

ONLY FILE COPY

DO NOT REMOVE

OFFICIAL COPY

POLICE &
FIRE DEPARTMENT
RETIREMENT PLAN



CITY OF SAN JOSE

801 NORTH FIRST STREET
SAN JOSE, CALIFORNIA 95110

BOARD OF ADMINISTRATION
POLICE AND FIRE DEPARTMENT
RETIREMENT PLAN

(408) 277-5137

The Honorable Mayor and City Council
City of San Jose
San Jose, California

Dear Mayor and Council Members:

The Board of Administration of the Police and Fire Retirement Plan is pleased to present its annual report for the period July 1, 1980 to June 30, 1981. The following events have had a significant impact on plan administration.

1. The Board now requires that all applicants for disability retirement who have less than 20 years of service be reviewed for the possibility of alternative employment.
2. We have diversified management of the plans portfolio. Effective January 1, 1981, we hired two new equity managers. We are also continuing to investigate investment alternatives other than bonds and common stock.

The Board continues to manage the retirement plan in such a way as to provide a sound system which is capable of meeting all future obligations. The Board of Administration and its staff are available to provide additional information when requested.

Sincerely, .

John DiQuisto
Chairman
Board of Administration

JD:EFO:FT

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

BOARD OF ADMINISTRATION

The Retirement Plan is administered by a five-member Board of Administration composed of two representatives from the City Council, a representative from the Civil Service Commission and two representatives who are City employees, one from the Police Department and one from the Fire Department, in accordance with Section 2.08.400 of the San Jose Municipal Code.

As of June 30, 1981, the members of the Board were as follows:

- | | |
|--------------------|--|
| JERRY ESTRUTH | - He is a member of the City Council and is one of its official representatives on the Board. He became a member of the Board on January 16, 1979. |
| CARMEN J. GRANDE | - Police Officer, elected in November 1980 as the employee representative for members of the plan who are sworn police personnel. His term expires on November 30, 1984. |
| JOHN DIQUISTO | - First elected as a representative of the employees of the Fire Department on September 5, 1978. His present term expires on November 30, 1982. |
| LU RYDEN | - City Council representative on the Board appointed by the Mayor in January, 1981. |
| FRANK P. NICOLETTI | - He is a member of the Civil Service Commission and serves on the Board at the pleasure of that body. He was selected by the members of the Commission on February 6, 1975 to serve on the Board. |

The Board of Administration engages the following Consultants to assist in making investments and in developing a sound retirement plan:

- | | |
|--------------------|--|
| ACTUARY | - Lawrence Mitchell and Associates, Inc. |
| INVESTMENT COUNSEL | - Scudder, Stevens & Clark, Inc., Smoot & Knoche
Harris, Bretall & McEldowney |
| AUDITOR | - Price Warehouse and Company |

The Board meets on the first Tuesday of each month and holds special meetings as the occasion demands. The meetings are currently held in the Council Chambers, Second Floor, City Hall, at 10:00 a.m. Members of the Retirement Plan may attend any of the meetings.

ANNUAL REPORT

1961 Police and Fire Department Retirement Plan

Table of Contents

Letter of Transmittal	
Board of Administration	
Table of Contents	1
Investment Policy Statement	2-4
Summary of the Principal Provisions	5-7
Highlights of the Plan	7
New Retirees and Deaths	8
Actuary's Statement	9
Price Waterhouse & Co.	
Letter of the Outside Auditor	10
Combining Balance Sheet	11
Changes in Reserve Balances	12
Revenues, Expenses & Changes in Fund Balances	13
Notes to Financial Statements	14-19
System Portfolio	20-26
Revenue & System Strenth	27
Contributions & Revenue	28
Performance Data	29
Investment Counsel's Statements	30-34
Industry Analysis of Equities	35-36
Retirees & Survivors	37-44

BOARD OF ADMINISTRATION
POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
INVESTMENT POLICY STATEMENT

Resolution No. 768 adopted on July 8, 1974 includes:

GENERAL ENVIRONMENT

It is the policy of the San Jose Police and Fire Department Retirement Plan to effect economy and efficiency in the public service by providing a means whereby employees who become super-annuated or otherwise incapacitated, without hardship or prejudice, may be replaced by more capable employees, and to that end provide a retirement system consisting of retirement allowances and death benefits.

Investments in such Retirement System are subject to the restrictions specified in the San Jose Retirement Code (3.36.540). Further investment management guidelines are imposed by the Retirement Board.

INVESTMENT GUIDELINES

General

The Board shall:

- (1) require that the Retirement Plan be fully funded to assure that all disbursement obligations will be met.
- (2) attempt to insure that investment earnings be sufficiently high to provide a funding source, along with contributions from City employees and the City, in order to offset liabilities in perpetuity.
- (3) strive for the highest total return on invested funds consistent with safety in accordance with accepted investment practices.

Fixed Income

The Board shall require that the majority of the portfolio be invested in high quality, marketable bonds as provided in Section 3.36.540. Specifically, retirement funds may be invested only in bonds that meet one or more of the following criteria:

- (1) Securities which are legal investment for Savings Banks in California or Massachusetts or New York.
- (2) Bonds which are direct obligations of, or secured by the full faith and credit of, the Dominion of Canada or any of its provinces, cities or municipal corporations.
- (3) Bonds guaranteed by any solvent corporation which are not in default either as to principal and interest provided:

- (a) In the case of public utilities, net earnings available for fixed charges for the previous five fiscal years have averaged not less than two times average fixed charges after depreciation and taxes, and net earnings during either of the last two years have been not less than two times fixed charges.
- (b) In the case of finance companies, net earnings in the last five fiscal years have averaged one and one-half times average fixed charges, and during either of the last two years net earnings have not been less than one and one-half times fixed charges.

(4) Public Improvement Bonds of San Jose.

Active bond management, including the use of bond swaps to improve total yield, is encouraged. In pursuing this objective, it is possible that certain transactions will temporarily lower the return or change the maturity of the portfolio. Transactions of this type are allowed as long as an optimum balance is achieved between yield to maturity, quality and marketability based on expected market changes.

Short-Term Investments

The Board of Administration will designate a member of the City's staff to make short-term investments of the Fund after consulting investment counsel to determine appropriate maturity.

Common Stock

The primary emphasis of the common stock portfolio will be on high quality, readily marketable securities offering potential for above average growth as protection against inflation. The maximum amount of common stock to be held is 25% of the Fund's assets valued at cost. Common stock investments are limited to those meeting all of the following criteria as set forth in Section 3.36.540:

- (1) Stocks must be registered on a national exchange, although this is not required with banks and insurance companies which have a net worth of at least \$50 million.
- (2) A cash dividend has been paid on such stock in each of five years next preceding the date of the investment.
- (3) Not more than 2% of the total fund at cost shall be invested in the common stock of any corporation.
- (4) Investment in any corporation shall not exceed 5% of the outstanding shares of the corporation.
- (5) The bonds of the corporation shall qualify for purchase in order to qualify the common stock of the corporation for purchase.
- (6) Not more than 5% of the total assets at cost may be invested in preferred stocks.
- (7) Each common and preferred stock purchase must be approved by independent investment counsel.

- (8) No such investment may be made except upon the affirmative vote of at least 3 members of the Retirement Board.

Supervision

The investment counsel shall continually supervise the investment securities in the Fund, and shall initiate such recommendations for purchase, sale, substitution, redemption or conversion of securities as it should deem available.

Performance Goals

Investment performance will be measured quarterly, but it is not expected that the performance goals identified below will be satisfied in any single quarter or year. It is, however, expected that these goals will be satisfied over a full market cycle, or if shorter, a five-year period.

Common stocks will out perform the following three measures:

- (1) Standard and Poor's 500 Index
- (2) New York Stock Exchange Index
- (3) A. G. Becker's Median (300 Institutional Funds)

Fixed income investments will out perform the following two measures:

- (1) Salomon Brothers High Grade Corporate Bond Index
- (2) Moody's AA Utility Index

Investment Reports

The Investment Counsel will meet with the Board to discuss the economy and the security markets to assist the Board in determining and re-examining basic investment policies.

The Investment Counsel shall review the policies between meetings in light of changing market conditions or changes in the requirements of the Fund and recommend the appropriate action to the Board.

The Investment Counsel shall prepare quarterly appraisals giving a listing of securities held and showing the composition, average cost, and market values of the assets under supervision.

SUMMARY OF THE PRINCIPAL PROVISIONS OF
THE POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
San Jose, California

MEMBERSHIP Mandatory for all full-time employees.

MEMBER CONTRIBUTIONS All members contribute 9.08% of base salary.

CITY'S CONTRIBUTIONS The City contributes 31.61% of base salary.

INTEREST Two percent annual interest is calculated each bi-weekly pay period and added to your contributions. This interest is derived from investments.

TERMINATION BENEFITS Upon termination, the member shall be paid all of his accumulated contributions and interest in full satisfaction of all rights and benefits under this retirement system. The City's contributions will not be refunded to the employee.

MILITARY LEAVE CREDIT A member is entitled to credit for City service if military service was performed during: (1) a time of war, (2) a national emergency proclaimed by the President or the Congress, (3) or under orders requested by the United Nations outside the United States or territories, and/or (4) the time a National Conscription Act was in effect.

VESTING OF PENSION CREDIT After 10 years of service you may resign your position with the Police and Fire Department and leave your contributions in the retirement system.

SERVICE RETIREMENT Retirement at age 55 with at least 20 years service.

SERVICE-CONNECTED DISABILITY Retirement resulting from the result of an injury or disease arising out of and in the course of such member's employment with the City. (No minimum period of service required.)

NON-SERVICE-CONNECTED DISABILITY Retirement resulting from other than a service-connected disability with at least 2 years service.

MANDATORY RETIREMENT Age 65.

EARLY SERVICE RETIREMENT Retirement at age 50 with at least 20 years service. Member's retirement allowance shall be reduced by that amount which the value of such allowance as deferred to age 55 will purchase at the actual age of retirement.

CALCULATIONS FOR RETIREMENT ALLOWANCE

For a Vested Retirement, Service Retirement, Service-Connected Disability with 20 years service, and Non-Service Connected Disability with 20 years service,

CALCULATE: $2\frac{1}{2}\% \times \text{years of service} \times \text{final compensation} =$
monthly retirement allowance. There is a maximum of
75% (30 years of service equals 75%).

For Service-Connected Disability with less than 20 years service, any age

CALCULATE: $50\% \times \text{final compensation} =$ monthly retirement
allowance.

For Non-Service-Connected Disability from 2 through 19 years of service, any age. There is no non-service-connected disability retirement under 2 years service. 32% for first 2 years plus 1% interest for each year thereafter.

FINAL COMPENSATION The meaning of "Final Compensation" is: The average monthly compensation during the highest 12 consecutive months of service; (usually the last 12 months) limited to 108% of the 12 months immediately preceding the last 12 months of service.

SURVIVORSHIP ALLOWANCE

- Death after retirement - If you
1. had been retired for service, or
 2. had retired for service-connected disability.
- Death before retirement- If you
3. die at age 55 or older with 20 years service due to a non-service connected injury or illness, or
 4. you die at any age due to a service-connected injury or illness.

The Spouse	will receive 37-1/2% X final compensation.
1 Child	will receive 25% X final compensation.
2 Children	will receive 50% X final compensation.
3 or more Children	will receive 75% X final compensation.

SURVIVORSHIP ALLOWANCE

- Death after retirement - If you
1. had been retired for non-service connected disability.
- Death before retirement- If you
2. die before age 55 due to a non-service connected injury or illness with 2 or more years service.

The Spouse	will receive 24% of final compensation for two years of service and 0.75% for each year thereafter. (Maximum 37-1/2%.
1 Child	will receive 25% X final compensation.
2 Children	will receive 37-1/2% X final compensation.
3 or more Children	will receive 50% X final compensation.

The maximum family benefit is 75% of your final compensation.
Dependent children are paid to age 18 or to age 22 if full-time student.

MANAGEMENT The System is under the management of a Board of Administration of 5 members consisting of 2 City Councilpersons, a Civil Service Commissioner, and 2 elected employees who are members of the retirement system.

The Board of Administration is a policy-making body and responsible for the proper operation of the System. The System operates as an independent trust, separate and distinct from the City and other entities. The administration of the System is under its guidance and direction and is subject to such rules, regulations and directives as it may adopt from time to time. Members serve without compensation. The City Attorney provides legal advice and counsel.

ADMINISTRATION A full-time Retirement and Benefits Administrator is employed. He heads the Employee Services Division of the City Personnel Department and serves as Secretary and Executive Officer to the Board of Administration.

The City provides office space, administrative and clerical services of the Personnel Department and fiscal services of the Finance Department without any direct charge.

The Trust Department of Wells Fargo Bank is employed as custodian of fund assets and collector of investment income.

ACTUARIAL SOUNDNESS Plan and benefit provisions are periodically reviewed by an enrolled actuary to assure continuing soundness.

INVESTMENT AUTHORITY AND POLICY The investment authority is broad and flexible, allowing maximum utilization of the System's resources. Scudder, Stevens and Clark, Harris, Bretall and McEldowney, and Smoot, Knoche & Co. are retained for full-time investment counsel.

COST OF LIVING Annually the Bureau of Labor Statistics index for the month of December is compared to the preceding December index number. The Board determines the change to be effective beginning April 1st each year. A maximum of 3% is granted with any excess accumulated for use in future years. A retiree draws no COL increase for the first year, then a pro-rata increase for the months before the next April 1st.

1961 POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

1. Contributing members in the Plan, 1523 as of June 30, 1981.
2. One member retired for service and seventeen members retired because of disabilities during the period of June 30, 1980 through June 30, 1981.
3. There are 286 members and 52 survivors receiving benefits from the Plan as of June 30, 1981.
4. During the reporting period, seven Fire members and 64 Police members left the membership of the Retirement Plan and had their contributions refunded.
5. The Retirement Fund balance as of June 30, 1981 was \$109,300,000 in the Regular Fund and \$9,200,000 in the Cost of Living Fund.
6. Payment of pensions or survivor's benefits increased from about \$299,500 per month to about \$343,000 per month during the reporting period.
7. The annual time-weighted return for the entire portfolio was 10.00% as of June 30, 1981.
8. Interest and dividends on investments for the period were \$8,252,000 and averaged about \$688,000 per month.

1961 POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

The following persons were granted a monthly retirement allowance during the period of July 1, 1980 to June 30, 1981.

SERVICE RETIREMENT

FIRE DEPARTMENT

Harold Richardson

SERVICE CONNECTED DISABILITY RETIREMENTS

POLICE DEPARTMENT

James Barnett
William Brown
Kenneth Garino
James Guido, Jr.
Richard N. Hill
Fred Mullins
Courtney Peterson

FIRE DEPARTMENT

Theodore Bonn
Henry Borch
Francis Conyers
Richard R. Hall
Robert Meagher
Don Newman
Joseph Paradiso
Foster Raikes
Richard Struthers

NON-SERVICE CONNECTED DISABILITY RETIREMENT

POLICE DEPARTMENT

Sharon Moore

DEATHS

POLICE DEPARTMENT

Andrew Crawford	06/03/81
Walter Gadsby	10/24/80
Robert Warrich	08/11/80

FIRE DEPARTMENT

Williams Anger	02/11/81
Carl Burgstrom	11/12/80
Anthony Gomes	04/06/81
Robert Sparks	03/17/81

STATEMENT OF THE ACTUARY

This statement summarizes the actuarial method and assumptions used in the June 30, 1979 actuarial valuation of the Police and Fire Department Retirement Plan. The City and member contribution rates for the fiscal year 1980-81 have been developed from that valuation.

The actuarial method used for both basic and cost-of-living benefits is the entry-age-normal cost method. The purpose of this method is to stabilize contribution rates.

The actuarial assumptions for the June 30, 1979 valuation were developed from a study of the Plan's actual experience with respect to turnover, disability and retirement for the period July 1, 1974 to June 30, 1979 and from an appraisal of future conditions.

City and members' contribution rates were calculated in conformance with the City Charter. Because of the steep increases in the rates developed by the previous valuation and this valuation, the new rates are being phased in over two years beginning with October 1, 1980. In our opinion, the new City and members' contribution rates establish a sound financial basis for funding this plan.

LAWRENCE MITCHELL & ASSOCIATES, INC.
Consulting Actuaries
13400 Riverside Drive
Sherman Oaks, CA 91423



121 PARK CENTER PLAZA
SAN JOSE, CALIFORNIA 95113
408-275-9671

October 9, 1981

Board of Administration
City of San Jose
Police and Fire Department
Retirement System

We have examined the accompanying combining balance sheet of the City of San Jose Police and Fire Department Retirement System as of June 30, 1981 and the related combining statements of revenues, expenses and changes in fund balances and of changes in reserve balances for the year then ended. Our examination of these statements was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

As described in Note 4, the Police and Fire Department Retirement System is a defendant in a lawsuit regarding the determination of retirement benefits. The ultimate outcome of this lawsuit cannot presently be determined.

In our opinion, subject to the effects of such adjustments to the accompanying financial statements, if any, that might have been required had the outcome of the matter mentioned in the preceding paragraph been known, the combining financial statements examined by us present fairly the financial position of the City of San Jose Police and Fire Department Retirement System at June 30, 1981 and the changes in its fund and reserve balances for the year then ended, in accordance with generally accepted accounting principles, which except for the change, with which we concur, in the format of financial statements presentation (as described in Note 1) resulting from the City of San Jose's adoption of Statement No. 1, Governmental Accounting and Financial Reporting Principles in its financial statements which include the financial statements of the Retirement System, have been applied on a basis consistent with that of the preceding year.

We have previously examined and reported upon the June 30, 1980 financial statements which are included in summary form for comparative purposes, after restatement for the change in presentation resulting from the adoption of Statement No. 1, Governmental Accounting and Financial Reporting Principles.

Price Waterhouse & Co.

CITY OF SAN JOSE
POLICE AND FIRE DEPARTMENT RETIREMENT SYSTEM
COMBINING BALANCE SHEET, JUNE 30, 1981
(with comparative totals for June 30, 1980)
(in thousands of dollars)

	June 30, 1981			June 30, 1980 Memorandum Only
	Retirement Fund	Cost of Living Fund	Combined Retirement System	Combined Retirement System
ASSETS				
Cash	\$ 272	\$ 141	\$ 413	\$ 24
Receivable from the City of San Jose:				
Employee contributions	61	36	97	62
City contributions	241	97	338	181
Receivable from brokers	370	19	389	-
Accrued interest	1,451	125	1,576	1,288
Investments, at cost (Note 2)	<u>97,739</u>	<u>8,773</u>	<u>106,512</u>	<u>87,218</u>
	<u>\$100,134</u>	<u>\$9,191</u>	<u>\$109,325</u>	<u>\$88,773</u>
LIABILITIES AND FUND BALANCES				
Liabilities:				
Payable to terminated employees	\$ 1	\$ 1	\$ 2	\$ 23
Payable to brokers	290	-	290	449
Bank overdraft	<u>-</u>	<u>-</u>	<u>-</u>	<u>20</u>
	<u>291</u>	<u>1</u>	<u>292</u>	<u>492</u>
Fund Balances (Note 3):				
Reserve for employee contributions	14,700	2,333	17,033	14,051
Reserve for City contributions and general	<u>85,143</u>	<u>6,857</u>	<u>92,000</u>	<u>74,230</u>
	<u>99,843</u>	<u>9,190</u>	<u>109,033</u>	<u>88,281</u>
	<u>\$100,134</u>	<u>\$9,191</u>	<u>\$109,325</u>	<u>\$88,773</u>

See accompanying notes to combining financial statements

CITY OF SAN JOSE
POLICE AND FIRE DEPARTMENT RETIREMENT SYSTEM
COMBINING STATEMENT OF CHANGES IN RESERVE BALANCES
FOR THE YEAR ENDED JUNE 30, 1981
(with comparative totals for the year ended June 30, 1980)
(in thousands of dollars)

	Year ended June 30, 1981						Year ended June 30, 1980 Memorandum Only	
	Retirement Fund		Cost of Living Fund		Combined Retirement System		Combined Retirement System	
	Employee Contributions	City Contributions and General	Employee Contributions	City Contributions and General	Employee Contributions	City Contributions and General	Employee Contributions	City Contri- butions and General
Reserve balances at the beginning of the year	\$12,799	\$70,805	\$1,252	\$3,425	\$14,051	\$74,230	\$12,169	\$62,833
Employee contributions	2,259	-	1,119	-	3,378	-	2,520	-
Employer contributions, net of refunds	-	8,523	-	3,168	-	11,691	-	7,789
Investment income	-	9,275	-	761	-	10,036	-	6,686
Allocation of investment income	271	(271)	35	(35)	306	(306)	259	(259)
Refund of contributions	(274)	-	(40)	-	(314)	-	(398)	-
Retirement benefits	-	(3,415)	-	(495)	-	(3,910)	-	(3,276)
Transfers upon retirement of employees	(355)	355	(33)	33	(388)	388	(499)	499
Professional fees	-	(129)	-	-	-	(129)	-	(42)
Reserve balances at the end of the year	<u>\$14,700</u>	<u>\$85,143</u>	<u>\$2,333</u>	<u>\$6,857</u>	<u>\$17,033</u>	<u>\$92,000</u>	<u>\$14,051</u>	<u>\$74,230</u>

See accompanying notes to combining financial statements

CITY OF SAN JOSE
POLICE AND FIRE DEPARTMENT RETIREMENT SYSTEM
COMBINING STATEMENT OF REVENUES, EXPENSES AND
CHANGES IN FUND BALANCES
FOR THE YEAR ENDED JUNE 30, 1981
(with comparative totals for the year ended June 30, 1980)
(in thousands of dollars)

	Year ended June 30, 1981			Year ended June 30, 1980 Memorandum Only
	Retirement Fund	Cost of Living Fund	Combined Retirement System	Combined Retirement System
Operating revenues:				
Contributions	\$10,782	\$4,287	\$ 15,069	\$10,309
Interest	7,144	728	7,872	5,708
Dividends	767	12	779	696
Gains on sales of investments	1,364	21	1,385	282
Total	<u>20,057</u>	<u>5,048</u>	<u>25,105</u>	<u>16,995</u>
Operating expenses:				
Refunds to terminated employees	274	40	314	398
Retirement benefits paid	3,415	495	3,910	3,276
Professional fees	129	-	129	42
Total	<u>3,818</u>	<u>535</u>	<u>4,353</u>	<u>3,716</u>
Net income	16,239	4,513	20,752	13,279
Fund balances at the beginning of the year	<u>83,604</u>	<u>4,677</u>	<u>88,281</u>	<u>75,002</u>
Fund balances at the end of the year	<u>\$99,843</u>	<u>\$9,190</u>	<u>\$109,033</u>	<u>\$88,281</u>

See accompanying notes to combining financial statements

CITY OF SAN JOSE
POLICE AND FIRE DEPARTMENT RETIREMENT SYSTEM
NOTES TO COMBINING FINANCIAL STATEMENTS

Note 1 - The Retirement System, Basis of Financial Statement
Presentation and Significant Accounting Policies:

The Retirement System:

The City of San Jose Police and Fire Department Retirement System (the "Retirement System") was established to provide retirement benefits for employees of the Police and Fire Departments of the City of San Jose (the "City") pursuant to various retirement plans adopted by the City. The Retirement System is administered by the Retirement and Benefits Administrator, an employee of the City, under the direction of the Board of Administration. Costs of administration other than outside professional fees are borne by the City. The System is not subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

All sworn officers of the City's Police and Fire Departments are required to be members of the Retirement System. There are approximately 1,530 participants in the Retirement System at June 30, 1981.

The Retirement System is funded on a current basis by employee payroll deductions and by City contributions. Prior service costs (which relate to employee services performed prior to the date of an actuarial valuation) (Note 3) are financed entirely by City contributions. Current service costs are shared by the City and member employees in the ratio of approximately \$8 from the City for each \$3 from the employees. Contribution rates (expressed as a percentage of salaries) are set by the Board of Administration and adjusted periodically (not less than once each five years) based on studies by consulting actuaries (Note 3).

Employees who terminate prior or subsequent to vesting who elect to forfeit future benefits are entitled to a refund of their contributions together with interest earned thereon, calculated at the rate of 2% as specified in the Municipal Code; such employees are not entitled to any funds contributed by the City. Until September 1980 funds contributed by the City and forfeited as a result of early withdrawal from the Retirement System due to termination of City employees, were used to reduce current City contributions. Currently, no immediate credit for such contributions is received by the City in accordance with the terms of the ordinance passed on August 26, 1980.

Investment recommendations are made by the the investment counselors and acted upon by the Board of Administration. Substantially all investments are held by Wells Fargo Bank, custodian. The net assets and operations of the Retirement System are accounted for as a Trust and Agency Fund of the City of San Jose.

Retirement benefits are payable upon disability, death, or normal retirement of the employee. Employees may vest after 10 years of service. The benefit amount is based upon a formula utilizing the employee's highest annualized rate of pay while employed, adjusted for changes in the cost of living subsequent to retirement up to a maximum of 3% per year (cumulative changes in excess of 3% per year are offset against years in which the change is less than 3%), as evidenced by changes in the Consumer Price Index for All Urban Consumers published by the Bureau of Labor Statistics of the United States Department of Labor.

Basis of Financial Statement Presentation:

The retirement plan requires that Retirement System transactions be accounted for in two funds: (1) the Retirement Fund and (2) the Cost of Living Fund.

The financial statements are prepared on the accrual basis of accounting.

In March 1979, the National Council of Governmental Accounting (NCGA) issued Statement No. 1 "Governmental Accounting and Financial Reporting Principles." Statement No. 1 is a restatement of Governmental Accounting, Auditing and Financial reporting principles, better known as GAAFR, and is effective for fiscal years ending after June 30, 1980. As a result, the format of the separate financial statements of the Retirement System presented as a Trust and Agency Fund of the City of San Jose have been changed. The format for the accompanying financial statements have also been changed to parallel the revised format presented by the City of San Jose. However, such changes do not reflect any restatement or adjustment of amounts previously presented. Such changes in format principally comprise the presentation of a statement of revenues, expenses and changes in fund balances instead of a statement of changes in cash.

In March 1980, the Financial Accounting Standards Board promulgated Statement No. 35 entitled Accounting and Reporting by Defined Benefit Pension Plans. Adoption of such standards by the Retirement System is not required until fiscal 1982 and the Retirement System has not elected early adoption. Requirements of the new statement include that investments be carried at fair market value and that a new format for financial statement presentation be followed.

Significant Accounting Policies:

Investments - Investments in debt securities are stated at original cost, as adjusted for amortization of premiums or accretion of discounts (differences between purchase costs and maturity value) on a straight-line basis over the remaining life of the issue. In the event of a permanent impairment of value of the debt securities, a provision would be made to reduce cost to market. Investments in equity securities are recorded at the lower of aggregate cost or market. Gains or losses relative to individual securities are recognized, only upon sale, on a first-in, first-out basis. Generally, government obligations and corporate bonds are held until maturity.

Prior Service Costs - Prior service costs are being amortized over the estimated future service lives of the participants.

Allocation of Investment Income - Earnings on investments of the Retirement System and gains and losses upon sales of investments are initially credited to the City contributions and general reserve. A monthly allocation is made therefrom to the employee contributions reserve based on the balance in that account and an annual rate of earnings of 2%, as specified by the Municipal Code.

Note 2 - Investments:

The following table summarizes the investments held at June 30, 1981 and 1980:

	At Adjusted Cost			June 30, 1980 Memorandum Only
	June 30, 1981			
	Retirement Fund	Cost of Living Fund	Combined Retirement System	Combined Retirement System
	(in thousands of dollars)			
Deposits with Treasurer of the State of Cali- fornia	-	-	-	\$ 8,994
Time deposits	\$ 2,472	\$ 500	\$ 2,972	495
	<u>2,472</u>	<u>\$ 500</u>	<u>2,972</u>	<u>9,489</u>
Debt securities:				
U.S. Treasury	12,917	1,582	14,499	10,776
Repurchase agreements	11,000	3,000	14,000	-
U.S. Government- sponsored agency	13,587	1,327	14,914	10,360
International agencies	758	-	758	758
Canadian Government (denominated in U.S. dollars)	1,086	-	1,086	1,086
Corporate bonds	38,240	1,874	40,114	37,663
Accumulated amortiza- tion and accretion of premium and discount	110	12	122	67
	<u>77,698</u>	<u>7,795</u>	<u>85,493</u>	<u>60,710</u>
Equity securities	<u>17,569</u>	<u>478</u>	<u>18,047</u>	<u>17,019</u>
	<u>\$97,739</u>	<u>\$8,773</u>	<u>\$106,512</u>	<u>\$87,218</u>

The approximate market value at June 30, 1981 and 1980 of debt and equity securities was:

	June 30	
	1981	1980
	(thousands of dollars)	
Debt Securities	\$67,000	\$52,500
Equity Securities	\$19,400	\$17,200

Investments in debt securities at June 30, 1981 having an aggregate principal (maturity value) of approximately \$86,761,000 are included in the above table at an adjusted cost of \$85,493,000. This \$1,268,000 difference represents the unaccreted discounts, net of unamortized premiums, at June 30, 1981.

Note 3 - Actuarial Data:

The most recent actuarial valuation was performed by consulting actuaries, Lawrence Mitchell & Associates, Inc. as of June 30, 1979. The estimated present value of all future benefits was calculated at approximately \$291,000,000. The actuary did not compute the present value of the vested benefits (benefits to which participants are entitled, regardless of future service with the City). The more significant assumptions underlying the actuarial computations utilized in the June 30, 1979 valuation are as follows:

Assumed rate of return on investments	7.25%
Post-Retirement mortality	1971 group annuity Mortality Tables with a five year set back for females
Pre-Retirement mortality	Based upon experienced rates
Employee turnover	Based upon experienced rates
Salary increases	10% per year through age 29, 8% from 30 through 39, 7% from 40 through 49 and 6% per year thereafter
Service retirement age	50% at age 55 increasing until 100% at age 65
Disability rate	Based upon experienced rates

An actuarial valuation as of July 1, 1981 is in process at October 9, 1981.

The July 1, 1979 actuarial valuation resulted in a recommendation for combined contribution rates, expressed as a percentage of salary, higher than those used in prior years. The consulting actuary has recommended that, if the increase in rates is implemented in two steps, such rates be as summarized below:

<u>Rates in effect through</u> <u>September 30, 1980</u>	<u>Regular</u>	<u>Cost of</u> <u>Living</u>	<u>Combined</u>
Employee contributions	6.57%	1.68%	8.25%
City contributions	22.35%	6.47%	28.82%

Recommended Rates

Step 1 (as of September 30, 1980):

Employee contribution	5.68%	3.40%	9.08%
City contribution	22.50%	9.11%	31.61%

Step 2 (as of September 30, 1981):

Employee contribution	6.91%	4.16%	11.07%
City contribution	25.10%	11.11%	36.21%

The Police and Fire Department Retirement Board approved the step 1 rates to be effective October 12, 1980.

Through August 1980, City contributions resulting from the application of the rates in effect were reduced by the City's share of contributions relating terminated employees who elected to forfeit future benefits. As an assumption for forfeited contributions was utilized in the determination of the new contribution rates, the practice of refunding City contributions has been discontinued.

Note 4 - Litigation:

The Retirement System has outstanding at June 30, 1981 a lawsuit filed against it by a member claiming that the method of calculation of retirement benefits historically followed by the City may understate the annual rate of pay utilized for computing current and prior retirement benefits and actuarial estimates of future benefits. In the opinion of counsel and the Board of Administration, the outcome of this claim cannot presently be determined nor can the amount of the ultimate liability, if any, presently be reasonably estimated.

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

June 30, 1981

Maturity Value	Security		Maturing	Total Cost	Market Value
<u>CASH & SHORT TERM BONDS</u>					
5,080,000	Repo Agrmt-Govt Bkd	18.500%	07/01/81	5,080,000	5,080,000
1,500,000	Commercial Paper		07/10/81	1,483,325	1,483,325
500,000	J C Penney Finl Debs Fr	9.450%	10/15/81	500,000	490,000
150,000	Export Import Bk Wash	5.100%	02/20/82	150,000	141,000
500,000	Pacific Gas & Elec	9.850%	06/01/82	500,000	477,500
1,000,000	United States Treas.NTS	8.000%	02/15/83	1,030,875	910,000
40,000	Prov of Ontario USP	4.000%	05/01/83	39,224	31,600
1,000,000	United States Treas NTS	7.250%	02/15/84	1,006,875	855,000
50,000	Quebec Hydro-El S-X USP	5.000%	07/15/84	50,000	38,000
1,000,000	United States Treas NTS	7.250%	08/15/84	999,460	840,000
2,500,000	United States Treas NTS	13.250%	08/15/84	2,492,606	2,425,000
2,250,000	Federal Natl Mtg Assn	14.250%	03/11/85	2,302,031	2,182,500
1,000,000	Ford Motor Co NT F/R NC	14.750%	04/01/85	1,000,000	950,000
45,000	Milwaukee Gas Light Co	5.625%	05/15/85	46,068	33,975
100,000	Minneapolis Honeywell	6.000%	04/15/86	100,500	76,000
1,500,000	United States Treas NTS	7.875%	05/15/86	1,500,586	1,200,000
				18,281,626	17,213,976

MEDIUM TERM BONDS

100,000	Consumers Power 1st	4.000%	08/01/86	95,909	61,500
1,300,000	United States Treas NTS	8.000%	08/15/86	1,327,188	1,033,500
200,000	C I T Finl DB F/R NC	6.375%	10/01/86	199,000	141,000
75,000	Natl Biscuit Sub Deb	4.750%	04/01/87	78,938	49,875
99,000	Columbus & So Ohio Elec	4.125%	01/01/88	94,298	55,935
100,000	Pennsylvania Electric	4.000%	03/01/88	93,500	46,000
2,500,000	United States Treas NTS	13.250%	04/15/88	2,496,875	2,412,500
150,000	Pacific Tel & Tel CoDEB	4.275%	08/15/88	140,526	85,500
100,000	Wells Fargo Bk CAP NTS	4.500%	09/15/89	100,000	50,000
250,000	Intl Bk Recon & Dev	4.500%	02/01/90	251,125	133,750
200,000	Beneficial Finance RG	5.000%	11/01/90	200,000	98,000
100,000	Wisconsin Elec Pwr Reg	5.000%	11/15/90	106,000	52,500
350,000	United States Steel	5.750%	07/01/01	342,875	210,437
1,000,000	Southern Cal Ed 1st F/R	15.250%	05/15/91	972,500	990,000
150,000	So. Cal Edison 1st	5.250%	05/15/91	143,625	80,250
				6,299,482	5,290,310

LONG TERM BONDS

200,000	Intl Bk Recon & Dev SF	5.375%	04/01/92	159,208	105,000
500,000	GMAC Deb F/R NC 82	7.125%	09/01/92	448,125	300,000
150,000	Southwestern Bell Tel	4.750%	10/01/92	131,438	75,750
40,000	Cleve Elec Illum 1st	3.875%	03/01/93	40,776	17,200

Maturity Value	Security		Maturing	Total Cost	Market Value
100,000	Container Corp AM SF	6.625%	03/15/93	100,000	59,500
125,000	Beneficial Finance REG	4.750%	05/15/93	125,000	55,000
300,000	Allied Chemical DEB F/R	6.600%	08/01/93	300,000	177,000
200,000	Household Finance REG	4.875%	09/15/93	199,000	90,000
100,000	Union Electric 1st	4.500%	11/01/93	100,750	41,000
200,000	Anaconda Co Deb SF F/R	6.625%	11/15/93	199,000	124,000
1,000,000	United States Treas BDS	9.000%	02/15/94	999,630	725,000
200,000	Weyerhaeuser Co SF DEB	7.650	07/15/94	200,000	128,000
350,000	Intl Bk Recon & Dev SF	6.375%	10/01/94	347,375	189,000
500,000	Ford Motor Credit DEBS	9.500%	01/15/95	496,250	315,000
200,000	Intl Paper S/F DEB	8.850%	03/15/95	200,000	139,000
200,000	Alum Co of Amer SF DEB	9.000%	05/15/95	198,000	138,000
50,000	Illinois Bell Telephone	3.250%	07/15/95	50,499	18,500
500,000	Household Finance DEB	7.500%	08/01/95	500,000	290,000
75,000	Southwestern Bell Tel	4.625%	08/01/95	75,980	33,750
400,000	Alum Co of Amer DEB	7.450%	11/15/96	400,000	240,000
170,000	Con Edison 1st NR71	5.900%	12/15/96	170,000	81,600
100,000	Pacific G&E 1st LL CPN	4.625%	06/01/97	99,875	40,500
300,000	Goodyear Tire&Rub SF	7.350%	09/15/97	300,000	169,500
100,000	New York Tel Co REF Mtg	4.625%	10/01/97	101,750	42,500
75,000	So Bell/So Cent Bell	5.000%	12/01/97	76,925	33,750
250,000	Std Oil Ind SF DEB	6.000%	01/15/98	247,500	130,000
200,000	Intl Harvester SF DEB	6.250%	03/01/98	200,000	81,000
350,000	Exxon DEB F/R NR/78	6.500%	07/15/98	350,000	190,750
200,000	Duke Power 1st&REF Mtg	7.000%	02/01/99	198,500	106,000
200,000	Beth Steel SF DEB FR	6.875%	03/01/99	198,750	110,000
125,000	American Tel & Tel DEBS	4.375%	05/01/99	125,125	50,000
300,000	Dow Chem DEB F/R	7.750%	07/15/99	300,000	181,500
1,000,000	Gen Mtrs Acc Corp DEB	8.750%	02/01/00	995,000	630,000
50,000	MtStates Tel & Tel DEB	5.000%	04/01/00	51,140	21,250
200,000	Pacific Tel & Tel REG	4.625%	05/01/00	201,250	73,000
500,000	Monsanto Co SF DEB FR	8.500%	06/15/00	497,500	310,000
500,000	Armco Steel Corp DEB FR	9.200%	07/15/00	500,000	327,500
500,000	Ford Motor Cred SF DEB	9.700%	07/15/00	498,750	305,000
500,000	Inland Stl 1st Ser Q FR	9.500%	09/01/00	497,500	327,500
500,000	Amer Cyanamid Co SF DEB	7.375%	04/15/01	495,000	287,500
100,000	Bell Tel Penna DEB	4.750%	05/01/01	106,500	40,500
1,000,000	Ford Motor Cred SF DEB	9.125%	06/01/01	997,500	575,000
500,000	Texaco S F DEB F/R	7.750%	06/01/01	500,000	292,500
1,000,000	Gen Motors Acc Corp F/R	8.750%	06/15/01	945,800	625,000
500,000	Mobil Oil Co DEB F/R	7.375%	10/01/01	500,000	285,000
300,000	Firestone Tire SF DEB	7.300%	10/15/01	300,000	156,000
500,000	Shell Oil DEB F/R	7.250%	02/15/02	500,000	285,000
500,000	Sun Inc DEB F/R	7.125%	05/01/02	495,000	282,500
500,000	Procter & Gamble SF DEB	7.000%	05/15/02	495,000	275,000
293,321	GNMA Pass/Thru P2733	6.500%	06/15/03	255,190	170,860
500,000	Consumers Pwr 1st Mtg	8.625%	08/01/03	506,745	280,000
1,000,000	Illinois Bell Tel DEB	8.000%	12/10/04	992,500	600,000
500,000	Dow Chemical SF DEB FR	8.500%	02/01/05	500,000	307,500
1,000,000	Prov of Ontario DEB FR	8.875%	03/01/05	996,875	620,000
500,000	Beth Steel SF DEB FR	8.450%	03/01/05	500,000	282,500
2,000,000	So Cal Edison 1st&REF	15.125%	04/01/05	1,984,000	1,920,000
1,000,000	United States Treas BDS	8.250%	05/15/05	999,688	650,000

Maturity Value	Security		Maturing	Total Cost	Market Value
200,000	N Y Telephone Ref F/R	4.875%	01/01/06	100,000	38,500
1,250,000	Sears Roebuck SF DEB FR	8.000%	04/01/06	1,224,553	725,000
200,000	Southwest Bell Tel DEB	5.375%	06/01/06	200,000	85,000
742,063	GNMA Pass/Thru #14197	8.000%	12/15/06	760,614	477,703
643,340	GNMA Pass/Thru #12752	8.000%	12/15/06	659,424	414,150
686,462	GNMA Pass/Thru #15117	8.000%	12/15/06	682,386	441,910
726,288	GNMA Pass/Thru #14264	8.000%	01/15/07	744,445	467,548
186,680	GNMA Pass/Thru #16970M	7.500%	05/15/07	180,409	115,742
200,000	New York Tel REF MIGE	7.500%	03/01/09	197,500	111,000
969,332	GNMA Pass/Thru #31275	9.000%	03/15/09	897,692	657,934
985,548	GNMA Pass/Thru #31190	9.000%	05/15/09	912,710	668,941
1,854,657	GNMA Pass/Thru #33644	9.500%	07/15/09	1,787,426	1,298,260
2,854,444	GNMA Pass/Thru #31666	9.500%	08/15/09	2,415,574	2,011,916
969,447	GNMA Pass/Thru #33123	9.500%	08/15/09	945,817	678,613
990,148	GNMA Pass/Thru #32867	9.500%	10/15/09	876,900	693,103
1,000,000	Florida Pwr & Lt 1st	15.250%	03/01/10	1,000,000	980,000
500,000	Pacific Tel&Tel DEBS	9.500%	06/15/11	500,000	315,000
500,000	New Yk Tel 1 REF SER W	8.300%	08/15/12	505,800	302,500
500,000	So Cent Bell Tel FR	8.250%	08/01/13	497,700	300,000
1,000,000	Pacific G&E 1ST&REF FR	16.250%	02/01/14	980,000	1,000,000
1,000,000	Pacific Tel&Tel DEB	9.625%	11/01/14	1,000,000	635,000
2,000,000	New York Tel DEB F/R	8.250%	10/15/15	1,828,403	1,200,000
2,000,000	Southern Bell T&T DEB	8.125%	05/01/17	1,790,730	1,190,000
1,000,000	New Jersey Bell DEB	8.750%	06/01/18	963,750	630,000
1,000,000	Southern Bell T&T FR	8.625%	09/01/18	959,380	625,000
1,000,000	So Western Bell Tel DEB	9.625%	03/15/19	882,500	685,000
1,000,000	Mt States T&T DEB F/R	11.250%	11/01/19	<u>1,000,000</u>	<u>775,000</u>
				47,444,106	31,929,729

STOCK EQUIVALENT CONVERTIBLES

400,000	Chase Manhattan Corp	6.500%	07/01/96	404,000	372,000
300,000	Dart Ind Sub Deb	4.250%	07/15/97	300,000	206,625
350,000	United States Steel	5.750%	07/01/01	<u>342,875</u>	<u>210,437</u>
				1,046,875	789,062

COMMON STOCKS

20,000	Abbott Laboratories			494,975	630,000
4,000	Allied Corp			186,859	235,500
8,000	Atlantic Richfield			228,720	378,400
5,000	Baxter Travenol Labs			214,255	271,875
15,000	Borden, Inc.			425,972	420,000
10,000	Chesebrough Ponds			346,943	353,750
12,000	Cities Service			526,295	627,000
16,000	Combustion Engineers			396,245	594,000
5,000	Eastman Kodak			416,292	373,750
5,000	Fluor			243,425	178,750
15,000	FMC Corp			469,352	498,750
10,000	Gatx Corp			388,875	375,000

Maturity Value	Security	Maturing	Total Cost	Market Value
10,000	Household Finance		244,597	165,000
15,000	Kaiser Aluminum Co		297,500	346,875
5,000	Merck		340,953	462,500
10,000	Mobil Oil		269,556	300,000
12,000	NL Industries		436,140	418,500
14,000	Panhandle Eastern Pipeline		288,942	511,000
3,000	Procter & Gamble		199,410	227,250
18,000	Ralston Purina		291,680	234,000
12,000	Reynolds Industries		390,130	537,000
10,000	Richardson-Vicks		306,487	277,500
6,000	Safeway Stores		254,622	189,000
10,000	Standard Oil of Calif		220,071	377,500
5,000	Standard Oil of Indiana		249,052	274,375
7,000	TRW Inc		275,182	420,000
10,000	Union Carbide		584,304	600,000
5,000	United Technologies		198,650	276,875
10,000	Xerox Corp		728,022	540,000
	Money Market Fund		7,009,403	7,009,403
5,000	Martin Marietta Corp		344,950	340,000
7,000	McDonnell Douglas Corp		314,230	275,625
5,000	General Electric Co.		312,900	309,375
5,000	Caterpillar Tractor Co		349,250	328,125
8,000	McDermott Inc		299,200	252,000
4,000	Hewlett Packard Co.		199,800	380,500
8,000	Perkin Elmer Corp.		467,760	215,000
8,000	Raytheon Co.		289,760	360,000
4,000	Minnesota Mining & Mfg. Co.		256,080	230,000
8,000	American Home Products Corp		242,240	263,000
7,000	Eli Lilly & Co.		374,290	427,000
8,000	Merck & Co. Inc.		282,300	277,500
12,000	Johnson & Johnson		375,720	420,000
15,750	Archer Daniels Midland Co.		364,928	283,500
6,000	Pioneer Hi-Bred Intl Inc.		227,220	246,750
10,000	Coca Cola Co.		365,400	347,500
7,000	Philip Morris Inc.		336,070	348,250
6,000	Avon Products, Inc.		236,160	231,000
5,000	Eastman Kodak Co.		348,150	373,750
6,000	General Motors Cor.		295,620	318,000
5,000	Union Pacific Corp		243,240	346,500
10,000	Central Telephone & Utilities Corp		242,000	302,500
6,500	Tenneco Inc.		216,645	251,063
8,000	American Express Co.		344,080	387,000
6,000	First Bank System Inc.		277,500	262,500
			<u>24,528,402</u>	<u>25,879,991</u>

COST-OF-LIVING FUND

CASH & SHORT TERM BONDS

<u>Maturity Value</u>	<u>Security</u>			<u>Total Cost</u>	<u>Market Value</u>
1,355,400	Repo Agrmt-Govt Bkd	18.500%	07/01/81	1,355,400	1,355,400
500,000	Commercial Paper		07/10/81	494,442	494,442
50,000	J C Penney Finl	9.450%	10/15/81	50,000	49,000
100,000	United States Treas	8.000%	02/15/83	104,063	91,000
500,000	United States Treas	13.250%	08/15/84	498,521	485,000
250,000	Federal Natl Mtg	14.250%	03/11/85	255,781	242,500
250,000	United States Treas	13.375%	03/31/85	244,453	242,500
100,000	Ford Motor Co. NT	14.750%	04/01/85	100,000	95,000
100,000	United States Treas	7.875%	05/15/86	100,000	80,000
				3,202,735	3,134,917

MEDIUM TERM BONDS

100,000	United States Treas	7.625%	11/15/87	99,469	75,500
500,000	United States Treas	13.250%	04/15/88	499,375	482,500
200,000	Southern Cal Ed 1st	15.250%	05/15/91	194,500	198,000
				793,344	756,000

LONG TERM BONDS

100,000	United States Treas	9.000%	02/15/94	99,963	72,500
25,000	Alum Co of Amer	7.450%	11/15/96	25,000	15,000
25,000	Goodyear Tire&Rub	7.350%	09/15/97	25,000	14,125
50,000	Monsanto Co SF	8.500%	06/15/00	49,750	31,000
50,000	Ford Motor Cred	9.700%	07/15/00	49,700	30,500
25,000	Amer Cyanamid Co	7.375%	04/15/01	24,750	14,375
25,000	Texaco S F	7.750%	06/01/01	25,000	14,625
50,000	Gen Motors Acc Corp	8.750%	06/15/01	47,290	31,250
25,000	Mobil Oil Co	7.375%	10/01/01	25,000	14,250
25,000	Firestone Tire	7.300%	10/15/01	25,000	13,000
25,000	Shell Oil	7.250%	02/15/02	25,000	14,250
50,000	Sun Inc	7.125%	05/01/02	49,500	28,250
50,000	Pacific Gas & Elec	8.000%	06/01/03	39,940	28,250
25,000	Consumers Pwr	8.625%	08/01/03	25,337	14,000
100,000	So Cal Edison	15.125%	04/01/05	99,200	96,000
50,000	Sears Roebuck SF	8.000%	04/01/06	50,224	29,000
189,422	GNMA Pass/Thru #30303	9.000%	03/15/09	175,423	128,570
244,231	GNMA Pass/Thru #33496	9.500%	08/15/09	238,278	170,962
239,837	GNMA Pass/Thru #30469	9.500%	08/15/09	231,143	167,886
247,457	GNMA Pass/Thru #36497	9.500%	10/15/09	217,762	173,220
241,602	GNMA Pass/Thru #30520	9.500%	10/15/09	208,382	169,122
100,000	Florida Pwr & Lt 1st	15.250%	03/01/10	100,000	98,000
200,000	Dow Chemical	11.250%	07/15/10	187,000	155,000
25,000	Pacific Tel & Tel	9.500%	06/15/11	25,000	15,750
25,000	New Yk Tel	8.300%	08/15/12	25,290	15,125
150,000	Pacific G & E	16.250%	02/01/14	146,625	150,000

Maturity Value	Security			Total Cost	Market Value
50,000	Pacific Tel&Tel	9.625%	11/01/14	50,000	31,750
100,000	So Cent Bell Tel	8.250%	11/01/15	95,666	60,000
50,000	Southern Bell T&T	8.125%	05/01/17	44,099	29,750
50,000	Southern Bell T&T	8.625%	09/01/18	47,969	31,250
100,000	So Westrn Bell Tel	9.625%	03/15/19	88,250	68,500
100,000	Mt States T&T	11.250%	11/01/19	<u>100,000</u>	<u>77,500</u>
				2,666,541	2,002,759

STOCK EQUIVALENT CONVERTIBLES

15,000	Pfizer, Inc. CV S/D	4.000%	02/15/97	15,000	16,650
25,000	Dart Ind. Sub Deb	4.250%	07/15/97	<u>25,000</u>	<u>17,000</u>
				40,000	33,650

COMMON STOCKS

	CASH - Short Term	1,624,948	1,624,948
500	Martin Marietta Corp	34,495	34,000
700	McDonnell Douglas Corp	31,353	27,563
400	General Electric	26,464	24,750
400	Caterpillars Tractor Co.	27,940	26,250
800	McDermott Inc.	29,920	25,200
500	Harris Corp-Del	22,705	22,438
300	Hewlett-Packard Co.	22,794	28,538
400	Perkin Elmer Corp.	23,388	10,750
600	Raytheon Co.	23,676	27,000
400	Minnesota Mining & Mfg. Co.	25,192	23,000
200	American Home Products Corp.	6,606	6,575
300	Merck & Co. Inc.	25,605	27,750
1,200	Johnson & Johnson	37,692	42,000
450	Archer Daniels Midland Co.	10,949	8,100
400	Pioneer Hi-Bred Intl Inc.	15,148	16,450
700	Coca Cola Co.	25,578	24,325
500	Philip Morris Inc.	24,005	24,875
400	Avon Products, Inc.	15,768	15,400
100	Eastman Kodak Co.	11,336	7,475
500	General Motors Corp.	24,605	26,500
300	Union Pacific Corp.	12,162	17,325
1,000	Central Tele & Utilities Corp.	24,120	30,250
800	American Express Co.	34,504	38,700
500	First Bank System, Inc	<u>23,125</u>	<u>21,875</u>
		2,184,078	2,182,037

<u>Security</u>	<u>Total Cost</u>	<u>Market Value</u>
<u>Retirement Fund</u>		
Cash & Short Term Bonds	18,281,626	17,213,976
Medium Term Bonds	6,299,482	5,290,310
Long Term Bonds	47,444,106	31,929,729
Converts-Bonds & Preferreds	1,046,875	789,062
Common Stocks	<u>24,528,402</u>	<u>25,879,991</u>
	97,600,491	81,103,068
<u>Cost of Living Fund</u>		
Cash & Short Term Bonds	3,202,735	3,134,917
Medium Term Bonds	793,344	756,000
Long Term Bonds	2,666,541	2,002,759
Converts - Bonds and Preferreds	40,000	33,650
Common Stocks	<u>2,184,078</u>	<u>2,182,037</u>
	8,886,698	8,109,363
COMBINED TOTALS	<u>106,487,189</u>	<u>89,212,431</u>

PLAN REVENUES

The Plan's Retirement Fund has three principal sources of income. One is the payments made by the employer (City Government). Another is the payments made by the City employee members of the Plan. The third is the interest earnings from the monies invested in bonds and other securities

The pattern of revenues for the last decade is shown in the following table:

<u>Fiscal Year Ending In June</u>	<u>Employer</u>	<u>Employee</u>	<u>Interest</u>	<u>Total</u>
1981	\$12,000,000	\$3,069,000	\$8,652,000	\$23,721,000
1980	7,764,000	2,500,000	6,049,000	16,313,000
1979	6,872,000	2,079,000	4,843,000	13,794,000
1978	6,337,000	1,871,000	3,806,000	12,014,000
1977	6,047,000	1,738,000	3,199,000	10,984,000
1976	4,751,000	1,246,000	2,621,000	8,618,000
1975	3,781,000	889,000	2,277,000	6,947,000
1974	3,577,000	798,000	1,769,000	6,144,000
1973	2,992,000	704,000	1,431,000	5,127,000
1972	2,732,000	645,000	1,268,000	4,645,000
10 Year Total	56,853,000	15,539,000	35,915,000	108,307,000

SIZE OF SYSTEM

	<u>1972</u>	<u>1973</u>	<u>1974</u>	<u>6/76</u>	<u>6/77</u>	<u>6/78</u>	<u>6/79</u>	<u>6/80</u>	<u>6/81</u>
Active	1128	1225	1260	1360	1351	1407	1385	1375	1523
Retired	138	161	175	208	218	234	245	272	286
Survivors	20	22	27	31	37	38	49	47	52
TOTAL	1286	1408	1462	1599	1606	1679	1679	1694	1861

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

CONTRIBUTIONS AND REVENUES

Each member of the Retirement Plan contributes the following percentage of pay:

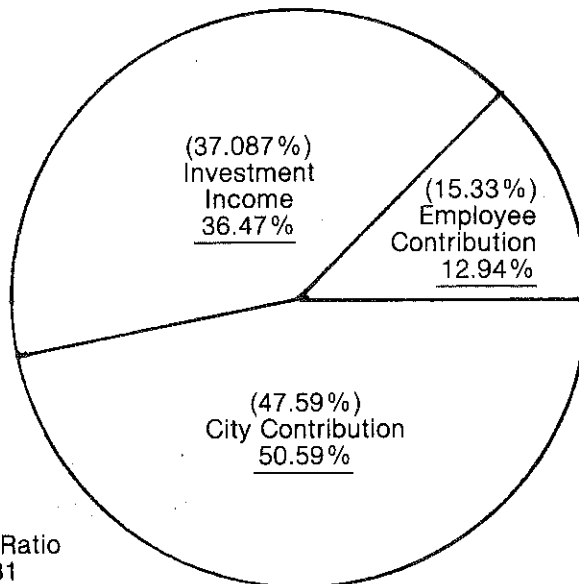
	<u>Effective 10/1/80</u>	<u>Effective 10/1/81</u>
Current Service	5.68%	6.91%
Cost of Living	<u>3.40%</u>	<u>4.16%</u>
TOTAL	9.08%	11.07%

The City contributes to the Retirement Plan the following percentage of payroll:

	<u>Effective 10/1/80</u>	<u>Effective 10/1/81</u>
Current Service	15.15%	18.42%
Prior Service	7.35%	6.68%
Cost of Living	<u>9.11%</u>	<u>11.11%</u>
TOTAL	31.61%	36.21%

The following sources contributed their share of the revenues received by the Retirement Fund in 1979-80:

Employee Contribution	12.94%	\$ 3,069,000
City Contribution	50.59%	12,000,000
Investment Income	<u>36.47%</u>	<u>8,652,000</u>
TOTAL REVENUES	100.00%	\$23,721,000



(1980) Ratio
1981

Police and Fire Department Retirement Plan

RETIREMENT FUND PERFORMANCE DATA

	<u>Period Ending</u>	<u>Portfolio Value-Cost</u>	<u>Annual Income</u>	<u>Income Rate of Return</u>
Manager A	06/30/81	\$72,041,903	\$7,511,872	10.40%
Manager B	06/30/81	12,286,744	1,085,329	8.80%
Manager C	06/30/81	12,505,037	949,557	7.60%

	<u>Period Ending</u>	<u>Portfolio Ending Value Market</u>	<u>Internal Activity Adjustments</u>	<u>Portfolio Bag Value Market</u>	<u>Percent Change</u>
Manager A	06/30/81	\$54,434,000	- \$3,436,008	\$60,968,474	-5.60%
Manager B	06/30/81	15,082,000	- 1,154,000	15,697,000	-7.30%
Manager C	06/30/81	13,592,000	- 36,762	13,115,000	-0.28%

MARKET PERFORMANCE DATA

Lehman Bros. Kuhn Loeb	-8.5%
Standard and Poors 500	-1.1%
Becker Median Fund	-3.1%
Salomon Bros. Bond Index	-3.3%

*Performance data for Scudder Stevens & Clark represent one year's performance. Harris, Bretall & McEldowney and Smoot Knoche have only managed their respective portions of the equity fund for six months.

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN

INVESTMENT REPORT

of

SCUDDER, STEVENS & CLARK, INCORPORATED
INVESTMENT COUNSEL

June 30, 1981

During this fiscal year, the investments of your fixed income portfolio have increased to \$60,328,000 while the year-end annual rate of income has increased to \$8,407,000 providing a current return of 13.93%.

The economy has shown great resiliency and strength during the past year, despite pressures that have been exerted upon it. Interest rates, for example, were extremely volatile throughout this period and remain at record levels. Additionally, the Federal Reserve's underlying restrictive monetary stance continues intact. This restrictive policy and the resilient economy have created focus on the severe liquidity strains within the economy. As a final result the financial markets have largely ignored the improvement which has taken place in inflation in the areas of food, energy prices and wages.

We have responded to this situation by emphasizing fixed income securities under six months in maturity with some modest extension in the 2-10 year area. By following this strategy we have protected the principal of the fund while earning very high rates of return on the shorter investments. All purchases have been in the U. S. governments, agencies or high quality corporates. The portfolio is currently structured 32% under five years maturity, 10% in five to ten year maturities, 16% in GNMA's (Government National Mortgage Association) with a twelve-year average maturity, and 42% in other securities of over ten year maturity.

Looking ahead, we continue to believe our strategy is appropriate while the administration in Washington holds to its anti-inflationary goal and is supported by the Federal Reserve's current monetary policies.

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
INVESTMENT COUNSELOR'S REPORT

SMOOT, KNOCHE & CO.

June 30, 1981

As of January 1, 1981, our firm assumed responsibility as an equity advisor for a portion of your Retirement Plan assets having been recently selected by your investment committee for this responsibility. We are very appreciative of the confidence expressed in our firm and look forward to a lasting relationship.

From January 1, 1981 to June 30, 1981, the investments in this portion of your Retirement Plan at cost have increased from \$9,850,785 to \$12,505,037 primarily from contributions. Also, the overall annual income yield has increased substantially from 4.1% to 7.0% at the end of the period.

With the passage of the President's tax bill and continued effort for further budget cuts, the stage is now set for a test of whether "Reaganomics" is going to work or whether the doubts of many in Wall Street, which seem to be causing the current weakness in the financial markets, will be borne out. It is becoming obvious that the centerpiece of the Administration's fiscal policy is the reduction in the level of the federal government in the economy through less spending and tax cuts for both individuals and corporations.

Short-term, the economic indicators strongly suggest the economy has "stalled", particularly after the 1.6% decline in the real GNP (gross national product) reported for the second quarter of 1981. The immediate cause of this slowdown stems from the impact of the Federal Reserve's long-term shift toward monetary restraint, which we expect will remain tight until such time as the new fiscal policy, centered in the budget and tax cuts, gives evidence of succeeding in stimulating the economy in a noninflationary way. Just how long a period it will take to achieve the ambitious economic goals Mr. Reagan has set for his Administration is anybody's guess at this time, but it appears to us that his whole thrust of restoring incentives which fosters growth in the private sector should ultimately prove more positive than negative.

As the economy continues to show signs of softening, inflationary expectations decrease and the demand for credit dissipates toward the end of 1981, the stage will be set for interest rates to gradually decline and finally become a positive influence on both the equity and bond markets in anticipation of the renewed economic growth we feel will develop in 1982.

The year 1981 is proving to be a transitional year for the equity market as reflected in the various market indicators such as the Standard & Poor's 500 Index which is down 1.1% for the first half of 1981. Over the past six months, we have been utilizing this period of market weakness to reposition your equity holdings into the following areas--chemicals, energy and energy service, electrical equipment, defense, technology as applied to increasing productivity and consumer products--as we feel representation in these sectors of the economy should prove to be very rewarding in the environment that lies ahead.

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
INVESTMENT COUNSELOR'S REPORT

HARRIS, BRETALL & McELDOWNEY, INC.

June 30, 1981

Economic Summary

Economic activity is declining rapidly causing concern of degenerating productivity and rising unemployment. Inflation continues to decline, but interest rates remain stubbornly high. Loan demand to finance inventories has increased and the Federal Reserve appears firm in its resolve to keep money expensive. The Fed seems to be risking a modest credit crunch to further slow the rate of inflation. This implies little real economic growth.

Comment

Our current economic outlook continues to be optimistic for the period beyond mid-1982 as inflation moderates and government policies supportive of productivity are implemented. Making the transition from the high growth of the first quarter to virtually no growth in the second has created concern that the Federal Reserve will cause a recession by remaining too restrictive. According to Department of Commerce estimates for the second quarter, real final sales declined causing sharp inventory accumulation. Real construction spending declined, and real business spending showed no increase. Additionally, corporate profits declined some 5% from the first quarter. This negative momentum foreshadows sluggishness in the third and fourth quarters. In fact, we anticipate two quarters of real GNP decline.

Inflation, as measured by the Consumer Price Index, could creep up briefly during the third quarter due to food price increases but should moderate by year end. At this time, we know that corporations have not repaired their financial liquidity positions which are now at historic lows. This, and government financing of the deficit, insures high demand for funds into early 1982. During the quarter, real inventories rose substantially as production outpaced final sales. This should precipitate inventory liquidation in the period just ahead and keep upward pressure on short rates for cash flow needs.

The Fed will probably continue to be restrictive. The best political time to suffer the pain of disinflation is now! Indications from bankers lead us to believe that a sharp drop in rates would initiate a strong rebound in economic activity. This would result in a subsequent increase in inflation that the Fed and the White House are resolved to avoid. Until unemployment starts to rise dramatically or some financial dislocation occurs, we can continue to expect interest rates to remain relatively high.

These tight financial conditions should slow the economy to the point where corporate profits start to be impacted to a degree not expected a short time ago. We are now seeing earnings estimates for 1982 being marked down. Additionally, capital spending plans have been reduced over the past two months according to a Commerce Department survey and we would expect this trend to continue through the balance of 1981.

These short-term economic concerns contain the seeds of a substantial and prolonged economic recovery. The outlines of a successful transition to increased economic productivity at lower rates of inflation are coming into view.

Market Summary

Equity valuations are historically modest. If disinflation is not disorderly (i.e. accompanied by a sharp recession that destroys profits), price-earnings ratios should expand as inflation recedes. While the longer term outlook is promising, near-term concerns suggest a cautious strategy. High cash reserves are appropriate with an attitude of selecting growth equities on weakness.

Fixed income securities now offer substantial real return and may be accumulated in short and intermediate maturities.

Comments

Equity markets, with indices relatively unchanged since the beginning of 1981, have experienced substantial group rotation. Inflation hedge equities, proxied by energy-related and metals issues, have declined substantially. Technology issues, perceived beneficiaries of government policies to increase productivity, have moved dramatically in both directions. Currently, the market is reflecting the following apprehensions:

1. Economic activity may deteriorate into something worse than sluggishness.
2. The Fed's restrictive stance increases the chances of a financial accident as we move toward credit crunch conditions.
3. Earnings trends are proving lower than expected.
4. International problems, always present, seem more dangerous than normal.

On the positive side:

1. The United States is increasingly becoming the market of choice for foreign investors.
2. Corporate earnings growth should accelerate dramatically as the economy recovers in 1982.
3. Valuation of earnings should also improve as inflation declines and interest rates moderate.
4. Additional growth in equity premiums can be expected if the government is successful in its program to encourage capital investment.

Strategy

Since we've viewed 1981 as a year of transition, our cash reserves have remained above average. As sectors of the equity market have declined, reflecting problems associated with disinflation, selected companies have become increasingly attractive. Our posture is to commit funds in the areas of defense, agriculture, health care, and technology.

San Jose Police and Fire Department Retirement Fund

INDUSTRY ANALYSIS OF EQUITIES

	MARKET VALUE	% OF PORTFOLIO
CAPITAL EQUIPMENT		
Aerospace	1,374,062	1.54
Electrical Equipment	384,125	0.37
Machinery	853,125	0.96
TOTAL CAPITAL EQUIPMENT	2,561,312	2.87
ENERGY		
Oils-Services & Equipment	4,261,225	4.78
TOTAL ENERGY	4,261,225	4.78
TECHNOLOGY		
Metals	346,875	0.39
Electronics	1,044,225	1.17
Office Equipment	793,000	0.89
TOTAL TECHNOLOGY	2,184,100	2.45
HEALTH CARE		
Drugs	2,643,700	2.97
Hospital Supply	462,000	0.52
TOTAL HEALTH CARE	3,105,700	3.49
CONSUMER-STAPLES		
Food	1,397,800	1.57
Beverages	371,825	0.42
Tobacco	910,125	1.02
TOTAL CONSUMER-STAPLES	2,679,750	3.01
CONSUMER POSTPONABLES		
Cosmetics	827,400	0.92
Photography	754,975	0.85
Autos & Parts	344,500	0.39
TOTAL CONSUMER POSTPONABLES	1,926,875	2.16
TRANSPORTATION		
Railroads	738,825	0.83
TOTAL TRANSPORTATION	738,825	0.83
UTILITIES		
Telephone	332,750	0.37
Natural Gas	762,000	0.86
TOTAL UTILITIES	1,094,750	1.23

FINANCE

Finance
Insurance
Banks

TOTAL FINANCE

165,000	0.19
425,700	0.48
284,375	0.32
<u>875,075</u>	<u>0.99</u>

TOTAL COMMON STOCKS

19,427,612	21.84
------------	-------

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
D MAULDIN, WILLIAM P	17	9/26/44	97.89	262.77	4,233.42
D VOLONTE, LOUIS J	29	5/02/49	115.86	275.36	4,592.13
D BASILE, FRANK	28	1/14/52	186.85	309.01	5,820.36
MATRANGA, JOHN	22	2/01/53	170.65	264.25	5,104.77
D HUMBURG, WALTER	30	3/04/53	173.19	306.75	5,633.46
ADAMS, HARLEY	27	7/14/53	197.69	313.72	6,002.82
GUPTILL, LOVELL E	24	7/01/54	217.67	316.65	6,271.80
ANDERSON, ERNEST D	26	8/01/55	226.54	334.69	6,587.61
SCHWANDT, HERMAN J	34	1/01/57	207.07	333.45	6,344.58
JONES, IVOR A	34	8/21/57	216.42	340.79	6,540.45
MORSS, KENNETH G	30	9/21/57	217.31	321.40	6,323.31
D MAC LEAN, ARTHUR A	16	11/27/57	250.86	277.38	6,200.37
POWERS, EDWARD W	39	6/01/59	277.68	392.63	7,868.04
MILLER, EMMETT C	30	11/01/59	284.89	352.50	7,481.64
EMERY, WALTER	29	5/26/60	253.01	315.14	6,668.85
JENNINGS, RALPH R	32	9/05/60	293.14	357.14	7,632.90
GARCIA, SIMON	30	2/27/62	278.02	326.23	7,092.60
EDES, HUGH A	36	7/01/62	325.50	386.36	8,355.75
KIRBY, HENRI	29	7/01/62	381.84	386.73	9,021.33
CONYERS SR, FRANCIS E	32	10/26/62	329.81	368.97	8,202.21
CAMPBELL, LAWRENCE B	31	2/01/63	417.58	408.61	9,697.74
QUAIN, RALPH C	22	4/01/63	336.44	314.27	7,637.97
S ANDERSON, IRENE C	17	6/13/63	156.44	90.39	2,897.25
FLESNER, FREDERICK J	25	7/28/63	342.48	332.97	7,928.37
GADSBY, WALTER R	22	9/01/63	343.72	299.38	2,572.40
PRACNA, EDWARD S	36	9/13/63	431.27	442.07	10,251.12
S SAWYER, BARBARA E	18	1/01/64	224.69	195.67	4,934.16
PARKER, HAROLD C	22	5/01/64	440.09	365.71	9,458.37
D BATTI, GEORGE J	34	5/11/64	352.28	375.12	8,538.09
D EMERY, LOUIS W	15	8/20/64	282.94	239.43	6,131.55
BROWDER, SAMUEL D	22	4/01/65	364.86	312.75	7,953.66
GRAY, RAYMOND T	37	4/01/65	326.78	367.05	8,144.07
S LUNSFORD, PHYLLIS M	37	6/25/65	345.38	284.35	7,391.70
DAVIS, HARVEY	39	9/01/65	371.32	401.78	9,074.37
D HOFFMAN, VERNON D	20	12/06/65	341.08	289.52	7,401.87
ACQUISTAPACE, JOSEPH M	21	2/01/66	333.51	281.77	7,222.08
ALVARES, ARTIE	23	2/01/66	333.51	291.82	7,340.07
BOSQUE, CHARLES J	20	5/03/66	301.42	259.79	6,587.37
D HAAS, CARL G	21	6/07/66	337.89	284.10	7,300.80
D MATTERN, JOHN A	16	7/16/66	391.56	287.32	7,968.63
KIDDER, DONALD R	29	9/01/66	398.52	356.32	8,860.17
D ATWELL, HAROLD F	20	12/19/66	345.31	282.98	7,374.78
S PIERCE, DELORES M	09	12/25/66	149.85	94.48	1,710.31
S RUSSO, JOSEPHINE	39	2/09/67	159.89	198.90	4,211.43
S VITEK, MILVIE A	42	2/11/67	281.81	225.55	5,955.30
D CREAMER, WILLIAM M	23	4/15/67	368.40	272.45	7,522.17
D FUSCO, GEORGE W	22	6/10/67	352.07	260.47	7,189.92
S WAKEMAN, LELA C	31	9/08/67	207.15	192.68	4,693.11
D ANDERSON, WILLIAM E	09	11/14/67	377.00	205.75	6,840.27
GOMES, ANTHONY	22	1/15/68	426.86	271.37	6,284.07

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
D TURNAGE, GORDON E	08	3/08/68	365.59	195.85	6,590.13
D URZI, ROBERT S	21	3/18/68	366.08	261.41	7,365.36
D BARTOLINI, HERBERT R	08	4/01/68	366.77	196.36	6,609.96
D CRAWFORD, ANDREW F	10	4/05/68	386.35	214.78	6,454.84
D FISHER, RAYMOND H	22	1/01/69	382.48	273.41	7,698.78
D BREWER, GLENN J	10	2/10/69	385.15	214.25	7,035.66
S BONE, NADALIE M	36	3/10/69	344.39	237.12	6,825.66
CHEW, ARNOLD W	01	4/21/69	373.41	143.49	6,067.26
D OSTERMEIER, CLIFFORD C	05	5/20/69	384.77	172.96	6,546.60
D BARR, JACK L	21	7/14/69	394.05	256.97	7,641.60
MURPHY, GERALD J	42	10/28/69	814.23	523.96	15,707.46
D HART, JAMES H	01	12/03/69	383.42	152.34	6,288.72
MC CAY, E D	27	2/01/70	999.77	519.84	17,836.98
ERLANDSON, JOHN K	25	7/01/70	595.43	328.88	10,849.44
ANKENBAUER, FRANK J	24	7/05/70	576.31	317.33	10,489.41
D STENZEL, EUGENE F	08	8/01/70	461.00	197.56	7,730.10
S HUERTA, MARIE F	07	8/06/70	239.77	99.43	3,981.48
D DAVIS, DALE D	08	9/01/70	461.00	197.56	7,730.10
D STOUT, BERNARD	24	9/01/70	569.48	315.00	10,381.92
WILSON, JACK E	34	9/01/70	955.53	497.02	17,049.81
CONNETT, THERON F	31	10/01/70	835.79	441.09	14,987.85
S LE BEAU, RUTH	31	10/01/70	891.41	179.93	4,234.40
D BURGSTROM, CARL A	16	11/01/70	225.22	99.30	3,569.68
D ANDERSON, CLARENCE W	23	12/21/70	545.36	301.74	9,943.17
FISHER, VERN	25	1/03/71	599.87	330.42	10,919.58
D CANUEL, JOHN B	25	1/05/71	766.40	387.25	13,541.40
D TRUE, ROBERT	31	1/11/71	1,147.89	547.59	19,901.34
D CROSBY, JAMES	29	1/14/71	839.24	432.19	14,923.89
D CANNELL, GEORGE H	33	1/16/71	1,486.60	673.26	25,352.13
S GIBSON, HENRIETTA	25	2/04/71	345.75	180.82	6,180.78
D COOMER, SAM D	09	2/09/71	376.90	173.86	6,464.76
D BATTEN, RUSSEL L	28	3/01/71	1,105.24	517.97	19,053.00
D TANNER, FRANCIS	20	5/01/71	546.62	267.13	9,551.70
BLACKMORE, JOHN R	42	5/17/71	1,953.51	806.49	32,396.49
D MASON, ROLAND S	07	6/22/71	511.45	191.06	8,245.98
D ROLSTON, CHAD C	26	7/01/71	680.42	338.04	11,954.58
D KNAPP, JOHN F	30	7/15/71	1,484.00	603.08	24,497.85
D LOWE, WILLIAM C	22	7/15/71	662.48	312.48	11,443.92
D EVANS, CARL L	26	8/01/71	655.23	330.39	11,569.05
D KENNEDY, EDWIN	24	8/01/71	744.57	347.57	12,819.39
D PLACE, ROBERT R	11	8/01/71	413.82	181.41	6,986.70
D RICKETTS, EDWARD B	21	9/01/71	583.10	283.27	10,169.37
D WARRICK, ROBERT B	00	10/05/71	814.32	217.24	2,063.12
D FLAIR, GARY L	09	10/12/71	506.35	199.57	8,286.00
D HOULIHAN, EARL E	08	11/11/71	510.71	195.84	8,293.38
D BIBBY, RICHARD A	15	12/01/71	508.13	228.34	8,644.59
D MANTHEY, JAMES E	19	12/01/71	648.63	293.17	11,054.73
D MILLER, HERBERT W	35	1/03/72	973.81	472.70	16,978.95
D CURTISS, MARVIN W	27	1/04/72	766.04	369.17	13,324.98
S CECIL, GEORGIA L	18	1/26/72	318.63	213.12	6,241.59

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
D GREEN, LEON R	35	2/01/72	824.68	361.29	20,138.52
GREEN, MARJORIE	35	2/01/72	494.81	216.78	2,134.77
D FRIES, JOSEPH J	22	2/15/72	691.49	321.33	11,888.34
D HIGGINS JR, THOMAS J	24	3/01/72	1,040.20	437.66	17,346.96
D LESLIE, SEAN R	08	3/01/72	530.28	201.84	8,593.56
MARAL, MANUEL G	40	3/01/72	769.75	435.65	14,148.81
D WESTERHOUSE, JAMES	27	3/01/72	857.69	397.12	14,728.77
D JONES, ARTHUR B	35	4/01/72	937.50	461.65	16,423.05
D SCARPACE, SAM J	30	4/01/72	771.56	385.94	13,586.61
D TOLLENAAR, CORNEAL S	20	4/01/72	647.13	297.76	11,091.00
S LUCHESSI, JESSIE B	31	4/22/72	641.65	249.09	10,455.42
D MILLER, ARTHUR R	24	5/01/72	815.35	338.15	13,539.60
D MILLER, DAVID P	31	7/02/72	944.25	251.89	14,040.12
CARDONA, VELMA F	20	7/16/72	351.67	93.82	6,537.60
D ANDERSON, WILLIAM H	09	8/01/72	849.42	226.60	12,630.18
D BERNARDO, C DONALD	27	8/01/72	753.53	201.01	11,204.28
D PETERSEN, GUNNER	26	8/01/72	845.49	225.56	12,571.80
D TOUSSAINT, HAROLD P	29	8/01/72	1,013.45	270.36	15,069.21
S HALLER, JEAN M	25	9/06/72	544.62	145.28	8,097.99
D LAMB, WILLIAM J	19	9/15/72	637.31	170.00	9,476.13
S COLLINS, ANTOINETTE N	26	11/20/72	449.36	119.88	6,681.66
D MILLER, JESSE E	25	12/01/72	884.28	235.90	13,148.49
KLEIN, ELMER L	32	1/03/73	1,643.50	438.44	24,437.52
D LARSEN, JAMES D	13	1/15/73	605.17	161.45	8,998.47
S SHANNON, MARJORIE D	35	1/26/73	651.44	173.80	9,686.52
D SCHAEFER, CHARLES L	29	2/14/73	904.83	241.37	13,453.98
D BRENNEMAN JR, VIRGIL A	06	2/15/73	535.00	142.72	7,954.98
D SADLER, BERNICE L	24	2/15/73	546.03	145.67	8,119.05
D DONOHUE, JAMES W	06	3/04/73	387.73	103.43	5,765.13
S FERNANDEZ, BEVERLY J	23	3/11/73	610.52	292.39	10,598.22
D GILBERT, GEORGE	27	3/15/73	731.12	195.05	10,871.22
D GRAY, LOREN B	30	4/01/73	853.13	227.59	12,685.32
D HOWARD, ORRIN J	20	4/01/73	575.00	153.41	8,549.94
D JONES, JOHN W	34	4/01/73	2,164.79	577.50	32,188.65
D LENNON, JOHN F	20	4/01/73	590.70	157.56	8,783.01
D MOODY, WILLEY R	30	4/01/73	987.00	263.32	14,676.06
D SANCHEZ, JOSEPH X	14	4/01/73	658.00	175.53	9,783.84
D TUMA, FRANK J	27	4/01/73	776.12	207.04	11,540.16
D WALTON, J C	04	4/01/73	527.18	140.63	7,838.67
S GILCHREST, DOROTHY M	24	5/16/73	387.31	178.37	6,639.84
D HOFFMAN, FRED	29	6/01/73	1,031.78	237.17	14,894.76
S LA COUR, JOYCE	12	6/15/73	492.69	113.27	7,112.67
D BRUCE, GORDON J	05	7/01/73	601.42	138.25	8,682.18
D EVANS, DAVID T	26	8/01/73	955.34	219.62	13,791.54
D HARRIS, COY M	27	9/12/73	810.23	186.26	11,696.70
S VASQUEZ, LUPE	22	9/25/73	940.63	216.22	13,578.99
S EASLEY, BARBARA A	13	10/01/73	291.17	56.51	1,390.72
D MARKS JR, LEONARD G	18	10/01/73	1,062.50	244.25	15,338.46
D SILVA, EDWARD N	25	10/01/73	870.38	200.07	12,564.78
D SATARIANO, ANTHONY S	27	11/14/73	807.78	185.68	11,661.06

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
D CORDONI, JULIUS L	11	12/01/73	664.20	152.68	9,588.45
D BIAS, JAMES B	13	1/02/74	594.64	136.69	8,584.26
D CRAWFORD, JAMES L	14	1/02/74	688.00	158.16	9,932.07
D GOULD, MICHAEL L	09	1/02/74	649.49	149.30	9,376.05
D NUFER, JOSEPH M	14	1/02/74	688.00	158.16	9,932.07
D TORGUSON, DONALD L	11	1/02/74	558.96	128.48	8,047.10
CONROW, DAN R	28	1/05/74	974.21	223.95	14,063.82
HORNBECK, MELVIN A	36	1/06/74	1,462.97	336.31	21,119.67
D WILLIS, RONALD L	10	1/15/74	478.61	110.02	6,909.30
D MARTINELLI, WALTER L	28	2/01/74	843.22	193.85	12,172.95
D SILFVAST, ROBERT E	17	2/01/74	703.59	161.73	10,157.04
D CHOYCE, JAMES A	14	3/01/74	603.25	138.68	8,708.67
D COLLINS, BARTON L	38	3/01/74	1,709.63	393.00	24,680.40
D GARRINGER, ESTIEL L	26	3/01/74	965.43	221.93	13,937.10
PROVASI, DANTE C	27	3/01/74	868.46	199.63	12,537.09
MAC KENZIE, WILLIAM H	29	4/01/74	1,549.13	356.10	22,363.35
D STEFANINI, MARIO P	29	4/01/74	939.06	215.87	13,556.40
S REBHAN, ETHEL M	21	4/23/74	210.56	169.43	4,460.25
S GARCIA, JENNIE S	27	5/07/74	535.99	104.01	7,512.24
S HUCK, LILLIAN M	20	5/15/74	557.90	108.27	7,819.44
BAKER, HERNICE M	25	6/01/74	392.86	76.24	5,506.26
FAVORITE, LAWRENCE R	35	6/12/74	1,074.00	208.41	15,052.77
D COBURN, JIMMIE C	18	6/15/74	619.86	120.29	8,687.76
D BERNARDO, RALPH H	30	7/10/74	873.24	169.46	12,239.07
S PINKSTON, LENA M	29	9/07/74	216.58	195.88	4,841.43
S CAROTTA, SHIRLEY R	29	11/05/74	549.38	240.31	9,269.28
D NURISIO, LOUIS G	14	12/01/74	663.37	128.73	9,297.57
D LIMA, SAM	28	1/02/75	846.83	164.32	11,868.75
D DEVITT, FRANCIS M	28	2/01/75	1,051.73	204.09	14,740.62
D SAPENA, TONY R	29	3/01/75	1,509.82	292.97	21,160.89
D KINCAID, RICHARD R	32	3/27/75	984.49	191.03	13,798.08
D ANGELO, ANTHONY E	24	4/01/75	801.11	155.45	11,227.98
D DONALD, PEGGY J	24	4/01/75	535.28	103.88	9,777.04
D FONSECA, CHARLES	30	4/01/75	1,140.75	221.37	15,988.41
D KINNEY, THOMAS R	29	4/01/75	1,161.73	225.43	16,282.32
RASMUSSEN, PAULINE W	23	4/01/75	376.47	73.04	5,276.31
D SAWYER, HOWARD D	13	4/01/75	657.32	127.55	9,212.70
SILVA, RAYMOND J	23	4/01/75	774.72	150.34	10,858.26
D SINNOTT, GLENN V	28	4/01/75	869.53	168.73	12,186.96
D AZZARELLO, JOSEPH S	33	5/01/75	1,600.25	254.88	21,775.29
D RICHARDS, JOHN K	14	5/01/75	796.34	126.85	10,836.27
S DONALD, PEGGY J	28	5/15/75	1,010.52	160.95	11,475.86
D JACOBSON, GEORGE A	15	6/01/75	771.48	122.87	10,497.75
D RAMBOER, LEO M	28	6/01/75	883.98	140.80	12,028.71
D CUFFARO, MARCO S	26	6/10/75	1,040.01	165.65	14,151.84
S CARDONA, VELMA F	30	7/08/75	547.94	125.96	6,601.59
S HOLDEN, GERTRUDE	16	8/18/75	157.75	139.76	3,492.09
S PERRY, LUCILLE A	27	8/25/75	518.46	119.18	7,484.55
D ROBERTSON, HARRY A	06	9/06/75	708.69	112.88	9,643.47
D KEITH, GARY L	13	10/18/75	700.91	111.65	9,452.69

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
D HALL, STANLEY C	15	11/01/75	828.99	132.04	11,280.45
D DONALD, HOWARD C	28	1/01/76	1,740.78	277.26	23,687.46
KEISER, BETTY J	20	1/02/76	390.67	62.22	5,315.97
HILSCHER, ARTHUR J	29	1/03/76	1,433.45	228.30	19,505.40
D KOSIK, VICTOR A	28	1/03/76	1,039.81	165.61	14,149.05
D FERNANDEZ, GABRIEL J	29	1/06/76	948.11	151.01	12,901.35
D BLOOMFIELD, HAROLD E	24	1/25/76	800.38	127.47	10,891.02
HALLER, LEWIS A	34	2/07/76	1,706.66	271.84	23,223.33
KUEHNIS, FLOYD E	34	2/07/76	1,475.52	235.01	20,077.98
D SULLIVAN, MARIS S	24	3/20/76	1,026.50	163.50	13,968.06
D NELSON, ROBERT P	30	3/21/76	993.62	158.25	13,520.49
D SEIBERT, SAM H	29	3/28/76	1,216.75	193.80	16,556.88
D MURTHA, WILLIAM J	09	4/01/76	663.30	105.65	9,025.80
D RICCI, FRANK J	28	4/01/76	940.03	149.73	12,791.46
D COLE, VERNON S	24	6/13/76	1,033.41	129.70	13,652.40
D MOGILEFSKY, ARTHUR A	09	7/04/76	755.16	94.77	9,976.32
MADDOX, WILLIAM A	28	8/14/76	1,239.51	155.57	16,375.29
S CONVERSA, JESSIE C	30	8/29/76	637.37	101.51	8,672.88
D KEYSER, ORVILLE J	28	9/19/76	1,222.16	153.38	16,145.94
D STEGEMILLER, JAMES R	22	10/18/76	1,242.97	156.01	16,421.01
S SCRIBNER, BETTY J	28	11/14/76	747.77	145.11	10,480.47
D SEKANY, GREGORY A	06	1/03/77	765.70	96.10	10,115.70
D ELORREAGA, PAUL	14	1/12/77	792.82	99.50	10,473.93
S HEEREN, MILDRED	31	2/21/77	385.78	198.00	6,852.36
S DE MERS, ALICE D	35	2/28/77	801.16	213.72	11,912.52
D LEE, RAYMOND W	29	3/14/77	1,376.86	172.82	12,171.74
D LEE, RAYMOND W	29	3/14/77	1,376.86	127.68	6,018.16
D KLEIN, THEODORE P	31	3/19/77	1,881.55	236.15	24,857.28
D CAMPBELL, WILLIAM C	25	3/20/77	1,182.62	148.43	15,623.67
D CLEARY, ROBERT	28	3/20/77	1,676.11	210.37	22,143.21
D DWYER, GEORGE J	27	3/20/77	1,264.22	158.67	16,701.72
D KASICH, ROBERT C	09	4/11/77	790.82	73.33	10,143.27
D DEVENS, LEE E	28	4/17/77	1,671.95	155.03	21,444.87
HICKEY, JANET S	31	4/23/77	1,213.72	112.54	15,567.45
D BRUNE, RALPH F	29	6/01/77	1,390.32	128.92	17,832.63
D ADAMS, VIRGINIA S	22	6/14/77	825.44	76.54	10,587.33
DE CAMP, HOWARD	24	7/06/77	1,114.57	103.35	14,295.81
D BOLTON, HILBERT	30	7/12/77	1,369.66	127.00	17,567.61
D JONES, ROBERT A	10	7/12/77	733.07	67.97	9,402.51
D NELSON, MURRAY E	31	9/02/77	1,185.95	109.98	15,211.41
D CAPURSO, FRANK J	14	9/06/77	788.89	73.16	10,118.61
S HARLESS, CHERYL J	02	9/11/77	465.12	43.13	8,531.63
D SHANNON, CLARENCE M	22	9/11/77	979.86	90.87	12,568.05
D ZENAHLIK, THOMAS P	09	12/14/77	841.81	78.05	10,797.21
D ROORDA, JAMES R	07	12/18/77	818.44	75.89	10,497.51
D WHEATLEY, MERLIN W	30	1/05/78	1,698.59	157.51	21,786.66
D VITTOE, JOSEPH B	29	1/07/78	1,230.11	114.06	15,777.69
D BENNETT, WILLIAM G	08	1/10/78	844.85	78.35	10,836.39
D PAPA, RICK L	03	1/11/78	731.55	67.84	9,383.16
S MC CUISTION, EVELYNN M	18	1/20/78	688.33	63.83	8,828.73

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
GERHARD, JOHN K	30	3/04/78	2,832.64	262.66	36,332.25
D WARNING, DONALD A	22	3/14/78	946.48	87.76	12,139.80
D WINDISCH, STEPHEN F	30	3/31/78	1,987.32	184.28	25,489.95
D ALLEN, ROBERT L	21	4/01/78	1,631.93	151.33	20,931.66
D TAMBELLINI, LAWRENCE J	26	4/01/78	1,532.87	142.15	19,661.13
S MURTHA, MARY F	27	4/07/78	188.17	172.11	4,228.95
D OZGA, JAN	10	5/09/78	831.98	50.67	10,360.41
D WELCH, BRADFORD M	05	5/13/78	859.09	52.32	10,697.97
D HOLMES, DANNY R	11	5/14/78	832.53	50.71	10,367.31
D ROBERTSON, ROBERT A	29	6/13/78	1,243.36	75.72	15,483.18
D NEIBAUR, RICHARD J	21	7/08/78	1,060.24	64.57	13,202.88
S HEANEY, CHARLOTTE B	27	9/20/78	298.29	68.57	4,306.11
D JONES, RAYMOND E	32	10/01/78	1,911.04	116.38	23,797.59
D ESCOBAR, JOSEPH R	21	10/14/78	1,063.35	64.76	13,241.58
D SARGENT, GREGORY S	30	10/14/78	1,738.26	105.86	21,646.05
D EDWARDS, DONALD E	23	10/15/78	1,339.74	81.59	16,683.36
S SIEBENTHALL, ROBYN J	08	10/28/78	632.93	38.55	7,881.72
S MILLER, LAURA L	14	11/03/78	865.65	52.72	10,779.69
S GUERIN, HELEN M	22	11/11/78	197.47	159.65	4,191.84
D VAN DYCK, JON M	16	11/14/78	1,001.37	60.98	12,469.74
D WILLIAMS, RONALD T	13	11/14/78	827.37	55.04	11,609.92
S CISELL, JANE M	15	12/09/78	1,063.43	206.34	14,904.42
D SHANNON, GRETAAANN	13	1/01/79	720.88	43.91	8,976.96
D RALSTON, LLOYD W	30	1/06/79	1,502.06	91.47	18,704.67
D FUNK, HAROLD S	24	1/14/79	1,185.54	72.20	14,763.21
D NOSEWORTHY, ALEC	31	2/15/79	1,257.92	76.61	15,664.53
S POELLE, JEAN A	17	2/16/79	312.33	175.69	5,728.35
BALLARD, BUCK B	24	2/17/79	1,238.06	75.40	15,417.18
D MC KAY, EDWARD D	32	3/17/79	2,329.43	141.86	29,007.66
D MARSH, LEONARD H	16	3/18/79	971.60	59.17	12,099.06
D MITCHELL, JAMES W	23	3/18/79	1,520.33	92.59	18,932.22
D VAN ETEN, DAVID	31	3/18/79	1,905.82	116.06	23,732.55
WIEN, WILLIAM A	27	3/30/79	1,397.10	85.08	17,397.63
D URBANI, EDWARD	31	3/31/79	1,457.39	88.75	18,148.41
D KING, JAMES R	27	4/01/79	1,156.51	70.44	14,401.74
D JOST, FRANKLIN D	20	4/29/79	1,014.36	30.43	12,263.61
S LORENZ, RUTH H	25	5/23/79	216.42	154.98	4,359.42
S SIMS, ETHEL J	23	6/14/79	344.70	190.25	6,279.18
S STANLEY, RUTH M	23	6/19/79	204.11	144.70	4,094.28
S BISHOP, MILDRED L	28	6/25/79	504.63	204.99	8,329.41
D MOSS, GENE D	19	7/14/79	1,002.33	30.07	12,118.17
WARNING, LOREN R	22	8/01/79	725.24	21.76	8,768.16
D PIPKINS, ROBERT W	20	8/04/79	990.59	29.72	11,976.24
D EVANS I, HAROLD H	28	8/14/79	1,397.28	41.92	16,893.12
D MC GREW, JAMES M	08	9/09/79	11.65	20.72	8,606.96
D TENBRINK, ROBERT	09	9/11/79	844.90	25.35	10,214.85
D THOMPSON, GARY R	16	9/11/79	1,002.51	30.08	12,120.36
D DE LUCA, PETER P	31	9/15/79	1,301.18	39.04	15,731.28
S MURRAY, VERA E	32	10/04/79	179.87	193.93	4,387.59
D PINCK, GREGORY J	09	10/09/79	843.90	25.32	10,202.76

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/OTH	MONTHLY BASE	COL	TOTAL
D GREER, DENNY R	28	10/14/79	1,391.65	41.75	16,825.05
S BAROZZI, BRENDA J	26	10/23/79	299.67	79.96	4,087.45
S BAROZZI, MARYANN	26	10/23/79	449.50	119.91	7,052.27
RAGSDALE, ELWIN G	28	11/11/79	1,022.91	30.69	12,366.99
D GERMANO, EUGENE J	32	1/12/80	1,675.15	50.25	20,252.55
D ROY, CHARLES D	24	1/12/80	1,430.19	42.91	17,291.01
D JURADO, JOHN J	19	2/19/80	1,024.49	30.73	12,386.07
D NAGENGAST, THOMAS C	25	3/11/80	1,315.26	39.46	15,901.50
D CUNNINGHAM, ELIZABETH J	23	3/15/80	979.74	29.39	11,845.05
D KEENEY, WILLIAM M	24	3/15/80	1,101.14	33.03	13,312.77
D POLLOCK, DAVID A	19	3/15/80	1,206.88	36.21	14,591.19
D MILLER, DOROTHY H	20	3/16/80	842.39	25.27	10,184.49
D RIST, WAYNE H	25	3/29/80	1,335.07	40.05	16,140.99
D CIRAULO, SALVADOR J	33	3/30/80	1,556.84	46.71	18,822.21
D COTTLE, EDWARD M	26	3/30/80	1,396.64	41.90	16,885.38
D DE LISE, JOSEPH S	23	3/30/80	1,082.04	32.46	13,081.86
D LUCCHESI, GEORGE	28	3/30/80	1,504.12	45.12	18,184.80
D SAN FILIPPO, ROY F	25	3/30/80	1,332.57	39.98	16,110.78
D ONZO, JOSEPH J	24	4/13/80	1,107.69	31.02	13,354.32
D WIENS, GEORGE M	24	4/13/80	1,277.75	35.78	15,404.56
D JAEGER, GEORGE N	10	4/20/80	911.80	25.53	10,992.66
D DORR, DONALD R	20	5/13/80	943.28	23.58	11,342.94
LAIL, HAROLD A	24	5/25/80	987.47	24.69	11,874.33
D WALLACE, GORDON M	25	6/08/80	1,319.76	.00	15,837.12
D PARADISO, JOSEPH	33	7/05/80	1,586.08	.00	18,840.12
D RAIKES, FOSTER P	17	7/06/80	873.09	.00	10,333.92
D BARNETT, JAMES E	30	7/12/80	1,622.22	.00	18,893.45
S WARRICK, ANTOINETTE D	27	8/11/80	448.41	197.06	9,685.66
S WARRICK, MARIA	00	8/11/80	298.94	98.52	794.92
D CONYERS JR, FRANCIS E	24	9/13/80	1,278.51	.00	12,273.70
D NEWMAN, DON M	21	9/14/80	975.00	.00	9,327.50
S GADSBY, MARY E	22	10/24/80	193.34	172.33	2,872.11
D MEAGHER, ROBERT W	24	1/01/81	1,146.07	.00	6,876.42
D STRUTHERS, RICHARD M	25	1/01/81	1,384.31	.00	8,305.86
D BOHN, THEODORE M JR	20	1/06/81	1,434.65	.00	8,376.50
D MULLINS, FRED R	14	1/12/81	952.00	.00	5,394.67
D BORCH, HENRY H	25	1/13/81	1,788.64	.00	10,039.46
D BROWN, WILLIAM J	29	1/17/81	2,172.83	.00	11,915.52
D PETERSON, COURTNEY	21	2/01/81	1,163.64	.00	5,818.20
S ANGER, ROBYNNE	10	2/22/81	1,449.88	.00	6,161.99
D GUIDO, JAMES J JR	25	2/28/81	1,402.15	.00	5,658.67
RICHARDSON, HAROLD D	23	3/01/81	867.06	.00	3,468.24
D GARINO, KENNETH J	21	3/03/81	1,012.88	.00	3,986.17
D MOORE, SHARON A	14	3/03/81	686.25	.00	2,700.81
D HILL, RICHARD N	25	3/31/81	1,661.18	.00	5,037.13
S GOMES, GRACE	22	4/07/81	240.11	164.43	1,213.62
D HALL, RICHARD R	25	4/12/81	1,867.12	.00	4,916.75
S CRAWFORD, DAWN L	10	6/04/81	193.18	82.99	276.17
S CRAWFORD, IDA M	10	6/04/81	217.32	117.76	335.08

POLICE & FIRE EMPLOYEES' RETIREMENT SYSTEM
 RETIREES AND BENEFICIARIES AS OF JUNE 30, 1981

NAME	YRS SERV	DATE RET/DTH	MONTHLY BASE	COL	TOTAL
TOTAL RETIREES	349		284,973.78	64,163.29	3,910,538.67

CODES:

D = DISABILITY
 S = SURVIVOR
 # = NOT ENTITLED TO COST-OF-LIVING