benefit is payable in monthly installments under the same normal or optional forms as the normal retirement benefit.

Early Retirement Benefit (Reduced)

Eligibility: A terminating member who has completed at least five years of contributing service and who either (i) has attained age 55 and completed 10 years of credited service, or (ii) has completed 20 years of credited service, may elect to have his deferred vested benefit commence on the first of any month following his 55th birthday. A terminating member with 30 years of credited service, at least three of which are contributing service, may retire early at any age.

Benefit Amount: The early retirement benefit is equal to the normal retirement benefit based on final average salary and years of credited service as of early retirement date reduced by ½% per month (6% per year) that the early retirement benefit commencement date precedes the retiring member's 62nd birthday. A member retiring after 30 years of service receives a benefit actuarially

reduced for the number of years by which his early retirement precedes age 60. In this case, a different scale of early retirement reduction factors applies to the formula benefit. The early retirement benefit is payable in monthly installments under the same normal or optional forms as the normal retirement benefit.

Teachers' Retirement System

Plan Name: The State Teachers' Retirement System

Member: Membership includes any employee hired before July 1, 1991 in the public schools, state institutions of higher education, certain state departments, and the Board of Regents. Members of the Teacher's Defined Contribution ("TDC") Plan or TIAA-CREF are not eligible for TRS.

Final Average Salary: Final Average Salary is the average of the Member's 5 highest fiscal years of total earnings from covered employment during the Member's last 15 years of service.

Service Retirement

Eligibility: A Member may retire with an unreduced pension (1) at any age with 35 years of Credited Service, or (2) at age 60 with 5 years of Credited Service. A member may retire with 30 years of Credited Service at any age, with the pension reduced actuarially if the Member retires before age 55.

Benefit Amount: The normal form of benefit is a single life annuity paid monthly, in an amount equal to 2% of Final Average Salary times years of Credited Service. Other forms of benefit may be elected, subject to actuarial reduction, including a Cash Refund Annuity, 50% or 100% Contingent Joint and Survivor Annuities, and a 10 Year Certain and Life Annuity.

Pre-Retirement Death Benefits

Eligibility: The surviving spouse of a deceased Member who had attained age 50 and completed 25 years of Credited Service is eligible for the Surviving Spouse Benefit. If a member dies prior to attaining age 50 or completing 25 years of Credited Service a Lump Sum Death Benefit is payable to the beneficiary.

Benefit Amount:

- **Surviving Spouse Benefit:** The surviving spouse receives an annuity payable as if the Member had retired on the date of death with a 100% Joint and Survivor pension.
- **Lump Sum Death Benefit:** The sum of the accumulated Member and employer contributions with interest is paid to the Member's beneficiary (or estate).

Refund of Contributions

Eligibility: A Member who leaves employment and is not eligible for any other benefit will receive a refund of his or her contributions to the retirement system.

Benefit Amount: A lump sum of the Member's accumulated contributions, with compound interest computed on any contributed amount from the end of the fiscal year in which contributed to the date

of distribution of the lump sum (but in no case beyond 5 years after the end of the fiscal year during which the Member left service). For purposes of this benefit, interest is computed at a 3% annual rate.

Trooper Plan A

Plan Name: The West Virginia Public Safety Death, Disability and Retirement Fund.

Plan Membership: West Virginia state police officers hired before March 12, 1994 participate in this plan.

Unused Sick or Annual Leave: A retiring member may at his option convert unused sick and/or annual leave to pension service credit at the rate of two days of service credited per day of unused leave. After doubling, 260 unused leave days are counted as one year of credited service. Such service counts for the purpose of increasing the member's benefit, but it does not count for determining eligibility for benefits.

Normal Retirement Benefit

Eligibility: A member who has attained age 50 and has earned 20 or more years of contributory service, or is any age and has earned 25 or more years of contributory and military service, is eligible for a normal retirement benefit.

Benefit Amount: The annual normal retirement benefit, payable in monthly installments, is equal to 5½% of the member's Career Pay, subject to minimum annual benefit of \$6,000.

Normal Form of Benefit: The normal form of the retirement benefit is a life annuity with 75% of the amount payable continuing to the member's surviving spouse after the death of the member, for the spouse's remaining lifetime.

Deferred Vested Benefit

Eligibility: A terminating member who has completed ten years of contributory service and who does not withdraw his accumulated contributions is entitled to a deferred vested benefit commencing at age 62.

Benefit Amount: The deferred vested annual pension, payable in monthly installments, is equal to 5½% of the member's Career Pay, subject to a minimum annual benefit of \$6,000. It is payable in the same normal form as the normal retirement benefit would be or alternatively, the member may elect to receive an actuarially reduced joint and survivor annuity with 50% of the amount payable while both are alive continuing to the surviving spouse during the spouse's remaining lifetime.

Pre-retirement Death Benefits

Eligibility: The surviving spouse of a member who dies from duty-related causes, or in some cases surviving children or dependent parents, is eligible for a survivor's pension. If death is unrelated to his duties as a state trooper, the surviving family is eligible for a nonduty-related pension. In the nonduty case the benefits payable depend on whether or not the deceased trooper had 20 years of service.

Benefit Amount:

- Duty-Related Death

- ***To the surviving spouse:*** An annual annuity (payable monthly) equal to 5.5% of the aggregate salary the member would have received had he remained in employment for 25 years (based on average earnings of the department), or the member's actual career pay, including non contributory service credit, if greater.
- ***To surviving dependent children:*** If no spouse survives, each surviving child receives 25% of what would have been a surviving spouse's entitlement. Each child is also eligible for an academic scholarship to West Virginia schools, paying up to \$7,500.
- ***To surviving dependent parents:*** If there is no surviving spouse or children, then each surviving dependent parent of the deceased member will receive one-half of what would have been a surviving spouse's entitlement.

- Nonduty-Related Death before Completing 20 Years of Service

- ***To the surviving spouse:*** An annual annuity (payable monthly) equal to 2.75% of the aggregate salary the member would have received had he remained in employment for 25 years (based on average earnings of the department).
- ***To surviving dependent children:*** If there is no surviving spouse, or the spouse remarries, each surviving child receives 25% of what would have been the spouse's entitlement. Such children are not eligible for scholarships from the retirement fund.
- ***To surviving dependent parents:*** If there is no surviving spouse or children, then each surviving dependent parent of the deceased member will receive one-half of what would have been a surviving spouse's entitlement.

- Nonduty-Related Death after Completing 20 Years of Service

- ***To the surviving spouse:*** A monthly life annuity equal to 75% of the member's Normal Retirement Benefit, but not less than \$5,00 annually. The spouse also receives \$100 monthly for each dependent child. These benefits cease when the spouse remarries.
- ***To surviving dependent children:*** If there is no surviving spouse, or the spouse remarries, each surviving child receives 25% of what would have been the spouse's entitlement. Such children are not eligible for scholarships from the retirement fund.
- ***To surviving dependent parents:*** If there is no surviving spouse or children, then each surviving dependent parent of the deceased member will receive one-half of what would have been a surviving spouse's entitlement.

Trooper Plan B

Plan Name: The West Virginia State Police Retirement System

Effective Date: Plan created on March 12, 1994 under §15-2A of West Virginia Code.

Plan Membership: West Virginia state police employed after the effective date.

Unused Sick or Annual Leave: A retiring member may at his option convert unused sick and/or annual leave to pension service credit at the rate of two days of service credited per day of unused leave. After doubling, 260 unused leave days are counted as one year of credited service. Such service counts for the purpose of increasing the member's benefit, but it does not count for determining eligibility for benefits.

Normal Retirement Benefit

Eligibility: A member who has attained age 50 and has earned 25 or more years of contributory service is eligible for a normal retirement benefit.

Benefit Amount: The annual normal retirement benefit, payable in monthly installments, is equal to 2.75% of the member's final average salary times the number of years of service.

Normal Form of Benefit: The normal form of the retirement benefit is a life annuity with 66-2/3% of the amount payable continuing to the member's surviving spouse after the death of the member, for the spouse's remaining lifetime, or until remarriage.

Optional Forms of Benefit: The retiring member may choose an actuarially reduced joint and survivor annuity with his or her spouse as beneficiary, increasing the amount payable to the surviving spouse for the spouse's remaining lifetime after the death of the member above the 66-2/3% level.

Deferred Vested Benefit

Eligibility: A terminating member who has completed ten years of contributory service and who does not withdraw his accumulated contributions, is entitled to a deferred vested benefit commencing at age 62.

Benefit Amount: The deferred vested annual pension, payable in monthly installments, is equal to 2.75% of the member's final average salary times his years of service. It is payable in the same form as the normal retirement benefit would be or alternatively, the member may elect to receive an actuarially reduced joint and survivor annuity with 50% of the amount payable while both are alive continuing to the surviving spouse during the spouse's remaining lifetime.

Early Retirement Benefits

Eligibility: A member who has earned 20 or more years of contributory service, may retire early at any age.

Benefit Amount: The early retirement benefit is payable in monthly installments under the same normal or optional forms as the normal retirement benefit. It is equal to the deferred benefit actuarially reduced for the number of years by which his early retirement precedes age 52.

Pre-retirement Death Benefits

Eligibility: The surviving spouse, or in some cases surviving children or dependent parents, of a member who dies from duty-related causes, is eligible for a survivor's pension. If death is unrelated to his duties as a state trooper, the surviving family is eligible for a nonduty-related pension. In the nonduty case the benefits payable depend on whether or not the deceased trooper had 20 years of service.

Benefit Amount:

- Duty-Related Death

- ***To the surviving spouse:*** A monthly annuity to the surviving spouse equal to two-thirds (2/3) of the member's base salary. The surviving spouse also receives \$100 monthly for each dependent child. These benefits continue even after the surviving spouse remarries.
- ***To surviving dependent children:*** If no spouse survives, each surviving child receives 25% of what would have been a surviving spouse's entitlement. Each child is also eligible for an academic scholarship to West Virginia schools, paying up to \$7,500.
- ***To surviving dependent parents:*** If there is no surviving spouse or children, then each surviving dependent parent of the deceased member will receive one-half of what would have been a surviving spouse's entitlement.

- Nonduty-related Death after Completing 20 Years of Service

- ***To the surviving spouse:*** A monthly life annuity equal to two-thirds (2/3) of the member's Normal Retirement Benefit, but not less than \$5,000 annually. The spouse also receives \$100 monthly for each dependent child. These benefits cease upon marriage.
- ***To surviving dependent children:*** If there is no surviving spouse, or the spouse remarries, each surviving child receives 25% of what would have been the spouse's entitlement. Such children are not eligible for scholarships from the retirement fund.
- ***To surviving dependent parents:*** If there is no surviving spouse or children, then each surviving dependent parent of the deceased member will receive one-half of what would have been a surviving spouse's entitlement.

Postretirement Death Benefits

Other than the death benefit inherent in the cash refund feature of the normal form of benefit, or the survivor's annuity in the case of a joint and survivor pension, no postretirement death benefits are payable under this retirement plan.

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (All Employees)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
0-19	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	1	2	0	0	0	0	0	0	0	3	234	78
	30,001-40,000	8	0	0	0	0	0	0	0	0	8	211	26
	40,001-50,000	1	1	0	0	0	0	0	0	0	2	99	49
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	10	3	0	0	0	0	0	0	0	13	544	42
30-34	0-20,000	4	1	1	0	0	0	0	0	0	6	315	52
	20,001-30,000	66	25	9	2	0	0	0	0	0	102	5,090	50
	30,001-40,000	98	31	14	4	0	0	0	0	0	147	7,642	52
	40,001-50,000	164	47	18	8	0	0	0	0	0	237	11,553	49
	50,001+	29	20	6	1	0	0	0	0	0	56	3,368	60
	Subtotal	361	124	48	15	0	0	0	0	0	548	27,968	51
35-39	0-20,000	17	2	2	0	0	0	0	0	0	21	687	33
	20,001-30,000	242	82	31	17	0	1	0	0	0	373	19,299	52
	30,001-40,000	380	139	73	26	3	0	0	0	0	621	36,821	59
	40,001-50,000	728	220	102	42	4	1	0	0	0	1,097	58,873	54
	50,001+	220	123	96	67	18	2	0	0	0	526	48,601	92
	Subtotal	1,587	566	304	152	25	4	0	0	0	2,638	164,281	62
40-44	0-20,000	306	6	4	0	2	0	0	0	0	318	16,412	52
	20,001-30,000	465	150	69	22	10	2	0	0	0	718	38,200	53
	30,001-40,000	478	194	144	67	23	8	0	0	0	914	71,744	78
	40,001-50,000	854	367	162	91	25	4	1	1	0	1,505	101,316	67
	50,001+	394	236	204	140	108	45	4	0	0	1,131	133,922	118
	Subtotal	2,497	953	583	320	168	59	5	1	0	4,586	361,595	79
45-49	0-20,000	282	184	2	5	1	0	0	0	0	474	29,291	62
	20,001-30,000	608	264	136	45	27	3	5	4	1	1,093	83,607	76
	30,001-40,000	547	261	189	113	67	28	12	3	0	1,220	119,152	98
	40,001-50,000	650	389	225	128	78	35	24	3	0	1,532	150,701	98
	50,001+	578	386	320	286	188	83	52	7	1	1,901	254,120	134
	Subtotal	2,665	1,484	872	577	361	149	93	17	2	6,220	636,871	102

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (All Employees)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
50-54	0-20,000	57	568	6	2	1	0	0	1	0	635	55,570	88
	20,001-30,000	859	379	250	115	53	24	16	9	4	1,709	144,068	84
	30,001-40,000	663	308	284	215	151	96	59	34	6	1,816	241,458	133
	40,001-50,000	572	328	252	170	150	75	59	27	15	1,648	221,664	135
	50,001+	823	524	590	497	355	233	119	42	16	3,199	499,012	156
	Subtotal	2,974	2,107	1,382	999	710	428	253	113	41	9,007	1,161,772	129
55-59	0-20,000	56	592	151	6	0	0	0	0	0	805	91,907	114
	20,001-30,000	831	421	259	145	53	32	21	6	4	1,772	158,946	90
	30,001-40,000	622	372	344	252	175	130	68	40	28	2,031	298,569	147
	40,001-50,000	524	312	305	174	105	95	55	46	42	1,658	245,904	148
	50,001+	1,059	592	632	691	559	408	258	149	111	4,459	820,552	184
	Subtotal	3,092	2,289	1,691	1,268	892	665	402	241	185	10,725	1,615,879	151
60-64	0-20,000	40	274	528	3	1	1	1	0	0	848	112,348	132
	20,001-30,000	497	267	222	97	59	15	7	8	10	1,182	118,553	100
	30,001-40,000	383	227	200	172	121	85	44	24	33	1,289	200,116	155
	40,001-50,000	271	177	141	132	77	48	34	23	41	944	152,197	161
	50,001+	653	297	339	373	320	249	191	139	178	2,739	568,673	208
	Subtotal	1,844	1,242	1,430	777	578	398	277	194	262	7,002	1,151,887	165
65-69	0-20,000	17	308	5	1	2	0	0	0	0	333	36,717	110
	20,001-30,000	132	68	76	35	16	6	4	3	0	340	36,627	108
	30,001-40,000	82	43	48	35	48	25	12	8	18	319	59,056	185
	40,001-50,000	49	28	26	18	12	14	11	6	9	173	31,015	179
	50,001+	209	53	66	54	49	52	40	29	67	619	124,965	202
	Subtotal	489	500	221	143	127	97	67	46	94	1,784	288,379	162
70+	0-20,000	15	49	61	11	4	0	0	0	1	141	18,747	133
	20,001-30,000	54	24	19	15	7	3	2	2	2	128	14,746	115
	30,001-40,000	24	11	16	21	10	11	9	5	8	115	24,555	214
	40,001-50,000	13	10	7	5	4	9	3	4	8	63	14,912	237
	50,001+	81	11	15	15	13	14	7	8	31	195	38,953	200
	Subtotal	187	105	118	67	38	37	21	19	50	642	111,913	174
All	0-20,000	794	1,984	760	28	11	1	1	1	1	3,581	361,994	101
	20,001-30,000	3,755	1,682	1,071	493	225	86	55	32	21	7,420	619,370	83
	30,001-40,000	3,285	1,586	1,312	905	598	383	204	114	93	8,480	1,059,324	125
	40,001-50,000	3,826	1,879	1,238	768	455	281	187	110	115	8,859	988,234	112
	50,001+	4,046	2,242	2,268	2,124	1,610	1,086	671	374	404	14,825	2,492,167	168
	Total	15,706	9,373	6,649	4,318	2,899	1,837	1,118	631	634	43,165	5,521,088	128

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (Service Before 7/1/1988)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
0-19	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
40-44	0-20,000	0	0	1	0	0	0	0	0	0	1	161	161
	20,001-30,000	1	2	0	1	1	0	0	0	0	5	672	134
	30,001-40,000	12	3	6	2	4	1	0	0	0	28	3,298	118
	40,001-50,000	0	4	1	1	3	1	1	1	0	12	2,656	221
	50,001+	2	3	0	0	5	1	0	0	0	11	1,902	173
	Subtotal	15	12	8	4	13	3	1	1	0	57	8,689	152
45-49	0-20,000	3	0	0	2	0	0	0	0	0	5	447	89
	20,001-30,000	40	14	5	9	8	2	5	4	1	88	19,826	225
	30,001-40,000	95	36	39	37	28	20	11	2	0	268	38,215	143
	40,001-50,000	124	96	70	55	33	20	14	3	0	415	55,702	134
	50,001+	234	170	168	147	105	44	31	7	1	907	134,326	148
	Subtotal	496	316	282	250	174	86	61	16	2	1,683	248,516	148

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (Service Before 7/1/1988)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
50-54	0-20,000	4	2	0	1	0	0	0	1	0	8	962	120
	20,001-30,000	108	49	49	42	31	22	14	9	4	328	49,084	150
	30,001-40,000	247	108	109	114	106	84	55	34	5	862	150,386	174
	40,001-50,000	198	101	114	100	111	65	55	27	15	786	143,254	182
	50,001+	542	384	443	391	296	206	117	41	15	2,435	412,072	169
	Subtotal	1,099	644	715	648	544	377	241	112	39	4,419	755,758	171
55-59	0-20,000	7	582	144	1	0	0	0	0	0	734	88,211	120
	20,001-30,000	131	69	57	58	31	27	20	6	4	403	58,180	144
	30,001-40,000	234	149	155	137	137	108	67	40	24	1,051	198,292	189
	40,001-50,000	179	92	133	104	76	74	54	46	41	799	162,152	203
	50,001+	763	425	479	578	500	365	250	148	109	3,617	720,156	199
	Subtotal	1,314	1,317	968	878	744	574	391	240	178	6,604	1,226,991	186
60-64	0-20,000	4	265	525	1	0	1	1	0	0	797	109,989	138
	20,001-30,000	74	51	52	30	34	12	6	7	10	276	43,979	159
	30,001-40,000	150	91	96	102	74	75	42	24	33	687	136,372	199
	40,001-50,000	89	49	59	72	52	40	33	23	41	458	102,629	224
	50,001+	480	211	255	306	266	231	183	139	175	2,246	506,848	226
	Subtotal	797	667	987	511	426	359	265	193	259	4,464	899,818	202
65-69	0-20,000	2	300	1	0	1	0	0	0	0	304	34,549	114
	20,001-30,000	23	8	17	14	9	5	4	3	0	83	13,402	161
	30,001-40,000	26	11	18	22	33	20	11	8	17	166	41,313	249
	40,001-50,000	14	8	7	8	7	12	10	6	9	81	21,296	263
	50,001+	165	42	43	32	39	39	37	27	65	489	105,375	215
	Subtotal	230	369	86	76	89	76	62	44	91	1,123	215,934	192
70+	0-20,000	1	38	58	9	3	0	0	0	1	110	16,195	147
	20,001-30,000	9	3	2	6	4	3	2	2	2	33	6,792	206
	30,001-40,000	12	7	8	6	9	8	8	5	8	71	18,147	256
	40,001-50,000	7	6	3	4	3	6	3	4	8	44	12,310	280
	50,001+	66	8	3	9	10	12	7	8	31	154	33,972	221
	Subtotal	95	62	74	34	29	29	20	19	50	412	87,417	212
All	0-20,000	21	1,187	729	14	4	1	1	1	1	1,959	250,513	128
	20,001-30,000	386	196	182	160	118	71	51	31	21	1,216	191,935	158
	30,001-40,000	776	405	431	420	391	316	194	113	87	3,133	586,023	187
	40,001-50,000	611	356	387	344	285	218	170	110	114	2,595	499,998	193
	50,001+	2,252	1,243	1,391	1,463	1,221	898	625	370	396	9,859	1,914,653	194
	Total	4,046	3,387	3,120	2,401	2,019	1,504	1,041	625	619	18,762	3,443,122	184

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (Service Between 7/1/1988 and 6/30/2001)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
0-19	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
20-24	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	0	0	0	0	0	0	0	0	0	0	0	0
	30,001-40,000	0	0	0	0	0	0	0	0	0	0	0	0
	40,001-50,000	0	0	0	0	0	0	0	0	0	0	0	0
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0-20,000	0	0	0	0	0	0	0	0	0	0	0	0
	20,001-30,000	1	2	0	0	0	0	0	0	0	3	234	78
	30,001-40,000	8	0	0	0	0	0	0	0	0	8	211	26
	40,001-50,000	1	1	0	0	0	0	0	0	0	2	99	49
	50,001+	0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal	10	3	0	0	0	0	0	0	0	13	544	42
30-34	0-20,000	4	1	1	0	0	0	0	0	0	6	315	52
	20,001-30,000	66	25	9	2	0	0	0	0	0	102	5,090	50
	30,001-40,000	98	31	14	4	0	0	0	0	0	147	7,642	52
	40,001-50,000	164	47	18	8	0	0	0	0	0	237	11,553	49
	50,001+	29	20	6	1	0	0	0	0	0	56	3,368	60
	Subtotal	361	124	48	15	0	0	0	0	0	548	27,968	51
35-39	0-20,000	17	2	2	0	0	0	0	0	0	21	687	33
	20,001-30,000	242	82	31	17	0	1	0	0	0	373	19,299	52
	30,001-40,000	380	139	73	26	3	0	0	0	0	621	36,821	59
	40,001-50,000	728	220	102	42	4	1	0	0	0	1,097	58,873	54
	50,001+	220	123	96	67	18	2	0	0	0	526	48,601	92
	Subtotal	1,587	566	304	152	25	4	0	0	0	2,638	164,281	62
40-44	0-20,000	306	6	3	0	2	0	0	0	0	317	16,251	51
	20,001-30,000	464	148	69	21	9	2	0	0	0	713	37,528	53
	30,001-40,000	466	191	138	65	19	7	0	0	0	886	68,447	77
	40,001-50,000	854	363	161	90	22	3	0	0	0	1,493	98,660	66
	50,001+	392	233	204	140	103	44	4	0	0	1,120	132,020	118
	Subtotal	2,482	941	575	316	155	56	4	0	0	4,529	352,905	78
45-49	0-20,000	279	184	2	3	1	0	0	0	0	469	28,844	62
	20,001-30,000	568	250	131	36	19	1	0	0	0	1,005	63,781	63
	30,001-40,000	452	225	150	76	39	8	1	1	0	952	80,937	85
	40,001-50,000	526	293	155	73	45	15	10	0	0	1,117	95,000	85
	50,001+	344	216	152	139	83	39	21	0	0	994	119,793	121
	Subtotal	2,169	1,168	590	327	187	63	32	1	0	4,537	388,355	86

APPENDIX C
Public Employee Leave Analysis
Sick Leave and Demographic Information as of 6-30-2011 (Service Between 7/1/1988 and 6/30/2001)

AGE	SALARY	SICK LEAVE (in Days)									TOTAL EMPLOYEES	TOTAL SICK DAYS	AVERAGE SICK LEAVE
		0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+			
50-54	0-20,000	53	566	6	1	1	0	0	0	0	627	54,608	87
	20,001-30,000	751	330	201	73	22	2	2	0	0	1,381	94,984	69
	30,001-40,000	416	200	175	101	45	12	4	0	1	954	91,072	95
	40,001-50,000	374	227	138	70	39	10	4	0	0	862	78,411	91
	50,001+	281	140	147	106	59	27	2	1	1	764	86,939	114
	Subtotal		1,875	1,463	667	351	166	51	12	1	2	4,588	406,014
55-59	0-20,000	49	10	7	5	0	0	0	0	0	71	3,696	52
	20,001-30,000	700	352	202	87	22	5	1	0	0	1,369	100,767	74
	30,001-40,000	388	223	189	115	38	22	1	0	4	980	100,277	102
	40,001-50,000	345	220	172	70	29	21	1	0	1	859	83,753	98
	50,001+	296	167	153	113	59	43	8	1	2	842	100,395	119
	Subtotal		1,778	972	723	390	148	91	11	1	7	4,121	388,888
60-64	0-20,000	36	9	3	2	1	0	0	0	0	51	2,359	46
	20,001-30,000	423	216	170	67	25	3	1	1	0	906	74,574	82
	30,001-40,000	233	136	104	70	47	10	2	0	0	602	63,744	106
	40,001-50,000	182	128	82	60	25	8	1	0	0	486	49,567	102
	50,001+	173	86	84	67	54	18	8	0	3	493	61,825	125
	Subtotal		1,047	575	443	266	152	39	12	1	3	2,538	252,070
65-69	0-20,000	15	8	4	1	1	0	0	0	0	29	2,168	75
	20,001-30,000	109	60	59	21	7	1	0	0	0	257	23,225	90
	30,001-40,000	56	32	30	13	15	5	1	0	1	153	17,743	116
	40,001-50,000	35	20	19	10	5	2	1	0	0	92	9,719	106
	50,001+	44	11	23	22	10	13	3	2	2	130	19,591	151
	Subtotal		259	131	135	67	38	21	5	2	3	661	72,445
70+	0-20,000	14	11	3	2	1	0	0	0	0	31	2,552	82
	20,001-30,000	45	21	17	9	3	0	0	0	0	95	7,954	84
	30,001-40,000	12	4	8	15	1	3	1	0	0	44	6,407	146
	40,001-50,000	6	4	4	1	1	3	0	0	0	19	2,602	137
	50,001+	15	3	12	6	3	2	0	0	0	41	4,981	121
	Subtotal		92	43	44	33	9	8	1	0	0	230	24,496
All	0-20,000	773	797	31	14	7	0	0	0	0	1,622	111,481	69
	20,001-30,000	3,369	1,486	889	333	107	15	4	1	0	6,204	427,435	69
	30,001-40,000	2,509	1,181	881	485	207	67	10	1	6	5,347	473,301	89
	40,001-50,000	3,215	1,523	851	424	170	63	17	0	1	6,264	488,235	78
	50,001+	1,794	999	877	661	389	188	46	4	8	4,966	577,514	116
	Total		11,660	5,986	3,529	1,917	880	333	77	6	15	24,403	2,077,966

APPENDIX C

All Retirement Systems
Sick Leave Information
All Employees

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	9	4	0	0	0	0	13
30-34	0	214	332	2	0	0	0	548
35-39	0	312	2,026	296	4	0	0	2,638
40-44	0	384	2,115	1,706	376	5	0	4,586
45-49	0	252	1,932	1,448	1,942	611	35	6,220
50-54	0	250	1,738	1,836	1,642	2,151	1,390	9,007
55-59	0	201	1,580	1,573	2,257	1,677	3,437	10,725
60-64	0	118	908	1,004	1,726	1,070	2,176	7,002
65-69	0	26	270	240	549	195	504	1,784
70+	0	16	83	76	164	91	212	642
All	0	1,782	10,988	8,181	8,660	5,800	7,754	43,165

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	10	3	0	0	0	0	0	0	0	13
30-34	361	124	48	15	0	0	0	0	0	548
35-39	1,587	566	304	152	25	4	0	0	0	2,638
40-44	2,497	953	583	320	168	59	5	1	0	4,586
45-49	2,665	1,484	872	577	361	149	93	17	2	6,220
50-54	2,974	2,107	1,382	999	710	428	253	113	41	9,007
55-59	3,092	2,289	1,691	1,268	892	665	402	241	185	10,725
60-64	1,844	1,242	1,430	777	578	398	277	194	262	7,002
65-69	489	500	221	143	127	97	67	46	94	1,784
70+	187	105	118	67	38	37	21	19	50	642
All	15,706	9,373	6,649	4,318	2,899	1,837	1,118	631	634	43,165

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	3	8	2	0	0	13
30-34	6	102	147	237	38	18	548
35-39	21	373	621	1,097	329	197	2,638
40-44	318	718	914	1,505	684	447	4,586
45-49	474	1,093	1,220	1,532	1,170	731	6,220
50-54	635	1,709	1,816	1,648	1,995	1,204	9,007
55-59	805	1,772	2,031	1,658	2,483	1,976	10,725
60-64	848	1,182	1,289	944	1,258	1,481	7,002
65-69	333	340	319	173	246	373	1,784
70+	141	128	115	63	66	129	642
All	3,581	7,420	8,480	8,859	8,269	6,556	43,165

APPENDIX C

**All Retirement Systems
Sick Leave Information
Employees Hired Before July 1, 1988**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	52	5	0	57
45-49	0	0	0	0	1,037	611	35	1,683
50-54	0	0	0	0	878	2,151	1,390	4,419
55-59	0	0	0	0	1,490	1,677	3,437	6,604
60-64	0	0	0	0	1,218	1,070	2,176	4,464
65-69	0	0	0	0	424	195	504	1,123
70+	0	0	0	0	109	91	212	412
All	0	0	0	0	5,208	5,800	7,754	18,762

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	15	12	8	4	13	3	1	1	0	57
45-49	496	316	282	250	174	86	61	16	2	1,683
50-54	1,099	644	715	648	544	377	241	112	39	4,419
55-59	1,314	1,317	968	878	744	574	391	240	178	6,604
60-64	797	667	987	511	426	359	265	193	259	4,464
65-69	230	369	86	76	89	76	62	44	91	1,123
70+	95	62	74	34	29	29	20	19	50	412
All	4,046	3,387	3,120	2,401	2,019	1,504	1,041	625	619	18,762

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	1	5	28	12	6	5	57
45-49	5	88	268	415	603	304	1,683
50-54	8	328	862	786	1,594	841	4,419
55-59	734	403	1,051	799	2,014	1,603	6,604
60-64	797	276	687	458	1,031	1,215	4,464
65-69	304	83	166	81	193	296	1,123
70+	110	33	71	44	49	105	412
All	1,959	1,216	3,133	2,595	5,490	4,369	18,762

APPENDIX C

**All Retirement Systems
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 2001**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	9	4	0	0	0	0	13
30-34	0	214	332	2	0	0	0	548
35-39	0	312	2,026	296	4	0	0	2,638
40-44	0	384	2,115	1,706	324	0	0	4,529
45-49	0	252	1,932	1,448	905	0	0	4,537
50-54	0	250	1,738	1,836	764	0	0	4,588
55-59	0	201	1,580	1,573	767	0	0	4,121
60-64	0	118	908	1,004	508	0	0	2,538
65-69	0	26	270	240	125	0	0	661
70+	0	16	83	76	55	0	0	230
All	0	1,782	10,988	8,181	3,452	0	0	24,403

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	10	3	0	0	0	0	0	0	0	13
30-34	361	124	48	15	0	0	0	0	0	548
35-39	1,587	566	304	152	25	4	0	0	0	2,638
40-44	2,482	941	575	316	155	56	4	0	0	4,529
45-49	2,169	1,168	590	327	187	63	32	1	0	4,537
50-54	1,875	1,463	667	351	166	51	12	1	2	4,588
55-59	1,778	972	723	390	148	91	11	1	7	4,121
60-64	1,047	575	443	266	152	39	12	1	3	2,538
65-69	259	131	135	67	38	21	5	2	3	661
70+	92	43	44	33	9	8	1	0	0	230
All	11,660	5,986	3,529	1,917	880	333	77	6	15	24,403

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	3	8	2	0	0	13
30-34	6	102	147	237	38	18	548
35-39	21	373	621	1,097	329	197	2,638
40-44	317	713	886	1,493	678	442	4,529
45-49	469	1,005	952	1,117	567	427	4,537
50-54	627	1,381	954	862	401	363	4,588
55-59	71	1,369	980	859	469	373	4,121
60-64	51	906	602	486	227	266	2,538
65-69	29	257	153	92	53	77	661
70+	31	95	44	19	17	24	230
All	1,622	6,204	5,347	6,264	2,779	2,187	24,403

APPENDIX C

**Public Employees Retirement System
Sick Leave Information
All Employees**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	2	2	0	0	0	0	4
30-34	0	36	124	0	0	0	0	160
35-39	0	43	592	111	1	0	0	747
40-44	0	64	613	512	104	1	0	1,294
45-49	0	50	509	415	397	141	16	1,528
50-54	0	57	536	458	454	337	450	2,292
55-59	0	44	518	469	413	286	626	2,356
60-64	0	31	330	278	256	164	334	1,393
65-69	0	9	94	82	61	28	81	355
70+	0	4	24	25	26	21	39	139
All	0	340	3,342	2,350	1,712	978	1,546	10,268

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	2	2	0	0	0	0	0	0	0	4
30-34	83	45	27	5	0	0	0	0	0	160
35-39	351	170	150	69	7	0	0	0	0	747
40-44	571	286	217	140	62	18	0	0	0	1,294
45-49	564	333	241	180	111	56	35	7	1	1,528
50-54	753	374	355	289	213	130	106	59	13	2,292
55-59	711	380	384	269	188	163	115	69	77	2,356
60-64	366	246	217	186	127	76	55	36	84	1,393
65-69	98	46	62	41	32	19	16	15	26	355
70+	32	16	20	18	8	16	5	9	15	139
All	3,531	1,898	1,673	1,197	748	478	332	195	216	10,268

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	2	2	0	0	0	4
30-34	3	68	63	19	6	1	160
35-39	8	193	320	117	44	65	747
40-44	15	329	519	209	97	125	1,294
45-49	9	378	608	289	113	131	1,528
50-54	16	582	942	424	165	163	2,292
55-59	13	534	986	405	217	201	2,356
60-64	10	357	506	261	105	154	1,393
65-69	7	102	100	54	40	52	355
70+	1	39	46	23	15	15	139
All	82	2,584	4,092	1,801	802	907	10,268

APPENDIX C

Public Employees Retirement System
Sick Leave Information
Employees Hired Before July 1, 1988

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	22	1	0	23
45-49	0	0	0	0	149	141	16	306
50-54	0	0	0	0	231	337	450	1,018
55-59	0	0	0	0	188	286	626	1,100
60-64	0	0	0	0	107	164	334	605
65-69	0	0	0	0	28	28	81	137
70+	0	0	0	0	13	21	39	73
All	0	0	0	0	738	978	1,546	3,262

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	6	4	3	2	7	1	0	0	0	23
45-49	84	46	35	50	32	29	22	7	1	306
50-54	234	115	135	125	136	106	97	58	12	1,018
55-59	213	110	150	121	129	127	110	68	72	1,100
60-64	92	61	76	86	63	58	50	35	84	605
65-69	20	6	17	14	15	11	15	15	24	137
70+	7	9	5	7	4	12	5	9	15	73
All	656	351	421	405	386	344	299	192	208	3,262

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	2	17	1	1	2	23
45-49	1	44	129	82	17	33	306
50-54	3	150	458	247	82	78	1,018
55-59	1	130	509	234	114	112	1,100
60-64	1	88	233	131	63	89	605
65-69	0	23	38	24	22	30	137
70+	0	11	26	16	11	9	73
All	6	448	1,410	735	310	353	3,262

APPENDIX C

**Public Employees Retirement System
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 2001**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	2	2	0	0	0	0	4
30-34	0	36	124	0	0	0	0	160
35-39	0	43	592	111	1	0	0	747
40-44	0	64	613	512	82	0	0	1,271
45-49	0	50	509	415	248	0	0	1,222
50-54	0	57	536	458	223	0	0	1,274
55-59	0	44	518	469	225	0	0	1,256
60-64	0	31	330	278	149	0	0	788
65-69	0	9	94	82	33	0	0	218
70+	0	4	24	25	13	0	0	66
All	0	340	3,342	2,350	974	0	0	7,006

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	2	2	0	0	0	0	0	0	0	4
30-34	83	45	27	5	0	0	0	0	0	160
35-39	351	170	150	69	7	0	0	0	0	747
40-44	565	282	214	138	55	17	0	0	0	1,271
45-49	480	287	206	130	79	27	13	0	0	1,222
50-54	519	259	220	164	77	24	9	1	1	1,274
55-59	498	270	234	148	59	36	5	1	5	1,256
60-64	274	185	141	100	64	18	5	1	0	788
65-69	78	40	45	27	17	8	1	0	2	218
70+	25	7	15	11	4	4	0	0	0	66
All	2,875	1,547	1,252	792	362	134	33	3	8	7,006

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	2	2	0	0	0	4
30-34	3	68	63	19	6	1	160
35-39	8	193	320	117	44	65	747
40-44	15	327	502	208	96	123	1,271
45-49	8	334	479	207	96	98	1,222
50-54	13	432	484	177	83	85	1,274
55-59	12	404	477	171	103	89	1,256
60-64	9	269	273	130	42	65	788
65-69	7	79	62	30	18	22	218
70+	1	28	20	7	4	6	66
All	76	2,136	2,682	1,066	492	554	7,006

APPENDIX C

**Teachers Retirement System
Sick Leave Information
All Employees**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	3	1	0	0	0	0	4
30-34	0	149	133	2	0	0	0	284
35-39	0	196	976	109	2	0	0	1,283
40-44	0	152	858	723	177	2	0	1,912
45-49	0	143	728	531	1,136	388	15	2,941
50-54	0	137	809	573	788	1,591	839	4,737
55-59	0	117	708	717	946	1,024	2,555	6,067
60-64	0	62	368	453	637	585	1,590	3,695
65-69	0	8	106	81	125	119	276	715
70+	0	6	30	24	46	14	99	219
All	0	973	4,717	3,213	3,857	3,723	5,374	21,857

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	3	1	0	0	0	0	0	0	0	4
30-34	219	57	6	2	0	0	0	0	0	284
35-39	918	280	75	8	2	0	0	0	0	1,283
40-44	1,155	472	199	66	17	1	1	1	0	1,912
45-49	1,265	727	448	273	159	42	21	5	1	2,941
50-54	1,591	930	825	569	396	239	121	40	26	4,737
55-59	1,758	1,071	953	826	589	413	239	142	76	6,067
60-64	1,028	573	538	486	366	261	179	123	141	3,695
65-69	204	107	104	78	77	56	35	16	38	715
70+	68	29	24	28	18	16	11	5	20	219
All	8,209	4,247	3,172	2,336	1,624	1,028	607	332	302	21,857

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	1	1	2	0	0	4
30-34	3	26	55	163	24	13	284
35-39	12	128	200	720	146	77	1,283
40-44	14	294	239	909	326	130	1,912
45-49	30	528	386	908	772	317	2,941
50-54	51	888	590	927	1,564	717	4,737
55-59	50	982	730	960	1,991	1,354	6,067
60-64	35	646	542	502	1,011	959	3,695
65-69	18	166	158	80	153	140	715
70+	18	61	47	22	36	35	219
All	231	3,720	2,948	5,193	6,023	3,742	21,857

APPENDIX C

**Teachers Retirement System
Sick Leave Information
Employees Hired Before July 1, 1988**

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	13	2	0	15
45-49	0	0	0	0	710	388	15	1,113
50-54	0	0	0	0	494	1,591	839	2,924
55-59	0	0	0	0	564	1,024	2,555	4,143
60-64	0	0	0	0	390	585	1,590	2,565
65-69	0	0	0	0	66	119	276	461
70+	0	0	0	0	24	14	99	137
All	0	0	0	0	2,261	3,723	5,374	11,358

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	5	3	1	1	3	0	1	1	0	15
45-49	336	223	207	170	116	39	17	4	1	1,113
50-54	708	469	520	454	358	231	119	40	25	2,924
55-59	921	550	594	681	548	394	238	142	75	4,143
60-64	544	292	337	377	325	251	177	123	139	2,565
65-69	107	48	51	53	64	53	32	15	38	461
70+	35	13	9	14	16	14	11	5	20	137
All	2,656	1,598	1,719	1,750	1,430	982	595	330	298	11,358

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	1	2	3	5	2	2	15
45-49	4	34	103	267	498	207	1,113
50-54	5	151	304	434	1,382	648	2,924
55-59	7	235	424	442	1,757	1,278	4,143
60-64	9	162	349	245	889	911	2,565
65-69	5	47	103	41	134	131	461
70+	4	20	36	17	28	32	137
All	35	651	1,322	1,451	4,690	3,209	11,358

APPENDIX C

Teachers Retirement System
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 1991

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	2	0	0	2
40-44	0	0	0	83	164	0	0	247
45-49	0	0	0	99	426	0	0	525
50-54	0	0	0	85	294	0	0	379
55-59	0	0	0	111	382	0	0	493
60-64	0	0	0	56	247	0	0	303
65-69	0	0	0	14	59	0	0	73
70+	0	0	0	4	22	0	0	26
All	0	0	0	452	1,596	0	0	2,048

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	1	1	0	0	0	0	0	0	0	2
40-44	122	58	40	20	7	0	0	0	0	247
45-49	207	126	89	64	32	3	3	1	0	525
50-54	153	69	75	51	25	4	2	0	0	379
55-59	174	116	101	65	25	12	0	0	0	493
60-64	99	69	51	46	29	6	2	0	1	303
65-69	20	11	14	10	13	3	1	1	0	73
70+	5	1	8	10	0	2	0	0	0	26
All	781	451	378	266	131	30	8	2	1	2,048

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	1	0	0	1	0	0	2
40-44	1	13	23	82	95	33	247
45-49	2	44	64	192	161	62	525
50-54	2	76	59	111	103	28	379
55-59	6	128	76	134	119	30	493
60-64	2	85	57	66	70	23	303
65-69	2	22	23	11	13	2	73
70+	3	10	6	2	3	2	26
All	19	378	308	599	564	180	2,048

APPENDIX C

**Teachers Retirement System
Sick Leave Information
Employees Hired Between July 1, 1991 and June 30, 2001**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	3	1	0	0	0	0	4
30-34	0	149	133	2	0	0	0	284
35-39	0	196	976	109	0	0	0	1,281
40-44	0	152	858	640	0	0	0	1,650
45-49	0	143	728	432	0	0	0	1,303
50-54	0	137	809	488	0	0	0	1,434
55-59	0	117	708	606	0	0	0	1,431
60-64	0	62	368	397	0	0	0	827
65-69	0	8	106	67	0	0	0	181
70+	0	6	30	20	0	0	0	56
All	0	973	4,717	2,761	0	0	0	8,451

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	3	1	0	0	0	0	0	0	0	4
30-34	219	57	6	2	0	0	0	0	0	284
35-39	917	279	75	8	2	0	0	0	0	1,281
40-44	1,028	411	158	45	7	1	0	0	0	1,650
45-49	722	378	152	39	11	0	1	0	0	1,303
50-54	730	392	230	64	13	4	0	0	1	1,434
55-59	663	405	258	80	16	7	1	0	1	1,431
60-64	385	212	150	63	12	4	0	0	1	827
65-69	77	48	39	15	0	0	2	0	0	181
70+	28	15	7	4	2	0	0	0	0	56
All	4,772	2,198	1,075	320	63	16	4	0	3	8,451

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	1	1	2	0	0	4
30-34	3	26	55	163	24	13	284
35-39	11	128	200	719	146	77	1,281
40-44	12	279	213	822	229	95	1,650
45-49	24	450	219	449	113	48	1,303
50-54	44	661	227	382	79	41	1,434
55-59	37	619	230	384	115	46	1,431
60-64	24	399	136	191	52	25	827
65-69	11	97	32	28	6	7	181
70+	11	31	5	3	5	1	56
All	177	2,691	1,318	3,143	769	353	8,451

APPENDIX C

Teachers Defined Contribution Retirement System
Sick Leave Information
All Employees

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	4	1	0	0	0	0	5
30-34	0	24	33	0	0	0	0	57
35-39	0	48	243	20	1	0	0	312
40-44	0	30	218	210	34	0	0	492
45-49	0	30	165	161	185	23	0	564
50-54	0	26	179	117	100	94	9	525
55-59	0	19	137	133	87	45	26	447
60-64	0	10	69	86	38	15	23	241
65-69	0	5	21	22	8	5	12	73
70+	0	3	14	13	8	1	4	43
All	0	199	1,080	762	461	183	74	2,759

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	5	0	0	0	0	0	0	0	0	5
30-34	43	11	3	0	0	0	0	0	0	57
35-39	232	53	23	3	0	1	0	0	0	312
40-44	310	111	49	19	3	0	0	0	0	492
45-49	317	113	77	33	20	2	2	0	0	564
50-54	286	124	63	30	14	6	1	1	0	525
55-59	219	106	68	34	15	4	1	0	0	447
60-64	116	59	42	16	5	0	2	1	0	241
65-69	33	19	18	0	2	1	0	0	0	73
70+	26	9	6	1	1	0	0	0	0	43
All	1,587	605	349	136	60	14	6	2	0	2,759

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	5	0	0	0	5
30-34	0	5	15	35	2	0	57
35-39	1	29	42	170	52	18	312
40-44	2	60	45	249	83	53	492
45-49	8	124	69	170	125	68	564
50-54	12	160	59	110	133	51	525
55-59	12	146	69	85	95	40	447
60-64	13	93	36	50	29	20	241
65-69	7	36	9	4	12	5	73
70+	10	14	8	2	7	2	43
All	65	667	357	875	538	257	2,759

APPENDIX C

**Teachers Defined Contribution Retirement System
Sick Leave Information
Employees Hired Before July 1, 1988**

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	1	0	0	1
45-49	0	0	0	0	93	23	0	116
50-54	0	0	0	0	56	94	9	159
55-59	0	0	0	0	51	45	26	122
60-64	0	0	0	0	20	15	23	58
65-69	0	0	0	0	5	5	12	22
70+	0	0	0	0	5	1	4	10
All	0	0	0	0	231	183	74	488

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	1	0	0	0	0	0	0	0	0	1
45-49	53	18	22	12	9	0	2	0	0	116
50-54	70	30	19	22	10	6	1	1	0	159
55-59	42	25	27	15	9	3	1	0	0	122
60-64	23	16	6	8	3	0	1	1	0	58
65-69	8	4	9	0	1	0	0	0	0	22
70+	7	2	0	0	1	0	0	0	0	10
All	204	95	83	57	33	9	5	2	0	488

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	1	0	0	0	1
45-49	0	3	4	19	62	28	116
50-54	0	8	6	22	83	40	159
55-59	1	8	12	12	61	28	122
60-64	1	6	8	7	18	18	58
65-69	0	2	3	1	11	5	22
70+	1	0	2	1	4	2	10
All	3	27	36	62	239	121	488

APPENDIX C

Teachers Defined Contribution Retirement System
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 1991

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	1	0	0	1
40-44	0	0	0	32	33	0	0	65
45-49	0	0	0	30	92	0	0	122
50-54	0	0	0	17	44	0	0	61
55-59	0	0	0	20	36	0	0	56
60-64	0	0	0	17	18	0	0	35
65-69	0	0	0	3	3	0	0	6
70+	0	0	0	1	3	0	0	4
All	0	0	0	120	230	0	0	350

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	1	0	0	0	0	0	0	0	1
40-44	30	16	11	6	2	0	0	0	0	65
45-49	60	23	21	10	7	1	0	0	0	122
50-54	30	11	12	5	3	0	0	0	0	61
55-59	25	16	7	5	2	1	0	0	0	56
60-64	16	8	5	3	2	0	1	0	0	35
65-69	3	1	1	0	0	1	0	0	0	6
70+	2	0	1	1	0	0	0	0	0	4
All	166	76	58	30	16	3	1	0	0	350

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	1	0	0	0	0	1
40-44	0	2	1	26	20	16	65
45-49	2	8	10	44	35	23	122
50-54	0	14	4	16	19	8	61
55-59	2	11	8	11	17	7	56
60-64	0	13	2	15	5	0	35
65-69	0	4	1	0	1	0	6
70+	1	0	2	0	1	0	4
All	5	53	28	112	98	54	350

APPENDIX C

Teachers Defined Contribution Retirement System
Sick Leave Information
Employees Hired Between July 1, 1991 and June 30, 2001

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	4	1	0	0	0	0	5
30-34	0	24	33	0	0	0	0	57
35-39	0	48	243	20	0	0	0	311
40-44	0	30	218	178	0	0	0	426
45-49	0	30	165	131	0	0	0	326
50-54	0	26	179	100	0	0	0	305
55-59	0	19	137	113	0	0	0	269
60-64	0	10	69	69	0	0	0	148
65-69	0	5	21	19	0	0	0	45
70+	0	3	14	12	0	0	0	29
All	0	199	1,080	642	0	0	0	1,921

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	5	0	0	0	0	0	0	0	0	5
30-34	43	11	3	0	0	0	0	0	0	57
35-39	232	52	23	3	0	1	0	0	0	311
40-44	279	95	38	13	1	0	0	0	0	426
45-49	204	72	34	11	4	1	0	0	0	326
50-54	186	83	32	3	1	0	0	0	0	305
55-59	152	65	34	14	4	0	0	0	0	269
60-64	77	35	31	5	0	0	0	0	0	148
65-69	22	14	8	0	1	0	0	0	0	45
70+	17	7	5	0	0	0	0	0	0	29
All	1,217	434	208	49	11	2	0	0	0	1,921

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	5	0	0	0	5
30-34	0	5	15	35	2	0	57
35-39	1	28	42	170	52	18	311
40-44	2	58	43	223	63	37	426
45-49	6	113	55	107	28	17	326
50-54	12	138	49	72	31	3	305
55-59	9	127	49	62	17	5	269
60-64	12	74	26	28	6	2	148
65-69	7	30	5	3	0	0	45
70+	8	14	4	1	2	0	29
All	57	587	293	701	201	82	1,921

APPENDIX C

Teachers' Insurance and Annuity Association and College Retirement Equities Fund
Sick Leave Information
All Employees

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	5	26	0	0	0	0	31
35-39	0	24	126	38	0	0	0	188
40-44	0	30	201	142	44	2	0	419
45-49	0	28	182	211	173	52	4	650
50-54	0	29	207	230	194	126	92	878
55-59	0	21	211	249	225	177	225	1,108
60-64	0	14	137	185	189	128	229	882
65-69	0	4	49	55	56	43	135	342
70+	0	3	15	14	18	14	67	131
All	0	158	1,154	1,124	899	542	752	4,629

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	16	9	6	0	0	0	0	0	0	31
35-39	76	55	36	19	1	1	0	0	0	188
40-44	167	72	97	55	22	6	0	0	0	419
45-49	264	123	95	81	52	28	7	0	0	650
50-54	339	125	136	103	87	51	22	13	2	878
55-59	397	147	140	135	97	84	47	30	31	1,108
60-64	329	102	111	88	80	61	40	34	37	882
65-69	154	29	37	24	16	21	16	15	30	342
70+	61	10	10	12	8	5	5	5	15	131
All	1,803	672	668	517	363	257	137	97	115	4,629

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	3	14	7	3	4	31
35-39	0	23	57	48	35	25	188
40-44	3	35	107	106	66	102	419
45-49	3	63	153	154	104	173	650
50-54	7	78	218	184	126	265	878
55-59	5	110	243	204	178	368	1,108
60-64	7	86	200	131	112	346	882
65-69	2	36	52	35	41	176	342
70+	2	14	14	16	8	77	131
All	29	448	1,058	885	673	1,536	4,629

APPENDIX C

**Teachers' Insurance and Annuity Association and College Retirement Equities Fund
Sick Leave Information
Employees Hired Before July 1, 1988**

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	12	2	0	14
45-49	0	0	0	0	62	52	4	118
50-54	0	0	0	0	91	126	92	309
55-59	0	0	0	0	103	177	225	505
60-64	0	0	0	0	96	128	229	453
65-69	0	0	0	0	26	43	135	204
70+	0	0	0	0	6	14	67	87
All	0	0	0	0	396	542	752	1,690

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	3	4	4	1	1	1	0	0	0	14
45-49	21	27	15	18	15	15	7	0	0	118
50-54	85	30	41	43	40	33	22	13	2	309
55-59	136	48	53	60	56	50	42	30	30	505
60-64	138	37	46	40	35	50	37	34	36	453
65-69	95	12	9	9	9	12	15	14	29	204
70+	46	2	2	5	5	3	4	5	15	87
All	524	160	170	176	161	164	127	96	112	1,690

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	1	7	5	1	0	14
45-49	0	7	31	44	16	20	118
50-54	0	18	93	82	45	71	309
55-59	0	30	106	109	82	178	505
60-64	3	20	97	75	61	197	453
65-69	0	11	22	15	26	130	204
70+	0	2	7	10	6	62	87
All	3	89	363	340	237	658	1,690

APPENDIX C

Teachers' Insurance and Annuity Association and College Retirement Equities Fund
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 1991

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	8	32	0	0	40
45-49	0	0	0	15	111	0	0	126
50-54	0	0	0	27	103	0	0	130
55-59	0	0	0	34	122	0	0	156
60-64	0	0	0	18	93	0	0	111
65-69	0	0	0	7	30	0	0	37
70+	0	0	0	4	12	0	0	16
All	0	0	0	113	503	0	0	616

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	12	10	8	6	2	2	0	0	0	40
45-49	41	24	21	18	16	6	0	0	0	126
50-54	56	14	17	16	18	9	0	0	0	130
55-59	62	12	15	24	12	27	4	0	0	156
60-64	44	10	17	14	14	9	3	0	0	111
65-69	16	5	5	3	4	3	1	0	0	37
70+	7	3	0	2	1	2	1	0	0	16
All	238	78	83	83	67	58	9	0	0	616

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	1	12	11	6	10	40
45-49	1	5	28	39	27	26	126
50-54	0	10	22	31	18	49	130
55-59	1	4	41	28	26	56	156
60-64	0	11	21	16	18	45	111
65-69	1	4	10	6	1	15	37
70+	1	3	5	3	1	3	16
All	4	38	139	134	97	204	616

APPENDIX C

Teachers' Insurance and Annuity Association and College Retirement Equities Fund
Sick Leave Information
Employees Hired Between July 1, 1991 and June 30, 2001

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	5	26	0	0	0	0	31
35-39	0	24	126	38	0	0	0	188
40-44	0	30	201	134	0	0	0	365
45-49	0	28	182	196	0	0	0	406
50-54	0	29	207	203	0	0	0	439
55-59	0	21	211	215	0	0	0	447
60-64	0	14	137	167	0	0	0	318
65-69	0	4	49	48	0	0	0	101
70+	0	3	15	10	0	0	0	28
All	0	158	1,154	1,011	0	0	0	2,323

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	16	9	6	0	0	0	0	0	0	31
35-39	76	55	36	19	1	1	0	0	0	188
40-44	152	58	85	48	19	3	0	0	0	365
45-49	202	72	59	45	21	7	0	0	0	406
50-54	198	81	78	44	29	9	0	0	0	439
55-59	199	87	72	51	29	7	1	0	1	447
60-64	147	55	48	34	31	2	0	0	1	318
65-69	43	12	23	12	3	6	0	1	1	101
70+	8	5	8	5	2	0	0	0	0	28
All	1,041	434	415	258	135	35	1	1	3	2,323

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	3	14	7	3	4	31
35-39	0	23	57	48	35	25	188
40-44	3	33	88	90	59	92	365
45-49	2	51	94	71	61	127	406
50-54	7	50	103	71	63	145	439
55-59	4	76	96	67	70	134	447
60-64	4	55	82	40	33	104	318
65-69	1	21	20	14	14	31	101
70+	1	9	2	3	1	12	28
All	22	321	556	411	339	674	2,323

APPENDIX C

Great West
Sick Leave Information
All Employees

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	1	14	0	0	0	0	15
40-44	0	1	11	10	3	0	0	25
45-49	0	1	8	5	7	3	0	24
50-54	0	1	5	3	4	2	0	15
55-59	0	0	6	4	4	2	4	20
60-64	0	1	4	1	1	0	0	7
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	5	48	23	19	7	4	106

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	8	5	2	0	0	0	0	0	0	15
40-44	10	7	4	1	3	0	0	0	0	25
45-49	5	9	7	2	0	1	0	0	0	24
50-54	4	4	3	4	0	0	0	0	0	15
55-59	7	3	3	4	2	1	0	0	0	20
60-64	5	1	0	0	0	0	1	0	0	7
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	39	29	19	11	5	2	1	0	0	106

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	2	1	2	10	15
40-44	0	0	4	3	4	14	25
45-49	0	0	3	3	4	14	24
50-54	0	0	6	1	2	6	15
55-59	0	0	3	4	2	11	20
60-64	0	0	5	0	0	2	7
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	23	12	14	57	106

APPENDIX C

Great West
Sick Leave Information
Employees Hired Before July 1, 1988

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	1	0	0	1
45-49	0	0	0	0	3	3	0	6
50-54	0	0	0	0	2	2	0	4
55-59	0	0	0	0	2	2	4	8
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	0	8	7	4	19

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	1	0	0	0	0	1
45-49	0	2	3	0	0	1	0	0	0	6
50-54	1	0	0	3	0	0	0	0	0	4
55-59	2	2	1	1	2	0	0	0	0	8
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	3	4	4	4	3	1	0	0	0	19

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	1	0	0	1
45-49	0	0	0	2	1	3	6
50-54	0	0	0	1	0	3	4
55-59	0	0	0	2	0	6	8
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	0	6	1	12	19

APPENDIX C

Great West
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 1991

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	1	2	0	0	3
45-49	0	0	0	1	4	0	0	5
50-54	0	0	0	0	2	0	0	2
55-59	0	0	0	0	2	0	0	2
60-64	0	0	0	1	1	0	0	2
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	3	11	0	0	14

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	1	1	0	1	0	0	0	0	0	3
45-49	3	2	0	0	0	0	0	0	0	5
50-54	1	0	1	0	0	0	0	0	0	2
55-59	1	0	1	0	0	0	0	0	0	2
60-64	1	0	0	0	0	0	1	0	0	2
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	7	3	2	1	0	0	1	0	0	14

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	0	3	3
45-49	0	0	2	0	1	2	5
50-54	0	0	1	0	0	1	2
55-59	0	0	1	0	0	1	2
60-64	0	0	1	0	0	1	2
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	5	0	1	8	14

APPENDIX C

Great West
Sick Leave Information
Employees Hired Between July 1, 1991 and June 30, 2001

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	1	14	0	0	0	0	15
40-44	0	1	11	9	0	0	0	21
45-49	0	1	8	4	0	0	0	13
50-54	0	1	5	3	0	0	0	9
55-59	0	0	6	4	0	0	0	10
60-64	0	1	4	0	0	0	0	5
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	5	48	20	0	0	0	73

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	8	5	2	0	0	0	0	0	0	15
40-44	9	6	4	0	2	0	0	0	0	21
45-49	2	5	4	2	0	0	0	0	0	13
50-54	2	4	2	1	0	0	0	0	0	9
55-59	4	1	1	3	0	1	0	0	0	10
60-64	4	1	0	0	0	0	0	0	0	5
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	29	22	13	6	2	1	0	0	0	73

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	2	1	2	10	15
40-44	0	0	4	2	4	11	21
45-49	0	0	1	1	2	9	13
50-54	0	0	5	0	2	2	9
55-59	0	0	2	2	2	4	10
60-64	0	0	4	0	0	1	5
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	18	6	12	37	73

APPENDIX C

**Public Safety Retirement Systems
Sick Leave Information
All Employees**

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	16	0	0	0	0	16
35-39	0	0	75	18	0	0	0	93
40-44	0	0	37	109	14	0	0	160
45-49	0	0	9	32	44	4	0	89
50-54	0	0	2	3	5	1	0	11
55-59	0	0	0	1	0	0	1	2
60-64	0	0	0	1	0	0	0	1
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	139	164	63	5	1	372

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	2	6	8	0	0	0	0	0	16
35-39	2	3	18	53	15	2	0	0	0	93
40-44	0	5	17	39	61	34	4	0	0	160
45-49	3	2	4	8	19	20	28	5	0	89
50-54	1	1	0	4	0	2	3	0	0	11
55-59	0	0	0	0	1	0	0	0	1	2
60-64	0	0	0	1	0	0	0	0	0	1
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	6	13	45	113	96	58	35	5	1	372

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	13	3	0	16
35-39	0	0	0	41	50	2	93
40-44	0	0	0	29	108	23	160
45-49	0	0	1	8	52	28	89
50-54	0	1	1	2	5	2	11
55-59	0	0	0	0	0	2	2
60-64	0	0	0	0	1	0	1
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	1	2	93	219	57	372

APPENDIX C

Public Safety "A" Retirement System
Sick Leave Information
All Employees

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	48	14	0	0	62
45-49	0	0	0	21	43	4	0	68
50-54	0	0	0	0	4	1	0	5
55-59	0	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	69	61	5	1	136

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	3	0	3	20	32	4	0	0	62
45-49	2	1	0	1	11	20	28	5	0	68
50-54	1	0	0	0	0	1	3	0	0	5
55-59	0	0	0	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	3	4	0	4	31	53	35	5	1	136

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	47	15	62
45-49	0	0	1	0	40	27	68
50-54	0	1	0	0	2	2	5
55-59	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	1	1	0	89	45	136

APPENDIX C

Public Safety "A" Retirement System
Sick Leave Information
Employees Hired Before July 1, 1988

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	3	0	0	3
45-49	0	0	0	0	19	4	0	23
50-54	0	0	0	0	3	1	0	4
55-59	0	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	0	25	5	1	31

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	1	0	0	1	1	0	0	0	3
45-49	2	0	0	0	1	2	13	5	0	23
50-54	1	0	0	0	0	1	2	0	0	4
55-59	0	0	0	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	3	1	0	0	2	4	15	5	1	31

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	2	1	3
45-49	0	0	1	0	9	13	23
50-54	0	1	0	0	2	1	4
55-59	0	0	0	0	0	1	1
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	1	1	0	13	16	31

APPENDIX C

Public Safety "A" Retirement System
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 2001

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	48	11	0	0	59
45-49	0	0	0	21	24	0	0	45
50-54	0	0	0	0	1	0	0	1
55-59	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	69	36	0	0	105

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	2	0	3	19	31	4	0	0	59
45-49	0	1	0	1	10	18	15	0	0	45
50-54	0	0	0	0	0	0	1	0	0	1
55-59	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	0	3	0	4	29	49	20	0	0	105

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	45	14	59
45-49	0	0	0	0	31	14	45
50-54	0	0	0	0	0	1	1
55-59	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	0	0	76	29	105

APPENDIX C

Public Safety "B" Retirement System
Sick Leave Information
All Employees

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	16	0	0	0	0	16
35-39	0	0	75	18	0	0	0	93
40-44	0	0	37	61	0	0	0	98
45-49	0	0	9	11	1	0	0	21
50-54	0	0	2	3	1	0	0	6
55-59	0	0	0	1	0	0	0	1
60-64	0	0	0	1	0	0	0	1
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	139	95	2	0	0	236

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	2	6	8	0	0	0	0	0	16
35-39	2	3	18	53	15	2	0	0	0	93
40-44	0	2	17	36	41	2	0	0	0	98
45-49	1	1	4	7	8	0	0	0	0	21
50-54	0	1	0	4	0	1	0	0	0	6
55-59	0	0	0	0	1	0	0	0	0	1
60-64	0	0	0	1	0	0	0	0	0	1
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	3	9	45	109	65	5	0	0	0	236

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	13	3	0	16
35-39	0	0	0	41	50	2	93
40-44	0	0	0	29	61	8	98
45-49	0	0	0	8	12	1	21
50-54	0	0	1	2	3	0	6
55-59	0	0	0	0	0	1	1
60-64	0	0	0	0	1	0	1
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	1	93	130	12	236

APPENDIX C

Public Safety "B" Retirement System
Sick Leave Information
Employees Hired Before July 1, 1988

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0
45-49	0	0	0	0	1	0	0	1
50-54	0	0	0	0	1	0	0	1
55-59	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	0	0	2	0	0	2

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	1	0	0	0	0	1
50-54	0	0	0	1	0	0	0	0	0	1
55-59	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	0	0	0	1	1	0	0	0	0	2

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0
45-49	0	0	0	1	0	0	1
50-54	0	0	1	0	0	0	1
55-59	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	1	1	0	0	2

APPENDIX C

Public Safety "B" Retirement System
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 2001

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	16	0	0	0	0	16
35-39	0	0	75	18	0	0	0	93
40-44	0	0	37	61	0	0	0	98
45-49	0	0	9	11	0	0	0	20
50-54	0	0	2	3	0	0	0	5
55-59	0	0	0	1	0	0	0	1
60-64	0	0	0	1	0	0	0	1
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	0	139	95	0	0	0	234

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	2	6	8	0	0	0	0	0	16
35-39	2	3	18	53	15	2	0	0	0	93
40-44	0	2	17	36	41	2	0	0	0	98
45-49	1	1	4	7	7	0	0	0	0	20
50-54	0	1	0	3	0	1	0	0	0	5
55-59	0	0	0	0	1	0	0	0	0	1
60-64	0	0	0	1	0	0	0	0	0	1
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	3	9	45	108	64	5	0	0	0	234

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	13	3	0	16
35-39	0	0	0	41	50	2	93
40-44	0	0	0	29	61	8	98
45-49	0	0	0	7	12	1	20
50-54	0	0	0	2	3	0	5
55-59	0	0	0	0	0	1	1
60-64	0	0	0	0	1	0	1
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	0	0	0	92	130	12	234

APPENDIX C

**Undefined Group
Sick Leave Information
All Employees**

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	107	177	0	0	0	0	284
45-49	0	0	331	93	0	0	0	424
50-54	0	0	0	452	97	0	0	549
55-59	0	0	0	0	582	143	0	725
60-64	0	0	0	0	605	178	0	783
65-69	0	0	0	0	299	0	0	299
70+	0	0	0	0	66	41	3	110
All	0	107	508	545	1,649	362	3	3,174

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	284	0	0	0	0	0	0	0	0	284
45-49	247	177	0	0	0	0	0	0	0	424
50-54	0	549	0	0	0	0	0	0	0	549
55-59	0	582	143	0	0	0	0	0	0	725
60-64	0	261	522	0	0	0	0	0	0	783
65-69	0	299	0	0	0	0	0	0	0	299
70+	0	41	58	8	3	0	0	0	0	110
All	531	1,909	723	8	3	0	0	0	0	3,174

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	284	0	0	0	0	0	284
45-49	424	0	0	0	0	0	424
50-54	549	0	0	0	0	0	549
55-59	725	0	0	0	0	0	725
60-64	783	0	0	0	0	0	783
65-69	299	0	0	0	0	0	299
70+	110	0	0	0	0	0	110
All	3,174	0	0	0	0	0	3,174

APPENDIX C

Undefined Group
Sick Leave Information
Employees Hired Before July 1, 1988

Age Group	Service In Years							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	All
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0
55-59	0	0	0	0	582	143	0	725
60-64	0	0	0	0	605	178	0	783
65-69	0	0	0	0	299	0	0	299
70+	0	0	0	0	61	41	3	105
All	0	0	0	0	1,547	362	3	1,912

Age Group	Accumulated Sick Leave Days									
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	All
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0	0	0	0
55-59	0	582	143	0	0	0	0	0	0	725
60-64	0	261	522	0	0	0	0	0	0	783
65-69	0	299	0	0	0	0	0	0	0	299
70+	0	36	58	8	3	0	0	0	0	105
All	0	1,178	723	8	3	0	0	0	0	1,912

Age Group	Salary Range (in thousands)						
	0-20	20-30	30-40	40-50	50-60	60+	All
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0
50-54	0	0	0	0	0	0	0
55-59	725	0	0	0	0	0	725
60-64	783	0	0	0	0	0	783
65-69	299	0	0	0	0	0	299
70+	105	0	0	0	0	0	105
All	1,912	0	0	0	0	0	1,912

APPENDIX C

Undefined Group
Sick Leave Information
Employees Hired Between July 1, 1988 and June 30, 1991

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0
50-54	0	0	0	118	97	0	0	215
55-59	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	5	0	0	5
All	0	0	0	118	102	0	0	220

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0	0	0	0
50-54	0	215	0	0	0	0	0	0	0	215
55-59	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	5	0	0	0	0	0	0	0	5
All	0	220	0	0	0	0	0	0	0	220

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0
45-49	0	0	0	0	0	0	0
50-54	215	0	0	0	0	0	215
55-59	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	5	0	0	0	0	0	5
All	220	0	0	0	0	0	220

APPENDIX C

**Undefined Group
Sick Leave Information
Employees Hired Between July 1, 1991 and June 30, 2001**

Age Group	Service In Years							All
	0-5	6-10	11-15	16-20	21-25	26-30	31+	
0-19	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0
40-44	0	107	177	0	0	0	0	284
45-49	0	0	331	93	0	0	0	424
50-54	0	0	0	334	0	0	0	334
55-59	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0
All	0	107	508	427	0	0	0	1,042

Age Group	Accumulated Sick Leave Days									All
	0-60	61-120	121-180	181-240	241-300	301-360	361-420	421-480	481+	
0-19	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0
40-44	284	0	0	0	0	0	0	0	0	284
45-49	247	177	0	0	0	0	0	0	0	424
50-54	0	334	0	0	0	0	0	0	0	334
55-59	0	0	0	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0	0	0	0
All	531	511	0	0	0	0	0	0	0	1,042

Age Group	Salary Range (in thousands)						All
	0-20	20-30	30-40	40-50	50-60	60+	
0-19	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0
40-44	284	0	0	0	0	0	284
45-49	424	0	0	0	0	0	424
50-54	334	0	0	0	0	0	334
55-59	0	0	0	0	0	0	0
60-64	0	0	0	0	0	0	0
65-69	0	0	0	0	0	0	0
70+	0	0	0	0	0	0	0
All	1,042	0	0	0	0	0	1,042

Appendix D

Projected Sick Leave Days at Retirement by Plans and Years

This section is a summary of the projected days of sick leave for the employees who were hired before July 1, 2001. These reports present the year the employees are expected to retire, the projected number of sick leave days these employees would have as of this date and the average sick leave days per person. The projection for all employees, as well as the projection separated by plan, is presented for years 2012 through 2037.

In order to project the current employee's expected retirement date and number of sick leave days, we first sorted the employees by plan. Based on each plan's specific criteria for achieving normal and reduced retirement benefits, we selected the earliest possible retirement year for each employee utilizing their specific age and years of service. To project the number of sick leave days at retirement, historical accumulation rates were determined. The sick balance for each employee as of June 30, 2011, divided by the current years of service provided an annual accumulation rate. Based on this rate, the sick balances were projected forward to the expected retirement date.

**All Employees
(Hired before July 1, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	13,795	2,493,462	181
2013	2,599	405,838	156
2014	2,490	380,363	153
2015	2,172	331,448	153
2016	2,111	337,244	160
2017	2,052	307,716	150
2018	1,815	267,379	147
2019	1,634	244,907	150
2020	1,655	237,831	144
2021	1,569	223,542	142
2022	1,395	198,978	143
2023	1,266	178,842	141
2024	1,259	187,854	149
2025	1,153	153,583	133
2026	1,079	148,099	137
2027	1,046	143,635	137
2028	897	118,252	132
2029	893	113,937	128
2030	767	98,035	128
2031	599	73,692	123
2032	540	58,684	109
2033	210	24,098	115
2034	109	14,237	131
2035	42	3,996	95
2036	7	220	31
2037	11	1,773	161
Total	43,165	6,747,647	156

**Public Employees' Retirement System
(Hired before July 1, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	3,142	617,160	196
2013	742	127,690	172
2014	711	118,114	166
2015	578	96,495	167
2016	503	94,083	187
2017	512	82,046	160
2018	470	71,535	152
2019	395	63,470	161
2020	422	61,000	145
2021	390	60,768	156
2022	407	59,353	146
2023	361	58,362	162
2024	381	58,618	154
2025	326	49,270	151
2026	296	45,250	153
2027	251	42,080	168
2028	156	26,929	173
2029	119	20,014	168
2030	68	12,892	190
2031	25	4,070	163
2032	12	1,956	163
2033	1	201	201
Total	10,268	1,771,355	173

**Teachers' Retirement System
(Hired before July 1, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	7,424	1,394,693	188
2013	1,355	206,242	152
2014	1,281	193,884	151
2015	1,134	167,624	148
2016	1,097	167,660	153
2017	1,049	152,940	146
2018	906	130,028	144
2019	828	118,056	143
2020	743	102,973	139
2021	703	90,687	129
2022	558	71,981	129
2023	515	61,308	119
2024	481	63,224	131
2025	467	53,188	114
2026	450	51,471	114
2027	482	57,132	119
2028	435	44,807	103
2029	458	47,876	105
2030	413	43,863	106
2031	410	43,809	107
2032	384	37,982	99
2033	159	16,670	105
2034	79	9,653	122
2035	34	3,130	92
2036	5	190	38
2037	7	1,242	177
Total	21,857	3,332,313	152

**Teachers' Defined Contribution Retirement System
(Hired before June 30, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	388	31,758	82
2013	99	9,277	94
2014	86	7,461	87
2015	100	10,571	106
2016	122	11,512	94
2017	132	13,777	104
2018	119	11,415	96
2019	102	10,019	98
2020	168	17,618	105
2021	121	11,918	98
2022	130	15,492	119
2023	123	13,504	110
2024	143	15,933	111
2025	139	15,027	108
2026	112	10,862	97
2027	109	10,820	99
2028	109	11,210	103
2029	115	11,194	97
2030	93	10,698	115
2031	90	8,690	97
2032	97	9,048	93
2033	32	3,856	120
2034	20	1,953	98
2035	5	542	108
2036	1	25	25
2037	4	531	133
Total	2,759	274,710	100

TIAA - CREF
(Hired before June 30, 2001)

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	1,612	281,312	175
2013	248	37,336	151
2014	237	36,197	153
2015	208	32,243	155
2016	209	33,451	160
2017	205	36,029	176
2018	188	27,519	146
2019	176	30,386	173
2020	171	28,604	167
2021	181	28,517	158
2022	168	31,125	185
2023	152	25,415	167
2024	129	23,045	179
2025	102	16,729	164
2026	112	21,858	195
2027	113	20,370	180
2028	88	17,465	198
2029	105	22,228	212
2030	76	13,766	181
2031	71	16,365	230
2032	46	9,440	205
2033	18	3,371	187
2034	10	2,631	263
2035	3	324	108
2036	1	5	5
Total	4,629	795,730	172

**Great West
(Hired before June 30, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	11	1,158	105
2013	6	899	150
2014	2	220	110
2015	4	547	137
2016	3	543	181
2017	4	822	205
2018	5	931	186
2019	5	809	162
2020	7	699	100
2021	2	411	206
2022	4	355	89
2023	6	1,325	221
2024	3	298	99
2025	11	2,370	215
2026	4	1,016	254
2027	4	854	213
2028	9	1,589	177
2029	3	197	66
2030	9	1,188	132
2031	3	757	252
2032	1	259	259
Total	106	17,248	163

**Troopers Plan A
(Hired before July 1, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	25	8,848	354
2013	5	1,862	372
2014	13	4,515	347
2015	17	6,666	392
2016	22	8,594	391
2017	6	2,166	361
2018	25	10,325	413
2019	5	1,820	364
2020	18	6,858	381
Total	136	51,653	380

Troopers Plan B
(Hired before July 1, 2001)

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	2	453	227
2013			
2014	1	358	358
2015	3	929	310
2016	5	1,332	266
2017			
2018	5	1,560	312
2019	7	2,509	358
2020	26	8,640	332
2021	42	15,757	375
2022	21	7,452	355
2023	17	6,581	387
2024	37	14,562	394
2025	22	8,569	390
2026	21	8,761	417
2027	10	3,944	394
2028	15	5,643	376
2029	1	475	475
2030	1	372	372
Total	236	87,899	372

**Undefined Group
(Hired before July 1, 2001)**

<u>Year of Retirement</u>	<u>Total Eligible Employees</u>	<u>Total Projected Sick Leave Days</u>	<u>Average Sick Leave Days Per Employees</u>
2012	1,191	158,079	133
2013	144	22,533	156
2014	159	19,613	123
2015	128	16,374	128
2016	150	20,070	134
2017	144	19,935	138
2018	97	14,066	145
2019	116	17,839	154
2020	100	11,440	114
2021	130	15,484	119
2022	107	13,221	124
2023	92	12,348	134
2024	85	12,173	143
2025	86	8,430	98
2026	84	8,881	106
2027	77	8,435	110
2028	85	10,609	125
2029	92	11,953	130
2030	107	15,257	143
Total	3,174	416,740	131

APPENDIX E
OPEB June 30, 2011

Retiree Premium Subsidy

<u>MEDICAL ONLY</u>	Count	AAL	NPV	Cashflow				
				2012	2013	2014	2015	2016
PERS	20,263	\$303,971,347	\$427,695,620	\$2,447,542	\$4,566,403	\$6,871,151	\$9,226,741	\$11,699,213
Troopers A	136	9,839,129	10,989,237	56,690	170,907	235,399	414,888	557,641
Troopers B	492	6,482,071	12,051,508	6,785	8,986	11,677	14,735	27,647
TRS Pre 6/30/1991	16,467	611,653,928	673,448,227	6,734,388	12,371,549	18,037,177	23,395,842	28,389,856
TRS-Post 7/1/1991	30,467	442,585,552	778,360,301	2,501,089	4,805,955	7,357,086	10,056,638	12,938,450
Undefined Group Pre 6/30/1991	1,575	50,325,957	54,283,964	902,390	1,471,386	2,028,122	2,526,142	2,984,549
Undefined Group Post 7/1/1991	2,732	35,886,298	62,223,303	310,717	509,312	716,867	888,947	1,155,293
Local Agencies	9,999	188,443,436	276,549,998	1,719,475	2,921,186	4,188,355	5,343,123	6,756,833
Retiree	36,505	1,471,831,448	1,471,831,448	144,448,057	137,044,074	135,297,893	133,313,358	131,027,065
Retiree - Non Par	8	171,557	171,557	21,078	19,452	18,681	17,862	16,993
Total	118,644	\$3,121,190,723	\$3,767,605,163	\$159,148,211	\$163,889,210	\$174,762,408	\$185,198,275	\$195,553,539

LIFE ONLY

PERS	2,614	\$4,125,069	\$7,052,305	\$28,816	\$51,863	\$81,610	\$118,169	\$157,985
Troopers A	6	57,156	62,251	-	866	3,026	3,107	3,620
Troopers B	59	80,847	162,905	-	-	-	-	461
TRS Pre 6/30/1991	1,833	8,790,787	9,830,171	77,598	134,596	203,240	273,143	340,905
TRS-Post 7/1/1991	6,217	12,651,375	24,325,508	59,139	110,998	171,584	239,685	313,506
Undefined Group Pre 6/30/1991	339	1,646,849	1,792,214	31,607	45,283	61,949	76,355	90,389
Undefined Group Post 7/1/1991	732	1,517,878	2,738,371	13,222	19,927	26,725	33,501	41,223
Local Agencies	1,631	4,301,842	6,527,947	36,426	57,819	83,406	108,141	138,627
Total	13,431	\$33,171,802	\$52,491,673	\$246,808	\$421,352	\$631,540	\$852,102	\$1,086,716

Sick & Annual Leave (Medical)

PERS	Before 7/1/1988		\$83,110,000	\$869,041	\$1,671,050	\$2,398,435	\$3,490,437	\$4,697,968
	7/1/1988-6/30/2001	\$157,297,930	103,695,000	1,100,484	1,831,052	2,337,799	3,055,401	3,703,602
Troopers A	Before 7/1/1988		1,000	533	44	35	38	36
	7/1/1988-6/30/2001	9,953,019	11,954,000	-	-	8,692	90,832	175,748
Troopers B	Before 7/1/1988		176,000	-	-	-	-	8,308
	7/1/1988-6/30/2001	11,113,749	17,060,000	-	-	-	-	-
TRS Pre 6/30/1991	Before 7/1/1988		218,919,000	1,956,646	3,958,773	5,911,876	9,014,359	12,467,740
	7/1/1988-6/30/1991	285,234,574	20,516,000	34,010	62,909	100,490	152,980	214,033
TRS Post 7/1/1991	7/1/1991-6/30/2001		107,920,000	783,463	1,262,533	1,554,875	1,957,217	2,382,128
Plan D 6/30/1991	Before 7/1/1988		10,543,000	74,102	130,886	180,810	265,777	365,810
	7/1/1988-6/30/1991	27,522,553	4,593,000	20,004	34,463	42,877	51,255	63,298
Plan D 7/1/1991	7/1/1991-6/30/2001		22,234,000	175,297	248,986	273,142	316,966	368,549
Plan F 6/30/1991	Before 7/1/1988		43,629,000	806,709	1,371,170	1,811,448	2,439,713	3,056,376
	7/1/1988-6/30/1991	77,765,114	10,155,000	91,852	155,902	211,081	287,616	351,600
Plan F 7/1/1991	7/1/1991-6/30/2001		44,174,000	428,126	714,359	867,329	1,040,189	1,183,946
Plan X Pre 6/30/1991	Before 7/1/1988		21,797,000	1,126,302	1,680,272	2,127,602	2,490,748	2,805,928
	7/1/1988-6/30/1991	30,774,805	2,514,000	3,202	3,072	2,950	2,977	2,185
Plan X Post 7/1/1991	7/1/1991-6/30/2001		14,051,000	-	-	-	-	-
Plan G Pre 6/30/1991	Before 7/1/1988		621,000	2,213	2,936	3,459	5,044	5,808
	7/1/1988-6/30/1991	1,560,885	140,000	-	-	-	628	962
Plan G Post 7/1/1991	7/1/1991-6/30/2001		1,407,000	2,291	4,673	8,192	12,562	17,237
Local		24,434,335	31,083,082	230,472	485,658	768,693	1,062,831	1,315,258
Total		\$625,656,963	\$770,292,082	\$7,704,746	\$13,618,738	\$18,609,788	\$25,737,571	\$33,186,521

Current Retirees Medical Total

\$61,224,000 \$61,224,000 \$12,727,783 \$11,916,242 \$10,535,927 \$11,493,349 \$9,462,715

TOTAL MEDICAL

\$3,841,243,488 \$4,651,612,918 \$179,827,548 \$189,845,543 \$204,539,662 \$223,281,297 \$239,289,491

Sick & Annual Leave (Annuity)

PERS	Before 7/1/1988		\$15,918,000	\$419,451	\$667,952	\$867,142	\$1,048,803	\$1,191,194
	7/1/1988-6/30/2001	\$22,483,984	8,361,000	137,120	253,852	353,388	440,733	529,743
Troopers A	Before 7/1/1988		3,288,000	33,362	112,867	146,421	159,535	172,345
	7/1/1988-6/30/2001	5,055,232	2,107,000	5,032	10,799	25,187	74,161	105,118
Troopers B	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/2001	123,298	147,000	2,735	2,719	2,698	2,671	9,164
TRS Pre 6/30/1991	Before 7/1/1988		97,176,000	2,061,631	3,695,765	5,110,419	6,246,730	7,130,867
	7/1/1988-6/30/1991	99,946,051	7,707,000	90,675	165,028	234,123	305,114	372,427
TRS Post 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan D 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan D 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan F 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan F 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan X Pre 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan X Post 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan G Pre 6/30/1991	Before 7/1/1988		136,000	1,026	1,972	3,495	4,797	7,424
	7/1/1988-6/30/1991	196,721	79,000	1,296	2,362	3,679	4,293	4,716
Plan G Post 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
TOTAL ANNUITY		\$127,805,287	\$134,919,000	\$2,752,329	\$4,913,317	\$6,746,552	\$8,286,838	\$9,522,998

APPENDIX E
OPEB June 30, 2011

Retiree Premium Subsidy

<u>MEDICAL ONLY</u>	<u>Count</u>	<u>AAL</u>	<u>NPV</u>	<u>Cashflow</u>				
				<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
PERS	20,263	\$303,971,347	\$427,695,620	\$14,139,868	\$16,644,505	\$19,038,193	\$21,418,024	\$23,750,900
Troopers A	136	9,839,129	10,989,237	623,092	681,240	865,505	1,018,201	988,072
Troopers B	492	6,482,071	12,051,508	36,345	52,642	79,829	97,447	133,793
TRS Pre 6/30/1991	16,467	611,653,928	673,448,227	33,088,724	37,575,536	41,797,438	45,757,439	49,486,989
TRS-Post 7/1/1991	30,467	442,585,552	778,360,301	15,996,388	19,351,243	23,017,727	27,021,276	31,375,918
Undefined Group Pre 6/30/1991	1,575	50,325,957	54,283,964	3,317,794	3,630,793	3,907,780	4,175,059	4,367,316
Undefined Group Post 7/1/1991	2,732	35,886,298	62,223,303	1,510,755	1,787,269	2,018,964	2,331,288	2,659,989
Local Agencies	9,999	188,443,436	276,549,998	8,100,351	9,370,975	10,592,258	12,010,173	13,501,796
Retiree	36,505	1,471,831,448	1,471,831,448	128,484,388	125,641,951	122,593,689	119,285,007	115,790,499
<u>Retiree - Non Par</u>	<u>8</u>	<u>171,557</u>	<u>171,557</u>	<u>16,080</u>	<u>15,147</u>	<u>14,204</u>	<u>13,272</u>	<u>12,358</u>
Total	118,644	\$3,121,190,723	\$3,767,605,163	\$205,313,787	\$214,751,299	\$223,925,588	\$233,127,187	\$242,067,630

LIFE ONLY

PERS	2,614	\$4,125,069	\$7,052,305	\$201,191	\$243,961	\$284,609	\$327,124	\$369,319
Troopers A	6	57,156	62,251	3,715	3,810	5,658	6,171	6,325
Troopers B	59	80,847	162,905	469	477	483	489	2,003
TRS Pre 6/30/1991	1,833	8,790,787	9,830,171	409,364	480,090	549,310	616,634	680,348
TRS-Post 7/1/1991	6,217	12,651,375	24,325,508	399,087	495,358	608,144	736,251	881,555
Undefined Group Pre 6/30/1991	339	1,646,849	1,792,214	100,103	110,240	120,718	130,018	137,791
Undefined Group Post 7/1/1991	732	1,517,878	2,738,371	52,371	60,989	68,800	79,737	91,261
<u>Local Agencies</u>	<u>1,631</u>	<u>4,301,842</u>	<u>6,527,947</u>	<u>169,326</u>	<u>197,019</u>	<u>227,058</u>	<u>258,029</u>	<u>293,453</u>
Total	13,431	\$33,171,802	\$52,491,673	\$1,335,627	\$1,591,943	\$1,864,781	\$2,154,454	\$2,462,056

Sick & Annual Leave (Medical)

PERS	Before 7/1/1988		\$83,110,000	\$5,837,064	\$6,968,393	\$7,913,245	\$8,826,183	\$9,403,306
	7/1/1988-6/30/2001	\$157,297,930	103,695,000	4,197,679	4,682,072	5,126,220	5,652,718	6,187,525
Troopers A	Before 7/1/1988		1,000	33	155	-	-	-
	7/1/1988-6/30/2001	9,953,019	11,954,000	259,333	368,060	648,393	946,945	1,098,872
Troopers B	Before 7/1/1988		176,000	8,282	8,303	11,272	27,700	29,852
	7/1/1988-6/30/2001	11,113,749	17,060,000	5,802	13,330	39,534	56,542	120,389
TRS Pre 6/30/1991	Before 7/1/1988		218,919,000	16,129,709	19,888,614	23,404,800	26,285,203	28,277,861
	7/1/1988-6/30/1991	285,234,574	20,516,000	265,636	351,823	436,653	688,060	1,148,375
TRS Post 7/1/1991	7/1/1991-6/30/2001		107,920,000	2,887,260	3,439,078	3,958,475	4,539,373	4,999,502
Plan D 6/30/1991	Before 7/1/1988		10,543,000	499,463	666,700	880,563	1,070,869	1,263,555
	7/1/1988-6/30/1991	27,522,553	4,593,000	75,157	92,633	111,050	155,832	225,098
Plan D 7/1/1991	7/1/1991-6/30/2001		22,234,000	430,181	526,978	617,329	716,811	783,196
Plan F 6/30/1991	Before 7/1/1988		43,629,000	3,691,478	4,255,823	4,616,802	4,979,591	5,297,656
	7/1/1988-6/30/1991	77,765,114	10,155,000	392,105	428,017	464,510	543,946	699,290
Plan F 7/1/1991	7/1/1991-6/30/2001		44,174,000	1,345,500	1,556,694	1,757,310	1,960,382	2,191,247
Plan X Pre 6/30/1991	Before 7/1/1988		21,797,000	3,037,068	3,262,803	3,240,325	3,018,344	2,528,287
	7/1/1988-6/30/1991	30,774,805	2,514,000	0	45,908	203,773	431,633	663,473
<u>Plan X Post 7/1/1991</u>	<u>7/1/1991-6/30/2001</u>		14,051,000	-	-	-	53,985	273,968
Plan G Pre 6/30/1991	Before 7/1/1988		621,000	9,360	15,017	28,645	40,268	55,358
	7/1/1988-6/30/1991	1,560,885	140,000	971	824	769	3,755	5,522
Plan G Post 7/1/1991	7/1/1991-6/30/2001		1,407,000	22,267	27,970	22,028	24,085	29,535
<u>Local</u>		<u>24,434,335</u>	<u>31,083,082</u>	<u>1,547,108</u>	<u>1,748,900</u>	<u>1,941,971</u>	<u>2,102,569</u>	<u>2,246,918</u>
Total		\$625,656,963	\$770,292,082	\$40,641,456	\$48,348,095	\$55,423,669	\$62,124,792	\$67,528,785

Current Retirees Medical Total

\$61,224,000 \$61,224,000 \$6,354,221 \$4,187,302 \$2,726,764 \$1,790,478 \$1,194,710

TOTAL MEDICAL

\$3,841,243,488 \$4,651,612,918 \$253,645,090 \$268,878,639 \$283,940,802 \$299,196,910 \$313,253,181

Sick & Annual Leave (Annuity)

PERS	Before 7/1/1988		\$15,918,000	\$1,312,464	\$1,407,485	\$1,468,461	\$1,526,803	\$1,554,759
	7/1/1988-6/30/2001	\$22,483,984	8,361,000	598,905	675,056	728,248	763,806	796,528
Troopers A	Before 7/1/1988		3,288,000	184,300	196,264	207,981	219,397	230,668
	7/1/1988-6/30/2001	5,055,232	2,107,000	114,803	124,614	135,033	142,972	152,690
Troopers B	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/2001	123,298	147,000	13,968	13,906	13,822	13,715	13,583
TRS Pre 6/30/1991	Before 7/1/1988		97,176,000	7,797,662	8,316,161	8,677,487	8,903,793	9,015,211
	7/1/1988-6/30/1991	99,946,051	7,707,000	447,513	523,242	590,301	648,887	702,358
TRS Post 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan D 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan D 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan F 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan F 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan X Pre 6/30/1991	Before 7/1/1988		-	-	-	-	-	-
	7/1/1988-6/30/1991	-	-	-	-	-	-	-
Plan X Post 7/1/1991	7/1/1991-6/30/2001		-	-	-	-	-	-
Plan G Pre 6/30/1991	Before 7/1/1988		136,000	8,926	10,384	11,429	12,279	12,944
	7/1/1988-6/30/1991	196,721	79,000	5,457	6,211	7,295	7,529	7,687
<u>Plan G Post 7/1/1991</u>	<u>7/1/1991-6/30/2001</u>		-	-	-	-	-	-
TOTAL ANNUITY		\$127,805,287	\$134,919,000	\$10,483,997	\$11,273,322	\$11,840,059	\$12,239,181	\$12,486,428