

LAWRENCE MITCHELL
& ASSOCIATES, INC.
CONSULTING
ACTUARIES

CITY OF SAN JOSE
POLICE AND FIRE DEPARTMENT RETIREMENT PLANS

Actuarial Investigation
and
Preliminary Valuation

as of

30 June 1981

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LAWRENCE MITCHELL, F.S.A.

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JAMES M. GREENSPAN, A.S.A.

24 February 1982

Retirement Board
Police and Fire Department Retirement Plan
City of San Jose, California

Re: Actuarial Investigation and Preliminary Valuation

Here is the preliminary report of the actuarial investigation into the mortality, disability, service and compensation experience, as of 30 June 1981, of the members of the Police and Fire Department Retirement System. In addition, there are preliminary actuarial valuations of the assets and liabilities of the Retirement System as of 30 June 1981.

The report which follows is in four sections.

Section I Investigation of Experience

There was an unusual increase in the number of withdrawals among members who had many years of service. There was a continuation of the higher than expected rate of service disability and salaries have increased more than expected.

Section II Actuarial Valuation

We have included in this section a valuation based upon our suggested combination of assumptions. It uses the previous assumptions except for service connected disability and salary rates and uses the average of book and market for the value of fund assets. In addition, we have shown the effect upon the valuation of changes in certain assumptions.

Section III Basic Data

Section IV Description of Plans

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Retirement Board
Police and Fire Department Retirement Plan.....Page 2.

After the Board has had a chance to review this preliminary report, it will decide which specific assumptions are to be used in the final report to be submitted to the City.

Our appreciation is extended to the personnel in the many City offices and the members of the Retirement Board for all the assistance they have rendered.

LAWRENCE MITCHELL & ASSOCIATES, INC.

BY:



Lawrence Mitchell, F.S.A., F.C.A.

LM/hg

Enc.

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SECTION I. INVESTIGATION OF EXPERIENCE

The experience study was based upon the information supplied to us by the City.

It should be remembered that the System, though growing, is still relatively small in numbers of participants. In addition, there are various factors both outside the scope of the plan (such as general economic conditions and flu epidemics) and inside the plan (such as revision of plan benefits) which will tend to affect future experience.

A. RATE OF TERMINATION

During the two year period July 1, 1979 through June 30, 1981, there were 140 withdrawals from the plan for reasons other than death, disability or retirement. Of these 11 were deferred vested, and 54 were during the first year of employment. There were 21 employees with over 11 years of service who terminated and did not take the deferred vested benefit. Table IA (Fire) and IB (Police) show the distribution by age and service of those who terminated, excluding the deferred vested.

During the previous five years, 148 persons withdrew and 71 withdrew during the 1970 to 1974 period.

In previous reports, we had noted the low rate of withdrawals. This low rate has continued through the current years if you ignore the large number of withdrawals during the first year after hire and the unusual circumstances which led to the 32 employees leaving who had more than ten years of service.

Therefore we have continued to use the withdrawal rates used in our 1974 valuation. These produced an "expected" 37 withdrawals during the last two year period and 127 during the last seven, compared to 75 and 154 actual, respectively, excluding those in the first year.

B. RATE OF DEATH

During the two-year period, there were two deaths (2 service and none non-duty). During the nineteen years since 1962, there were nine service deaths and fourteen non-service deaths in the 1961 plan.

We have continued the rates of death used in our 1970 and 1974 valuations.

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TABLE IB

CITY OF SAN JOSE		POLICE RESIGNATIONS				JUNE 30, 1981					
		YEARS OF SERVICE									
AGE		1	2	3	4	5	6-10	11-15	16-20	21-	TOTAL
UNKWN		0	0	0	0	0	0	0	0	0	0
-20		0	0	0	0	0	0	0	0	0	0
21-25	20	1	1	0	0	0	0	0	0	0	22
26-30	22	2	1	6	2	8	0	0	0	0	41
31-35	6	2	2	1	1	15	7	0	0	0	34
36-40	1	0	0	1	2	3	4	1	0	0	12
41-45	0	0	0	0	0	0	2	1	1	1	4
46-50	0	0	0	0	0	0	0	0	0	0	0
51-55	0	0	0	0	0	0	0	0	0	0	0
56-	0	0	0	0	0	0	0	0	0	0	0
TOTAL	49	5	4	8	5	26	13	2	1	1	113

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TABLE IA

CITY OF SAN JOSE		FIRE RESIGNATIONS				JUNE 30, 1981					
		YEARS OF SERVICE									
AGE		1	2	3	4	5	6-10	11-15	16-20	21-	TOTAL
UNKWN		0	0	0	0	0	0	0	0	0	0
-20		0	0	0	0	0	0	0	0	0	0
21-25		1	0	0	0	0	0	0	0	0	1
26-30		1	0	0	0	0	0	0	0	0	1
31-35		3	0	1	0	0	3	0	0	0	7
36-40		0	0	0	0	0	2	4	0	0	6
41-45		0	0	0	0	0	0	1	0	0	1
46-50		0	0	0	0	0	0	0	0	0	0
51-55		0	0	0	0	0	0	0	0	0	0
56-		0	0	0	0	0	0	0	0	0	0
TOTAL		5	0	1	0	0	5	5	0	0	16

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C. RATE OF DISABILITY ?

There were 61 service connected disability retirements and two non-service connected during the two years ending June 30, 1981. This compares to the 35 service connected and 3 non-service connected we expected.

The disability retirements by age group are shown in Section II, Exhibits 2.c. and 2.d.

During the previous five-year period, there were 101 disability retirements, of which 92 were service connected and 9 were non-service connected.

After our review of the disability experience preceding the 1974 and 1979 valuations the Retirement Board felt some of the circumstances involved in creating the large number of disability retirements no longer existed. Therefore we were directed to use rates about one-half to three-fourths those suggested by the prior years' results.

The service connected disability rates have maintained their previous levels. Therefore we are suggesting an increase of one-half in the service connected disability rates.

D. RATE OF SERVICE RETIREMENT

There were 3 fire and 3 police members who retired during the July 1, 1979 to June 30, 1981 period.

Of the 62 service retirees currently receiving benefits, 34 retired at age 55, 7 at 65 and the others seem to have preferred the late fifties.

In our previous valuation, we used a rate which was 50% at age 55, 10% each year thereafter through age 64 and 100% at age 65. We suggest continuing that rate for this valuation.

E. RATE OF POST RETIREMENT MORTALITY

In 1962 there were only 46 members receiving allowances; in 1967 the number had grown to 73; in 1970 97 persons were receiving either retirement or survivor allowances; in 1974 there were 202 beneficiaries; in 1979 there were 293 such persons, and in 1981 there are 340 beneficiares - 158 fire retirees, 128 police retirees, 23 fire survivors and 31 police survivors.

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There were 9 (5 Police, 4 Fire) deaths during the last two years and 31 (17 Police, 14 Fire) deaths during the previous five years and we felt it advisable to continue the same mortality rate for the disability and service retirees as used in our 1979 valuation.

Therefore we have used the 1971 group annuity mortality table for retired lives and their survivors, with a five year setback for females.

For the disability retirees we are assuming the effect of the ailment was such as to increase the mortality rate for younger persons to the equivalent of the older of age 55 or the retiree's attained age plus 5. Thus, a disabled retiree age 30 would be assumed to experience the same probability of dying as a 55 year old. A disabled retiree age 62 would be considered to be age 67.

F. SALARY SCALE

The System's benefits are geared to the member's highest average salary. In the case of the 1946 plan, this was determined by using a three-year average. The 1961 plan uses the highest single 12-month period. Accordingly, it is extremely important that a realistic salary scale which would recognize future increases in employee salaries be used to determine the future benefit liabilities.

The choice of an appropriate salary scale is complicated by the questions of inflation--who pays for it, and when.

We understand there were and are to be general pay increases as follows:

<u>Date</u>	<u>Police</u>	<u>Fire</u>
Sept. 79	6%	8%
July 80	16%*	16%*
July 81	9%	8%
July 82	9%	9%

*approximately

The following table compares the average monthly salary July 1979 with that as of July 1981 as well as those which would be expected using the 1979 salary scale and the suggested scale.

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AVERAGE MONTHLY SALARY OF MEMBERS

Attained Age In 1979	Actual July 1979	Expected Salary July 1981 if Increases had been on 1979 Scale Suggested Scale		Actual July 1981	Attained Age In 1981
25-29	\$1,586	\$1,919	\$1,919	\$1,949	25-29
30-34	1,699	1,982	2,019	2,143	30-34
35-39	1,802	2,102	2,141	2,251	35-39
40-44	1,919	2,197	2,238	2,438	40-45
45-49	1,983	2,270	2,313	2,468	45-49
50-54	1,989	2,235	2,277	2,548	50-54
55-59*	1,804	2,027	2,065	2,294	55-59*
60-64*	1,804	2,027	2,065	2,294	60-64*

*Combined for average.

The actual salaries are greater than was assumed for the 1979 valuation.

We understand it is very likely salaries will continue to increase at the 7% to 10% rate experienced during the past.

This report shows the effect of using two sets of graded rates. The first is similar to the one used in the 1979 valuation. It provides 10% per year increases through age 29, 8% from 30 through 39, 7% from 40 through 49 and 6% per year thereafter. The second, suggested set of rates ranges from 10% per year through age 29, to 9% from 30 to 39, 8% from 40 through 49 and 7% per year thereafter.

G. INVESTMENT YIELD

We have calculated the average annual rate of return from July 1977 to July 1981 for the combined funds on both book and market values. For the funds over the five year period, the annual rates of return were 8.1% using book and 4.9% using market.

The following table shows the vagaries of the annual investment yield. The funds include accrued income and the cash assets.

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Combined Funds
(000's omitted)

	Market Value	Book Value	
Assets at July 1, 1976	\$42,369	\$ 45,183	
Contributions	\$ 8,205	8,250	
Investment Income	4,169	3,355	
Benefit Payments	(2,280)	(2,280)	
Professional Fees	0	0	
Assets at July 1, 1977	\$52,463	\$ 54,463	
Investment yield	9.2%		7.0%
Contributions	\$ 8,208	\$ 8,208	
Investment Income	107	3,916	
Benefit Payments	(2,677)	(2,677)	
Professional Fees	0	0	
Assets at July 1, 1978	\$58,101	\$ 63,910	
Investment yield	0.2%		6.8%
Contributions	\$ 8,951	\$ 8,951	
Investment Income	5,191	5,083	
Benefit Payments	(3,080)	(3,080)	
Professional Fees	(20)	(20)	
Assets at July 1, 1979	\$69,143	\$ 74,844	
Investment yield	8.5%		7.6%
Contributions	\$10,238	\$ 10,238	
Investment Income	4,837	7,156	
Benefit Payments	(3,666)	(3,666)	
Professional Fees	(42)	(42)	
Assets at July 1, 1980	\$80,510	\$ 88,530	
Investment yield	6.7%		9.1%
Contributions	\$14,877	\$ 14,877	
Investment Income	3,348	9,468	
Benefit Payments	(4,245)	(4,245)	
Professional Fees	(129)	(129)	
Assets at July 1, 1981	\$91,361	\$108,501	
Investment yield	0.4%		10.1%

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We suggest continuing using a 7.25% yield rate.

As with the other assumptions, the investment yield chosen for the final actuarial valuation will determine the incidence of cash contributions to the funds.

The minutes of one of the recent Board meetings included a comment by an investment advisor. It concerned whether he felt it wise to sell an asset, recognize the capital loss and invest the proceeds in an asset yielding a greater return. He answered that it would depend on whether the actuary would recognize the transaction in the actuarial valuation.

Hogwash! An investment decision should be based upon what transaction will yield the highest return consistent with the goals of the Board. The actuarial valuation of assets recognizes the market value.

H. COST OF LIVING - CONSUMER PRICE INDEX

Part 6 of the retirement system provides for cost of living increases or decreases in certain benefits. The cost of living increases will be determined annually by reference to the Consumer Price Index published by the Bureau of Labor Statistics of the United States Department of Labor for the area in which the City of San Jose is situated. There is an overall limitation of 3% for any one year.

We understand the Consumer Price Index for the San Francisco-Oakland area includes the City of San Jose.

The following chart shows the December CPI for the area for selected years and the annual rate of increase from that year to December 1981.

<u>Year</u>	<u>CPI</u>	<u>Annual Rate of Increase</u>
1981	294.0	-
1980	255.7	15.0%
1979	229.0	13.3%
1978	200.4	13.6%
1977	187.3	11.9%
1967	100.0	7.7%

Our valuation of the cost-of-living benefit was calculated using a 3% per year rate of increase. The "permanent cost of living" benefit grants, including any cost-of-living increases attributable to them, are included in the valuation.

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At the time of prior valuations there was a great deal of discussion concerning the method of funding the cost of living benefits. As I understand the 1977 valuation, it was agreed the members' fractional share of contribution toward the cost of living benefits will be based upon the cost of living benefits which have been accrued by the tenth year from the valuation date and the City will be responsible for the balance of the total cost of living benefit costs.

This valuation continues that method of sharing.

I. PRIOR SERVICE COST

Topic 9 of the plan discusses contributions on the part of members and the City. This affects both prior service and current service contributions.

Ordinance No. 19690 revised Sections 2903.279 and 2903.280 of the Code. Basically it provides the Member and City will pay 3/11 and 8/11 each of the "contributions for current service" and the City shall pay the remainder of the costs of the Plan. The contribution for current service is determined by the benefits expected to be provided to a new entrant under this Plan.

We have calculated the rates of contribution accordingly.

SECTION II. ACTUARIAL VALUATION

A. ACTUARIAL ASSUMPTIONS

The true cost of a retirement plan can be determined accurately only in retrospect. This is because the ultimate cost depends upon:

1. The total amount of benefits actually paid out. This, in turn, depends upon the number of persons who become entitled to benefits, the amount of benefits they receive, the time at which they receive the benefits, and for how long they receive the benefits.

PLUS

2. The expenses of administering the plan.

MINUS

3. The earnings (interest and capital gains or losses) on pension fund assets.

Since the factors entering into the costs cannot be known in advance, it is necessary to make reasonable assumptions concerning them to provide the City an orderly system of funding for the benefits.

For the actuarial valuations, we based our assumptions on the System's experience, as discussed in Section I.

The following page shows samples of the assumptions we used.

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Summary of Assumptions Used
For Valuation as of 30 June 1981

1. Active Members

NUMBER SEPARATING PER 10,000 WORKING AT THAT AGE

Attained Age	Death		Disability		Service Retirement	Other Termination
	Service	Other	Service	Other		
22	1	4	5	0	0	686
27	2	5	13	0	0	204
32	3	5	66	2	0	152
37	5	6	127	5	0	100
42	8	8	189	13	0	47
47	11	12	251	30	0	13
52	15	16	1503	72	0	1
55	18	21	863	0	5,000	0
57	20	25	685	0	1,000	0
62	25	44	239	0	1,000	0
65					10,000	0

2. Retired Members

	Attained Age		Attained Age		Attained Age	
	55	60	65	70	75	80
Number Dying Per 10,000	85	131	213	361	553	874
Complete Expectation of Life (Years)	22.7	18.8	15.1	11.9	9.2	7.0

3. Interest Rate - 7.25% per year compounded annually.

4. Salary Scale - (Rates shown are per year compounded annually)

	Attained Age			
	-29	30-39	40-49	50+
a.	10%	8%	7%	6%
b.	10%	9%	8%	7%

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B. ACTUARIAL VALUATION

The values which follow use the salary scale which is 10% graded down to 7% per year and values the fund assets at halfway between book and market.

1. Present Value of Benefits

	<u>Basic</u>	<u>Cost of Living</u>	<u>Permanent Cost of Living</u>
a. Retired Members and Survivors	\$ 33,077,000	\$ 15,594,000	\$1,490,000
b. Deferred Vested Members	\$ 432,000	\$ 408,000	
c. Active Members			
Retirement	\$ 75,124,000	\$ 23,111,000	
Disability Service	158,260,000	49,110,000	
Non-Service	8,339,000	2,628,000	
Death Service	2,007,000	747,000	
Non-Service	2,180,000	796,000	
Post Retirement	34,249,000	10,625,000	
Refund Contribution	2,112,000	151,000	
Vesting	<u>4,087,000</u>	<u>1,338,000</u>	
Total active	\$286,358,000	\$ 88,506,000	\$ 0
d. Total Value of Benefits	\$319,867,000	\$104,508,000	\$1,490,000

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2. Computation of Contribution Rate

a. Current service contribution - basic plan

The total current service contributions for member and City for the basic plan total 28.34% of future salaries. The member share is 3/11 of that or 7.73%. The City's share is 20.61%.

On the basic plan the City pays the balance.

b. Contribution - cost of living plan

The members' contribution was determined by taking the values of cost of living benefits expected to be granted during the next ten years (\$5,799,000) and dividing it by the value of salaries expected to be paid to current members during the next ten years (\$352,316,000). This yielded a ratio of 1.65%, of which the members' share is 3/11 or 0.45%. This method differs from that used in previous years.

c. Contribution

	<u>Basic</u>	<u>Cost of Living</u>	<u>Permanent Cost of Living</u>
Assets of fund (adjusted) 30 June 1981	\$ 92,249,000	\$ 8,506,000	\$ 0
Value of future member contributions (8.18%)			
-basic (7.73%)	49,229,000		
-cost of living (0.45%)		2,866,000	
Value of future City contributions (42.86%)			
- basic			
current service (20.61%)	131,256,000		
balance (7.40%)	47,133,000		
- cost of living (14.62%)		93,136,000	
- permanent cost of living (0.23%)			1,490,000
Value of fund assets and contributions	\$319,867,000	\$104,508,000	\$1,490,000

The percentages shown in brackets are related to the value of expected future salaries of current members (\$636,854,000).

Revised

2. Computation of Contribution Rate

a. Current service contribution - basic plan

The total current service contributions for member and City for the basic plan total 28.34% of future salaries. The member share is 3/11 of that or 7.73%. The City's share is 20.61%.

On the basic plan the City pays the balance.

b. Contribution - cost of living plan

The total contribution for the cost of living plan is 15.07% of future salaries. The members' share is 3/11 of that or 4.11%. The City's share is 10.96%.

c. Contribution

	<u>Basic</u>	<u>Cost of Living</u>	<u>Permanent Cost of Living</u>
Assets of fund (adjusted) 30 June 1981	\$ 92,249,000	\$ 8,506,000	\$ 0
Value of future member contributions (11.84%)			
-basic (7.73%)	49,229,000		
-cost of living (4.11%)		26,182,000	
Value of future City contributions (39.20%)			
- basic			
current service (20.61%)	131,256,000		
balance (7.40%)	47,133,000		
- cost of living (10.96%)		69,820,000	
- permanent cost of living (0.23%)			1,490,000
Value of fund assets and contributions	\$319,867,000	\$104,508,000	\$1,490,000

The percentages shown in brackets are related to the value of expected future salaries of current members (\$636,854,000).

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C. EFFECT OF CHANGES IN CERTAIN ASSUMPTIONS

In Section II B, we used an increased service connected disability rate and a salary scale grading from 10% to 7%. This produced a total contribution rate of 51.04% for the 1961 Plan.

The following chart shows the effect of a change in these assumptions:

<u>Disability Rate</u>	<u>Salary Scale Graded From 10% to</u>	<u>Total Rate of Contribution</u>
Proposed	7%	51.04%
Proposed	6%	48.10%
1979	6%	44.11%

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SECTION III. BASIC DATA

A. INVESTMENTS

The Police and Fire Retirement Funds as of 30 June 1981 were:

	<u>Retirement Fund</u>	<u>Cost of Living Fund</u>
Book Value	\$100,134,000	\$9,191,000
Market Value	84,364,000	7,821,000
Average	92,249,000	8,506,000

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B. PARTICIPANTS' VITAL STATISTICS

The information used in the experience study and valuations was furnished to us by the Board of Administration, Police and Fire Department Retirement Plan.

As of June 30, 1981, there were 1,515 active members in the 1961 Plan, none in the 1946 Plan, and 286 retirees (158 fire, 128 police) and 54 families (23 fire, 31 police) receiving survivor benefits.

On the following pages we have summarized:

	Exhibit	Description
1. Active Members (1,515)	a.	By age group showing their monthly salaries and marital status
	b.	By age group and years of service
2. Retired Members (286)	c.	Service retirees (type 4) by attained age and years since retirement
	d.	Service connected disability retirees (type 5) by attained age and years since retirement
	e.	Non-Service connected disability retirees (type 6) by attained age and years since retirement
3. Surviving Beneficiaries (54)	f.	Died while active (type 6)
	g.	Died on service retirement (type 7)
	h.	Died on service-connected disability retirement (type 8)
	i.	Died on non-service connected disability retirement (type 9)
4. Summary of persons receiving monthly benefits and those with deferred vested benefits.		

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EXHIBIT 1.a.

CITY OF SAN JOSE	FIRE ACTIVES	JUNE 30, 1981		
	NUMBER	MO SALARY	AVG SALARY	# MARRIED
UNKWN	0.	.00	.00	0.
-19	4.	7,260.93	1,815.23	1.
20-24	24.	41,619.04	1,734.13	8.
25-29	47.	89,134.99	1,896.49	24.
30-34	147.	305,950.87	2,081.30	85.
35-39	181.	397,188.41	2,194.41	119.
40-44	131.	309,252.81	2,360.71	85.
45-49	55.	130,178.58	2,366.88	38.
50-54	41.	100,555.90	2,452.58	35.
55-	15.	33,900.56	2,260.04	12.
TOTAL	645.	1,415,042.09	2,193.86	407.

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EXHIBIT 1.a.

CITY OF SAN JOSE	POLICE ACTIVES	JUNE 30, 1981		
	NUMBER	MO SALARY	AVG SALARY	# MARRIED
UNKWN	0.	.00	.00	0.
-19	1.	1,792.27	1,792.27	0.
20-24	70.	122,572.55	1,751.04	15.
25-29	190.	372,659.87	1,961.37	97.
30-34	233.	508,542.91	2,182.59	150.
35-39	179.	413,205.95	2,308.41	119.
40-44	109.	275,944.95	2,531.61	90.
45-49	58.	148,737.32	2,564.44	47.
50-54	27.	72,678.66	2,691.80	24.
55-	3.	7,399.60	2,466.53	2.
TOTAL	870.	1,923,534.08	2,210.96	544.

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EXHIBIT 1.a.

CITY OF SAN JOSE	TOTAL ACTIVES		JUNE 30, 1981	
	NUMBER	MO SALARY	AVG SALARY	# MARRIED
UNKWN	0.	.00	.00	0.
-19	5.	9,053.20	1,810.64	1.
20-24	94.	164,191.59	1,746.72	23.
25-29	237.	461,794.86	1,948.50	121.
30-34	380.	814,493.78	2,143.40	235.
35-39	360.	810,394.36	2,251.10	238.
40-44	240.	585,197.76	2,438.32	175.
45-49	113.	278,915.90	2,468.28	85.
50-54	68.	173,234.56	2,547.57	59.
55-	18.	41,300.16	2,294.45	14.
TOTAL	1,515.	3,338,576.17	2,203.68	951.

EXHIBIT 1.

Y OF SAN JOSE

FIRE ACTIVES

DISTRIBUTION BY AGE AND SERVICE

JUNE 30, 1981

YEARS OF SERVICE

SE	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-	TOTAL
KWN	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
-19	3. 5217.33 1739.11	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 2043.60 2043.60	0. .00 .00	0. .00 .00	0. .00 .00	4. 7260.93 1815.23
0-24	23. 39441.97 1714.87	0. .00 .00	0. .00 .00	1. 2177.07 2177.07	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	24. 41619.04 1734.13
15-29	26. 45770.44 1760.40	0. .00 .00	1. 2064.40 2064.40	4. 8079.07 2019.77	16. 33221.08 2076.32	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	47. 89134.99 1896.49
30-34	22. 39329.37 1787.70	0. .00 .00	1. 2043.60 2043.60	0. .00 .00	109. 232018.95 2128.61	15. 32558.95 2170.60	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	147. 305950.87 2081.30
35-39	7. 13228.82 1889.83	0. .00 .00	0. .00 .00	1. 2177.07 2177.07	54. 114595.95 2122.15	100. 222714.42 2227.14	18. 41976.15 2332.01	1. 2496.00 2496.00	0. .00 .00	0. .00 .00	181. 397188.41 2194.41
40-44	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 4087.20 2043.60	46. 101992.89 2217.24	73. 178614.85 2446.78	10. 24557.87 2455.79	0. .00 .00	0. .00 .00	131. 309252.81 2360.71
45-49	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	23. 54518.55 2370.37	25. 58271.23 2330.85	7. 17388.80 2484.11	0. .00 .00	55. 130178.58 2366.88
50-54	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 2177.07 2177.07	28. 70934.95 2533.39	10. 22779.48 2277.95	2. 4664.40 2332.20	41. 100555.90 2452.58
55-	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	6. 13247.88 2207.98	7. 14972.55 2138.94	2. 5680.13 2840.07	15. 33900.56 2260.04
TOTAL	81. 142987.93 1765.28	0. .00 .00	2. 4108.00 2054.00	6. 12433.21 2072.20	181. 383923.18 2121.12	161. 357266.26 2219.05	116. 279330.22 2408.02	70. 169507.93 2421.54	24. 55140.83 2297.53	4. 10344.53 2586.13	645. 1415042.09 2193.86

NUMBER
MO SALARY
AVG SALARY

EXHIBIT 1.

TY OF SAN JOSE

POLICE ACTIVES

DISTRIBUTION BY AGE AND SERVICE

JUNE 30, 1981

YEARS OF SERVICE

AGE	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-	TOTAL
	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
NKWN	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	1.	0.	0.	0.	0.	0.	0.	0.	0.	0.	1.
-19	1792.27	.00	.00	.00	.00	.00	.00	.00	.00	.00	1792.27
	1792.27	.00	.00	.00	.00	.00	.00	.00	.00	.00	1792.27
	63.	3.	2.	1.	1.	0.	0.	0.	0.	0.	70.
20-24	109371.48	5749.47	3952.00	1707.33	1792.27	.00	.00	.00	.00	.00	122572.55
	1738.06	1916.49	1976.00	1707.33	1792.27	.00	.00	.00	.00	.00	1751.04
	95.	17.	19.	18.	40.	1.	0.	0.	0.	0.	190.
25-29	171201.31	33912.67	39897.89	38942.84	86528.09	2177.07	.00	.00	.00	.00	372659.87
	1802.12	1994.86	2099.89	2163.49	2163.20	2177.07	.00	.00	.00	.00	1961.37
	30.	8.	11.	9.	105.	69.	1.	0.	0.	0.	233.
30-34	56277.86	16170.27	23133.08	19496.55	232046.72	158834.03	2584.40	.00	.00	.00	508542.91
	1875.93	2021.28	2103.01	2166.28	2209.97	2301.94	2584.40	.00	.00	.00	2182.59
	6.	1.	1.	1.	49.	80.	41.	0.	0.	0.	179.
35-39	10973.73	2177.07	2074.80	2177.07	109106.45	184747.35	101949.48	.00	.00	.00	413205.95
	1828.96	2177.07	2074.80	2177.07	2226.66	2309.34	2486.57	.00	.00	.00	2308.41
	1.	0.	0.	0.	8.	28.	54.	18.	0.	0.	109.
40-44	2177.07	.00	.00	.00	18489.47	66267.08	137621.47	51389.86	.00	.00	275944.95
	2177.07	.00	.00	.00	2311.18	2366.68	2548.55	2854.99	.00	.00	2531.61
	0.	0.	0.	0.	0.	9.	21.	26.	2.	0.	58.
45-49	.00	.00	.00	.00	.00	20274.80	52348.40	70537.99	5576.13	.00	148737.32
	.00	.00	.00	.00	.00	2252.76	2492.78	2713.00	2788.07	.00	2564.44
	0.	0.	0.	0.	0.	0.	0.	17.	8.	2.	27.
50-54	.00	.00	.00	.00	.00	.00	.00	43742.39	23767.47	5168.80	72679.66
	.00	.00	.00	.00	.00	.00	.00	2573.08	2970.93	2584.40	2691.80
	0.	0.	0.	0.	0.	0.	0.	0.	3.	0.	3.
55-	.00	.00	.00	.00	.00	.00	.00	.00	7399.60	.00	7399.60
	.00	.00	.00	.00	.00	.00	.00	.00	2466.53	.00	2466.53
	196.	29.	33.	29.	203.	187.	117.	61.	13.	2.	870.
TOTAL	351793.72	58009.48	69057.77	62323.79	447963.00	432300.33	294503.75	165670.24	36743.20	5168.80	1923534.08
	1794.87	2000.33	2092.66	2149.10	2206.71	2311.77	2517.13	2715.91	2826.40	2584.40	2210.96

NUMBER

MO SALARY

AVG SALARY

EXHIBIT 1.C.

CITY OF SAN JOSE

TOTAL ACTIVES

DISTRIBUTION BY AGE AND SERVICE

JUNE 30, 1981

YEARS OF SERVICE

AGE	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-	TOTAL
UNKNOWN	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00	0. 0.00 1.00
-19	4. 7009.60 1752.40	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	1. 2043.60 2043.60	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	5. 9053.20 1810.64
0-24	86. 148813.45 1730.39	3. 5749.47 1916.49	2. 3952.00 1976.00	2. 3884.40 1942.20	1. 1792.27 1792.27	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	94. 164191.59 1746.72
25-29	121. 216971.75 17931.15	17. 33912.67 1994.86	20. 41962.29 2098.11	22. 47021.91 2137.36	56. 119749.17 2138.38	1. 2177.07 2177.07	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	237. 461794.86 1948.50
30-34	52. 95607.23 1838.60	8. 16170.27 2021.28	12. 25176.68 2098.06	9. 19496.55 2166.28	214. 464065.67 2168.53	84. 191392.98 2278.49	1. 2584.40 2584.40	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	380. 814493.78 2143.40
35-39	13. 24202.55 1861.73	1. 2177.07 2177.07	1. 2074.80 2074.80	2. 4354.14 2177.07	103. 223702.40 2171.87	180. 407461.77 2263.68	59. 143925.63 2439.42	1. 2496.00 2496.00	0. 0.00 0.00	0. 0.00 0.00	360. 810394.36 2251.10
40-44	1. 2177.07 2177.07	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	10. 22576.67 2257.67	74. 168259.97 2273.78	127. 316236.32 2490.05	28. 75947.73 2712.42	0. 0.00 0.00	0. 0.00 0.00	240. 585197.76 2438.32
45-49	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	9. 20274.80 2252.76	44. 106866.95 2428.79	51. 128809.22 2525.67	9. 22964.93 2551.66	0. 0.00 0.00	113. 278915.90 2468.28
50-54	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	1. 2177.07 2177.07	45. 114677.34 2548.39	18. 46546.95 2585.94	4. 9833.20 2458.30	68. 173234.56 2547.57
55-	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	0. 0.00 0.00	6. 13247.88 2207.98	10. 22372.15 2237.22	2. 5680.13 2840.07	18. 41300.16 2294.45
TOTAL	277. 494781.65 1786.22	29. 58009.48 2000.33	35. 73165.77 2090.45	35. 74757.00 2135.91	384. 831886.18 2166.37	348. 789566.59 2268.87	233. 573833.97 2462.81	131. 335178.17 2558.61	37. 91884.03 2483.35	6. 15513.33 2585.56	1515. 5338576.17 2203.68

NUMBER
NO SALARY
AVG SALARY

EXHIBIT 2.

CITY OF SAN JOSE

FIRE RETIREES TYPE 4

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
40-44	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
45-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
50-54	3.	0.	0.	0.	0.	0.	0.	0.	0.	0.	3.
	871.74	.00	.00	.00	.00	.00	.00	.00	.00	.00	871.74
	17.48	.00	.00	.00	.00	.00	.00	.00	.00	.00	17.48
55-59	0.	0.	1.	0.	0.	0.	0.	0.	0.	0.	1.
	.00	.00	1,114.57	.00	.00	.00	.00	.00	.00	.00	1,114.57
	.00	.00	103.35	.00	.00	.00	.00	.00	.00	.00	103.35
60-64	0.	0.	1.	0.	0.	1.	0.	0.	0.	0.	2.
	.00	.00	2,832.64	.00	.00	774.72	.00	.00	.00	.00	1,803.68
	.00	.00	262.66	.00	.00	150.34	.00	.00	.00	.00	208.50
65-69	0.	0.	0.	0.	0.	4.	0.	0.	0.	0.	4.
	.00	.00	.00	.00	.00	810.88	.00	.00	.00	.00	810.88
	.00	.00	.00	.00	.00	211.92	.00	.00	.00	.00	211.92
70-74	0.	0.	0.	0.	0.	2.	2.	4.	0.	0.	8.
	.00	.00	.00	.00	.00	802.77	333.51	389.74	.00	.00	478.94
	.00	.00	.00	.00	.00	265.13	155.43	188.15	.00	.00	199.21
75-79	0.	0.	0.	0.	0.	0.	1.	1.	0.	0.	2.
	.00	.00	.00	.00	.00	.00	814.23	293.14	.00	.00	553.69
	.00	.00	.00	.00	.00	.00	319.00	150.85	.00	.00	234.93
80-84	0.	0.	0.	0.	0.	0.	1.	2.	0.	1.	4.
	.00	.00	.00	.00	.00	.00	371.32	303.92	.00	170.65	287.45
	.00	.00	.00	.00	.00	.00	178.04	152.56	.00	100.06	145.81
85-	0.	0.	0.	0.	0.	0.	0.	0.	3.	0.	3.
	.00	.00	.00	.00	.00	.00	.00	.00	259.66	.00	259.66
	.00	.00	.00	.00	.00	.00	.00	.00	139.12	.00	139.12
TOTAL	3.	0.	2.	0.	0.	7.	4.	7.	3.	1.	27.
	871.74	.00	1,973.61	.00	.00	803.40	463.14	351.42	259.66	170.65	646.23
	17.48	.00	183.01	.00	.00	218.32	201.97	172.65	139.12	100.06	165.95
NUMBER											
AVG ANNUITY											
AVG FOL											

TY OF SAN JOSE

POLICE RETIREES TYPE 4

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-44	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-54	1.	0.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	987.47	.00	.00	.00	.00	.00	.00	.00	.00	.00	987.47
	24.69	.00	.00	.00	.00	.00	.00	.00	.00	.00	24.69
-59	0.	2.	0.	1.	1.	1.	0.	0.	0.	0.	5.
	.00	1,317.58	.00	1,123.72	390.67	494.81	.00	.00	.00	.00	946.87
	.00	80.24	.00	112.54	62.22	152.73	.00	.00	.00	.00	97.59
-64	0.	0.	0.	1.	3.	5.	0.	0.	0.	0.	9.
	.00	.00	.00	1,239.51	1,538.54	862.73	.00	.00	.00	.00	1,129.86
	.00	.00	.00	155.57	245.05	207.53	.00	.00	.00	.00	214.26
-69	0.	0.	0.	0.	0.	3.	1.	0.	0.	0.	4.
	.00	.00	.00	.00	.00	800.10	999.77	.00	.00	.00	850.02
	.00	.00	.00	.00	.00	243.65	388.08	.00	.00	.00	279.76
-74	0.	0.	0.	0.	0.	1.	2.	1.	0.	0.	4.
	.00	.00	.00	.00	.00	1,462.97	349.97	431.27	.00	.00	648.55
	.00	.00	.00	.00	.00	336.31	163.30	212.05	.00	.00	218.74
-79	0.	0.	0.	0.	0.	1.	1.	3.	2.	0.	7.
	.00	.00	.00	.00	.00	1,953.51	373.41	331.59	235.16	.00	541.71
	.00	.00	.00	.00	.00	601.53	143.49	162.90	125.30	.00	212.05
-84	0.	0.	0.	0.	0.	0.	0.	1.	1.	2.	4.
	.00	.00	.00	.00	.00	.00	.00	381.84	226.54	207.68	255.94
	.00	.00	.00	.00	.00	.00	.00	190.23	132.37	121.59	141.45
-89	0.	0.	0.	0.	0.	0.	0.	0.	1.	0.	1.
	.00	.00	.00	.00	.00	.00	.00	.00	207.07	.00	207.07
	.00	.00	.00	.00	.00	.00	.00	.00	115.35	.00	115.35
TOTAL	1.	2.	0.	2.	4.	11.	4.	5.	4.	2.	35.
	987.47	1,317.58	.00	1,226.62	1,251.58	965.93	518.28	361.57	225.98	207.68	768.79
	24.69	80.24	.00	134.06	199.34	259.92	214.54	178.20	124.58	121.59	188.58

NUMBER
AVG ANNUITY
AVG COL

24 February 1982

EXHIBIT 2.

CITY OF SAN JOSE

FIRE RETIREES TYPE 5

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
39	0.	0.	2.	0.	1.	2.	0.	0.	0.	0.	5.
	.00	.00	782.80	.00	663.30	528.73	.00	.00	.00	.00	657.27
	.00	.00	59.34	.00	105.65	151.72	.00	.00	.00	.00	105.55
40	1.	1.	2.	0.	0.	4.	0.	0.	0.	0.	8.
	873.09	971.60	810.44	.00	.00	625.29	.00	.00	.00	.00	745.84
	.00	59.17	61.92	.00	.00	147.67	.00	.00	.00	.00	96.71
49	2.	1.	0.	0.	0.	9.	2.	0.	0.	0.	14.
	1,229.57	1,520.33	.00	.00	.00	607.47	375.18	.00	.00	.00	728.36
	15.37	92.59	.00	.00	.00	146.23	152.69	.00	.00	.00	124.62
54	10.	1.	1.	1.	0.	4.	1.	0.	0.	0.	18.
	1,301.69	1,185.54	1,243.36	1,222.16	.00	541.76	366.77	.00	.00	.00	1,066.76
	20.38	72.20	75.72	153.38	.00	147.26	157.32	.00	.00	.00	69.52
59	10.	5.	1.	1.	3.	9.	1.	0.	0.	0.	30.
	1,398.67	1,458.31	946.48	1,671.95	942.47	809.62	366.08	.00	.00	.00	1,145.89
	25.65	88.81	87.76	155.03	138.47	196.40	158.93	.00	.00	.00	109.51
64	0.	1.	2.	1.	2.	10.	4.	0.	0.	0.	20.
	.00	1,457.39	1,277.81	1,881.55	1,078.39	1,049.71	368.48	.00	.00	.00	1,001.12
	.00	88.75	118.49	236.15	171.77	268.57	158.54	.00	.00	.00	211.26
69	0.	0.	0.	0.	1.	15.	1.	0.	1.	0.	18.
	.00	.00	.00	.00	948.11	904.15	337.89	.00	250.86	.00	838.84
	.00	.00	.00	.00	151.01	237.20	157.29	.00	136.08	.00	222.35
74	0.	0.	0.	0.	0.	2.	0.	0.	0.	0.	2.
	.00	.00	.00	.00	.00	929.39	.00	.00	.00	.00	929.39
	.00	.00	.00	.00	.00	291.17	.00	.00	.00	.00	291.17
79	0.	0.	0.	0.	0.	0.	0.	1.	0.	0.	1.
	.00	.00	.00	.00	.00	.00	.00	352.28	.00	.00	352.28
	.00	.00	.00	.00	.00	.00	.00	171.15	.00	.00	171.15
84	0.	0.	0.	0.	0.	0.	0.	0.	0.	3.	3.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	131.90	131.90
	.00	.00	.00	.00	.00	.00	.00	.00	.00	96.79	96.79
85-	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	23.	9.	8.	3.	7.	55.	9.	1.	1.	3.	119.
	1,318.95	1,380.71	991.49	1,591.89	942.23	807.23	366.11	352.28	250.86	131.90	930.73
	21.35	84.09	80.37	181.52	145.09	207.14	157.01	171.15	136.08	96.79	141.63

NUMBER
AVG ANNUITY
AVG COL

Y OF SAN JOSE

POLICE RETIREES TYPE 5

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

AGE	YEARS SINCE RETIREMENT										TOTAL
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+	
-39	3.	1.	4.	3.	1.	1.	1.	0.	0.	0.	14.
	866.87	827.37	812.72	770.56	708.69	511.45	383.42	.00	.00	.00	756.72
	25.40	55.04	68.53	88.07	112.88	156.90	147.46	.00	.00	.00	77.63
-44	2.	1.	1.	1.	1.	0.	0.	0.	0.	0.	6.
	587.65	1,001.37	844.85	792.82	700.91	.00	.00	.00	.00	.00	752.54
	10.36	60.98	78.35	99.50	111.65	.00	.00	.00	.00	.00	61.87
-49	4.	1.	1.	0.	1.	3.	1.	0.	0.	0.	11.
	1,099.40	1,063.35	1,631.93	.00	828.99	687.04	377.00	.00	.00	.00	941.82
	18.25	64.76	151.33	.00	132.04	131.28	161.83	.00	.00	.00	88.80
0-54	8.	2.	2.	0.	0.	2.	0.	0.	0.	0.	14.
	1,393.56	1,030.31	1,483.59	.00	.00	654.38	.00	.00	.00	.00	1,248.93
	16.09	62.75	137.58	.00	.00	161.59	.00	.00	.00	.00	60.90
5-59	3.	2.	3.	4.	1.	2.	2.	0.	0.	0.	17.
	1,163.41	2,033.85	1,487.19	1,165.65	1,740.78	807.03	388.36	.00	.00	.00	1,224.33
	34.90	123.86	137.91	128.14	277.26	211.19	173.25	.00	.00	.00	136.76
50-64	1.	1.	0.	2.	0.	10.	1.	0.	0.	0.	15.
	1,301.18	1,502.06	.00	1,526.49	.00	968.00	341.08	.00	.00	.00	1,058.49
	39.04	91.47	.00	191.60	.00	234.05	161.22	.00	.00	.00	201.03
65-69	0.	0.	0.	0.	1.	4.	1.	0.	0.	0.	6.
	.00	.00	.00	.00	1,039.81	1,105.67	368.40	.00	.00	.00	971.82
	.00	.00	.00	.00	165.61	315.51	160.21	.00	.00	.00	264.65
70-74	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	1.	1.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	97.89	97.89
	.00	.00	.00	.00	.00	.00	.00	.00	.00	84.66	84.66
80-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
85+	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	21.	8.	11.	10.	5.	22.	6.	0.	0.	1.	84.
	1,148.25	1,315.31	1,198.04	1,082.01	1,003.84	890.82	374.44	.00	.00	97.89	1,018.74
	211.06	80.68	108.42	125.95	159.89	222.68	162.87	.00	.00	84.66	122.62

NUMBER
AVG ANNUITY
AVG COL

TY OF SAN JOSE

FIRE RETIREES TYPE 6

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26+	TOTAL
-39	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	387.73	.00	.00	.00	.00	387.73
	.00	.00	.00	.00	.00	103.43	.00	.00	.00	.00	103.43
40-44	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	478.61	.00	.00	.00	.00	478.61
	.00	.00	.00	.00	.00	110.02	.00	.00	.00	.00	110.02
45-49	0.	1.	0.	0.	0.	3.	0.	0.	0.	0.	4.
	.00	1,014.36	.00	.00	.00	617.74	.00	.00	.00	.00	716.90
	.00	30.43	.00	.00	.00	167.31	.00	.00	.00	.00	133.09
50-54	0.	0.	0.	1.	0.	0.	0.	0.	0.	0.	1.
	.00	.00	.00	1,242.97	.00	.00	.00	.00	.00	.00	1,242.97
	.00	.00	.00	156.01	.00	.00	.00	.00	.00	.00	156.01
55-59	0.	0.	0.	0.	0.	2.	0.	0.	0.	0.	2.
	.00	.00	.00	.00	.00	722.69	.00	.00	.00	.00	722.69
	.00	.00	.00	.00	.00	176.74	.00	.00	.00	.00	176.74
60-64	0.	0.	0.	0.	0.	3.	0.	0.	0.	0.	3.
	.00	.00	.00	.00	.00	696.66	.00	.00	.00	.00	696.66
	.00	.00	.00	.00	.00	210.35	.00	.00	.00	.00	210.35
65-69	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
70-74	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
80-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
85-	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	0.	1.	0.	1.	0.	10.	0.	0.	0.	0.	12.
	.00	1,014.36	.00	1,242.97	.00	625.49	.00	.00	.00	.00	709.35
	.00	30.43	.00	156.01	.00	169.99	.00	.00	.00	.00	157.20

NUMBER
AVG ANNUITY
AVG COL

TY OF SAN JOSE

POLICE RETIREES TYPE 6

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
40-44	1.	0.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	686.25	.00	.00	.00	.00	.00	.00	.00	.00	.00	686.25
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
45-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
50-54	0.	0.	0.	0.	0.	0.	0.	1.	0.	0.	1.
	.00	.00	.00	.00	.00	.00	.00	282.94	.00	.00	282.94
	.00	.00	.00	.00	.00	.00	.00	135.67	.00	.00	135.67
55-59	0.	0.	0.	0.	0.	3.	0.	0.	0.	0.	3.
	.00	.00	.00	.00	.00	685.81	.00	.00	.00	.00	685.81
	.00	.00	.00	.00	.00	166.85	.00	.00	.00	.00	166.85
60-64	0.	0.	0.	0.	1.	0.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	1,026.50	.00	.00	.00	.00	.00	1,026.50
	.00	.00	.00	.00	163.50	.00	.00	.00	.00	.00	163.50
65-69	0.	0.	0.	0.	0.	3.	0.	0.	0.	0.	3.
	.00	.00	.00	.00	.00	854.84	.00	.00	.00	.00	854.84
	.00	.00	.00	.00	.00	264.62	.00	.00	.00	.00	264.62
70-74	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
80-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
85-	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	1.	0.	0.	0.	1.	6.	0.	1.	0.	0.	9.
	686.25	.00	.00	.00	1,026.50	770.33	.00	282.94	.00	.00	735.30
	.00	.00	.00	.00	163.50	215.73	.00	135.67	.00	.00	177.06

NUMBER
AVG ANNUITY
AVG COL
1982

EXHIBIT 3.

TY OF SAN JOSE

FIRE SURVIVORS TYPE 6

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT											
AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	1. 1,449.88 .00	0. .00 .00	1. 465.12 43.13	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 957.50 21.57
40-44	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. 1.00 .00
45-49	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. 1.00 1.00
50-54	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 492.69 113.27	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 492.69 113.27
55-59	0. .00 .00	0. .00 .00	1. 688.33 63.83	0. .00 .00	0. .00 .00	1. 535.99 104.01	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 612.16 83.92
60-64	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 224.69 113.33	0. .00 .00	0. .00 .00	1. 224.69 113.33
65-69	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
70-74	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 641.65 173.45	1. 344.39 149.28	1. 345.38 162.99	0. .00 .00	0. .00 .00	3. 443.81 161.91
75-79	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. 1.00 1.00
80-84	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
85-	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. 1.00 .00
TOTAL	1. 1,449.88 .00	0. 1.00 .00	2. 576.13 53.48	0. 1.00 .00	0. 1.00 .00	3. 556.78 130.24	1. 344.39 149.28	2. 285.04 138.16	0. 1.00 .00	0. 1.00 .00	9. 576.46 102.59
NUMBER AVG ANNUITY AVR COL											

EXHIBIT 3.f.

Y OF SAN JOSE

POLICE SURVIVORS TYPE 6

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	0.	2.	0.	0.	0.	0.	0.	0.	0.	0.	2.
	.00	749.29	.00	.00	.00	.00	.00	.00	.00	.00	749.29
	.00	45.64	.00	.00	.00	.00	.00	.00	.00	.00	45.64
40-44	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
45-49	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	239.77	.00	.00	.00	.00	239.77
	.00	.00	.00	.00	.00	82.35	.00	.00	.00	.00	82.35
50-54	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	557.90	.00	.00	.00	.00	557.90
	.00	.00	.00	.00	.00	108.27	.00	.00	.00	.00	108.27
55-59	0.	0.	0.	0.	0.	3.	0.	0.	0.	0.	3.
	.00	.00	.00	.00	.00	831.92	.00	.00	.00	.00	831.92
	.00	.00	.00	.00	.00	174.15	.00	.00	.00	.00	174.15
60-64	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
65-69	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	449.36	.00	.00	.00	.00	449.36
	.00	.00	.00	.00	.00	119.88	.00	.00	.00	.00	119.88
70-74	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
80-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
85+	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	0.	2.	0.	0.	0.	6.	0.	0.	0.	0.	8.
	.00	749.29	.00	.00	.00	623.80	.00	.00	.00	.00	655.17
	.00	45.64	.00	.00	.00	138.83	.00	.00	.00	.00	115.53

NUMBER
AVG ANNUITY

CITY OF SAN JOSE

FIRE SURVIVORS TYPE 7

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
40-44	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
45-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
50-54	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
55-59	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
60-64	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
65-69	0.	1.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	.00	204.11	.00	.00	.00	.00	.00	.00	.00	.00	204.11
	.00	88.58	.00	.00	.00	.00	.00	.00	.00	.00	88.58
70-74	1.	0.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	240.11	.00	.00	.00	.00	.00	.00	.00	.00	.00	240.11
	104.04	.00	.00	.00	.00	.00	.00	.00	.00	.00	104.04
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
80-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
85-	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	1.	1.	0.	0.	0.	0.	0.	0.	0.	0.	2.
	240.11	204.11	.00	.00	.00	.00	.00	.00	.00	.00	222.11
	104.04	88.58	.00	.00	.00	.00	.00	.00	.00	.00	96.31

NUMBER
AVG ANNUITY
AVG COL

CITY OF SAN JOSE

POLICE SURVIVORS TYPE 7

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	1. 299.67 79.96	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 299.67 79.96
40-44	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
45-49	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
50-54	1. 449.50 119.91	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 549.38 169.55	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 499.44 144.73
55-59	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
60-64	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 547.94 125.96	2. 301.95 114.67	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	3. 383.94 118.43
65-69	0. .00 .00	1. 197.47 91.75	1. 188.17 89.29	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 192.82 90.52
70-74	2. 186.61 92.12	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 183.52 89.56	0. .00 .00	0. .00 .00	0. .00 .00	4. 185.06 90.84
75-79	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
80-84	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
85+	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
TOTAL	4. 280.60 96.03	1. 197.47 91.75	1. 188.17 89.29	0. .00 .00	1. 547.94 125.96	3. 384.42 132.96	2. 183.52 89.56	0. .00 .00	0. .00 .00	0. .00 .00	12. 298.02 105.76

NUMBER
AVG ANNUITY

AVG COL

February 1982

CITY OF SAN JOSE

FIRE SURVIVORS TYPE B

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
40-44	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
45-49	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 610.52 236.27	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 610.52 236.27
50-54	0. .00 .00	1. 298.29 68.57	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 298.29 68.57
55-59	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 318.63 146.26	0. .00 .00	1. 156.44 48.91	0. .00 .00	0. .00 .00	2. 237.54 97.59
60-64	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
65-69	0. .00 .00	0. .00 .00	0. .00 .00	1. 385.78 119.92	0. .00 .00	1. 345.75 119.82	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 365.77 119.87
70-74	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
75-79	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 157.75 78.00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 157.75 78.00
80-84	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
85+	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
TOTAL	0. .00 .00	1. 298.29 68.57	0. .00 .00	1. 385.78 119.92	1. 157.75 78.00	3. 424.97 167.45	0. .00 .00	1. 156.44 48.91	0. .00 .00	0. .00 .00	7. 324.74 116.82

NUMBER
AVG ANNUITY
AVG COL

CITY OF SAN JOSE

POLICE SURVIVORS TYPE B

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT

AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
-39	2. 246.06 79.78	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	2. 246.06 79.78
40-44	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
45-49	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
50-54	0. .00 .00	0. .00 .00	0. .00 .00	1. 801.16 213.72	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 801.16 213.72
55-59	1. 217.32 93.36	0. .00 .00	0. .00 .00	2. 692.57 123.31	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	3. 534.15 113.33
60-64	1. 448.41 153.14	2. 424.67 135.40	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	3. 432.58 141.31
65-69	0. .00 .00	1. 216.42 93.98	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	1. 216.42 93.98
70-74	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
75-79	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
80-84	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
85-	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00
TOTAL	4. 289.46 101.51	3. 355.25 121.59	0. .00 .00	3. 728.77 153.45	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	0. .00 .00	10. 440.99 123.12

NUMBER
AVG ANNUITY
AVG COL

24 February 1982

EXHIBIT 3.i.

TY OF SAN JOSE

FIRE SURVIVORS TYPE 9

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT											
AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26-	TOTAL
35-39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
40-44	0.	1.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	.00	1,063.43	.00	.00	.00	.00	.00	.00	.00	.00	1,063.43
	.00	206.34	.00	.00	.00	.00	.00	.00	.00	.00	206.34
45-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
50-54	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	651.44	.00	.00	.00	.00	651.44
	.00	.00	.00	.00	.00	173.80	.00	.00	.00	.00	173.80
55-59	0.	0.	0.	0.	1.	0.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	518.46	.00	.00	.00	.00	.00	518.46
	.00	.00	.00	.00	119.18	.00	.00	.00	.00	.00	119.18
60-64	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
65-69	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
70-74	0.	0.	0.	0.	0.	1.	0.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	210.56	.00	.00	.00	.00	210.56
	.00	.00	.00	.00	.00	99.24	.00	.00	.00	.00	99.24
75-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
80-84	0.	0.	0.	0.	0.	0.	1.	0.	0.	0.	1.
	.00	.00	.00	.00	.00	.00	281.81	.00	.00	.00	281.81
	.00	.00	.00	.00	.00	.00	123.07	.00	.00	.00	123.07
85-	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	0.	1.	0.	0.	1.	2.	1.	0.	0.	0.	5.
	.00	1,063.43	.00	.00	518.46	431.00	281.81	.00	.00	.00	545.14
	.00	206.34	.00	.00	119.18	136.52	123.07	.00	.00	.00	144.33

NUMBER
AVG ANNUITY
AVG COL

CITY OF SAN JOSE

POLICE SURVIVORS TYPE 9

DISTRIBUTION BY AGE AND YEARS SINCE RETIREMENT

JUNE 30, 1981

YEARS SINCE RETIREMENT											
AGE	1	2	3	4	5	6-10	11-15	16-20	21-25	26+	TOTAL
-39	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-44	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-49	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-54	0.	1.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	.00	312.33	.00	.00	.00	.00	.00	.00	.00	.00	312.33
	.00	134.21	.00	.00	.00	.00	.00	.00	.00	.00	134.21
-59	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-64	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-69	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-74	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-79	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-84	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
-89	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL	0.	1.	0.	0.	0.	0.	0.	0.	0.	0.	1.
	.00	312.33	.00	.00	.00	.00	.00	.00	.00	.00	312.33
	.00	134.21	.00	.00	.00	.00	.00	.00	.00	.00	134.21

NUMBER
AVG ANNUITY
AVG COL

4 February 1982

LAWRENCE MITCHELL
& ASSOCIATES, INC.
CONSULTING
ACTUARIES

EXHIBIT 4

CURRENT MONTHLY BENEFITS

	<u>Number</u>	<u>Basic Annuity</u>	<u>Permanent C-O-L</u>	<u>Regular C-O-L</u>
I. Retirees				
A. Police	128	\$119,099.40	\$ 5,180.65	\$18,494.15
B. Fire	158	136,717.34	7,375.73	23,221.27
C. Total	286	\$255,816.74	\$12,556.38	\$41,715.42
II. Survivors				
A. Police	31	\$ 13,539.88	\$ 1,095.15	\$ 3,558.72
B. Fire	23	10,631.20	1,021.66	2,655.29
C. Total	54	\$ 24,171.08	\$ 2,116.81	\$ 6,214.01
III. Deferred Vested				
A. Police	10	\$ 6,497.48		
B. Fire	1	410.84		
C. Total	11	\$ 6,908.32		

24 February 1982

SECTION IV. DESCRIPTION OF PLANS

This section summarizes the highlights of each of the plans as they apply toward current participants.

A. (PART 3) 1946 PLAN (there are no active members)

1. Service Retirement

A member who has completed at least 20 years of service and is at least age 55 may elect to receive a retirement benefit equal to 50% of the average monthly pay received by the member during the three years immediately preceding his retirement. Retirement is compulsory at age 65.

2. Death

There is no post retirement death benefit.

If an employee dies prior to his retirement, he is entitled to receive a return of his contributions plus interest.

3. Disability

a. Service Connected

If a member becomes disabled as a result of a service connected disability, his benefit shall be equal to 2 1/2% of his monthly salary times his years of service, with a maximum benefit of 50% of his average monthly salary.

b. Non-Service Connected Disability

If a member becomes disabled because of a non-service connected disability, and he has at least 10 years service, he shall receive 1.25% of his salary for each year of service, with a maximum benefit of 25% of his monthly salary. If the member has less than 10 years of service at the time of disability, he receives nothing.

4. Withdrawal

Although my copy of the Code is silent on the subject, it would appear that members withdrawing from the plan are entitled to a refund of their contributions, with interest.

5. Contributions

Section 2903.28 of the Code provides that initially contributions would be 8% of salary on the part of the City and 3% on the part of members. It further provides the Board will change or revise rates of contributions by members on the basis of actuarial investigations, but maintain the 8 to 3 ratio of contributions in regard to current service.

B. (PART 3A) 1961 PLAN

1. Service Retirement

The earliest age for voluntary service retirement is 55, with 20 years of service. If the member has at least 20 years service, he can have a voluntary retirement at age 50 (actuarially reduced). The mandatory retirement age is 65.

The monthly benefit at normal retirement is 50% of the member's highest average monthly salary for 12 consecutive months plus 2 1/2% per year for each year in excess of 20 years of service. The maximum benefit is 75% of monthly salary.

2. Death

These death benefits are generally subject to minimum benefits equal to the greater of \$1,000 or the return of the employee's contribution with interest at 2% per year.

There are additional death benefits in the form of survivorship allowances. These survivorship benefits are determined according to whether death was before or after retirement and whether death was service or non-service connected.

- a. The pre-retirement survivor allowances in the case of a service connected death is 37.5% of monthly salary to the surviving widow(er) until death or remarriage, and a children's allowance ranging from 25% for one child to 75% minus widow's allowance for two or more children.
- b. The pre-retirement survivor allowance in the case of a non-service connected death is nothing if the member dies before two years' service.

LAWRENCE MITCHELL
& ASSOCIATES, INC.
CONSULTING
ACTUARIES

After two years' service, the widow(er's) benefit is 24% of salary plus 0.75% per year of service, with a maximum allowance of 37.5%. The surviving children's allowances are about the same as those for service connected deaths.

- c. The post retirement death benefit after service connected disability retirement or service retirement is the same as the pre-retirement service connected death allowance.
- d. The survivor allowances in the case of death of the non-service connected disability retirement are the same as those of a non-service connected pre-retirement death.

3. Disability

The amount of benefit depends upon age at disability and years of service as well as whether it is a service connected disability.

- a. If the member is less than age 50 and has at least 20 years service, the benefit is 50% of salary.
- b. If the member is at least 50 and has at least 20 years service, the benefit is 50% plus 2.5% per year of service over 20. The maximum benefit is 75%.
- c. If the member has a service connected disability and less than 20 years of service, he receives 50%.
- d. If the member has a non-service connected disability and more than 2 years but less than 20 years of service, he receives 32% plus 1% per year of service over 2.

4. Withdrawal

If a member terminates other than by death, disability, or service retirement, he may receive his contributions plus interest at 2%.

If he has at least 10 years of service, he may leave his contributions in the Plan. In that case he will be entitled to a service retirement of 2.5% per year of service commencing at age 55 (or 20 years from entry if later). His survivors will receive the same type of benefits as other survivors.

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5. Contribution Rates

The "current service" contributions are in the ratio of 8 for the City to 3 for the member. The balance is the responsibility of the City.

C. (PART 6) COST OF LIVING ADJUSTMENTS

In 1970, Part 6 of the plan was added.

It provides that retirement (service and disability) and survivor allowances under both the 1946 and 1961 plans are subject to annual adjustments based upon the Consumer Price Index. The first adjustment is in the year following retirement or death.

The maximum annual adjustment is 3%, with accumulation of any excess to future years.

Contributions for funding this cost of living benefit shall be determined periodically and shall be in the ratio of 8 for the City and 3 for the member.

Member contributions are returnable, as in the 1946 and 1961 plans.

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
City of San Jose, California

RESOLUTION NO. 1261

RESOLUTION OF THE BOARD OF ADMINISTRATION OF THE POLICE AND FIRE
DEPARTMENT RETIREMENT PLAN ADOPTING AND FIXING RATES OF CONTRIBUTIONS
FOR THE 1961 POLICE AND FIRE DEPARTMENT PLAN, EFFECTIVE OCTOBER 11, 1981.

WHEREAS, Section 3.36.410 of the San Jose Municipal Code provides that the Board of Administration of the Police and Fire Department Retirement Plan shall fix, and from time to time change, the rates of contribution required of the members of said Plan and of the City in order to make the retirement plan at all times actuarially sound; and

WHEREAS, Chapter 3.36 of the San Jose Municipal Code provides for the setting of the rates of contribution to be made by the said members and by the City, and the payment of such contributions for current and prior service; and

WHEREAS, the actuarial firm of Lawrence Mitchell and Associates has recommended that the rates of contribution to be made by the said members and by the City be changed in order for the said retirement plan to remain actuarially sound;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF ADMINISTRATION FOR THE POLICE AND FIRE DEPARTMENT RETIREMENT PLAN:

SECTION 1. That the following base rates of contribution be established for the said 1961 Police and Fire Department Retirement Plan, to be effective October 11, 1981:

Current Service

By Members 6.91% of Payroll

By City 18.42% of Payroll

Prior Service

By City 6.68% of Payroll

Section 2. That in addition to the contributions required to be made by Section 1 hereof, the following Cost of Living Contributions be established for the 1961 Police and Fire Department Retirement Plan to be effective October 11, 1981, in accordance with Chapter 3.24 of the San Jose Municipal Code.

By Members 4.16% of Payroll

By City 11.11% of Payroll

SECTION 3. That the rate of interest earned on the accumulated Regular Fund contributions by the City and each member shall remain fixed at 2%.

SECTION 4. That in accordance with Section 3.44.120 of the San Jose Municipal Code, the Board of Administration of the 1961 Police and Fire Department Retirement Plan fixed the rate of interest earned on accumulated Cost of Living contributions by each contributor at 2.0%, said rate to remain the same.

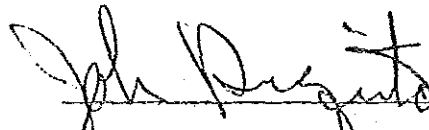
SECTION 5. Resolution No. 1210 of the Board of Administration is repealed effective at the expiration of the 10th day of October, 1981.

ADOPTED THIS 6th day of October, 1981, by the following vote:

AYES : Board Members - Diquisto, Grande, Estruth, Ryden


NOES : Board Members - None

ABSENT : Board Members - Nicoletti



JOHN DIQUISTO, CHAIRMAN
BOARD OF ADMINISTRATION

ATTEST:



EDWARD F. OVERTON, SECRETARY
BOARD OF ADMINISTRATION

CITY OF SAN JOSE -- MEMORANDUM

TO Tim Wei, Director of
Information Systems

FROM Edward F. Overton, Retirement
and Benefits Administrator

SUBJECT Actuarial Report Data

DATE May 29, 1981

APPROVED

DATE

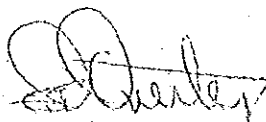
Effective at the end of June, 1981, we will again be involved in the process of gathering the necessary information to present to our actuaries, so that they may study the soundness of the funding for the retirement systems.

I have been involved in this process on the City's behalf for the past twelve years. Each time we go through the process of gathering this data, it is a traumatic experience. It is my intention that we make significant strides towards automating enough of the system, so as to reduce the amount of manual effort required to produce the necessary information.

A significant portion of the information that is required is contained in the personnel system, which, I understand, is still not user ready. This continues to cause us a great deal of seemingly unnecessary manual work. Given the fact that the overall personnel system is still not functional, I have decided to request certain modifications in the retirees' payroll system. Through discussions with Woody Forrester, it is my understanding that User Segment No. 800 is available for data storage. It is therefore requested that you approve the necessary resources to modify the retirees' payroll system to make User Segment No. 800 available to us for maintenance of an actuarial data system for retirees.

The basic information that we need to add to that segment is: beneficiary, sex, year of birth, number of children, and year of birth of the youngest child. As a part of this process, we should also modify Report No. ADL321 to provide the necessary headings, so this information can be identified.

Please indicate to me the approximate date that you may be able to have someone address this particular problem. If you have any questions, please give me a call at Ext. 5137.

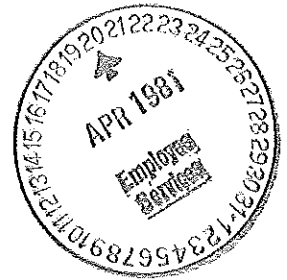


Edward F. Overton
Retirement and Benefits Administrator

EFO:gk

LAWRENCE MITCHELL
& ASSOCIATES, INC.
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LAWRENCE MITCHELL
JEFFREY F. HARTMANN
FELLOWS,
SOCIETY OF ACTUARIES



16 April 1981

Mr. Edward F. Overton
Secretary, Board of Administration
Police and Fire Department Retirement Plan
City of San Jose, California

Re: Police and Fire Department Retirement Plan
Actuarial Investigation and Valuation

This is in response to your phone call.

I estimate that an investigation of the experience of the Plan from June 30, 1979 through June 30, 1981, plus an actuarial valuation of the system as of June 30, 1981, will cost between \$12,000 and \$14,000.

We should be able to supply the Board with a preliminary study within 45 to 60 days after we get all the data required. The preliminary report will be the basis for discussion concerning the experience and the determination of the proper actuarial assumptions to be used for the final valuation. The final report should be ready within 30 days following the meeting with the Board.

The listing of the data which we would like to have is enclosed. We would prefer having the vital statistics supplied to us in magnetic tape (1600 BPI, 9 track), punch cards or listings, in order of decreasing preference.

We would like to have control totals on numbers of members, either active, retired or terminated and on the total of monthly compensation, accumulated contributions and monthly allowances wherever the individual data is requested.

In addition to the data we will need a copy of the current plan provisions.

If you have any questions, please call me.

LAWRENCE MITCHELL & ASSOCIATES, INC.

By:

A handwritten signature in dark ink, appearing to read 'LM' or 'Lawrence Mitchell'.

Lawrence Mitchell, F.S.A., F.C.A.

LM/hg
Enc.

LAWRENCE M. ELL
& ASSOCIATES, INC.
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SAN JOSE POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
DATA REQUIRED FOR ACTUARIAL INVESTIGATION AND VALUATION
AS OF JUNE 30, 1981

- I. Current participants as of June 30, 1981 - For each plan
- A. Active members (and vested terminated whose benefits are deferred)
1. Name or number
 2. Department: Police or Fire
 3. Sex
 4. Date of birth
 5. Date of employment
 6. Date of termination for vested deferred
 7. ~~Monthly~~ ^{Bi weekly} compensation as of June 30, 1981 (for vested terminated use appropriate date)
 8. Accumulated contributions as of June 30, 1981 - Basic and C-O-L separately. (It is helpful to have the actual contributions and the interest credited to the account shown separately. It is possible that some time in the future the Board may credit different rates of interest for different periods of time.)
 - ✓ 9. Dependent status
 - (a) Indicate if there is a spouse, and if so, the spouse's date of birth
 - ✓ (b) Number of dependent children
 - ✓ (c) Birthdate of youngest child (year of birth is sufficient)
 10. We understand there are no active members in the old system. If there are, indicate whether member of old or new system

Check with Mitchell
to see what data he
has.

11. Date of last service if now inactive

Please show totals for:

- (a) number of active members
- (b) number of vested deferred
- (c) monthly compensation
- (d) accumulated contributions and interest.

B. Current beneficiaries (retired or survivor) as of June 30, 1981

- 1. Name or number
- 2. Department: Police or Fire
- 3. Member or beneficiary
- 4. Sex
- 5. Date of birth
- 6. Date allowance began
- 7. Original cause of allowance
 - (a) Service retirement
 - (b) Disability retirement
 - (c) Death while employed
 - (d) Vested termination

8. Monthly allowance being received - Basic and C-O-L
shown separately

9. Dependent status

of Retirees - Done by Hand

- (a) Indicate if there is a spouse
- (b) Date of birth of spouse (year of birth is sufficient)
- (c) Number of dependent children
- (d) Date of birth of youngest child (year of birth is sufficient)

LAWRENCE M. J. 3LL
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II. Former participants

A. Members who terminated active employment during the period
from 7/1/79 through 6/30/81

1. Name or number
2. Department: Police or Fire
3. Sex
4. Date of birth
5. Date of employment
6. Date of termination
7. Reason for termination
 - (a) Withdrawal (voluntary or involuntary)
 - (i) those who retained membership
 - (ii) those who withdrew contributions
 - (b) Non-service connected death
 - (c) Service connected death
 - (d) Non-service connected disability retirement
 - (e) Service connected disability retirement
 - (f) Service retirement
 - (g) Death while eligible to retire

B. Retired members who died between 7/1/79 and 6/30/81 *HAND DONE*

1. Name or number
2. Department: Police or Fire
3. Sex
4. Date of birth
5. Type of allowance: Service or Disability
6. Date of death

III. Financial Data

Please supply us with the Annual Reports which are available through 1981. In addition, please supply us with a Balance Sheet as of June 30, 1981.

LAWRENCE MITCHELL
& ASSOCIATES, INC.
CONSULTING
ACTUARIES

LAWRENCE MITCHELL

JEFFREY F. HARTMANN

FELLOWS,

SOCIETY OF ACTUARIES

8 April 1980

Retirement Board
Police and Fire Department Retirement Plan
City of San Jose, California



Re: Actuarial Analysis of Proposed Changes

We have been asked to estimate the additional contributions necessary to provide certain additional benefits. The following summarizes the results of our calculations, using the assumptions shown in our actuarial valuation dated 8 April 1980.

1. Cost of living adjustments.

Part 6 of Chapter 9 of Article II of the San Jose Municipal Code provides annual cost of living increases subject to a 3% maximum.

The following represents the estimated additional total contribution, as a percent of salary, required if the annual maximum were to increase:

Annual maximum	4%	5%	6%	7%
Additional rate of contribution	7.54%	15.03%	23.92%	34.43%

2. Survivor benefits

There are two groups of surviving spouses who are not eligible to receive the (ultimate) 37.5% survivor benefit. These are the (a) survivors of the (Part 3) 1946 Plan, who receive no survivor benefit, and (b) the survivors of the (Part 3A) 1961 Plan who are eligible to receive a maximum of 28.125%.

We have not received complete data on all those eligible for increases (some retirees and surviving spouses are slow in responding to questions or difficult to locate). Therefore we will use the results of our 1975 investigation as the basis for commenting upon the probable costs.

LAWRENCE MITCHELL
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CONSULTING
ACTUARIES

8 April 1980

Retirement Board
Police and Fire Department Retirement Plan.....Page 2.

- (a) In 1975 we were told there were 33 surviving widows of Part 3 retirees who were receiving no benefit. At that time we valued the cost of providing a full benefit to them at 0.15% of future salaries. It is very likely the number of surviving widows and the related costs for this benefit has decreased substantially.

There are a number of 1946 members currently receiving retirement benefits. (In 1975 there were 22 of whom 15 had eligible spouses and we valued the benefit then at 0.04% of future salaries.)

- (b) In 1975 we valued the benefits for the then 9 surviving families and 34 retirees whose surviving spouse benefits were less than 37.5%. At that time, the value of benefits was less than 0.1% of future salaries.

3. Medical benefits

The cost of providing medical benefits "...at current City coverage levels and premium costs for (i) the retiree, (ii) the retiree and dependents, and (iii) those entitled to survivorship benefits" is the third proposal.

We understand there are different levels of current premium depending upon type of coverage. Therefore we valued the cost of providing \$10 per month to each eligible person (retiree or surviving family member - both current retirees and survivor and for the currently active members).

In order to show the effect of cost of living increases, we used three bases for valuing the \$10 per month:

- a. no future increases;
- b. future increases equal to the valuation rate of investment yield (7.25%); and
- c. future increases equal to 15% per year compounded annually, which approximates the rate at which medical costs have been increasing.

LAWRENCE MITCHELL
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CONSULTING
ACTUARIES

8 April 1980

Retirement Board
Police and Fire Department Retirement Plan.....Page 3.

The results of the calculations produce the following estimated rates of contribution for a monthly premium which commences at retirement (or survivorship) and, if payable today, would be \$10:

Future Increases			
	None	7.25% Per Year	15% Per Year
Current Actives			
- Member	0.13%	0.69%	7.48%
- Spouse/children	0.11%	0.75%	12.48%
Current Retirees			
- Member	0.05%	0.10%	0.28%
- Surviving spouse	0.05%	0.11%	0.46%
Current Survivors	0.01%	0.02%	0.07%

LAWRENCE MITCHELL & ASSOCIATES, INC.

By:



Lawrence Mitchell, F.S.A., F.C.A.

LM/hg