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September 19, 2008

Board of Trustees  
**TEACHERS' RETIREMENT SYSTEM OF LOUISIANA**  
Post Office Box 94123, Capitol Station  
Baton Rouge, Louisiana 70804-9123

Ladies and Gentlemen:

This report presents the results of the actuarial valuation of assets and liabilities, as well as funding requirements, for the Teachers' Retirement System of Louisiana as of June 30, 2008.

This report has been prepared in accordance with generally accepted actuarial principles and practices and to the best of my knowledge, fairly reflects the actuarial present value of accrued benefits of the Teachers' Retirement System.

In preparing this valuation, I have relied upon the information provided regarding plan provisions, plan membership, plan assets and other matters as detailed in the exhibits of this report. In particular, I have relied upon the statement of assets provided by Hawthorn, Waymouth and Carroll, Certified Public Accountants.

The present values shown herein have been estimated on the basis of the actuarial cost method specified in Louisiana Revised Statutes Title 11 Section 22(13). The Actuarial Assumptions, which have been approved by the Board of Trustees, are appropriate for the purposes of this valuation, are reasonable in the aggregate, and when applied in combination represents my best estimates of the anticipated experience under the plan.

Board of Trustees  
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 September 19, 2008

A brief summary of the more important figures developed in this valuation, with comparable results from previous valuations are as follows:

	----- Prior Years -----		
	June 30, 2008	June 30, 2007	June 30, 2006
I. Membership Census			
1) Retirees	61,070	59,530	57,512
2) Actives	85,979	82,672	81,347
3) DROP	3,760	3,715	4,042
4) Terminated Vested	6,043	6,624	7,039
II. Annual Benefits	\$1,305,367,272 <sup>1</sup>	\$1,218,175,668 <sup>2</sup>	\$1,119,651,408
III. Total Payroll	3,675,013,831	3,224,562,742	2,892,959,473
IV. Valuation Assets	15,122,891,581	14,521,751,998	12,835,790,846
VI. Investment Yield			
Actuarial Value	5.15%	15.20%	15.65%
Market Value	- 4.98%	19.05%	13.97%
V. Experience Account	344,683,573	617,106,814	534,616,331
VII. Cost to Fund Annual Pension	523,024,606	495,460,667	445,007,085
Accruals (Normal Costs)	14.23%	15.37%	15.38%
VIII. Unfunded Actuarial			
Accrued Liability	6,967,624,778	6,250,577,714	6,554,989,762
IX. Funded Percentage	68.5%	69.9%	66.2%
X. Funding Requirements to Pay (Mid-year payment)			
1) Employee Contribution	301,761,728	265,701,003	238,307,060
Rate	7.99%	7.99%	7.99%
2) Employer Contribution	637,242,733 <sup>3</sup>	556,830,052 <sup>4</sup>	516,915,506
Rate (Current Year)	15.5%	15.5%	15.9%
3) Projected Employer Contribution	654,947,115 <sup>3</sup>	574,349,034 <sup>4</sup>	556,805,081
Rate (Next Year)	15.5%	15.5%	16.6%

The above funding requirements measure the cost of benefits that were in effect on June 30, 2008.

<sup>1</sup> Includes the 3% COLA, effective 7/1/08.

<sup>2</sup> Includes the 3% COLA, effective 7/1/07.

<sup>3</sup> This is the minimum required contribution rate and contribution, per Act 588 of 2004. Without regard to this minimum, the current year contribution rate (2007-2008) would be 14.6% and the projected rate (2008-2009) would be 14.8%.

<sup>4</sup> This is the minimum required contribution rate and contribution, per Act 588 of 2004. Without regard to this minimum, the current year contribution rate (2008-2009) would be 13.8% and the projected rate (2009-2010) would be 14.1%.

Board of Trustees  
**TRSL**  
 September 19, 2008

**Current Funding**

The Actuarial Valuation for the plan year ending June 30, 2008 discloses an increase in the value of the plan's unfunded accrued liability resulting from an investment loss relative to the assumed actuarial rate, an experience loss and assumption changes. Prospective funding requirements remain unchanged as a percentage of payroll. It is generally appropriate for the current valuation process to disclose the source or cause of any significant changes in the plan from year to year. Changes that occur are usually the result of changes in actuarial assumptions, gains or losses resulting from actual experience which differs significantly from expected plan experience.

The basic elements of the annual required contribution are the normal cost and amortization of the Unfunded Actuarial Liability (UAL). The normal cost is the annual cost to provide an additional year of benefit accrual. The normal cost is divided into two parts, the employee portion and the employer portion, both expressed as a percentage of payroll. Act 81 of the 1988 Legislative Session provides for the amortization of the initial UAL, plus subsequent changes in benefits, methods or gain/loss experience.

The following gain/loss analysis is presented to assist the Board of Trustees in reconciling changes in the unfunded actuarial accrued liability:

CHANGE IN UNFUNDED LIABILITY

Unfunded Liability 6/30/2007 \$ 6,250,577,714

INCREASES

Interest on Unfunded Liability	\$ 515,672,661
2008 Retiree COLA	304,193,697
Experience Loss	326,424,617
Investment Loss	470,047,008
<u>Total Increases</u>	<u>1,616,337,983</u>

DECREASES

Employer Amortization Payment	303,272,632
Employer Shortfall Credit	103,413,475
Experience Account Distribution	304,193,697
<u>Change in Assumptions</u>	<u>188,411,115</u>
<u>Total Decreases</u>	<u>899,290,919</u>

Unfunded Liability 6/30/2008 \$ 6,967,624,778

Board of Trustees  
**TRSL**  
September 19, 2008

The employer contribution rate established by the Public Retirement Systems' Actuarial Committee for the 2008-2009 plan year was 15.5%. The employer contribution rate determined by this valuation for the current plan year is 13.8%. However, per Act 588 of 2004, the statutory minimum required employer contribution is 15.5%. The difference of 1.7% will be credited to the Employer Credit Account. Since the current adjusted minimum rate of 15.5% equals the required employer's contribution of 15.5%, an employer contribution credit of 0% is expected in next year's valuation.

Since the contribution rate is attributable to many factors, the following sections address the source and respective impact to the required employer contribution rate.

### **Legislative Changes**

Act 588 of 2004 established an Employer Credit Account, which is to be credited if the minimum employer contribution rate of 15.5% exceeds the actuarially required contribution rate (ARC). The ARC is 14.6% for 2008-2009 and is projected to be 14.9% for 2009-2010. Both the current and projected rates are below the statutory minimum of 15.5%, therefore are subject to the minimum rate.

### **Actuarial Assets/Valuation Assets**

The Actuarial Value of Assets represents the gross actuarial assets determined in accordance with the methodology set forth in Exhibit 6 to fund all liabilities of the pension plan as well as side-fund accounts dedicated for other programs. The Valuation Assets exclude the side-fund accounts for purposes of determining the employer contribution rate as illustrated on page 13 of Exhibit 2. The side-fund accounts excluded are as follows:

- **Employer Credit Account:**  
This account, established by Act 588 of 2004, is credited with the excess of the contributions at the statutory minimum rate of 15.5% over the Actuarially Required Contribution (ARC). The balance of this account is \$38,671,113.
- **LSU Agriculture and Extension Service Fund:**  
Participants of the LSU Agriculture and Extension Service receive supplement benefits from TRSL equal to the difference between the TRSL benefit formula and the Federal Civil Service formula. The funding is recorded separately in the side-fund with assets co-mingled with the Actuarial Value of assets. The current balance is -\$316,156.
- **Initial UAL Amortization Fund:**  
This fund, originally established as the Texaco Settlement Fund, accumulates Texaco Settlement contributions as a separate account invested at TRSL's actuarial rate of return. Act 642 of 2006 added a special appropriation to liquidate the initial unfunded actuarial liability (UAL) in the same manner as the Texaco Settlement Fund. Once the value of the account attributable to the Texaco Settlement and Act 642 appropriation equals the outstanding balance of the initial UAL, the account and initial liability will be liquidated. Act 7 of the Second Extraordinary Session of 2008 provided an additional appropriation of \$40,000,000. The Act specifies that this appropriation is to be used to re-amortize the remaining outstanding balance of the IUAL when the re-amortization will produce a fixed payment that is less than the remaining increasing payments. The current account balance and allocation is as follows:

Board of Trustees  
**TRSL**  
 September 19, 2008

Texaco Settlement Fund	\$	273,956,433
Legislative Appropriations (2006)	\$	31,978,402
Legislative Appropriations (2008)	\$	40,336,080
<b>Total IUAL Amortization Fund</b>	<b>\$</b>	<b>346,270,915</b>

- **Experience Account Fund:**

This fund accumulates 50% of the excess investment gain relative to the actuarial valuation rate of 8.25%. The account is used to fund COLA's for retirees. The benefit granted must be funded at 100% of the actuarial cost. Act 588 of 2004 restricts the account accumulation to no more than the reserve for two COLA's. The COLA is limited to the lesser of 3% or the increase in the CPI-U for the calendar year immediately preceding the COLA. The COLA is further limited to 2% if the investment return is less than 8.25%. Therefore, a 2009 COLA would be limited to 2% should it be granted. The current account balance is \$344,683,573, which is sufficient to fund a 2% COLA.

**Investment Experience**

The rate of return on the actuarial value of assets during the last five (5) years has been as follows for plan years ending June 30:

<u>2004</u>	<u>2005</u>	<u>5 YEAR</u> <u>2006</u>	<u>2007</u>	<u>2008</u>	<u>AVERAGE</u>
9.85%	9.87%	15.65%	15.20%	5.15%	11.08%

The net actuarial rate of return assumed in the valuation was 8.25%. For the plan year ending June 30, 2008 the net realized actuarial rate of return was less than the long-term investment assumption used to project benefits. The result was a net investment experience loss of \$470,047,008 relative to projected investment income.

**Plan Experience**

The actuary is charged with making the best estimate of future plan experience to properly fund future benefits. If the actual experience differs from the projected experience, a gain or loss occurs. This gain or loss is then amortized over a thirty year period with level payments. During the 2007-2008 plan year, the system incurred an experience loss in the amount of \$326,424,617. In addition, an experience study was completed prior to this valuation and the resulting recommended assumption changes were adopted by the Board of Trustees. The change in assumptions resulted in a decrease in liability of \$188,411,115. This decrease will be amortized with level payments over a thirty year period.

The gains/losses incurred are beyond the control of the Board of Trustees, but the Trustees should understand the source of the experience to effectively communicate with the legislature. For many years the system has exhibited properties of an aging population which was indicative of the problem the state faced in its ability to attract and retain graduates to the profession. Although the average age of active members continues to increase, the demographic changes illustrated in Exhibit 4 indicate the system is beginning to show a shift in demographics with an increase in the number of members below age forty. Recall that one of the characteristics of the Projected Unit Credit cost method is to accelerate funding requirements for an aging population, even if all assumptions are realized. Therefore, if this shift continues, the expected accelerated funding requirements, in the absence of other changes, could diminish.

Board of Trustees  
**TRSL**  
 September 19, 2008

**Funding as a Percentage of Payroll**

Act 81 of 1987 requires the employee to contribute 8% of payroll beginning in 1989. The employer pays a percentage of the normal cost plus a dollar amount sufficient to amortize the initial unfunded liability over a 40-year period with payments increasing 4.5% annually. Changes to the UAL are amortized as an increasing (I) or level dollar (L) payment, as indicated in Exhibit A. The employer contribution rate cannot drop below 11.8%, without regard to employer credits, and without a corresponding adjustment to the employee contribution rate. Maintaining the amortization payment as a level percentage of payroll requires aggregate payroll to increase at the same rate as the increase in amortization payments. To determine whether this is a reasonable statutorily required expectation, aggregate salary growth from all sources, including ORP participants, during the past 10-years is illustrated as follows:

<b>June 30</b>	<b>Payroll/\$1,000</b>	<b>Percent Increase</b>
1998	2,922,936	9.8%
1999	3,017,833	3.2%
2000	3,162,097	4.8%
2001	3,212,474	1.6%
2002	3,506,647	9.2%
2003	3,605,232	2.8%
2004	3,684,014	2.2%
2005	3,904,342	6.0%
2006	3,750,238	-3.9%
2007	4,062,069	8.3%
2008	4,637,932	14.2%

During the last 10 years the aggregate salaries have increased at an annualized rate of 4.73%. If this trend continues, the percentage of pay required to amortize the unfunded liability can be expected to decrease in the absence of other experience gains or losses.

**Disclosures**

Exhibit 3, "Pension Accounting and Financial Disclosure", contains disclosure of the accrued liabilities under the Projected Unit Credit Actuarial Cost Method required by the Governmental Accounting Standards Board Statement No. 25.

The format of this report was designed with the intent of highlighting the pertinent results of the valuation's funding requirements. Should you have any questions or comments, please do not hesitate to contact me.

Sincerely,



Shelley R. Johnson, FCA, MAAA, ASA  
 Actuary

**TABLE OF CONTENTS**

	<u>Pages</u>
<b>EXHIBIT 1 DEVELOPMENT OF COSTS, LIABILITIES &amp; CONTRIBUTIONS</b> Provides a detail by benefit type of the cost to accrue annual pension benefits, liabilities accrued to date, and funding requirements	<b>8 - 9</b>
<b>EXHIBIT 2 FINANCIAL SUMMARY</b> Contains the statement of revenue and expenses as well as assets available to pay pension benefits	<b>10 - 12</b>
<b>EXHIBIT 3 PENSION ACCOUNTING AND FINANCIAL DISCLOSURE</b> Disclosures and statistical tables in accordance with GASB's Statement No. 25	<b>13 - 15</b>
<b>EXHIBIT 4 CENSUS DATA</b> Describes the employee data, data processing for valuation purposes and depicts employee profiles by classification, age and service	<b>16 - 29</b>
<b>EXHIBIT 5 PRINCIPLE PROVISIONS OF THE RETIREMENT SYSTEM</b> Restates in summary outline form the basic plan provisions which were incorporated in the projected retirement pension benefit	<b>30 - 43</b>
<b>EXHIBIT 6 ACTUARIAL COST METHODS AND ASSUMPTIONS</b> Discloses rates of mortality, disability, retirement termination and other assumptions which are presumed to reflect the experience of the retirement system in aggregate	<b>44 - 54</b>
<b>EXHIBIT A AMORTIZATION SCHEDULE</b>	<b>55</b>

**EXHIBIT 1**  
**DEVELOPMENT**  
**OF**  
**COSTS, LIABILITIES AND CONTRIBUTIONS**

Normal Costs and Accrued Liabilities are calculated in accordance with the Projected Unit Credit Actuarial Cost Method, and the Actuarial Assumptions outlined in Exhibit 6 based on the Provisions of the Plan as summarized in Exhibit 5.

	<b>June 30, 2008</b>		<b>---- Prior Year ----</b> <b>June 30, 2007</b>	
	<b>Dollar Amount</b>	<b>% of Salary</b>	<b>Dollar Amount</b>	<b>% of Salary</b>
<b>I. Normal Costs (annual pension accruals)</b>				
Active Members with Complete Data				
a) Retirement Benefits	402,950,301	10.96%	411,670,848	12.77%
b) Disability Benefits	15,337,208	0.42%	11,514,955	0.36%
c) Survivor Benefits	11,446,476	0.31%	13,112,350	0.41%
d) Voluntary Termination	75,290,621	2.05%	45,262,514	1.40%
e) Expenses	18,000,000	0.49%	13,900,000	0.43%
TOTAL	523,024,606	14.23%	495,460,667	15.37%
<b>II. Actuarial Accrued Liability</b>				
a) Active Members				
1) Retirement Benefits	5,999,937,459		5,870,926,124	
2) Disability Benefits	176,617,462		124,252,142	
3) Survivor Benefits	130,265,545		141,323,990	
4) Voluntary Termination	405,597,808		237,879,773	
	6,712,418,274		6,374,382,029	
b) Retired and Inctive Members				
1) Regular Retirees	10,513,151,731		9,824,221,877	
2) Disability Benefits	397,705,206		272,221,168	
3) Survivors	655,766,852		608,088,390	
4) Vested Deferred <sup>1</sup>	313,303,802		387,576,704	
5) Contributions Refunded <sup>2</sup>	70,822,296		60,354,617	
6) DROP Deferred Benefits	2,212,151,193		2,089,347,478	
7) DROP Account Balances	1,215,197,005		1,156,137,449	
	15,378,098,085		14,397,947,683	
c) Total	22,090,516,359		20,772,329,712	

<sup>1</sup> Includes pending Retirement/Drop applications for 2008

<sup>2</sup> Includes terminated employee and rehired retiree contributions to be refunded.

**Exhibit 1 (Continued)**  
**Costs, Liabilities & Contributions**

	<b>June 30, 2008</b>	<b>---- Prior Year ---- June 30, 2007</b>
II. Actuarial Accrued Liability	22,090,516,359	20,772,329,712
III. Valuation Assets	15,122,891,581	14,521,751,998
IV. Unfunded Actuarial Accrued Liabilities - Projected Unit Credit <sup>1</sup>	6,967,624,778	6,250,577,714
a) Change over prior year	717,047,064	-304,412,048
b) Funded Percentage	68.5%	69.9%
V. Employer Contributions To Fund Current Plan Year <sup>1</sup>		
a) Employer Portion of Normal Cost	217,535,709	230,996,459
b) Amortization Payments	384,955,058	302,730,068
c) Prior Contribution Variance	-38,712,394	-11,296,216
Total Required Contribution	<u>563,778,373</u>	<u>522,430,311</u>
Total Contribution Rate	13.8%	14.6%
Minimum Required Contribution Rate	15.5%	15.5%
Minimum Required Contribution <sup>2</sup>	637,242,733	556,830,052
PERSAC Approved rate <sup>1</sup>	15.5%	16.6%
Employer Normal Cost Rate	5.7566%	6.9453%
VI. Projected Employer Contributions To Fund Next Plan Year <sup>1</sup>		
a) Employer Portion of Normal Cost	223,372,657	237,870,342
b) Amortization Payments	415,351,005	331,817,102
c) Prior Contribution Variance	-45,899,955	-22,889,937
Total Required Contribution	<u>592,823,707</u>	<u>546,797,507</u>
Total Contribution Rate	14.1%	14.8%
Minimum Required Contribution Rate	15.5%	15.5%
Minimum Required Contribution <sup>2</sup>	654,947,115	574,349,034
VII. Current Payroll	3,675,013,831	3,224,562,742
Projected Payroll - Mid Year	3,778,875,796	3,325,919,746
Projected Payroll - Next Year	3,880,271,115	3,424,890,892
ORP - Salary Adjustment Factor <sup>3</sup>	1.14358	1.14921

<sup>1</sup> Dollar Amounts reflect estimated payments due mid-year on January 1st per Act 81. Constitutional Minimum is 11.8% without regard to the statutory minimum of 15.5%.

<sup>2</sup> The Minimum Required Contribution is the required contribution using the statutory minimum rate, 15.5%.

<sup>3</sup> The ORP salary adjustment factor is used to convert amortization payments to percentage of payroll.

## EXHIBIT 2

**FINANCIAL SUMMARY  
STATEMENT OF REVENUES AND EXPENSES  
FOR FISCAL YEAR ENDING**

	June 30, 2008	----- Prior Years -----	
		June 30, 2007	June 30, 2006
<b><u>OPERATING REVENUES:</u></b>			
1. <b>Contribution Income</b>			
Member	\$ 323,678,452	\$ 282,326,101	\$ 258,412,024
Employer	652,599,472	541,763,650	501,167,762
IUAL Appropriations	40,000,000	0	26,400,000
Other Appropriations	50,000	53,200	53,200
ORP - Unfunded	57,569,465	49,429,250	49,293,547
LSU Coop/Ext	1,514,978	1,228,150	1,228,150
Miscellaneous	1,927,127	1,345,603	1,134,772
TOTAL CONTRIBUTIONS	1,077,339,494	876,145,954	837,689,455
2. <b>Investment Income</b>			
Investments	-760,773,536	2,654,772,398	1,770,675,206
Less Advisor Fees	-32,881,518	-32,298,534	-29,802,772
TOTAL INVESTMENT INCOME	-793,655,054	2,622,473,864	1,740,872,434
3. Total Revenues	283,684,440	3,498,619,818	2,578,561,889
<b><u>OPERATING EXPENSES:</u></b>			
1. General Administration	17,952,266 <sup>1</sup>	13,864,239	13,343,504
Other Expenses	545,737	506,521	488,341
2. Benefits Paid			
a) Pension Benefits	1,383,381,577	1,295,552,338	1,204,472,977
b) Return of Contrib.	34,285,358	47,579,251	38,556,907
TOTAL BENEFITS PAID	1,417,666,935	1,343,131,589	1,243,029,884
3. Total Expenses	1,436,164,938	1,357,502,349	1,256,861,729
<b><u>NET MARKET VALUE INCREASE:</u></b>	-1,152,480,498	2,141,117,469	1,321,700,160

<sup>1</sup> The 2008 General Administration operating expense includes \$2,285,378 for OPEB.

**EXHIBIT 2 (Continued)**  
**Financial Summary**

**FINANCIAL SUMMARY**  
**STATEMENT OF ASSETS**  
**FOR FISCAL YEAR ENDING**

**ASSETS:**

	----Prior Years---		
	<u>June 30, 2008</u>	<u>June 30, 2007</u>	<u>June 30, 2006</u>
1. Short Term Assets			
Cash in Banks	\$ 36,087,141	\$ 15,294,772	\$ 59,572,968
Domestic issues	624,681,156	981,706,327	178,839,314
Foreign Issues	-	-	24,802,808
2. Bonds			
Domestic issues	2,068,620,083	1,908,652,650	2,121,505,657
Foreign Issues	791,074,725	772,811,203	449,917,634
3. Equities (at market)			
Domestic	4,488,267,744	5,956,585,766	5,630,073,349
International	3,568,846,836	3,601,296,445	3,188,085,062
Private Equity	3,223,390,354	2,824,436,837	2,162,400,411
4. Other Assets			
Real Estate Trust	-	-	-
Fixtures/Properties	4,643,492	4,324,000	4,515,507
Receivables less Payables	190,638,188	83,622,217	187,900,038
	<hr/>		
TOTAL ASSETS - Market Value	14,996,249,719	16,148,730,217	14,007,612,748
Cost Value	14,926,129,442	14,355,367,076	12,972,034,983

**ACTUARIAL VALUE OF ASSETS:**

TOTAL ASSETS	\$ 14,996,249,719	\$ 16,148,730,217	\$16,148,730,217
Change in Unrealized (G/L)			
Plan Year - 2 (wt. 1/4)	230,352,613	143,238,760	561,550,408
Plan Year - 1 (wt. 2/4)	757,785,376	230,352,613	143,238,760
Plan Year (wt. 3/4)	(1,723,242,864)	757,785,376	230,352,613
Actuarial Value of Assets	15,852,201,026	15,429,405,189	15,763,958,775

**INVESTMENT YIELD:**

Yield to Actuarial Value	5.15%	15.20%	15.65%
Five Year Actuarial Value	11.44%	8.72%	4.42%
Yield to Market Value	-4.98%	19.05%	13.97%
DROP Account Yield	4.65%	14.70%	15.15%

**EXHIBIT 2 (Continued)**  
**Financial Summary**

**FINANCIAL SUMMARY**  
**STATEMENT OF ASSETS**  
**FOR FISCAL YEAR ENDING**

	---- Prior Years ----		
	June 30, 2008	June 30, 2007	June 30, 2006
<b><u>EMPLOYER CREDIT ACCOUNT<sup>1</sup>:</u></b>			
Prior Year Ending Balance	\$ -	\$ -	\$ -
+ Contributions	37,712,521	-	-
- Disbursements	-	-	-
+ Accumulated Interest	958,592	-	-
Account Balance - Year End	38,671,113	-	-
<b><u>LSU AG/EXT SERVICE:</u></b>			
Prior Year Ending Balance	\$ (409,216)	\$ (132,576)	\$ (9,347)
+ Contributions	1,514,978	1,228,150	1,228,150
- Benefit Disbursements	1,403,679	1,467,120	1,341,378
+ Accumulated Interest	(18,239)	(37,670)	(10,001)
Fund Balance - Year End	(316,156)	(409,216)	(132,576)
<b><u>INITIAL UAL FUND:</u></b>			
Prior Year Ending Balance	\$ 290,955,593	\$ 252,566,705	\$ 195,560,290
+ Current Year Allocation	40,000,000	-	26,400,000
+ Accumulated Interest	15,315,322	38,388,888	30,606,415
Fund Balance - Year End	346,270,915	290,955,593	252,566,705
<b><u>EXPERIENCE ACCOUNT FUND:</u></b>			
Prior Year Ending Balance	\$ 617,106,814	\$ 534,616,331	\$ 89,229,521
+ Experience Account Allocation	-	298,918,100	431,421,829
- Benefit Disbursements	304,193,697	297,686,651	-
+ Accumulated Interest	31,770,456	81,259,034	13,964,981
Fund Balance - Year End	344,683,573	617,106,814	534,616,331
<b><u>DEVELOPMENT OF VALUATION ASSETS:</u></b>			
Actuarial Value of Assets	15,852,201,026	\$ 15,429,405,189	\$ 13,622,841,306
- Employer Credit Account	38,671,113	-	-
- LSU Ag/Ext Service Account	(316,156)	(409,216)	(132,576)
- Initial UAL Amortization Fund	346,270,915	290,955,593	252,566,705
- Experience Account Fund	344,683,573	617,106,814	534,616,331
Valuation Assets	15,122,891,581	14,521,751,998	12,835,790,846

<sup>1</sup>The Employer Credit Account was created by ACT 588 of 2004.

**EXHIBIT 3****PENSION ACCOUNTING  
AND  
FINANCIAL DISCLOSURE**

The Governmental Accounting Standards Board (GASB) was established as an arm of the Financial Accounting Foundation in April, 1984 by amendment to the Foundation's certificate of incorporation and by-laws. GASB's objective is to promulgate standards of financial accounting and reporting relative to the activities and transactions of state and local governmental entities. The following disclosures and statistical tables are in accordance with the GASB's Statement No. 25.

**SCHEDULE OF FUNDING PROGRESS**

(Dollar amounts in thousands)

Actuarial Valuation Date	Actuarial Value of Assets <sup>1</sup> (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) <sup>2</sup> (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Payroll ((b- a)/c)
1999	10,092,093	13,913,416	3,821,323	72.5%	2,569,479	148.7%
2000	11,368,692	14,596,441	3,227,749	77.9%	2,563,634	125.9%
2001	12,062,136	15,390,417	3,328,281	78.4%	2,582,831	128.9%
2002	12,019,552	16,263,239	4,243,687	73.9%	2,777,667	152.8%
2003	11,826,926	17,196,812	5,369,886	68.8%	2,977,885	180.3%
2004	11,409,404	18,067,486	6,658,082	63.1%	3,017,087	220.7%
2005	12,082,682	18,699,765	6,617,083	64.6%	3,132,169	211.3%
2006	13,088,358	19,390,781	6,302,423	67.5%	2,892,959	217.9%
2007	14,812,298	20,772,330	5,960,032	71.3%	3,224,566	184.8%
2008	15,507,834	22,090,516	6,582,683	70.2%	3,675,014	179.1%

The total actuarial accrued liability determined using the Projected Unit Credit cost method increased by \$1,318,186,648 from June 30, 2007 to June 30, 2008. There was a net experience loss to the fund from all sources of \$796,416,277.

<sup>1</sup> The Actuarial Value of Assets for GASB reporting includes the Initial UAL Amortization Fund Assets and the Employer Credit Account Assets in the Valuation Assets (see page 12).

<sup>2</sup> UAAL differs from the UFAL for funding purposes. UFAL for funding purposes excludes Texaco Settlement Fund Assets (see page 12).

**EXHIBIT 3 (Continued)**  
**Pension Accounting & Financial Disclosure**

**SUPPLEMENTARY INFORMATION**

**SCHEDULE OF EMPLOYER CONTRIBUTIONS**

Fiscal Year	Actuarial Required Contribution	Percent Contributed	Annual Pension Cost (APC)	Actual Contribution	Percentage of APC Contributed	Net Pension Obligation <sup>1</sup>
1999	452,835,560	108.5	449,891,479	491,119,749	109.2	-41,360,991
2000	437,710,389	107.5	444,575,883	470,320,825	105.8	-67,105,933
2001	404,060,783	110.2	416,196,824	445,371,171	107.0	-96,280,280
2002	421,195,131	104.9	443,053,905	441,801,709	99.7	-95,028,086
2003	479,077,364	98.0	506,747,733	469,346,469	92.6	-57,626,822
2004	527,899,270	94.4	554,174,817	498,236,803	89.9	-1,688,806
2005	555,169,630	105.6	568,930,106	586,216,595	103.0	-18,975,295
2006	555,342,400	103.1	567,282,575	572,773,243	101.0	-24,465,963
2007	578,895,501	106.5	584,362,449	616,429,526	105.5	-56,533,040
2008	637,097,695	116.2	644,186,660	740,511,169	115.0	-152,857,540

Analysis of the percentage contributed over a period of years will give a relative indication of the funding progress for the liabilities of the Teachers' Retirement System of Louisiana.

The difference between the Actuarial Required Contribution and the APC is the amortization payment for the Net Pension Obligation (see Exhibit A).

**DEVELOPMENT OF NET PENSION OBLIGATION:**

(1) Actuarial Required Contribution	637,097,695
(2) Interest on Net Pension Obligation	-4,663,977
(3) Amortization of Net Pension Obligation	<u>-11,752,951</u>
(4) Annual Pension Cost (1)+(2)-(3)	644,186,669
(5) Employer Contribution	740,511,169
(6) Increase (decrease) in Net Pension Obligation	-96,324,500
(7) Net Pension Obligation Beginning of Year	-56,533,040
(8) Net Pension Obligation End of Year (6)+(7)	-152,857,540

<sup>1</sup> Actuarial Contributions, the Annual Pension Cost (APC), and the actual employer contribution made have been adjusted with interest at the valuation rate to the end of the fiscal year in accordance with GASB's Statement No. 27, paragraph 21.

**EXHIBIT 3 (Continued)**  
**Pension Accounting & Financial Disclosure**

## STATISTICAL DATA

COMPARATIVE SUMMARY OF REVENUES BY SOURCE  
AND EXPENSES BY TYPE

Revenues by Source				
Fiscal Year	Members Contribution	Employer Contribution <sup>1</sup>	Investment Income	Total
1999	216,102,491	472,810,074	936,761,062	1,625,673,627
2000	224,684,434	452,965,401	1,525,771,416	2,203,421,251
2001	226,754,298	429,112,566	-594,326,474	61,540,390
2002	246,119,537	427,674,482	-946,882,960	-273,088,941
2003	251,297,406	451,337,304	226,342,205	928,976,915
2004	264,999,131	479,348,663	1,741,769,825	2,486,117,619
2005	270,619,181	564,922,509	1,138,249,695	1,973,791,385
2006	258,412,024	579,277,431 <sup>2</sup>	1,740,872,434	2,578,561,889
2007	282,326,101	593,819,853	2,622,473,864	3,498,619,818
2008	323,678,452	753,661,042 <sup>3</sup>	-793,655,054	283,684,440

Expenses by Type				
Fiscal Year	Benefits	Refunds	Administrative Expenses	Total
1999	735,328,349	21,238,599	7,044,432	763,611,380
2000	791,183,546	22,458,244	7,733,662	821,375,452
2001	858,979,906	26,948,712	8,655,615	894,584,233
2002	920,593,341	23,432,297	9,361,965	953,387,603
2003	1,003,327,453	22,287,120	11,178,783	1,036,793,356
2004	1,075,298,667	26,714,645	11,385,025	1,113,398,337
2005	1,139,814,334	30,391,992	12,717,185	1,182,923,511
2006	1,204,472,977	38,556,907	13,831,845	1,256,861,729
2007	1,295,552,338	47,579,251	14,370,760	1,357,502,349
2008	1,383,381,577	34,285,358	18,498,003 <sup>4</sup>	1,436,164,938

- 1 Includes Miscellaneous Contribution/Income in addition to direct employer contributions.
- 2 Includes \$26,400,000 legislative appropriation from Act 642 of 2006.
- 3 Includes \$40,000,000 legislative appropriation from Act 7 of 2008 (2<sup>nd</sup> Extraordinary Session).
- 4 Includes OPEB expense, beginning in 2008.

**EXHIBIT 4****CENSUS DATA****GENERAL COMMENTS**

The data contained in this valuation is summarized on the following pages with exceptions noted below. The profile depicted in the cellular graphs represents "error-free data," which serves as the basis for determining costs and liabilities. Active members are allocated to cells based upon attained age and years of service. Retirees and Survivors are allocated to cells based upon attained age and years elapsed since retirement or commencement of benefits.

The validity of the results of any actuarial valuation is dependent upon the accuracy of the data base. Prior to processing, records identified as containing suspicious data were assumed to possess the same characteristics of "good data" in the same cohort based on the following error types:

- missing sex code
- missing or invalid date of birth
- missing or invalid date of employment
- missing or invalid salary
- invalid retirement dates

Suspicious data are not necessarily errors, but data which falls outside the parameters of the editing process for further checking.

The Terminated Vested status is overstated. It contains a number of retirement and DROP applications awaiting final certification.

The following is a summary by plan of the data submitted for valuation:

Active Members	2008		2007	
	Census	Avg. Salary	Census	Avg. Salary
TRIS - Regular Plan	75,126	41,330	72,432	37,595
TRIS - University Plan	6,283	58,016	5,889	55,148
TRIS - Plan A	189	23,257	253	22,318
TRIS - Plan B	1,242	17,711	1,222	15,853
TRIS - Post DROP	3,139	57,074	2,876	52,753
<b>Total</b>	<b>85,979</b>	<b>42,743</b>	<b>82,672</b>	<b>39,005</b>

**EXHIBIT 4 (Continued)**  
**Census Data**

	<b>2008 Census</b>	<b>2007 Census</b>
Retired and Inactive Members		
Regular Retirees	51,916	50,566
Disability Retirees	3,969	3,961
Survivors	5,185	5,003
DROP Participants	3,760	3,715
Vested & Reciprocal	6,043	6,624
Due Refunds	10,571	11,966
<b>Total</b>	<b>81,444</b>	<b>81,835</b>
Total Actives and Inactives	167,423	164,507

Salary data contained in the profiles and valuation report exceed the sums reported by internal audit due to salary annualization. In the valuation process, membership data with fractional service in the first year of employment annualizes the salary.

Actuarial Salaries	\$3,675,013,831
Actual Salaries for which contributions were received	\$4,055,637,962

**Demographic Trends**

The table on the following page illustrates the demographic changes by sex and age groups that the retirement system has experienced since June 30, 1979. A review of these changes is necessary to fully appreciate the changes in funding that the system is experiencing. Traditionally, benefit increases through plan amendments, large salary growth and cost of living increases were well recognized as cost contributors, but the potential cost impact resulting from these socio-economic changes can vary depending on the changing demographic structure of the plan as follows:

The ratio of males to females has declined from .406 to .207 during the last twenty-nine (29) years. The decline in male teachers has resulted in increased funding (although offset by experience gains) since funding requirements for females is approximately 1% of payroll greater than their male counterparts. However, this year marks a change in the shifting demographics. The table below shows an increase in the number of male teachers. Note also that male teachers increased by a higher percentage (5.5%) than the increase in female teachers (3.5%). Additionally, the table below shows an increase in the percentage of members below age forty.

**EXHIBIT 4 (Continued)**  
**Employee Census**

**Demographic Change**

**Active Participants**

<b>Males</b>							
<b>Age Group</b>	<b>1979</b>		<b>2007</b>		<b>2008</b>		<b>29 Year % Change</b>
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	
[20 - 29)	2,900	15%	1,679	12%	1,938	14%	-1%
[30 - 39)	7,035	36%	3,420	25%	3,650	26%	-10%
[40 - 49)	5,719	29%	3,492	26%	3,597	25%	-4%
[50 - 59)	3,316	17%	3,718	28%	3,665	26%	9%
[60 + )	739	4%	1,187	9%	1,383	10%	6%
<b>Total</b>	<b>19,709</b>	<b>100%</b>	<b>13,496</b>	<b>100%</b>	<b>14,233</b>	<b>100%</b>	
<b>Females</b>							
<b>Age Group</b>	<b>1979</b>		<b>2007</b>		<b>2008</b>		<b>29 Year % Change</b>
	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	
[20 - 29)	12,150	25%	8,181	12%	8,765	13%	-12%
[30 - 39)	17,302	36%	16,530	25%	17,469	25%	-10%
[40 - 49)	11,604	24%	20,704	31%	20,763	30%	6%
[50 - 59)	6,446	13%	17,823	27%	18,045	26%	13%
[60 + )	1,024	2%	3,062	5%	3,565	5%	3%
<b>Total</b>	<b>48,526</b>	<b>100%</b>	<b>66,300</b>	<b>100%</b>	<b>68,607</b>	<b>100%</b>	
<b>Distribution by Sex</b>							
	<b>1979</b>	<b>2007</b>	<b>2008</b>	<b>% Change from 1979</b>			
Males (%)	29%	16.9%	17.2%	-11.8%			
Females (%)	71%	83.1%	82.8%	11.8%			
Ratio of Males to Females:	0.406	0.204	0.207				

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ALL ACTIVE MEMBERS

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	16	3	0	0	0	0	0	0	0	19:
:	388565	95620	0	0	0	0	0	0	0	484185:
[20 - 24):	766	1480	2	0	0	0	0	0	0	2248:
:	27934055	55342698	44510	0	0	0	0	0	0	83321263:
[25 - 29):	1194	5698	1542	2	0	0	0	0	0	8436:
:	42760083	218377572	64881674	49385	0	0	0	0	0	326068714:
[30 - 34):	898	3743	4146	965	1	0	0	0	0	9753:
:	31654560	138520320	179780319	44980219	47590	0	0	0	0	394983008:
[35 - 39):	751	3245	2967	3411	987	5	0	0	0	11366:
:	26730967	114141170	121477314	162372739	49488771	127628	0	0	0	474338589:
[40 - 44):	598	2674	2481	2225	2641	958	6	0	0	11583:
:	19812739	87002162	90716759	96336327	131851074	49461019	180548	0	0	475360628:
[45 - 49):	519	2174	2410	2399	2137	2139	997	2	0	12777:
:	18893680	72614271	84636173	93446238	96992998	111842776	53740502	55273	0	532221911:
[50 - 54):	399	1757	1891	2149	2297	1903	2515	196	0	13107:
:	15586217	60550958	70283205	84583527	99135645	95481821	142843374	12709957	0	581174704:
[55 - 59):	273	1227	1253	1587	1888	1714	463	180	18	8603:
:	11444300	46564079	49824361	64621247	82391970	84982703	28812233	13889474	1312146	383842513:
[60 - 64):	115	517	616	524	690	697	290	105	47	3601:
:	5324714	20833790	24376937	21629376	31615235	37687409	20006047	8750486	3771629	173995623:
[65 - 69):	41	134	155	129	135	158	151	47	57	1007:
:	1392425	4659901	6427469	4999867	6952299	9392948	10068636	3456635	5106928	52457108:
[70 - 74):	13	49	36	34	42	47	47	45	27	340:
:	656114	1818929	1491971	1217907	2019148	2901616	2730418	2800594	1972055	17608752:
Total	5583	22701	17499	13425	10818	7621	4469	575	149	82840:
:	202578418	820521470	693940692	574236832	500494730	391877920	258381758	41662419	12162758	3495856997:

AVERAGES --- Attained Age 43.75  
Service Years 10.35  
Active Salary 42,200

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ACTIVE AFTER DROP

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY  
DROP BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-2)	[2-3)	[3-4)	[4-5)	[5-10)	[10-15)	[15-20)	[20- )	Total
:[ 0 - 34):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:[35 - 39):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:[40 - 44):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:[45 - 49):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:[50 - 54):	75	14	0	1	0	0	0	0	0	90
:	2609857	734919	0	40192	0	0	0	0	0	3384968
:	2416524	415920	0	20064	0	0	0	0	0	2852508
:[55 - 59):	479	365	168	98	52	16	0	0	0	1178
:	19370452	23063731	11018030	6473781	3412366	958315	0	0	0	64296675
:	16169040	12603852	5958432	3333240	1712208	468732	0	0	0	40245504
:[60 - 64):	182	162	192	144	143	293	4	0	0	1120
:	5284483	8144216	12114199	10083004	10241504	21637962	318279	0	0	67823647
:	3745356	3329484	5947596	4673124	4629636	9470412	127716	0	0	31923324
:[65 - 69):	11	17	84	71	82	255	53	0	0	573
:	182252	674311	3363851	3532995	3729932	16437182	4440686	0	0	32361209
:	61764	148080	1066572	1241652	1134264	6075024	1661748	0	0	11389104
:[70 - 74):	3	2	4	3	6	103	57	0	0	178
:	172597	148851	146990	95722	277086	5684388	4764700	0	0	11290334
:	116016	89916	40344	45540	191520	2168004	1921656	0	0	4572996
Total	750	560	448	317	283	667	114	0	0	3139
Total	27619641	32766028	26643070	20225694	17660888	44717847	9523665	0	0	179156833
Total	22508700	16587252	13012944	9313620	7667628	18182172	3711120	0	0	90983436

AVERAGES --- Attained Age 61.80  
Post Drop Years 3.28  
Active Salary 57,074  
Annual Benefit 28,985

PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ACTIVE - TEACHERS

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	14	2	0	0	0	0	0	0	0	16
:	321703	81328	0	0	0	0	0	0	0	403031
[20 - 24):	683	1416	1	0	0	0	0	0	0	2100
:	24984349	53211436	23701	0	0	0	0	0	0	78219486
[25 - 29):	997	5250	1487	2	0	0	0	0	0	7736
:	35317720	201451516	62538222	49385	0	0	0	0	0	299356843
[30 - 34):	781	3332	3944	943	1	0	0	0	0	9001
:	26627792	120721920	170534922	43883221	47590	0	0	0	0	361815445
[35 - 39):	633	2870	2738	3292	964	5	0	0	0	10502
:	21005414	96606317	109996794	156489753	48380413	127628	0	0	0	432606319
[40 - 44):	521	2355	2270	2089	2564	934	6	0	0	10739
:	16581919	73662680	81774890	89750017	127671938	48303984	180548	0	0	437925976
[45 - 49):	424	1854	2176	2237	2023	2043	936	2	0	11695
:	14125676	58640586	74543487	86588174	91037560	106852684	51388307	55273	0	483231747
[50 - 54):	332	1521	1695	1986	2149	1735	2289	179	0	11886
:	11926211	50384437	61006369	78255571	91788074	85418928	130750228	11718643	0	521248461
[55 - 59):	224	1046	1085	1445	1754	1498	319	127	16	7514
:	8716185	37186527	41245833	58072187	75601953	70968547	18720480	8955395	1170936	320638043
[60 - 64):	91	436	521	465	636	594	187	38	22	2990
:	3773307	16035262	19468381	18767831	28601519	29232697	10185347	2233920	1541996	129840260
[65 - 69):	37	103	123	103	110	116	91	21	16	720
:	1252230	3108284	4683413	3963271	5082015	5773076	4582065	969935	852577	30266866
[70 - 74):	10	36	29	30	31	32	27	24	8	227
:	493604	1174102	1071454	1117671	1261475	1453314	1239040	1079539	511722	9401921
Total	4747	20221	16069	12592	10232	6957	3855	391	62	75126
:	165126110	712264395	626887466	536937081	469472537	348130858	217046015	25012705	4077231	3104954398

AVERAGES --- Attained Age 43.47  
Service Years 10.38  
Active Salary 41,330

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ACTIVE - LSU/UNIV

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	2	1	0	0	0	0	0	0	0	3
:	66862	14292	0	0	0	0	0	0	0	81154
[20 - 24):	81	63	1	0	0	0	0	0	0	145
:	2910682	2115790	20809	0	0	0	0	0	0	5047281
[25 - 29):	190	438	53	0	0	0	0	0	0	681
:	7346331	16770384	2293782	0	0	0	0	0	0	26410497
[30 - 34):	110	384	197	21	0	0	0	0	0	712
:	4924653	17387014	9161957	1081111	0	0	0	0	0	32554735
[35 - 39):	111	336	210	111	22	0	0	0	0	790
:	5611556	16918922	11178905	5727820	1092355	0	0	0	0	40529558
[40 - 44):	65	250	141	100	71	17	0	0	0	644
:	3056523	12245772	7753429	5904720	4062247	994182	0	0	0	34016873
[45 - 49):	82	243	155	98	85	70	25	0	0	758
:	4584904	12803466	8818571	5662462	5381155	4435118	1458259	0	0	43143935
[50 - 54):	58	174	148	95	109	114	136	10	0	844
:	3528814	9229866	8477681	5028916	6610443	8879715	9987696	745384	0	52488515
[55 - 59):	43	142	135	95	95	168	97	51	2	828
:	2628200	8689269	8038192	5634173	5980179	13035101	9112696	4889211	141210	58148231
[60 - 64):	23	67	70	52	46	98	92	63	25	536
:	1533671	4570030	4486185	2748037	2862166	8329779	9581880	6426211	2229633	42767592
[65 - 69):	4	27	27	16	23	40	52	23	38	250
:	140195	1490650	1671191	859801	1849618	3582329	5310702	2369377	4203235	21477098
[70 - 74):	3	12	7	3	7	14	15	15	16	92
:	162510	627087	420517	82868	688641	1430829	1399150	1608437	1425093	7845132
Total	772	2137	1144	591	458	521	417	162	81	6283
Total	36494901	102862542	62321219	32729908	28526804	40687053	36850383	16038620	7999171	364510601

AVERAGES --- Attained Age 45.65  
Service Years 9.60  
Active Salary 58,015

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ACTIVE - LUNCH PLAN A

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	0	0	0	0	0	0	0	0	0	0
[20 - 24):	0	0	0	0	0	0	0	0	0	0
[25 - 29):	0	0	0	0	0	0	0	0	0	0
[30 - 34):	0	0	0	0	0	0	0	0	0	0
[35 - 39):	0	0	0	0	0	0	0	0	0	0
[40 - 44):	0	0	0	0	0	0	0	0	0	0
[45 - 49):	0	0	1	0	0	5	31	0	0	37
[50 - 54):	0	0	0	2	2	17	72	1	0	94
[55 - 59):	0	0	0	0	3	8	11	1	0	23
[60 - 64):	0	0	0	2	0	2	6	0	0	10
[65 - 69):	0	0	0	1	1	0	6	3	3	14
[70 - 74):	0	0	0	0	0	0	4	4	3	11
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>32</b>	<b>130</b>	<b>9</b>	<b>6</b>	<b>189</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>6352</b>	<b>69227</b>	<b>112406</b>	<b>734373</b>	<b>3144035</b>	<b>242787</b>	<b>86356</b>	<b>4395536</b>

AVERAGES --- Attained Age 55.20  
Service Years 26.11  
Active Salary 23,257

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
ACTIVE - LUNCH PLAN B

CELLS DEPICT - MEMBER COUNT  
TOTAL SALARY

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
[20 - 24):	2	1	0	0	0	0	0	0	0	3
:	39024	15472	0	0	0	0	0	0	0	54496
[25 - 29):	7	10	2	0	0	0	0	0	0	19
:	96032	155672	49670	0	0	0	0	0	0	301374
[30 - 34):	7	27	5	1	0	0	0	0	0	40
:	102114	411386	83440	15887	0	0	0	0	0	612827
[35 - 39):	7	39	19	8	1	0	0	0	0	74
:	113997	615931	301615	155166	16003	0	0	0	0	1202712
[40 - 44):	12	69	70	36	6	7	0	0	0	200
:	174296	1093710	1188440	681590	116889	162853	0	0	0	3417778
[45 - 49):	13	77	78	64	29	21	5	0	0	287
:	183100	1170219	1267763	1195602	574283	444506	100358	0	0	4935831
[50 - 54):	9	62	48	66	37	37	18	6	0	283
:	131192	936655	799155	1274006	708215	771437	394421	222611	0	5237692
[55 - 59):	6	39	33	47	36	40	36	1	0	238
:	99915	688283	540336	914887	732071	814708	718561	21294	0	4530055
[60 - 64):	1	14	25	5	8	3	5	4	0	65
:	17737	228498	422371	82843	151550	77116	91552	90355	0	1162022
[65 - 69):	0	4	5	9	1	2	2	0	0	23
:	0	60967	72865	163267	14940	37543	24784	0	0	374366
[70 - 74):	0	1	0	1	4	1	1	2	0	10
:	0	17740	0	17368	69032	17473	11649	34047	0	167309
Total	64	343	285	237	122	111	67	13	0	1242
Total	957407	5394533	4725655	4500616	2382983	2325636	1341325	368307	0	21996462

AVERAGES --- Attained Age 49.61  
Service Years 10.27  
Active Salary 17,711

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS RETIRED

TRS RETIREMENT SYSTEM  
REGULAR RETIREES

CELLS DEPICT - MEMBER COUNT  
TOTAL BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-2)	[2-3)	[3-4)	[4-5)	[5-10)	[10-15)	[15-20)	[20- )	Total
[ 0 - 39):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
[40 - 44):	12	24	19	6	0	3	0	0	0	64
:	212100	390696	284316	56508	0	35880	0	0	0	979500
[45 - 49):	54	81	127	66	40	124	1	0	0	493
:	1099992	1632684	2157888	1110720	642720	1667268	8028	0	0	8319300
[50 - 54):	233	187	250	133	101	575	171	6	0	1656
:	6867732	4714680	5788656	2681676	1923288	8566104	2088228	39636	0	32670000
[55 - 59):	875	1136	1267	756	514	939	674	230	1	6392
:	26858316	37134624	41772168	23946552	15918516	20410884	9638352	3033396	7860	178720668
[60 - 64):	786	1019	1535	1183	1066	3304	657	604	165	10319
:	15876168	21619032	40810896	31693092	28726164	95061492	12847032	8991024	2231232	257856132
[65 - 69):	229	344	647	627	661	4131	2164	769	545	10117
:	5610024	8508132	15336276	14852880	14437956	93608688	61650204	16242048	7686996	237933204
[70 - 74):	58	104	197	180	229	1937	2753	1640	1269	8367
:	1756944	2382252	5548440	4856028	6192672	42122544	62770608	41923968	21866736	189420192
[75 - 79):	11	34	56	36	57	565	1540	1896	2483	6678
:	407136	1304064	1752156	989148	1257840	13354596	36265848	33754512	50463936	139549236
[80 - 84):	1	6	12	11	8	114	371	922	2765	4210
:	61596	178224	368136	257700	198204	3191712	8910120	16048536	47382612	76596840
[85 - 89):	0	0	3	4	3	20	56	190	2111	2387
:	0	0	77100	150624	49272	470424	1332768	3611628	32708400	38400216
[90 - 99):	0	0	0	0	0	0	2	5	1226	1233
:	0	0	0	0	0	0	49128	58812	17834040	17941980
Total	2259	2935	4113	3002	2679	11712	8389	6262	10565	51916
:	58750008	77864388	113896032	80594928	69346632	278489592	195560316	123703560	180181812	1178387268

AVERAGES --- Attained Age 69.37  
Years Retired 11.60  
Annual Benefit 22,698

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS RETIRED

TRS RETIREMENT SYSTEM  
DISABILITY RETIREES

CELLS DEPICT - MEMBER COUNT  
TOTAL BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-2)	[2-3)	[3-4)	[4-5)	[5-10)	[10-15)	[15-20)	[20- )	Total
[ 0 - 39):	9	10	2	4	6	8	1	0	0	40
:	123120	116796	18480	46404	70620	87240	9252	0	0	471912
[40 - 44):	14	12	10	11	10	24	7	1	0	89
:	225120	150624	137136	147264	120888	279312	68952	8748	0	1138044
[45 - 49):	17	25	14	14	13	66	24	16	3	192
:	202956	351624	174060	163248	189852	742440	228288	209688	37332	2299488
[50 - 54):	20	43	46	45	30	146	68	40	15	453
:	278940	583032	612024	587712	401304	1843584	723708	363816	166764	5560884
[55 - 59):	42	61	71	49	48	186	134	91	56	738
:	488340	746052	880008	621864	545100	2059056	1572396	1207800	633144	8753760
[60 - 64):	20	30	43	40	48	246	147	119	116	809
:	239880	392256	476472	438876	581964	2421480	1471956	1330392	1420320	8773596
[65 - 69):	1	4	10	6	5	155	185	134	162	662
:	8724	48516	154632	63612	42888	1496700	1609896	1055724	2061312	6542004
[70 - 74):	1	0	2	4	2	25	87	132	196	449
:	8736	0	16896	31596	16536	220380	782760	964236	2421564	4462704
[75 - 79):	0	0	1	0	3	4	13	60	197	278
:	0	0	5520	0	26028	21660	98004	398664	2174880	2724756
[80 - 84):	0	0	0	0	0	1	5	13	131	150
:	0	0	0	0	0	8568	62592	100236	1450908	1622304
[85 - 89):	0	0	0	0	0	0	0	2	83	85
:	0	0	0	0	0	0	0	30456	860664	891120
[90 - 99):	0	0	0	0	0	0	0	0	24	24
:	0	0	0	0	0	0	0	0	244020	244020
Total	124	185	199	173	165	861	671	608	983	3969
Total	1575816	2388900	2475228	2100576	1995180	9180420	6627804	5669760	11470908	43484592

AVERAGES --- Attained Age 63.45  
Years Retired 13.03  
Annual Benefit 10,956

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS RETIRED

TRS RETIREMENT SYSTEM  
SURVIVOR BENEFITS

CELLS DEPICT - MEMBER COUNT  
TOTAL BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-2)	[2-3)	[3-4)	[4-5)	[5-10)	[10-15)	[15-20)	[20- )	Total
[ 0 - 39):	28	50	39	40	34	90	47	16	5	349
:	338340	514740	311244	278436	371388	808104	463920	110844	17472	3214488
[40 - 44):	6	13	8	13	7	36	19	4	8	114
:	46944	87672	50904	180180	95376	483384	197052	78432	75804	1295748
[45 - 49):	8	11	14	15	10	59	24	8	8	157
:	49428	169608	170148	238692	119796	712452	381624	141660	61452	2044860
[50 - 54):	19	19	24	20	12	63	51	18	13	239
:	380844	278280	429216	291264	189324	728304	637728	181656	122136	3238752
[55 - 59):	29	20	31	24	24	106	62	50	30	376
:	707688	447204	546816	579504	302796	1784928	855684	668268	305316	6198204
[60 - 64):	37	52	34	48	33	154	100	54	51	563
:	783312	1227156	760572	939528	651312	3115440	1636032	716568	561852	10391772
[65 - 69):	48	47	43	44	45	168	127	91	83	696
:	1245108	977268	762960	1005996	771084	3596892	2277588	1607868	1118604	13363368
[70 - 74):	54	61	53	57	49	204	136	103	145	862
:	1049388	963444	1165800	1053684	980064	3986844	2424516	1821936	1993260	15438936
[75 - 79):	42	41	49	27	35	177	136	102	127	736
:	926100	589596	829872	638376	687228	3098016	2639124	1712976	1808796	12930084
[80 - 84):	31	38	29	27	24	130	102	71	133	585
:	431472	492600	381816	427908	318636	1908960	1623048	1087764	1997064	8669268
[85 - 89):	16	17	24	22	14	72	62	30	104	361
:	177060	275376	351072	357540	180312	1010580	668124	434280	1400904	4855248
[90 - 99):	3	4	4	9	5	27	27	17	51	147
:	63696	45540	54960	154020	43824	284796	402900	205476	599472	1854684
Total	321	373	352	346	292	1286	893	564	758	5185
Total	6199380	6068484	5815380	6145128	4711140	21518700	14207340	8767728	10062132	83495412

AVERAGES --- Attained Age 67.52  
Years Retired 10.42  
Annual Benefit 16,103

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS EMPLOYED

TRS RETIREMENT SYSTEM  
TERM-VESTED/RECIPROCAL

CELLS DEPICT - MEMBER COUNT  
TOTAL BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-5)	[5-10)	[10-15)	[15-20)	[20-25)	[25-30)	[30-35)	[35- )	Total
[ 0 - 19):	0	0	0	0	0	0	0	0	0	0
[ 20 - 24):	0	0	0	0	0	0	0	0	0	0
[ 25 - 29):	0	0	46	0	0	0	0	0	0	46
[ 30 - 34):	0	0	435	14	0	0	0	0	0	449
[ 35 - 39):	1	6	650	206	6	0	0	0	0	869
[ 40 - 44):	0	3	507	246	92	5	0	0	0	853
[ 45 - 49):	0	2	449	263	120	25	6	1	0	866
[ 50 - 54):	2	5	424	339	135	43	304	14	0	1266
[ 55 - 59):	1	4	325	371	157	170	174	9	0	1211
[ 60 - 64):	0	3	103	103	74	55	10	1	0	349
[ 65 - 69):	0	2	24	18	24	8	7	1	2	86
[ 70 - 74):	0	2	14	13	7	5	5	1	1	48
Total	4	27	2977	1573	615	311	506	27	3	6043
Total	1762	63499	14059284	12618077	7530036	6410372	15166869	991747	152229	56993875

AVERAGES --- Attained Age 48.44  
Service Years 12.11  
Annual Benefit 9,431

MEMBERSHIP PROFILE  
CATEGORIZED BY AGE AND YEARS RETIRED

TRS RETIREMENT SYSTEM  
DROP PARTICIPANTS

CELLS DEPICT - MEMBER COUNT  
TOTAL BENEFITS

VALUATION DATE 6/30/2008

Age/Years:	(0-1)	[1-2)	[2-3)	[3-4)	[4-5)	[5-10)	[10-15)	[15-20)	[20- )	Total
:[ 0 - 39):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:										
:[40 - 44):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:										
:[45 - 49):	3	3	2	1	0	0	0	0	0	9
:	51444	45480	33372	25236	0	0	0	0	0	155532
:										
:[50 - 54):	226	504	340	13	0	0	0	0	0	1083
:	8356032	18322980	12016176	496416	0	0	0	0	0	39191604
:										
:[55 - 59):	337	723	827	50	0	0	0	0	0	1937
:	10924068	22913040	27249156	2076072	0	0	0	0	0	63162336
:										
:[60 - 64):	138	305	244	9	1	0	0	0	0	697
:	1998576	4923972	4577796	296544	12960	0	0	0	0	11809848
:										
:[65 - 69):	2	16	10	0	0	0	0	0	0	28
:	10680	107688	43920	0	0	0	0	0	0	162288
:										
:[70 - 74):	1	0	2	0	0	0	0	0	0	3
:	2676	0	11208	0	0	0	0	0	0	13884
:										
:[75 - 79):	0	0	2	0	0	0	0	0	0	2
:	0	0	56604	0	0	0	0	0	0	56604
:										
:[80 - 84):	0	0	1	0	0	0	0	0	0	1
:	0	0	2964	0	0	0	0	0	0	2964
:										
:[85 - 89):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:										
:[90 - 99):	0	0	0	0	0	0	0	0	0	0
:	0	0	0	0	0	0	0	0	0	0
:										
Total	707	1551	1428	73	1	0	0	0	0	3760
Total	21343476	46313160	43991196	2894268	12960	0	0	0	0	114555060

AVERAGES --- Attained Age 56.86  
Years Retired 1.65  
Annual Benefit 30,467

**EXHIBIT 5****PRINCIPLE PROVISIONS OF THE PLAN****EFFECTIVE DATE:**

August 1, 1936; last amendment date – July, 2004.

**EMPLOYER:**

The State of Louisiana, the parish school board, the city school board, the State Board of Education, the State Board of Supervisors, University or any other agency of and within the State by which a teacher is paid.

**ELIGIBILITY FOR PARTICIPATION:**

Condition of employment for all teachers

**CREDITABLE SERVICE:**

Service as a teacher while member of the system.

**ADDITIONAL SERVICE:**

1. Credit for service canceled by withdrawal of accumulated contributions may be restored by member by paying the amount withdrawn plus interest.
2. Service rendered in public school system of another state may be purchased at the actuarial cost of the additional retirement benefit, or at the member's option receive service credit based on the funds actually transferred.
3. Credit for service in non-public or parochial schools may be purchased at the actuarial cost of the additional retirement benefit, or at the member's option receive service credit based on the funds actually transferred.
4. Maximum of 4 years of credit for military service may be obtained for each member, contingent on payment of Actuarial Cost.
5. Credit for legislative service of former teacher, now legislator, may be purchased at the actuarial cost.
6. Conversion of Sick Leave to Membership Service: At retirement, or at death before retirement of member with surviving spouse or dependent or both who are entitled to benefits, unused accumulated sick leave will be added to membership service; however, leave accumulated after January 30, 1990 can be converted to a maximum one year service credit, on following basis:

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**EARNABLE COMPENSATION:**

The compensation earned by a member for qualifying service.

<b>Prior to 6/30/88</b>	
Credited Service (portion of a year)	Accumulated Sick Days
0.25	25-45
0.50	46-90
0.75	91-135
1.00	136-180

<b>After 6/29/88 (by Member Classification)</b>				
Credited Service (portion of a year)	Accumulated Sick Days			
	9 Month	10 Month	11 Month	12 Month
0.1	10-18	11-20	12-22	13-24
0.2	19-36	21-40	23-44	25-48
0.3	37-54	41-60	45-66	49-72
0.4	55-72	61-80	67-88	73-96
0.5	73-90	81-100	89-110	97-120
0.6	91-108	101-120	111-132	121-144
0.7	109-126	121-140	133-144	145-168
0.8	127-144	141-160	155-176	169-192
0.9	145-162	161-180	177-198	193-216
1.0	163-180	181-200	199-220	217-240

**AVERAGE FINAL COMPENSATION**

The average annual earnable compensation is the 36 highest successive months of employment or the highest 36 successive joined months where interruption of service occurred; the average compensation for purposes of computing benefits cannot increase more than 10% per year; Per R.S. 11:892, if the maximum benefit accrual (100%) is reached, employee contributions are discontinued, average final compensation is not limited to the years for which employee contributions were made. Compensation is limited by the 401a(17) compensation limit of the Internal Revenue Code for certain members.

Includes workmen's compensation, and PIP's program in accordance with the following:

<b><u>Years of Participation</u></b>	<b><u>% of Earnings to be Included</u></b>
3	60%
4	80%
5	100%

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

However, if member completed at least two years and subsequently becomes disabled, he shall receive 40% of such earnings. If he has completed one year and becomes disabled, he shall receive 20% of such earnings.

**ACCUMULATED CONTRIBUTIONS:**

Sum of all amounts deducted from compensation of members.

**EMPLOYEE CONTRIBUTIONS:**

8% of earnable compensation. Prior to 7/1/89, 7% of earnable compensation.

**EMPLOYER CONTRIBUTIONS:**

Determined in accordance with Act 81 of the 1988 Session based on the Public Retirement Systems' Actuarial Committee's recommendation to the Legislature.

**NORMAL RETIREMENT BENEFIT:****Eligibility:**

Written application to Board, and

1. Age 60 and 5 years of accredited service, or 20 years of creditable teaching service if employed prior to July 1, 1999. Members employed on or after July 1, 1999 may retire with 20 years of creditable teaching service, actuarially reduced from Normal Eligibility requirements.
2. Age 55 and 25 years of creditable service, or at age 65 and 20 years of creditable service (excluding military service), or at 30 years of creditable service at any age. Conversion of unused sick and annual leave cannot be used to obtain retirement eligibility.

**Benefit:**

Annuity which shall be the actuarial equivalent of accumulated employee contributions at retirement date, and

1. Annual pension, which, together with annuity, provides total allowance equal to 2% of average final compensation times years of creditable service (including unused sick leave), plus \$300 annual supplemental benefit.
2. Annual pension, which, together with annuity, provides total allowance equal to 2 1/2% of average final compensation times years of creditable service (including unused sick leave), plus \$300 annual supplemental benefit.

**NOTE:**

- A. Benefit not to exceed 100% of average earnable compensation.
- B. Legislator's benefits to be calculated on basis of either Teacher's or Legislator's salary but not both – for new legislators (their option to choose); employee contribution to be 12% of either salary and expense allowance as legislator, not both.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

- C. Retiree who returns to work shall have benefits suspended during the twelve month period following initial retirement.
- D. The \$300 annual supplemental benefit is discontinued to members of the retirement system who enroll or become members after 6/30/86 (Act 608 of 1986).
- E. For Members employed on or after July 1, 1999, the annual pension cannot exceed the maximum benefit provided under Section 415(b) of the Internal Revenue Service Code and related Federal Regulations as adjusted for inflation and form of benefit other than life annuity or qualified joint and survivor annuity for retirement ages as follows:

<u>Age</u>	<u>Maximum</u>	<u>Age</u>	<u>Maximum</u>	<u>Age</u>	<u>Maximum</u>
48	\$ 51,755	56	\$105,242	64	\$185,000
49	56,445	57	115,356	65	185,000
50	61,590	58	126,548	66	185,000
51	67,238	59	138,947	67	185,000
52	73,446	60	152,407	68	185,000
53	80,276	61	167,989	69	185,000
54	87,797	62	185,000	70	185,000
55	96,089	63	185,000		

**COST OF LIVING BENEFITS:**

Cost of Living Adjustments (COLA's) may be granted, with legislative approval, provided there are sufficient funds in the Experience Account to fully fund the COLA on an actuarial basis. The Experience Account is credited with 50% of the excess investment experience gain. Balances in the experience account accrue interest at the average actuarial yield for the System portfolio. The balance of the Experience Account is limited to the cost of two COLA's. The COLA is limited to the lesser of 3% or the increase in the CPI-U for the calendar year immediately preceding the COLA. The COLA is further limited to 2% if the investment return does not exceed 8.25%. Benefits are restricted to those retirees who have attained the age of 55 and have been retired for at least one year. The minimum age 55 for the receipt of a COLA does not apply to disability retirees. The COLA shall be based on the first seventy thousand dollars of the retiree's annual benefit, indexed annually for years after 2001.

**DISABILITY RETIREMENT:**

Eligibility:

5 years of creditable service; certification of disability by medical board (medical examination required once in every year for the first 5 years of disability retirement, and once in every 3 years thereafter, until age 60).

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

Benefit: Act 572 of 1995

1. If ineligible for service retirement at disability, a pension equal to 2 1/2% of average compensation multiplied by years of service. Benefit shall not be more than 50% of average compensation. However, in no event shall the benefit be less than the lesser of 40% of the state minimum salary for a beginning teacher with a bachelor's degree or 75% of average compensation.
2. Additional 50% of member's benefit payable if minor child is present, but total amount to family limited to 75% of final average compensation.
3. Upon attainment of the earliest age for retirement eligibility had member continued in service without further change in compensation, member shall become a regular retiree with benefits based on years of creditable service but not less than the disability benefit. Minor children benefit for disability continue for as long as the retiree has a minor child.
4. Upon death of a disability retiree, surviving spouse, married to retiree at least two years prior to death of the disability retiree, shall receive 75% of disability benefit. Upon death of an unmarried retiree with minor children, the benefit shall equal 50% of disability benefit.
5. Upon recovery of disability as determined by the board of trustees, upon advice of the medical board, and returns to active membership for at least three years starting no later than one year after recovery, then he shall be credited with one year of service for each year disabled for purposes of establishing benefit eligibility, but not for computation of benefits.

**SURVIVOR'S BENEFITS:**  
**(Effective July 13, 1978)**

Eligibility:

1. Surviving Spouse (with minor children) of an active member with 5 years of creditable service with at least 2 years earned immediately prior to death; or a member with 20 years of creditable service regardless of when earned or whether in active service at time of death.
2. Surviving Spouse (without minor children) of an active member with 10 years of creditable service with at least 2 years earned immediately prior to death; or, a member with 20 years of creditable service regardless of when earned or whether in active service at time of death.
3. Beneficiary not eligible for 1 or 2.

Benefits:

1. Surviving Spouse (with minor children)-  
Greater of:  
A.) \$600 per month, or

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

- B.) 50% of benefit, based on 2 1/2% formula, that would have been payable upon service retirement at age 60 had member continued in service to age 60 without change in compensation. 50% of spouse's benefit payable for each minor child (not greater than two), with total benefit to family at least equal to the Option 2, accrued Benefit based on actual service credit. Benefits to spouse cease upon remarriage, but resume upon subsequent divorce or death of new spouse; however, if the member was eligible to retire or had reached age 55 on the date of his death, benefits shall not cease upon remarriage. When minor children are no longer present, spouse's benefit reverts to benefit in B, for eligible spouse.
2. Surviving Spouse (without minor children) –  
 Greater of:  
 A.) \$600 per month, or  
 B.) Option 2 equivalent of Accrued Benefit based on actual service and the 2 1/2% formula. Spouse's benefit payable for life. Benefits to spouse cease upon remarriage, but resume upon subsequent divorce or death of new spouse; however, if the member was eligible to retire on the date of his death, benefits shall not cease upon remarriage.
3. Beneficiary not eligible for 1 or 2 –  
 Return of member's accumulated contributions.

**REFUND OF CONTRIBUTIONS:**

Death prior to retirement - accumulated contributions credited to individual account in annuity savings fund are returnable to designated beneficiary, if any; otherwise, to his estate.

**TERMINATION WITH VESTED SERVICE:**

Any member with credit for 5 years of service who withdraws from service may elect to leave accumulated contributions in system until age 60, when he may apply for retirement and begin receiving a retirement benefit based on the credits he had at date of withdrawal.

**OPTIONAL FORMS OF BENEFIT:**

In lieu of receiving normal retirement benefit, member may elect to receive actuarial equivalent of retirement allowance in a reduced form as follows:

Option 1 - If a member dies before receiving present value of annuity in monthly payments, balance paid to designated beneficiary.

Option 2 - Reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 3 - 1/2 of reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 4 - Other benefits of equal actuarial value may be elected with approval of board.

Options 2A, 3A, 4A - Same as Options 2, 3, and 4, except that reduced benefit reverts back to maximum if beneficiary predeceases retiree.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

Initial Lump Sum Benefit Option - Members eligible but did not participate in DROP may elect an actuarially reduced pension and receive a lump-sum equal to not more than 36 months of the maximum monthly pension.

**DEFERRED RETIREMENT OPTION PLAN:**

Instead of terminating employees and accepting a service retirement allowance, any member who has met the eligibility requirements may elect to participate in the Deferred Retirement Option Plan (DROP) and defer receipt of benefits.

**NORMAL ELIGIBILITY:**

Any member who is eligible to receive a 2.5% service retirement allowance, or who has 10 years of service credit, exclusive of military service, at age 60 may begin participation on the first retirement eligibility date for a period not to exceed the 3rd anniversary of retirement eligibility.

**BENEFIT:**

Upon termination of employment, a participant will receive, at his option:

- (1) lump sum payment (equal to the payments to the account);
- (2) a true annuity based upon his account; or
- (3) Other methods of payment approved by the board of trustees.

If a participant dies during the period of participation in the program, his account balance shall be paid to the beneficiary, or if none, to his estate in any form approved by the Board of Trustees.

If employment is not terminated at the end of DROP participation, then:

- (1) payment into account shall cease;
- (2) payment from account only upon termination of employment; and
- (3) the participant shall resume active contributing membership.

Then, upon termination of employment, the benefit payments indicated above shall be paid. The participant shall receive an additional retirement benefit based on additional service rendered since termination of participation in the fund, usually the normal method of computation of benefit subject to the following:

- (1) If additional service was less than 36 months, average compensation figure used to calculate initial benefit shall be that used.
- (2) If additional service was 36 or more months, the average compensation figure used to calculate the additional benefit shall be based on compensation during the period of additional service.

DROP Accounts shall earn interest following termination of DROP at a rate 0.5% below the actuarial rate of the System's investment portfolio.

Effective 1/1/2004 new DROP accounts are credited with Money Market rates.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**DESCRIPTION OF BENEFITS  
FOR MERGED LSU EMPLOYEES**

**GENERAL:**

Eligibility for benefits based on the eligibility requirements of the Teachers' plan, except for deaths and disabilities before 1984. All service, funded and non-funded, used in determining eligibility.

Final Average Salary was the average of the three highest years, except for academic year employees who retired within three years after 1/1/79. For this group, any salary used in the Final Average Salary calculation, which was earned before 1/1/79, was increased by 2/9ths.

The Social Security breakpoint average, for service under the funded LSU plan, was frozen at the 12/31/78 level. That is, the breakpoint average for funded service was calculated as of 12/31/78 and kept constant. This produced the following breakpoint averages:

**Social Security Breakpoint Average  
(for LSU funded service)**

<b><u>Calendar Year of Entry</u></b>	<b><u>Breakpoint Average</u></b>
1971 or before	13,400
1972	13,800
1973	14,600
1974	15,360
1975	15,900
1976	16,500
1977	17,100
1978	17,700

**Retirement Benefits:**

Retirement benefits calculated using LSU funded service with the LSU formula and service after 12/31/78 with the Teacher's formula. Thus, the "funded" benefit is 1) 1.33% of final average salary under the Social Security breakpoint average plus 2.5% of final average salary over the Social Security breakpoint average, times years of "funded" service with LSU before 12/31/78, plus 2) 2.5% (or 2% if total service less than 20 years) times final average salary times years since 1/1/79, plus \$300.

**Survivor's Benefits**

For deaths after 1983, the provisions of the Teachers' plan apply. However, the benefit is calculated using all service, funded and non-funded, then prorated by service between the funded and non-funded portions. Children's benefits are also prorated into the funded and non-funded portions.

**Disability Benefits**

For disabilities after 1983, the provisions of the Teachers' plan apply. However, the benefit is calculated using all service, then prorating by service between the funded and non-funded portions. Children's benefits are also prorated.

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**Exhibit 5 (Continued)**  
**Principle Provisions****Vesting Benefits**

Benefits for terminating vested members was determined as outlined under "Retirement Benefits."

**Refund of Contributions**

Terminating members allowed a refund of accumulated contributions as described by the Teachers' plan.

**Cooperative Extension personnel**

The LSU employees eligible for the supplemental benefit described in Section 700.2 of Act 643 of 1978. The benefit is equal to 1% for the first five years of service, 3/4% for the next five years, and 1/2% thereafter. The funded benefit is the benefit based on service after September 12, 1975.

**Optional Forms of Benefits:**

Retiring members may elect options as described by the Teachers' plan.

**Deferred Retirement Option Plan:**

Eligible members may participate under same requirements as described by the Teachers' plan.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**DESCRIPTION OF BENEFITS  
FOR MERGED SCHOOL LUNCH EMPLOYEES**

**EFFECTIVE DATE:**

January 1, 1953; Revised July 1, 1980.

1. Effective July 1, 1980, all employees shall become members of this system and shall be placed in the applicable plan as outlined below:
  - A.) Those participating in both the regular and the supplemental plan or only in the supplemental plan shall become members of Plan A.
  - B.) Those participating only in the regular plan shall become members of Plan B.
2. All individuals who become employed after July 1, 1980, shall become members of Plan A or Plan B as determined by the agreement in effect for each employer.

**CREDITABLE SERVICE:**

Service as an employee while member of the system.

**MILITARY SERVICE:**

Maximum of 4 years of credit may be purchased.

**ADDITIONAL CREDITABLE SERVICE:**

Credit for service canceled by withdrawal of accumulated contributions may be restored by paying into system the amount withdrawn plus regular interest.

**EMPLOYEE CONTRIBUTIONS:**

Plan A: 9.10% of monthly earnings

Plan B: 5% of monthly earnings

**EMPLOYER CONTRIBUTIONS:**

Plan A: Actuarial Required Amount (Effective 7/1/89)

Plan B: Actuarial Required Amount (Effective 7/1/89)

**EXHIBIT 5 (Continued)**  
**Principle Provisions****SCHOOL LUNCH PLAN A****RETIREMENT BENEFIT:****NORMAL RETIREMENT:**Eligibility:

1. Age 60 and 5 years of creditable service.
2. Age 55 and 25 years of creditable service.
3. 30 years of creditable service, regardless of age.

Benefit:

3% of average final compensation times years of creditable service. For Members of only the supplemental plan prior to 7/1/80 and (\*). Those Members who were age 60 or older at the time the member's employer terminated its agreement with the Department of Health, Education and Welfare, and who became a member of the retirement system because of this termination: 1% of average final compensation plus two dollars per month for each year of service credited prior to 7/1/80, plus 3% of average final compensation for each year of service credited after 7/1/80.

\*These members shall be eligible to retire upon reaching age 70, with less than 10 years of creditable service.

**NOTE:**

Benefit not to exceed 100% of average final compensation.

**DISABILITY RETIREMENT:**Eligibility:

5 years of creditable service; certification of disability by the State Medical Disability Board.

Benefit:

Normal retirement allowance if eligible; otherwise, an amount equal to the normal retirement allowance to which the member would have been entitled had he met eligibility requirements; provided the amount is not less than 60%, nor more than 100% of average final compensation, in the event no optional selection is made.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**SURVIVOR'S BENEFITS:**

Eligibility:

1. Surviving spouse of member with 5 or more years of service credit with at least 2 years earned immediately prior to death, or 20 years of service credit regardless of when earned or whether the deceased member was in active service at the time of death, with minor children.
2. Surviving spouse of member with 10 or more years of service credit with at least 2 years earned immediately prior to death, or 20 years of service credit regardless of when earned or whether the deceased member was in active service at the time of death, without minor children.
3. Beneficiary not eligible for 1 or 2.

Benefit:

1. Greater of:
  - A. \$600 per month, or
  - B. 50% of benefit, based on 3% factor, that would have been payable upon retirement at age 60 had member continued in service to age 60 without change in compensation. 50% of spouse's benefit payable for each minor child (maximum two children), with total benefit to family at least equal to the Option 2 benefit. Accrued Benefit based on actual service credit. Benefits to spouse cease upon remarriage, but resume upon subsequent death or divorce. When minor children are not longer present, spouse's benefit reverts to benefit in B, if spouse is eligible for such benefit.
2. Greater of:
  - A. \$600 per month, or
  - B. Option 2 equivalent of Accrued Benefit based on actual service and the 3% factor. Surviving spouse must have been married to the deceased member at least one year prior to death. If the member had not been eligible for retirement upon date of death, benefits to spouse cease upon remarriage, but resume upon subsequent death or divorce of new spouse.
3. Return of member's accumulated contributions.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**SCHOOL LUNCH PLAN B**

**RETIREMENT BENEFIT:**

**NORMAL RETIREMENT:**

Eligibility:

1. Age 60 and 10 years of creditable service.
2. Age 55 and 30 years of creditable service.

Benefit:

Annual pension which provides total allowance equal to 2% of average final compensation times years of creditable service. (Maximum \$70 per month for each year of creditable service).

**NOTE:**

Benefit reduced by 3% for each year under age 62, unless member has 25 years of creditable service.

**DISABILITY RETIREMENT:**

Eligibility:

5 years of creditable service; certification of disability by the State Medical Disability Board.

Benefit:

Normal retirement allowance if eligible therefore; otherwise 2% of average final compensation times years of creditable service; provided amount not less than 30%, nor more than 75% of average final compensation, in the event no optional selection is made.

**SURVIVOR'S BENEFITS:**

Eligibility: 20 or more years of creditable service.

Benefit: Option 2 benefit.

**EXHIBIT 5 (Continued)**  
**Principle Provisions**

**OPTIONAL FORMS OF BENEFIT:**

A member may elect to receive his benefit in a retirement allowance payable throughout his life, or member may elect to receive actuarial equivalent of retirement allowance in a reduced form as follows:

Option 1 - If a member dies before receiving present value of annuity in monthly payments, balance paid to designated beneficiary.

Option 2 - Reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 3 - 1/2 of reduced retirement allowance, if member dies, to be continued to designated beneficiary for his lifetime.

Option 4 - Other benefits of equal actuarial value may be elected with approval of board.

Initial Benefit Option - Maximum benefit actuarially reduced for partial lump-sum equal to not more than 36 months of the maximum pension.

Options 2-4 are available in an "a" version which provides the same survivor benefit at the death of the retiree, but reverts to the maximum benefit if the survivor predeceases the retiree.

**RETURN OF CONTRIBUTIONS:**

Should a member not eligible to retire cease to be an employee, he shall be paid the amount of his accumulated contributions upon demand. Should a members death occur prior to retirement with no survivors eligible for benefits, his accumulated contributions are returnable to a designated beneficiary, if any; otherwise, to his estate.

**TERMINATION WITH VESTED SERVICE:**

Any member with credit for 5 years of service who withdraws from service may elect to leave accumulated contributions in system until his earliest normal retirement date, when he may apply for retirement and begin receiving a retirement benefit based on average final compensation and creditable service at date of withdrawal.

**Deferred Retirement Option Plan:**

Retiring members may elect options as described by the Teachers' plan.

**EXHIBIT 6****ACTUARIAL COST METHODS AND ASSUMPTIONS****COST METHOD:**

The "Projected Unit Credit" cost method was used to calculate the funding requirements of the retirement system. Under this cost method, the actuarial present value of projected benefits of each individual included in the valuation is accumulated from the participant's attained age to the anticipated retirement date(s). That portion of the actuarial present value attributable to the current year's projected benefit accruals is called the Normal Cost. The actuarial present value of future projected benefits in proportion to service accrued on the date of valuation is called the actuarial accrued liability.

**ASSET VALUATION:**

Prior to June 30, 1997 the actuarial value of assets was the sum of the bonds at amortized cost, plus a weighted average of average unrealized loss (or gain) in the market value of equities.

For the Plan Year Ending June 30, 1997 and thereafter, the computation of the Actuarial Value of Assets is the market value of assets adjusted for a four year weighted average of the unrealized gain or loss in the value of all assets. This value is determined in accordance with Reg. 1.412(c)(2)-1-(6) & (7) of the Internal Revenue Service Code and is subject to the Corridor Limits defined therein.

**ACCOUNTING DISCLOSURE:**

The Governmental Accounting Standards Board Statement No. 25 requires the disclosure of "Credited Projected Benefits" for Public Employee Retirement Systems. The disclosures illustrated in Exhibit 3 were developed using the Projected Unit Credit cost method. The statement of assets provided by the audit staff was the final draft prior to publication. Should the statement of assets received differ from the final audit report, a revised actuarial statement will be issued, but only to the extent that any difference in reporting affects the employer's contribution rate or the yield to the Actuarial Value of Assets.

**ACTUARIAL ASSUMPTIONS:**

Assumptions used in the valuation were adopted by the Board of Trustees following the most recent experience study. The Retirement System is required to conduct an experience study every five years, but the scope of such a study is not necessarily limited to a five year period. The observation period for the most recent experience study was 2002-2007. The rates are projected separately for Teachers, School Lunch Plan and Plan B, and University personnel. The current and prior rate tables are illustrated at the end of this exhibit.

**MORTALITY ASSUMPTIONS:**

Pre-retirement deaths and post-retirement life expectancies were previously projected in accordance with the experience of the 1983 Sex Distinct Graduated Group Annuity Mortality Table, with female ages set at attained age plus one. As a result of the experience study, mortality rates were revised to be based upon the RP-2000 table.

**EXHIBIT 6 (Continued)**  
**Cost Methods & Assumptions**

**DISABILITY ASSUMPTION:**

Rates for total and permanent disability were projected by age in accordance with the most recent Experience Study. The rates are based upon attained age at occurrence. For mortality after disability, rates were previously based on the Eleventh Actuarial Valuation of the Railroad Retirement System for permanent disabilities. As a result of the study, the rates were revised this year to be based upon the RP-2000 disability table.

**RETIREMENT/DROP ASSUMPTION:**

Retirement rates are based on age and service eligibility requirements for normal benefits. Age and service requirements vary by plan. DROP is viewed as an alternative form of benefit accrual since mandatory termination is not required following participation. Therefore, at eligibility, the probability of DROP accrual is determined in conjunction with regular benefit accrual. Retirement rates and DROP probabilities were revised this year based on the most recent Experience Study.

**TERMINATION ASSUMPTIONS:**

Voluntary termination or withdrawal rates were revised based on the most recent Experience Study. During the first five years of employment, the probability of voluntarily terminating is a multiple of the attained age rate in prior reports and a multiple of employment duration in the current valuation as follows:

	<u>Previous Rates</u>		<u>Revised Rates</u>	
	Teachers	All Other	Teachers	All Other
1 <sup>st</sup>	1.25x	1.00x	1.00x	1.00x
2 <sup>nd</sup>	1.00x	1.00x	1.15x	1.00x
3 <sup>rd</sup>	1.00x	1.00x	1.20x	1.00x
4 <sup>th</sup>	1.00x	1.00x	1.05x	1.00x
5 <sup>th</sup>	1.00x	1.00x	1.00x	1.00x

Furthermore, for members terminating with ten (10) or more years of service, it is assumed that 80% will not withdraw their accumulated employee contributions.

**SALARY GROWTH:**

The rates of annual salary growth are base upon the member's years of service. Prior rates and revised rates based upon the most recent Experience Study are illustrated in the rate tables at the end of this exhibit.

**FAMILY STATISTICS:**

The composition of the family was based on Age-Specific Fertility Rates from the 1983 Vital Statistics of the United States. Seventy-five percent of the membership was assumed to be married with the wife assumed to be three (3) years younger than the husband. This was revised from eighty percent based on the recent Experience Study. Sample rates are as follows:

**EXHIBIT 6 (Continued)**  
**Cost Methods & Assumptions**

Age of Member	Number of Minor Children	<u>Previous Rates</u>	Number of Minor Children	<u>Revised Rates</u>
		Years for Youngest Child to Attain Majority		Years for Youngest Child to Attain Majority
25	1.3	15	1.2	15
30	1.8	13	1.4	13
35	2.2	11	1.7	11
40	2.1	9	1.7	9
45	1.7	6	1.4	6
50	1.2	4	1.1	4

**ASSUMPTION FOR INCOMPLETE DATA:**

Records identified as containing suspicious data or errors in data were assumed to possess the same characteristics of "good data" in the same cohort.

**INVESTMENT EARNINGS:**

An effective annual rate of 8.25%, net expenses for professional asset management advisors.

**ADMINISTRATIVE EXPENSES:**

Expenses are included in Aggregate Normal Cost and are assumed to be \$18,000,000 per year. Investment Expenses for professional asset management advisors are not included in Normal Cost but are treated as a direct offset to investment income. The Employer portion of Normal Cost excludes an allocation for Administrative expenses.

Prior Tables (before 6/30/2008)

ACTUARIAL TABLES AND RATES (TEACHERS)

Age	- Death Rates -		Disability	Termination	Retirement	DROP	Dur	Salary
	Male	Female	Rates	Rates	Rates	Rates		Scale
18	.00039	.00020	.0000	.0000	.0000	.000	1	1.0780
19	.00041	.00021	.0000	.0600	.0000	.000	2	1.0760
20	.00042	.00022	.0000	.1000	.0000	.000	3	1.0720
21	.00044	.00024	.0000	.0900	.0000	.000	4	1.0700
22	.00045	.00025	.0000	.0400	.0000	.000	5	1.0680
23	.00047	.00027	.0001	.0500	.0000	.000	6	1.0680
24	.00049	.00028	.0001	.0700	.0000	.000	7	1.0680
25	.00052	.00030	.0001	.0700	.0000	.000	8	1.0680
26	.00054	.00032	.0001	.0800	.0000	.000	9	1.0670
27	.00057	.00034	.0001	.0800	.0000	.000	10	1.0650
28	.00060	.00036	.0001	.0800	.0000	.000	11	1.0640
29	.00064	.00038	.0001	.0800	.0000	.000	12	1.0640
30	.00067	.00040	.0003	.0800	.0000	.000	13	1.0640
31	.00072	.00043	.0003	.0800	.0000	.000	14	1.0600
32	.00076	.00046	.0004	.0700	.0000	.000	15	1.0580
33	.00082	.00049	.0004	.0600	.0000	.000	16	1.0580
34	.00087	.00053	.0006	.0600	.0000	.000	17	1.0580
35	.00096	.00056	.0006	.0500	.0000	.000	18	1.0550
36	.00101	.00060	.0007	.0500	.0000	.000	19	1.0550
37	.00107	.00064	.0007	.0400	.0000	.000	20	1.0550
38	.00115	.00069	.0008	.0400	.0500	.000	21	1.0550
39	.00125	.00074	.0009	.0300	.0600	.000	22	1.0550
40	.00138	.00080	.0010	.0300	.0400	.000	23	1.0520
41	.00152	.00086	.0014	.0300	.0400	.000	24	1.0520
42	.00170	.00094	.0016	.0300	.0300	.000	25	1.0520
43	.00191	.00102	.0017	.0200	.0300	.000	26	1.0520
44	.00215	.00112	.0017	.0200	.0300	.000	27	1.0460
45	.00243	.00124	.0018	.0200	.0300	.000	28	1.0420
46	.00275	.00137	.0018	.0200	.0300	.000	29	1.0380
47	.00310	.00152	.0019	.0200	.0300	.000	30	1.0380
48	.00349	.00167	.0020	.0200	.0300	.000	31	1.0380
49	.00390	.00183	.0021	.0200	.0300	.000	32	1.0380
50	.00434	.00199	.0024	.0200	.0300	.000	33	1.0380
51	.00480	.00217	.0024	.0200	.0300	.050	34	1.0550
52	.00528	.00236	.0024	.0200	.0300	.150	35	1.0320
53	.00578	.00257	.0024	.0200	.0500	.150	36	1.0320
54	.00629	.00282	.0032	.0200	.1000	.350	37	1.0320
55	.00681	.00311	.0047	.0200	.2300	.550	38	1.0320
56	.00735	.00345	.0054	.0200	.2300	.100	39	1.0320
57	.00793	.00383	.0056	.0200	.4000	.100	40	1.0320
58	.00858	.00425	.0056	.0200	.4000	.100	41	1.0320
59	.00932	.00471	.0056	.0200	.2600	.150	42	1.0320
60	.01018	.00523	.0056	.0200	.2600	.200	43	1.0320
61	.01118	.00579	.0056	.0200	.2600	.070	44	1.0320
62	.01237	.00641	.0054	.0200	.3300	.050	45	1.0320
63	.01377	.00710	.0035	.0200	.3300	.050	46	1.0320
64	.01541	.00785	.0035	.0200	.3300	.050	47	1.0320
65	.01732	.00869	.0035	.0200	.3300	.050	48	1.0320
66	.01953	.00965	.0038	.0200	.4000	.050	49	1.0320
67	.02200	.01078	.0050	.0200	.4000	.050	50	1.0320
68	.02470	.01214	.0050	.0200	.3600	.050	51	1.0320
69	.02757	.01376	.0050	.0200	.3600	.050	52	1.0320
70	.03059	.01570	.0050	.0200	.3600	.050	53	1.0320
71	.03373	.01796	.0050	.0200	.3600	.000	54	1.0320
72	.03708	.02053	.0050	.0200	.5000	.000	55	1.0320
73	.04076	.02344	.0050	.0200	.9900	.000	56	1.0320
74	.04488	.02666	.0050	.0200	.9900	.000	57	1.0320

Prior Tables (before 6/30/2008) - Continued

ACTUARIAL TABLES AND RATES (PLAN A)

Age	- Death Rates -		Disability Rates	Termination Rates	Retirement Rates	DROP Rates	Dur	Salary Scale
	Male	Female						
18	.00039	.00020	.0000	.0000	.0000	.000	1	1.0780
19	.00041	.00021	.0000	.0000	.0000	.000	2	1.0770
20	.00042	.00022	.0000	.0000	.0000	.000	3	1.0720
21	.00044	.00024	.0000	.0000	.0000	.000	4	1.0680
22	.00045	.00025	.0000	.0000	.0000	.000	5	1.0650
23	.00047	.00027	.0000	.0000	.0000	.000	6	1.0650
24	.00049	.00028	.0000	.0000	.0000	.000	7	1.0650
25	.00052	.00030	.0000	.0000	.0000	.000	8	1.0650
26	.00054	.00032	.0000	.0000	.0000	.000	9	1.0400
27	.00057	.00034	.0000	.0000	.0000	.000	10	1.0400
28	.00060	.00036	.0000	.0000	.0000	.000	11	1.0400
29	.00064	.00038	.0000	.0000	.0000	.000	12	1.0400
30	.00067	.00040	.0000	.0100	.0000	.000	13	1.0400
31	.00072	.00043	.0001	.0100	.0000	.000	14	1.0600
32	.00076	.00046	.0001	.0100	.0000	.000	15	1.0600
33	.00082	.00049	.0001	.0100	.0000	.000	16	1.0600
34	.00087	.00053	.0001	.0100	.0000	.000	17	1.0550
35	.00096	.00056	.0001	.0100	.0000	.000	18	1.0450
36	.00101	.00060	.0001	.0100	.0000	.000	19	1.0450
37	.00107	.00064	.0001	.0100	.0000	.000	20	1.0450
38	.00115	.00069	.0001	.0100	.0000	.000	21	1.0450
39	.00125	.00074	.0001	.0100	.0000	.000	22	1.0450
40	.00138	.00080	.0001	.0100	.0000	.000	23	1.0450
41	.00152	.00086	.0001	.0100	.0000	.000	24	1.0450
42	.00170	.00094	.0070	.0100	.0000	.000	25	1.0400
43	.00191	.00102	.0070	.0100	.0000	.000	26	1.0320
44	.00215	.00112	.0070	.0100	.0000	.000	27	1.0320
45	.00243	.00124	.0070	.0100	.0000	.000	28	1.0320
46	.00275	.00137	.0070	.0100	.0000	.000	29	1.0320
47	.00310	.00152	.0200	.0100	.0000	.000	30	1.0320
48	.00349	.00167	.0200	.0100	.0000	.000	31	1.0320
49	.00390	.00183	.0200	.0100	.0100	.000	32	1.0320
50	.00434	.00199	.0200	.0100	.0100	.000	33	1.0320
51	.00480	.00217	.0200	.0100	.0100	.000	34	1.0320
52	.00528	.00236	.0200	.0100	.0300	.000	35	1.0320
53	.00578	.00257	.0200	.0100	.0300	.000	36	1.0320
54	.00629	.00282	.0200	.0100	.0300	.100	37	1.0320
55	.00681	.00311	.0200	.0100	.1000	.370	38	1.0320
56	.00735	.00345	.0300	.0100	.1000	.150	39	1.0320
57	.00793	.00383	.0300	.0100	.1500	.150	40	1.0320
58	.00858	.00425	.0300	.0100	.2000	.250	41	1.0320
59	.00932	.00471	.0300	.0100	.3500	.520	42	1.0320
60	.01018	.00523	.0060	.0100	.3500	.520	43	1.0320
61	.01118	.00579	.0060	.0100	.3000	.250	44	1.0320
62	.01237	.00641	.0060	.0100	.4000	.150	45	1.0320
63	.01377	.00710	.0060	.0100	.5000	.150	46	1.0320
64	.01541	.00785	.0060	.0100	.5000	.150	47	1.0320
65	.01732	.00869	.0000	.0100	.4000	.150	48	1.0320
66	.01953	.00965	.0000	.0100	.4000	.150	49	1.0320
67	.02200	.01078	.0000	.0100	.3200	.150	50	1.0320
68	.02470	.01214	.0000	.0100	.3200	.150	51	1.0320
69	.02757	.01376	.0000	.0100	.3200	.150	52	1.0320
70	.03059	.01570	.0000	.0100	.3200	.150	53	1.0320
71	.03373	.01796	.0000	.0100	.3200	.150	54	1.0320
72	.03708	.02053	.0000	.0100	.3200	.150	55	1.0320
73	.04076	.02344	.0000	.0100	.3200	.150	56	1.0320
74	.04488	.02666	.0000	.0100	.9900	.150	57	1.0320

Prior Tables (before 6/30/2008) - Continued

ACTUARIAL TABLES AND RATES (PLAN B)

Age	- Death Rates -		Disability Rates	Termination Rates	Retirement Rates	DROP Rates	Dur	Salary Scale
	Male	Female						
18	.00039	.00020	.0000	.0000	.0000	.000	1	1.0650
19	.00041	.00021	.0000	.0000	.0000	.000	2	1.0650
20	.00042	.00022	.0000	.0000	.0000	.000	3	1.0650
21	.00044	.00024	.0000	.0000	.0000	.000	4	1.0600
22	.00045	.00025	.0000	.2000	.0000	.000	5	1.0600
23	.00047	.00027	.0000	.2000	.0000	.000	6	1.0550
24	.00049	.00028	.0000	.2000	.0000	.000	7	1.0520
25	.00052	.00030	.0000	.1600	.0000	.000	8	1.0520
26	.00054	.00032	.0000	.0400	.0000	.000	9	1.0520
27	.00057	.00034	.0000	.0400	.0000	.000	10	1.0520
28	.00060	.00036	.0000	.0400	.0000	.000	11	1.0450
29	.00064	.00038	.0000	.1400	.0000	.000	12	1.0450
30	.00067	.00040	.0000	.0900	.0000	.000	13	1.0450
31	.00072	.00043	.0002	.0600	.0000	.000	14	1.0450
32	.00076	.00046	.0003	.0500	.0000	.000	15	1.0400
33	.00082	.00049	.0003	.0500	.0000	.000	16	1.0400
34	.00087	.00053	.0004	.0500	.0000	.000	17	1.0400
35	.00096	.00056	.0005	.0400	.0000	.000	18	1.0400
36	.00101	.00060	.0006	.0400	.0000	.000	19	1.0400
37	.00107	.00064	.0008	.0400	.0000	.000	20	1.0320
38	.00115	.00069	.0010	.0400	.0000	.000	21	1.0320
39	.00125	.00074	.0012	.0400	.0000	.000	22	1.0320
40	.00138	.00080	.0013	.0400	.0000	.000	23	1.0320
41	.00152	.00086	.0014	.0300	.0000	.000	24	1.0320
42	.00170	.00094	.0030	.0300	.0000	.000	25	1.0320
43	.00191	.00102	.0030	.0300	.0000	.000	26	1.0320
44	.00215	.00112	.0040	.0300	.0000	.000	27	1.0300
45	.00243	.00124	.0040	.0300	.0000	.000	28	1.0030
46	.00275	.00137	.0080	.0300	.0000	.000	29	1.0300
47	.00310	.00152	.0080	.0300	.0000	.000	30	1.0300
48	.00349	.00167	.0080	.0300	.0000	.000	31	1.0300
49	.00390	.00183	.0080	.0200	.0000	.000	32	1.0250
50	.00434	.00199	.0080	.0200	.0000	.000	33	1.0250
51	.00480	.00217	.0080	.0200	.0000	.000	34	1.0250
52	.00528	.00236	.0150	.0200	.0000	.000	35	1.0250
53	.00578	.00257	.0150	.0200	.0000	.000	36	1.0250
54	.00629	.00282	.0300	.0200	.0000	.500	37	1.0250
55	.00681	.00311	.0300	.0200	.5000	.500	38	1.0250
56	.00735	.00345	.0250	.0200	.3300	.120	39	1.0250
57	.00793	.00383	.0250	.0200	.3300	.120	40	1.0250
58	.00858	.00425	.0250	.0200	.3300	.120	41	1.0250
59	.00932	.00471	.0150	.0200	.3300	.120	42	1.0250
60	.01018	.00523	.0150	.0200	.3300	.120	43	1.0250
61	.01118	.00579	.0060	.0200	.3300	.020	44	1.0250
62	.01237	.00641	.0060	.0200	.5500	.020	45	1.0250
63	.01377	.00710	.0060	.0200	.5500	.020	46	1.0250
64	.01541	.00785	.0060	.0200	.4000	.020	47	1.0250
65	.01732	.00869	.0600	.0200	.4000	.020	48	1.0250
66	.01953	.00965	.0600	.0200	.4000	.020	49	1.0250
67	.02200	.01078	.0600	.0200	.4000	.020	50	1.0250
68	.02470	.01214	.0600	.0200	.4000	.020	51	1.0250
69	.02757	.01376	.0000	.0200	.2500	.020	52	1.0250
70	.03059	.01570	.0000	.0200	.2500	.020	53	1.0250
71	.03373	.01796	.0000	.0200	.2500	.020	54	1.0250
72	.03708	.02053	.0000	.0200	.2500	.020	55	1.0250
73	.04076	.02344	.0000	.0200	.2500	.020	56	1.0250
74	.04488	.02666	.0000	.0200	.9900	.020	57	1.0250

Prior Tables (before 6/30/2008) - Continued

ACTUARIAL TABLES AND RATES (UNIVERSITIES)

Age	- Death Rates -		Disability	Termination	Retirement	DROP	Dur	Salary
	Male	Female	Rates	Rates	Rates	Rates		Scale
18	.00039	.00020	.0000	.0500	.0000	.000	1	1.0900
19	.00041	.00021	.0000	.0500	.0000	.000	2	1.0800
20	.00042	.00022	.0000	.0500	.0000	.000	3	1.0700
21	.00044	.00024	.0000	.0500	.0000	.000	4	1.0650
22	.00045	.00025	.0000	.0500	.0000	.000	5	1.0650
23	.00047	.00027	.0001	.0500	.0000	.000	6	1.0620
24	.00049	.00028	.0001	.0500	.0000	.000	7	1.0620
25	.00052	.00030	.0001	.1400	.0000	.000	8	1.0620
26	.00054	.00032	.0001	.1400	.0000	.000	9	1.0620
27	.00057	.00034	.0001	.1200	.0000	.000	10	1.0620
28	.00060	.00036	.0001	.1200	.0000	.000	11	1.0700
29	.00064	.00038	.0001	.1200	.0000	.000	12	1.0620
30	.00067	.00040	.0001	.1200	.0000	.000	13	1.0620
31	.00072	.00043	.0001	.1400	.0000	.000	14	1.0620
32	.00076	.00046	.0001	.1400	.0000	.000	15	1.0620
33	.00082	.00049	.0001	.1400	.0000	.000	16	1.0600
34	.00087	.00053	.0001	.1400	.0000	.000	17	1.0600
35	.00096	.00056	.0001	.1400	.0000	.000	18	1.0600
36	.00101	.00060	.0005	.0900	.0000	.000	19	1.0550
37	.00107	.00064	.0005	.0900	.0000	.000	20	1.0550
38	.00115	.00069	.0005	.0900	.0000	.000	21	1.0550
39	.00125	.00074	.0005	.0900	.0000	.000	22	1.0550
40	.00138	.00080	.0005	.0900	.1100	.000	23	1.0550
41	.00152	.00086	.0010	.0800	.1100	.000	24	1.0550
42	.00170	.00094	.0010	.0600	.1100	.000	25	1.0550
43	.00191	.00102	.0010	.0600	.1100	.000	26	1.0550
44	.00215	.00112	.0010	.0400	.1100	.000	27	1.0500
45	.00243	.00124	.0010	.0400	.1100	.000	28	1.0500
46	.00275	.00137	.0010	.0400	.0800	.000	29	1.0500
47	.00310	.00152	.0010	.0400	.0500	.000	30	1.0450
48	.00349	.00167	.0010	.0300	.0400	.000	31	1.0450
49	.00390	.00183	.0005	.0300	.0400	.000	32	1.0450
50	.00434	.00199	.0005	.0200	.0300	.000	33	1.0450
51	.00480	.00217	.0005	.0200	.0300	.050	34	1.0400
52	.00528	.00236	.0005	.0200	.0400	.100	35	1.0400
53	.00578	.00257	.0005	.0200	.0500	.100	36	1.0400
54	.00629	.00282	.0005	.0200	.0900	.100	37	1.0350
55	.00681	.00311	.0005	.0200	.1500	.200	38	1.0350
56	.00735	.00345	.0005	.0200	.1800	.050	39	1.0350
57	.00793	.00383	.0005	.0200	.2400	.050	40	1.0350
58	.00858	.00425	.0020	.0200	.3400	.050	41	1.0350
59	.00932	.00471	.0020	.0200	.2000	.060	42	1.0350
60	.01018	.00523	.0020	.0200	.2000	.090	43	1.0350
61	.01118	.00579	.0020	.0200	.2000	.020	44	1.0350
62	.01237	.00641	.0020	.0200	.2000	.020	45	1.0350
63	.01377	.00710	.0005	.0200	.2000	.020	46	1.0350
64	.01541	.00785	.0005	.0100	.2000	.020	47	1.0350
65	.01732	.00869	.0005	.0100	.3000	.020	48	1.0350
66	.01953	.00965	.0005	.0100	.3000	.020	49	1.0350
67	.02200	.01078	.0005	.0100	.3000	.020	50	1.0350
68	.02470	.01214	.0005	.0100	.3000	.020	51	1.0350
69	.02757	.01376	.0005	.0100	.3000	.050	52	1.0350
70	.03059	.01570	.0005	.0100	.3000	.020	53	1.0350
71	.03373	.01796	.0005	.0100	.3000	.020	54	1.0350
72	.03708	.02053	.0005	.0100	.5000	.060	55	1.0350
73	.04076	.02344	.0005	.0100	.5000	.060	56	1.0350
74	.04488	.02666	.0005	.0100	.9900	.060	57	1.0350

New Rates – beginning 6/30/08  
 ACTUARIAL TABLES AND RATES (TEACHERS)

AGE	DEATH RATES		DISABILITY RATES	TERMINATION RATES	RETIREMENT RATES	DROP RATES	DUR	SALARY SCALE
	MALE	FEMALE						
18	0.00033	0.00019	0.0000	0.05	0.000	0.00	1	1.055
19	0.00034	0.00019	0.0000	0.05	0.000	0.00	2	1.069
20	0.00036	0.00019	0.0000	0.10	0.000	0.00	3	1.064
21	0.00037	0.00019	0.0000	0.09	0.000	0.00	4	1.063
22	0.00037	0.00020	0.0000	0.04	0.000	0.00	5	1.062
23	0.00038	0.00020	0.0001	0.07	0.000	0.00	6	1.062
24	0.00038	0.00021	0.0001	0.13	0.000	0.00	7	1.061
25	0.00038	0.00021	0.0001	0.13	0.000	0.00	8	1.061
26	0.00038	0.00022	0.0001	0.13	0.000	0.00	9	1.060
27	0.00039	0.00024	0.0001	0.13	0.000	0.00	10	1.060
28	0.00041	0.00025	0.0001	0.13	0.000	0.00	11	1.059
29	0.00044	0.00026	0.0001	0.13	0.000	0.00	12	1.059
30	0.00050	0.00031	0.0001	0.13	0.000	0.00	13	1.057
31	0.00056	0.00035	0.0003	0.11	0.000	0.00	14	1.053
32	0.00063	0.00039	0.0003	0.11	0.000	0.00	15	1.051
33	0.00070	0.00043	0.0003	0.10	0.000	0.00	16	1.051
34	0.00077	0.00047	0.0003	0.10	0.000	0.00	17	1.051
35	0.00084	0.00051	0.0006	0.09	0.000	0.00	18	1.051
36	0.00090	0.00055	0.0010	0.08	0.000	0.00	19	1.051
37	0.00096	0.00060	0.0007	0.07	0.000	0.00	20	1.051
38	0.00102	0.00065	0.0007	0.06	0.020	0.00	21	1.048
39	0.00108	0.00071	0.0011	0.06	0.040	0.00	22	1.048
40	0.00114	0.00077	0.0011	0.06	0.040	0.00	23	1.048
41	0.00121	0.00085	0.0013	0.05	0.030	0.00	24	1.048
42	0.00130	0.00094	0.0016	0.05	0.030	0.00	25	1.048
43	0.00140	0.00103	0.0016	0.05	0.030	0.00	26	1.044
44	0.00151	0.00112	0.0016	0.04	0.030	0.00	27	1.044
45	0.00162	0.00122	0.0022	0.04	0.030	0.00	28	1.044
46	0.00173	0.00133	0.0022	0.04	0.030	0.00	29	1.048
47	0.00186	0.00143	0.0022	0.04	0.030	0.00	30	1.048
48	0.00200	0.00155	0.0022	0.03	0.030	0.01	31	1.048
49	0.00214	0.00168	0.0022	0.03	0.028	0.02	32	1.053
50	0.00245	0.00185	0.0025	0.03	0.028	0.03	33	1.053
51	0.00267	0.00202	0.0025	0.03	0.030	0.15	34	1.080
52	0.00292	0.00221	0.0025	0.04	0.035	0.50	35	1.058
53	0.00320	0.00242	0.0030	0.04	0.050	0.40	36	1.058
54	0.00362	0.00272	0.0030	0.04	0.075	0.40	37	1.058
55	0.00420	0.00309	0.0040	0.04	0.200	0.60	38	1.058
56	0.00469	0.00348	0.0050	0.04	0.230	0.15	39	1.058
57	0.00527	0.00392	0.0055	0.04	0.250	0.07	40	1.058
58	0.00594	0.00444	0.0055	0.04	0.365	0.07	41	1.058
59	0.00675	0.00505	0.0055	0.04	0.280	0.07	42	1.058
60	0.00768	0.00581	0.0080	0.04	0.280	0.15	43	1.058
61	0.00876	0.00666	0.0050	0.04	0.280	0.03	44	1.058
62	0.01001	0.00765	0.0035	0.04	0.280	0.01	45	1.058
63	0.01128	0.00862	0.0035	0.04	0.330	0.01	46	1.058
64	0.01274	0.00971	0.0035	0.04	0.330	0.01	47	1.058
65	0.01441	0.01095	0.0035	0.04	0.330	0.01	48	1.058
66	0.01607	0.01216	0.0020	0.04	0.400	0.00	49	1.058
67	0.01787	0.01345	0.0020	0.04	0.340	0.00	50	1.058
68	0.01980	0.01486	0.0020	0.04	0.340	0.00	51	1.058
69	0.02221	0.01674	0.0020	0.04	0.340	0.00	52	1.058
70	0.02457	0.01858	0.0020	0.04	0.340	0.00	53	1.058
71	0.02728	0.02067	0.0020	0.04	0.340	0.00	54	1.058
72	0.03039	0.02297	0.0020	0.04	0.500	0.00	55	1.058
73	0.03390	0.02546	0.0020	0.04	0.990	0.00	56	1.058
74	0.03783	0.02811	0.0020	0.04	0.990	0.00	57	1.058

New Rates – beginning 6/30/08  
ACTUARIAL TABLES AND RATES (PLAN A)

AGE	DEATH RATES		DISABILITY RATES	TERMINATION RATES	RETIREMENT RATES	DROP RATES	DUR	SALARY SCALE
	MALE	FEMALE						
18	0.00033	0.00019	0.0000	0.00	0.00	0.00	1	1.065
19	0.00034	0.00019	0.0000	0.00	0.00	0.00	2	1.075
20	0.00036	0.00019	0.0000	0.00	0.00	0.00	3	1.070
21	0.00037	0.00019	0.0000	0.00	0.00	0.00	4	1.066
22	0.00037	0.00020	0.0000	0.00	0.00	0.00	5	1.066
23	0.00038	0.00020	0.0000	0.00	0.00	0.00	6	1.058
24	0.00038	0.00021	0.0000	0.00	0.00	0.00	7	1.058
25	0.00038	0.00021	0.0000	0.00	0.00	0.00	8	1.058
26	0.00038	0.00022	0.0000	0.00	0.00	0.00	9	1.058
27	0.00039	0.00024	0.0000	0.00	0.00	0.00	10	1.045
28	0.00041	0.00025	0.0000	0.00	0.00	0.00	11	1.045
29	0.00044	0.00026	0.0000	0.00	0.00	0.00	12	1.045
30	0.00050	0.00031	0.0000	0.02	0.00	0.00	13	1.045
31	0.00056	0.00035	0.0001	0.02	0.00	0.00	14	1.045
32	0.00063	0.00039	0.0001	0.02	0.00	0.00	15	1.045
33	0.00070	0.00043	0.0001	0.02	0.00	0.00	16	1.045
34	0.00077	0.00047	0.0001	0.02	0.00	0.00	17	1.045
35	0.00084	0.00051	0.0001	0.02	0.00	0.00	18	1.045
36	0.00090	0.00055	0.0001	0.02	0.00	0.00	19	1.045
37	0.00096	0.00060	0.0001	0.02	0.00	0.00	20	1.052
38	0.00102	0.00065	0.0001	0.02	0.00	0.00	21	1.045
39	0.00108	0.00071	0.0001	0.02	0.00	0.00	22	1.040
40	0.00114	0.00077	0.0001	0.02	0.00	0.00	23	1.040
41	0.00121	0.00085	0.0001	0.02	0.00	0.00	24	1.045
42	0.00130	0.00094	0.0001	0.02	0.00	0.00	25	1.045
43	0.00140	0.00103	0.0001	0.02	0.00	0.00	26	1.048
44	0.00151	0.00112	0.0100	0.02	0.00	0.00	27	1.048
45	0.00162	0.00122	0.0100	0.02	0.00	0.00	28	1.048
46	0.00173	0.00133	0.0100	0.02	0.00	0.00	29	1.048
47	0.00186	0.00143	0.0100	0.02	0.00	0.00	30	1.050
48	0.00200	0.00155	0.0100	0.02	0.00	0.02	31	1.050
49	0.00214	0.00168	0.0150	0.02	0.01	0.02	32	1.060
50	0.00245	0.00185	0.0150	0.02	0.01	0.02	33	1.050
51	0.00267	0.00202	0.0150	0.02	0.01	0.02	34	1.050
52	0.00292	0.00221	0.0150	0.02	0.01	0.02	35	1.050
53	0.00320	0.00242	0.0150	0.02	0.03	0.02	36	1.045
54	0.00362	0.00272	0.0150	0.02	0.03	0.02	37	1.045
55	0.00420	0.00309	0.0300	0.02	0.15	0.50	38	1.045
56	0.00469	0.00348	0.0250	0.02	0.15	0.20	39	1.045
57	0.00527	0.00392	0.0250	0.02	0.15	0.20	40	1.045
58	0.00594	0.00444	0.0250	0.02	0.25	0.20	41	1.045
59	0.00675	0.00505	0.0250	0.02	0.25	0.20	42	1.045
60	0.00768	0.00581	0.0100	0.02	0.35	0.55	43	1.045
61	0.00876	0.00666	0.0002	0.01	0.35	0.20	44	1.045
62	0.01001	0.00765	0.0002	0.01	0.35	0.10	45	1.045
63	0.01128	0.00862	0.0002	0.01	0.50	0.02	46	1.045
64	0.01274	0.00971	0.0002	0.01	0.50	0.02	47	1.045
65	0.01441	0.01095	0.0002	0.01	0.40	0.02	48	1.045
66	0.01607	0.01216	0.0002	0.01	0.40	0.02	49	1.045
67	0.01787	0.01345	0.0002	0.01	0.35	0.02	50	1.045
68	0.01980	0.01486	0.0002	0.01	0.25	0.02	51	1.045
69	0.02221	0.01674	0.0000	0.01	0.20	0.02	52	1.045
70	0.02457	0.01858	0.0000	0.01	0.20	0.02	53	1.045
71	0.02728	0.02067	0.0000	0.01	0.20	0.02	54	1.045
72	0.03039	0.02297	0.0000	0.01	0.50	0.02	55	1.045
73	0.03390	0.02546	0.0000	0.01	0.50	0.02	56	1.045
74	0.03783	0.02811	0.0000	0.01	0.99	0.02	57	1.045

New Rates – beginning 6/30/08  
 ACTUARIAL TABLES AND RATES (PLAN B)

AGE	DEATH RATES		DISABILITY RATES	TERMINATION RATES	RETIREMENT RATES	DROP RATES	DUR	SALARY SCALE
	MALE	FEMALE						
18	0.00033	0.00019	0.0000	0.00	0.00	0.00	1	1.065
19	0.00034	0.00019	0.0000	0.00	0.00	0.00	2	1.075
20	0.00036	0.00019	0.0000	0.00	0.00	0.00	3	1.070
21	0.00037	0.00019	0.0000	0.00	0.00	0.00	4	1.066
22	0.00037	0.00020	0.0000	0.10	0.00	0.00	5	1.066
23	0.00038	0.00020	0.0000	0.10	0.00	0.00	6	1.058
24	0.00038	0.00021	0.0000	0.10	0.00	0.00	7	1.058
25	0.00038	0.00021	0.0000	0.20	0.00	0.00	8	1.058
26	0.00038	0.00022	0.0000	0.15	0.00	0.00	9	1.058
27	0.00039	0.00024	0.0000	0.07	0.00	0.00	10	1.055
28	0.00041	0.00025	0.0000	0.07	0.00	0.00	11	1.055
29	0.00044	0.00026	0.0000	0.07	0.00	0.00	12	1.055
30	0.00050	0.00031	0.0000	0.07	0.00	0.00	13	1.055
31	0.00056	0.00035	0.0000	0.07	0.00	0.00	14	1.050
32	0.00063	0.00039	0.0000	0.07	0.00	0.00	15	1.050
33	0.00070	0.00043	0.0000	0.07	0.00	0.00	16	1.050
34	0.00077	0.00047	0.0000	0.07	0.00	0.00	17	1.050
35	0.00084	0.00051	0.0000	0.07	0.00	0.00	18	1.050
36	0.00090	0.00055	0.0010	0.07	0.00	0.00	19	1.050
37	0.00096	0.00060	0.0010	0.07	0.00	0.00	20	1.050
38	0.00102	0.00065	0.0010	0.06	0.00	0.00	21	1.043
39	0.00108	0.00071	0.0010	0.06	0.00	0.00	22	1.043
40	0.00114	0.00077	0.0030	0.06	0.00	0.00	23	1.043
41	0.00121	0.00085	0.0030	0.06	0.00	0.00	24	1.043
42	0.00130	0.00094	0.0030	0.06	0.00	0.00	25	1.043
43	0.00140	0.00103	0.0030	0.05	0.00	0.00	26	1.043
44	0.00151	0.00112	0.0030	0.04	0.00	0.00	27	1.043
45	0.00162	0.00122	0.0030	0.04	0.00	0.00	28	1.043
46	0.00173	0.00133	0.0030	0.04	0.00	0.00	29	1.043
47	0.00186	0.00143	0.0060	0.04	0.00	0.00	30	1.043
48	0.00200	0.00155	0.0060	0.03	0.00	0.00	31	1.043
49	0.00214	0.00168	0.0060	0.03	0.00	0.00	32	1.035
50	0.00245	0.00185	0.0150	0.03	0.00	0.00	33	1.035
51	0.00267	0.00202	0.0150	0.03	0.00	0.00	34	1.035
52	0.00292	0.00221	0.0150	0.03	0.00	0.00	35	1.035
53	0.00320	0.00242	0.0150	0.03	0.00	0.00	36	1.035
54	0.00362	0.00272	0.0255	0.03	0.00	0.30	37	1.035
55	0.00420	0.00309	0.0255	0.03	0.35	0.50	38	1.035
56	0.00469	0.00348	0.0255	0.03	0.33	0.45	39	1.035
57	0.00527	0.00392	0.0255	0.03	0.30	0.15	40	1.035
58	0.00594	0.00444	0.0255	0.03	0.30	0.15	41	1.035
59	0.00675	0.00505	0.0255	0.03	0.30	0.15	42	1.035
60	0.00768	0.00581	0.0050	0.03	0.30	0.15	43	1.035
61	0.00876	0.00666	0.0050	0.03	0.30	0.03	44	1.035
62	0.01001	0.00765	0.0050	0.03	0.30	0.01	45	1.035
63	0.01128	0.00862	0.0050	0.03	0.45	0.01	46	1.035
64	0.01274	0.00971	0.0050	0.03	0.45	0.01	47	1.035
65	0.01441	0.01095	0.0030	0.03	0.30	0.01	48	1.035
66	0.01607	0.01216	0.0030	0.03	0.25	0.01	49	1.035
67	0.01787	0.01345	0.0030	0.03	0.25	0.01	50	1.035
68	0.01980	0.01486	0.0030	0.03	0.25	0.01	51	1.035
69	0.02221	0.01674	0.0000	0.03	0.25	0.01	52	1.035
70	0.02457	0.01858	0.0000	0.03	0.50	0.01	53	1.035
71	0.02728	0.02067	0.0000	0.03	0.50	0.01	54	1.035
72	0.03039	0.02297	0.0000	0.03	0.50	0.01	55	1.035
73	0.03390	0.02546	0.0000	0.03	0.50	0.01	56	1.035
74	0.03783	0.02811	0.0000	0.03	0.99	0.01	57	1.035

New Rates – beginning 6/30/08  
ACTUARIAL TABLES AND RATES (UNIVERSITY)

AGE	DEATH RATES		DISABILITY RATES	TERMINATION RATES	RETIREMENT RATES	DROP RATES	DUR	SALARY SCALE
	MALE	FEMALE						
18	0.00033	0.00019	0.0000	0.05	0.00	0.00	1	1.055
19	0.00034	0.00019	0.0000	0.05	0.00	0.00	2	1.071
20	0.00036	0.00019	0.0000	0.05	0.00	0.00	3	1.057
21	0.00037	0.00019	0.0000	0.05	0.00	0.00	4	1.054
22	0.00037	0.00020	0.0000	0.05	0.00	0.00	5	1.054
23	0.00038	0.00020	0.0001	0.05	0.00	0.00	6	1.054
24	0.00038	0.00021	0.0001	0.10	0.00	0.00	7	1.054
25	0.00038	0.00021	0.0001	0.10	0.00	0.00	8	1.052
26	0.00038	0.00022	0.0001	0.16	0.00	0.00	9	1.052
27	0.00039	0.00024	0.0001	0.13	0.00	0.00	10	1.052
28	0.00041	0.00025	0.0001	0.12	0.00	0.00	11	1.050
29	0.00044	0.00026	0.0001	0.12	0.00	0.00	12	1.050
30	0.00050	0.00031	0.0001	0.12	0.00	0.00	13	1.050
31	0.00056	0.00035	0.0001	0.10	0.00	0.00	14	1.050
32	0.00063	0.00039	0.0001	0.12	0.00	0.00	15	1.050
33	0.00070	0.00043	0.0001	0.10	0.00	0.00	16	1.049
34	0.00077	0.00047	0.0001	0.10	0.00	0.00	17	1.049
35	0.00084	0.00051	0.0001	0.10	0.00	0.00	18	1.049
36	0.00090	0.00055	0.0001	0.07	0.00	0.00	19	1.048
37	0.00096	0.00060	0.0001	0.07	0.00	0.00	20	1.048
38	0.00102	0.00065	0.0001	0.08	0.00	0.00	21	1.048
39	0.00108	0.00071	0.0010	0.08	0.00	0.00	22	1.048
40	0.00114	0.00077	0.0010	0.07	0.05	0.00	23	1.045
41	0.00121	0.00085	0.0010	0.06	0.09	0.00	24	1.045
42	0.00130	0.00094	0.0010	0.05	0.09	0.00	25	1.045
43	0.00140	0.00103	0.0010	0.05	0.09	0.00	26	1.045
44	0.00151	0.00112	0.0010	0.05	0.09	0.00	27	1.045
45	0.00162	0.00122	0.0010	0.04	0.09	0.00	28	1.045
46	0.00173	0.00133	0.0010	0.04	0.09	0.00	29	1.045
47	0.00186	0.00143	0.0010	0.04	0.06	0.00	30	1.045
48	0.00200	0.00155	0.0010	0.03	0.06	0.00	31	1.045
49	0.00214	0.00168	0.0010	0.03	0.05	0.00	32	1.045
50	0.00245	0.00185	0.0010	0.02	0.04	0.00	33	1.045
51	0.00267	0.00202	0.0010	0.02	0.03	0.03	34	1.045
52	0.00292	0.00221	0.0040	0.02	0.05	0.07	35	1.045
53	0.00320	0.00242	0.0040	0.02	0.05	0.12	36	1.045
54	0.00362	0.00272	0.0010	0.02	0.09	0.12	37	1.045
55	0.00420	0.00309	0.0010	0.02	0.18	0.55	38	1.045
56	0.00469	0.00348	0.0010	0.02	0.18	0.10	39	1.045
57	0.00527	0.00392	0.0010	0.02	0.18	0.10	40	1.045
58	0.00594	0.00444	0.0010	0.02	0.28	0.07	41	1.045
59	0.00675	0.00505	0.0010	0.02	0.21	0.07	42	1.045
60	0.00768	0.00581	0.0010	0.02	0.28	0.07	43	1.045
61	0.00876	0.00666	0.0010	0.02	0.21	0.02	44	1.045
62	0.01001	0.00765	0.0010	0.02	0.21	0.01	45	1.045
63	0.01128	0.00862	0.0010	0.02	0.21	0.01	46	1.045
64	0.01274	0.00971	0.0010	0.02	0.21	0.01	47	1.045
65	0.01441	0.01095	0.0010	0.02	0.28	0.01	48	1.045
66	0.01607	0.01216	0.0010	0.02	0.28	0.01	49	1.045
67	0.01787	0.01345	0.0010	0.02	0.28	0.01	50	1.045
68	0.01980	0.01486	0.0010	0.02	0.28	0.01	51	1.045
69	0.02221	0.01674	0.0005	0.02	0.20	0.01	52	1.045
70	0.02457	0.01858	0.0005	0.02	0.20	0.01	53	1.045
71	0.02728	0.02067	0.0005	0.02	0.20	0.01	54	1.045
72	0.03039	0.02297	0.0005	0.02	0.50	0.01	55	1.045
73	0.03390	0.02546	0.0005	0.02	0.50	0.01	56	1.045
74	0.03783	0.02811	0.0005	0.02	0.99	0.01	57	1.045

## Exhibit A

## AMORTIZATION OF UNFUNDED ACTUARIAL ACCRUED LIABILITY

June 30, 2008

Date	Description	Amtz. Method	Amtz. Period	Initial Liability	Years Remain	Remaining Balance	Mid-Year Payment
1993	Initial Liability	I	36	\$ 4,848,270,248	21	\$ 6,826,377,582	\$ 470,380,310
1993	Change in Liability	L	25	(838,057,486)	21	(788,072,831)	(77,075,133)
1994	Change in Liability	L	25	(285,027,105)	21	(268,027,100)	(26,213,598)
1995	Change in Liability	L	25	(11,255,751)	21	(10,584,419)	(1,035,178)
1996	Change in Liability	L	25	(227,335,061)	21	(213,776,010)	(20,907,731)
1997	Change in Liability	L	25	72,828,575	21	68,484,826	6,697,956
1998	Change in Liability	L	25	(312,542,081)	21	(293,900,987)	(28,744,117)
1999	Change in Liability	L	25	(361,354,605)	21	(339,802,163)	(33,233,346)
2000	Change in Liability	L	25	(672,461,184)	21	(632,353,267)	(61,845,442)
2001	Change in Liability	I	27	59,149,207	23	63,820,520	4,140,592
2002	Change in Liability	I	28	859,751,039	24	933,040,245	58,901,946
2003	Change in Liability	I	29	2,115,958,339	25	2,308,613,544	142,042,682
2004	Change in Liability	L	30	27,253,793	26	26,214,573	2,381,906
2005	Change in Liability	L	30	(230,622,183)	27	(224,294,658)	(20,155,736)
2006	Change in Liability	L	30	(470,579,056)	28	(462,316,927)	(41,127,297)
2007	Change in Liability	L	30	(485,035,058)	29	(480,945,772)	(42,390,712)
2008	Change in Assumptions	L	30	(188,411,115)	30	(188,411,115)	16,466,606
2008	Change in Liability	L	30	796,416,277	30	796,416,277	41,324,981
<b>Total Outstanding Balance</b>						<b>\$ 7,120,482,318</b>	<b>\$ 389,608,689</b>
<b>Employers Credit Balance</b>							
2004	Contribution Variance	L	5	29,662,467	1	6,908,242	7,187,561
2005	Contribution Variance	L	5	(31,046,965)	2	(13,910,302)	(7,523,041)
2006	Contribution Variance	L	5	(17,430,843)	3	(11,274,085)	(4,223,696)
2007	Contribution Variance	L	5	(37,534,025)	4	(31,167,920)	(9,094,931)
2008	Contribution Variance	L	5	(103,413,475)	5	(103,413,475)	(25,058,287)
<b>Total Credit Balance</b>						<b>\$ (152,857,540)</b>	<b>\$ (38,712,394)</b>
<b>Total Unfunded Actuarial Accrued Liability</b>						<b>\$ 6,967,624,778</b>	