THE ANNE ARUNDEL COUNTY EMPLOYEES' RETIREMENT PLAN

ACTUARIAL VALUATION AS OF JANUARY 1, 2009

Bolton Partners, Inc.
575 South Charles Street
Suite 500
Baltimore, Maryland 21201

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April 30, 2009

PERSONAL & CONFIDENTIAL
Andrea Fulton
Personnel Officer
Anne Arundel County Government
P.O. Box 6675
Annapolis, MD 21401

Re: Employees' Retirement Plan Valuation

Dear Andrea:

The following report sets forth the actuarial valuation as of January 1, 2009 of the Anne Arundel County Employees' Retirement Plan, for the plan year beginning on that date. The valuation is based on participant data as submitted by the personnel department of Anne Arundel County, Aetna and CIGNA and unaudited asset data submitted by the County.

INVESTMENT PERFORMANCE

The market value of plan assets as of December 31, 2008 was $367,773,037. The average investment return for the fund on a market basis for the year ended December 31, 2008 was (29.4%) and 0.5% on an actuarial basis.

The plan utilizes an actuarial averaging method to smooth out swings in investment performance and thus in asset values from year to year. Under the method, investment gains or losses above or below the 8% actuarial assumption are phased in over a five year period. As of December 31, 2008, the actuarial value of assets was $488,275,803. Details of the development of the actuarial value of assets are set forth later in this report.

PRINCIPAL RESULTS

The principal purpose of the valuation is to set forth the County's contributions for the fiscal year ending June 30, 2010. In addition, the report sets forth the information on the plan for the County's financial statements and for the plan's own financial statements.

The total recommended employer contribution for the plan year and fiscal year ending June 30, 2010 increased from $13,414,470 to $17,078,045. This is in addition to employee contributions of 4% of pay from the employees in Tier 1. The increase can be broken down to the following material factors:

- On an actuarial basis the investment return was 0.5% and generated an investment loss. On a market value basis the return was (29.4%). The difference between 0.5% and (29.4%) is a deferred loss. The amount of the deferred gain decreased from $37.9 million to ($120.5) million.
- Salary increases were slightly above the assumption.
- Cost of living adjustments were higher than the assumption.

The above material factors had the following effect on the County's contribution (as a percentage of payroll) since last year's valuation.

January 1, 2008 valuation	11.4%
Investment Loss	1.7%
Pay Increases	0.1%
New Entrants/Change in Normal Cost	0.0%
COLA	0.0%
Demographics and Other Changes	0.5%
January 1, 2009 valuation	13.7%

The overall funded ratio for the plan decreased from 93.6% to 85.9% (due to the assumption changes).

The ratio of the Actuarial Value of Assets to the Market Value of Assets is relatively high at 133%. This is a reflection of the severe market losses since the prior valuation. These losses will be fully phased in over the next four valuations. This means the County should expect increases from FY11 through FY14. To have a rough idea of the size of the increase, had the current valuation's contribution amount been based on the Market Value, the $17,078,045 amount would be $24,598,309. This does not factor in additional investment losses after January 1, 2009.

Since 2007 there has been an actuarial standard of practice covering reasonable asset smoothing methods. We believe that the five year smoothing method meets those standards even with a ratio of 133%. Some plan use a more conservative method which limits the ratio of the Actuarial Value of Assets to the Market Value to 120%. A very few others use a more aggressive approach and smooth losses over ten years. Given the unusual nature of these market losses, we expect many plans to be looking to switch to a ten year smoothing period.

The balance of this report sets forth details of changes in participation in the plan and the results of the valuation. A statement of funding progress under GASB 25 is also included.

Sincerely,

BOLTON PARTNERS, INC.

Thomas B. Lowman, FSA

David W. Ballard, CEBS

TBL/DWB/tlc

Trust Fund Asset Statement

TRUST FUND ASSET STATEMENT FOR YEAR ENDED DECEMBER 31, 2008

Original Market Value 1/1/2008	$529,283,375
Audit Adjustment	$ 0
Market Value 1/1/2008	$529,283,375
Receipts:	
Employer Contributions	$ 12,822,131
Employee Contributions	4,622,560
Interest and Dividends	12,412,278
Realized and Unrealized Gain/(Loss)	(166,018,579)
Other	1,041,618
Total Receipts:	($135,119,991)
Disbursements:	
Benefit Payments	$ 25,285,507
Administrative Expenses	489,312
Investment Expenses	2,082,860
Total Disbursements	$ 27,857,678
Net Increase/(Decrease)	($162,977,670)
Preliminary Ending Value	$366,305,705
Contribution Receivable	$ 1,467,332
Ending Value 12/31/2008	$367,773,037

(Note: There may be dollar rounding differences)

Development of Actuarial Value of Assets

ACTUARIAL VALUE OF ASSETS

		2007	2008
1.	**Actuarial Value of Assets Beginning of Year**	**$456,656,849**	**$492,788,674**
2.	Contributions*	16,089,168	17,444,691
3.	Benefit Payments	22,800,104	25,285,507
4.	Administrative Expenses	600,305	489,312
5.	Expected 8% Return	36,240,098	39,089,889
6.	**Expected Asset Value** (1. + 2. - 3. - 4. + 5.)	**$485,585,706**	**$523,548,435**
7.	Market Value End of Year	$529,283,374	$366,305,705
8.	Prior Deferred Gain/(Loss)	$ 14,556,077	$ 26,457,085
9.	**Asset Gain/(Loss)** (7. - 8. - 6.)	**$ 29,141,591**	**($183,699,815)**
10.	80% of 2007 Gain/(Loss) of $29,141,591	$ 23,313,273	
11.	60% of 2006 Gain/(Loss) of $23,711,795	14,227,077	
12.	40% of 2005 Gain/(Loss) of ($2,562,937)	(1,025,175)	
13.	20% of 2004 Gain/(Loss) of $6,770,873	1,354,175	
14.	**Actuarial Value of Assets 1/1/2008**	**$491,414,024**	
15.	Contribution Receivable	$ 1,374,650	
16.	Audit Adjustment	0	
17.	**Final Actuarial Value of Assets**	**$492,788,674**	
18.	80% of 2008 Gain/(Loss) of ($183,699,815)		($146,959,852)
19.	60% of 2007 Gain/(Loss) of $29,141,591		17,484,955
20.	40% of 2006 Gain/(Loss) of $23,711,795		9,484,718
21.	20% of 2005 Gain/(Loss) of ($2,562,937)		($512,587)
22.	**Actuarial Value of Assets 1/1/2009**		**$486,808,471**
23.	Contribution Receivable		$ 1,467,332
24.	Audit Adjustment		0
25.	Final Actuarial Value of Assets		**$488,275,803**
Rate of Return on Actuarial Value of Assets		**9.3%**	**0.5%**

* *There is some question as to whether or not transfers should be included in Contributions.*

Participant Schedules

PARTICIPANT SUMMARY

		Inactive Participants		
	Active Participants	With Deferred Benefits	Receiving Benefits	Total
Participants as of January 1, 2008	2,284	260	1,143	3,687
Retired	(50)	(16)	66	0
Terminated Vested	(26)	26	0	0
Terminated Non-Vested/Paid Lump Sum	(107)	(16)	0	(123)
Benefit Suspension	0	0	(3)	(3)
Deceased/Payments Expired	(1)	0	(28)	(29)
Payment to Beneficiary	0	0	9	9
Rehired	33	(8)	0	25
QDRO	0	0	3	3
Transfers In	0	0	0	0
Transfers Out	(5)	0	0	(5)
New Hires	185	0	0	185
Data Adjustment	(1)	11	4	14
Net Change	28	(3)	51	76
Participants as of January 1, 2009	2,312	257	1,194	3,763

Service - Age Distribution

AGE, SERVICE AND AVERAGE SALARY DISTRIBUTION

Age as of 1/1/2009	Under 1	01-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40 +	Total
Under 25	26 29,370	34 32,987	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	60 31,420
25-29	24 36,513	79 39,537	30 40,885	1 44,549	0 0	0 0	0 0	0 0	0 0	0 0	134 39,335
30-34	22 48,303	89 44,076	42 49,643	15 46,204	3 51,507	0 0	0 0	0 0	0 0	0 0	171 46,304
35-39	21 38,723	83 47,896	63 49,373	33 57,220	13 52,973	1 61,110	0 0	0 0	0 0	0 0	214 49,239
40-44	30 35,291	78 41,559	74 50,819	46 59,278	53 58,409	42 59,341	3 58,749	0 0	0 0	0 0	326 50,773
45-49	23 39,058	95 48,747	68 52,804	61 55,954	57 64,248	80 63,626	39 56,593	5 61,709	0 0	0 0	428 55,601
50-54	22 41,828	72 45,052	57 56,841	45 60,484	55 61,253	78 65,210	49 67,759	39 63,558	7 57,657	0 0	424 58,452
55-59	11 51,905	61 59,054	46 60,547	48 58,526	48 61,502	46 69,684	29 66,425	19 71,335	16 63,456	0 0	324 62,414
60-64	6 57,892	26 55,692	30 50,680	25 57,084	30 68,576	24 57,125	16 80,294	12 65,006	6 67,529	0 0	175 60,806
65-69	1 22,526	3 63,159	9 44,245	10 65,087	9 61,889	6 60,368	0 0	1 47,736	2 63,940	0 0	41 57,461
70 & Up	0 0	1 94,702	2 59,790	2 63,697	5 44,916	4 56,784	0 0	1 43,118	0 0	0 0	15 55,767
Total	186 39,430	621 46,045	421 51,868	286 57,700	273 61,395	281 63,686	136 65,548	77 65,112	31 62,966	0 0	2,312 53,981

Average Age: 46.88

Average Service: 11.58

Average Salary: $53,981

Actuarial Costs

ACTUARIAL COSTS

	As of 01/01/2008	As of 01/01/2009
Participants		
Active	2,284	2,312
Terminated Vested	260	257
Disabled	72	72
Retirees	1,007	1,047
Beneficiaries	64	75
Total	3,687	3,763
Active Payroll (Rate at January 1st)	$117,222,681	$124,803,488
1. Actuarial Liability		
Active Participants	$236,757,291	$252,600,211
Terminated Vested Participants	15,245,911	15,339,192
Participants Receiving Benefits	274,338,280	300,255,577
Total	$526,341,482	$568,194,980
2. Actuarial Value of Assets	$492,788,674	$488,275,803
3. Unfunded Actuarial Liability (1-2)	$ 33,552,808	$ 79,919,177
4. County's Normal Cost	$ 9,876,313	$ 10,554,548
5. Amortization Payment	$ 1,994,493	$ 4,713,457
6. Estimated Expenses	$ 550,000	$ 545,000
7. Total Recommended Contributions as of January 1st (4 + 5 + 6)	$ 12,420,806	$ 15,813,005
8. Total Recommended Contribution as of December 31st (7 x 1.08)	$ 13,414,470	$ 17,078,045
9. Contribution as a % of total payroll	11.44%	13.68%

UNFUNDED LIABILITY AMORTIZATION SCHEDULE

	Amortization Period			Balances		
Charge	Date Created	Initial Years	Years Left	Initial	Outstanding	2009 Payment
Actuarial Loss	01/01/2005	30	26	$9,888,883	$10,533,059	$655,723
Actuarial Loss	01/01/2006	30	27	$7,157,528	$ 7,517,614	$458,560
Actuarial Loss	01/01/2007	30	28	$8,028,164	$ 8,304,399	$496,947
Assumption Change	01/01/2008	30	29	$13,407,985	$13,643,866	$801,893
Actuarial Loss	01/01/2009	30	30	$45,836,717	$45,836,717	$2,648,658
Credit						
Unfunded Accrued Liability	01/01/2004	30	25	$215,150	$ 232,615	$ 14,265
Actuarial Gain	01/01/2008	30	29	$5,585,598	$ 5,683,863	$334,059
Net Total					$79,919,177	$4,713,457

Note: Bases are amortized as an equal percent of payroll each year. Total payroll is assumed to increase 3.5% annually.

Assumptions and Methods

ASSUMPTIONS AND METHODS

Funding Method:	Projected Unit Credit Actuarial Cost Method. The contribution equals the sum of the normal cost and the amount necessary to amortize the frozen unfunded actuarial liabilities and any actuarial gains or losses over a period of years. Amortization payments increase 3.5%.
Asset Method:	Asset smoothing method. Spreading the investment gains or losses in excess of the assumed return over a 5-year period. Actuarial Value of Assets recognizes adjustments resulting from an audit.
Interest:	8% compounded annually.
COLA Increases:	Benefits accrued before Bill 88-96 are assumed to increase by 3.0% of the original benefit each year from retirement. Benefits accrued after Bill 88-96 are assumed to increase by 2.1% of the current benefit each year from retirement.
Salary Increases:	The following graded schedule is used:

Attained Age	% Increase at Attained Age
20	7.0%
25	6.5%
30	6.0%
35	5.5%
40	5.0%
45	4.5%
50	4.0%
55	4.0%

Mortality:	*Healthy:* RP-2000 Blue Collar Mortality table projected to 2008 (using Male Scale AA). *Disabled:* RP-2000 Blue Collar Mortality table projected to 2008 (using Male Scale AA), set forward nine years.

ASSUMPTIONS AND METHODS
(continued)

Disability:

Sample rates are:

Age	Rate
30	.0264%
35	.0396%
40	.0809%
45	.1337%
50	.2162%
55	.3548%
60	.5297%
64	.7211%

10% of disablement is assumed to be duty-related.

Turnover[1]:

Sample rates are:

	Rate	
Age	Males	Females
20	12.47%	21.57%
25	9.97%	18.12%
30	6.78%	13.34%
35	4.37%	9.05%
40	3.48%	7.48%
45	2.40%	5.95%
50	0.45%	1.11%

Retirement[2]:

Sample Rates

	Service		
Age	20	30	31
50	5%	40%	40%
55	7%	30%	5%
60	20%	20%	20%
65	50%	50%	50%
68	100%	100%	100%

[1] Tier 1 terminations prior to age 40 are assumed to elect a refund
[2] 100% at age 68

ASSUMPTIONS AND METHODS
(continued)

Disability Leave:	Active liabilities (which depend on credit service) are loaded by 1.5% to account for future crediting of disability service.
Military Service:	Active liabilities (which depend on credit service) are loaded by 1% to account for future crediting of military service.
Other Methods and Assumptions:	Administrative Expenses are \$545,000 for FY2010 and \$550,000 for FY2009 (average of actual expenses for the two years preceding the valuation date). Males are assumed to be four years older than their spouses. The Tier 1 service cap of 60% is valued as 62% to account for Disability and Military service credit not being limited by the 30-year cap on service. Actual military service information for actives is not available. Members are assumed to stay in their current tier.

Plan Provisions

PLAN PROVISIONS
(for Members in Tier 1)

Normal Retirement Age:	Age 60, or if earlier, when the participant has reached 30 years of service.
Early Retirement Age:	Age 50 and the completion of 20 years of service.
Normal Form of Benefit:	Monthly life annuity with modified cash refund.
Cost of Living Increase (simple, for benefits accrued as of 1/31/97):	Retiree benefits are adjusted each year. The revised benefit amount is the lesser of: a. Prior year benefit plus base benefit multiplied by increase in the current March CPI from March CPI for prior year, or b. Benefit increased by 3% of original benefit.
Cost of Living Increase (compound, for benefits accrued after1/31/97):	Retiree benefits are adjusted each year. The revised benefit amount is the lesser of: a. Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or b. Benefit increased by 2.5%.
Employee Contributions:	4% of compensation.
Compensation:	Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.
Final Earnings:	The average of the highest 3 years of the last 5 annual basic pays.
Normal Retirement Benefit Formula:	2% of final earnings for each year of service, maximum 60%.
Early Retirement Benefit Formula:	Same as normal retirement, but reduced by the following factors:

PLAN PROVISIONS
(for Members in Tier 1)
(continued)

Years Early	Reduction Factor
1	2%
2	5%
3	9%
4	14%
5	20%
6	28%
7	36%
8	44%
9	52%
10	60%

Termination Prior to Retirement:

Less than 5 years of service: Return of employee contributions with 4.25% interest.

5 years of service or more: At the discretion of the employee, either a return of contributions with interest or the accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.

Disability: Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

Line of Duty Disability: The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.

Non-Line of Duty Disability: Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.

PLAN PROVISIONS
(for Members in Tier 1)
(continued)

Pre-Retirement Spouse's Benefit:

Married and eligible for early retirement: The greatest of.

- $10 per month
- 50% of the accrued benefit
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form.

Other Pre-Retirement Death Benefits: Return of employee contributions with 4.25% interest plus a lump sum of 50% of final earnings.

PLAN PROVISIONS
(for Members in Tier 2)

Normal Retirement Age:	Age 60, or if earlier, when the participant has reached 30 years of service.
Early Retirement Age:	Age 50 and the completion of 20 years of service.
Normal Form of Benefit:	Monthly life annuity.
Cost of Living Increase (compound, for benefits accrued after1/31/97):	Retiree benefits are adjusted each year. The revised benefit amount is the lesser of: a. Prior year benefit multiplied by 60% of the increase in the current March CPI from March CPI for prior year, or b. Benefit increased by 2.5%.
Employee Contributions:	No employee contributions required or allowed.
Compensation:	Regular annual rate of pay, exclusive of extra compensation of any kind such as overtime pay, bonuses, and commissions.
Final Earnings:	The average of the highest 3 years of the last 5 years of annual basic pays.
Normal Retirement Benefit Formula:	1.0% of final earnings for each year of service.
Early Retirement Benefit Formula:	Same as normal retirement, but reduced for early commencement (using the same factors as Tier 1).
Termination Prior to Retirement:	
Less than 5 years of service:	No benefit is payable.
5 years of service or more:	The accrued normal retirement benefit taking into account final earnings and service at date of termination, payable at normal retirement date.
Disability:	Must be totally and permanently disabled (except as the result of activities specified in the County code) regardless of length of service.

PLAN PROVISIONS
(for Members in Tier 2)
(continued)

Line of Duty Disability:	The greater of the accrued benefit or 66 2/3% of final earnings, payable immediately, unreduced.
Non-Line of Duty Disability:	Five years of service are required to receive non-duty benefits. The greater of the accrued benefit or 25% of final earnings, payable immediately, unreduced.

Pre-Retirement Spouse's Benefit:

Married and eligible for early retirement:

The greatest of:

- $10 per month
- 50% of the accrued benefit
- The accrued benefit, reduced actuarially for early commencement and the joint and 100% survivor form.

Unmarried or not eligible for early retirement:

A lump sum of 50% of final earnings.

Summary of Legislative Changes

SUMMARY OF MAJOR LEGISLATIVE CHANGES

County Council Bill No. 36-89:

Effective 7/1/89.

Pension benefits and vesting provisions were improved. The accrual percentage per year of service was increased from 1.8% to 2.0%, permitting accrual of the maximum 60% benefit in 30 years instead of 33-1/3.

Full vesting was granted after 5 years of service. The old provisions used a graded scale granting 75% vesting after 10 years, climbing to 100% vesting after 15 years.

County Council Bill No. 34-92:

Effective 6/1/92 through 8/31/92.

Participants age 50 or older with at least 20 years of service could elect to retire with an additional pension equal to 1/12 of 2% for each year of credited service. The additional amount could be taken as a pension increase, a lump sum, or as a temporary supplement to age 62. Appropriate actuarial adjustments apply.

State House Bill No. 687:

Effective 7/1/90.

County employees were given the opportunity to apply for credit under the County's plan for previous service with the Sate of Maryland (or a political subdivision of the State).

County Council Bill 90-93:

Effective 12/22/93.

Plan participants are required to pay the full actuarial value for service purchases. Purchases can only be made at retirement. To be eligible, an employee must have 60 months of County service. Existing plan participants must be notified of their right to purchase service under existing law.

SUMMARY OF MAJOR LEGISLATIVE CHANGES
(continued)

County Council Bill No. 82-94:	Effective 10/31/94. Transfers assets from general employees plan to A&E plan for participants who have transferred between these two plans.
County Council Bill No. 88-96:	Effective 12/4/96. The previous method of calculating cost of living increases will only apply to benefits accrued as of 1/31/97. The cost of living increase for future benefits is a compound increase equal to 60% of the annual change in the CPI, not to exceed 2.5%. Employees hired, or rehired, on or after 12/4/96 will be Tier Two employees and will have different benefits than current employees.
County Council Bill No. 41-99:	Effective 6/15/99. Employees paid under the deputy sheriff employees pay schedule become Tier Two members of the Detention Center Plan effective as of January 1, 1999. Service credited under the Employees' Plan will count as credited service in the Detention Center Plan and no future benefit will be paid from the Employees' Plan. Assets are transferred from the Employees' Plan to the Detention Center Plan in an amount equal to the projected unit credit accrued liability in the Employees' Plan.
Recodification:	Effective 2/25/2002. Allows a benefit based on disability leave service and pre-plan military service to be paid over the 70% cap. Normal Retirement was changed to the earlier of 30 years of service or age 60.

Statement No. 25 of the GASB

STATEMENT NO. 25 OF THE GOVERNMENTAL ACCOUNTING STANDARDS BOARD

Schedules of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Unfunded AAL (UAAL) (b-a)	Actuarial Accrued Liability (AAL) (b)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a)/c)
01/01/1994	$146,310,144	$26,804,749	$173,114,893	84.5%	$67,987,153	39.4%
01/01/1995	$158,437,212	$18,728,958	$177,166,170	89.4%	$72,811,217	25.7%
01/01/1996	$176,801,858	$23,788,900	$200,590,758	88.1%	$73,841,336	32.2%
01/01/1997	$214,676,343	$24,353,891	$239,030,234	89.8%	$78,200,977	31.1%
01/01/1998	$235,935,651	$16,452,008	$252,387,659	93.5%	$82,842,730	19.9%
01/01/1999	$258,183,198	$16,182,891	$274,366,089	94.1%	$87,089,448	18.6%
01/01/2000	$282,462,621	$15,746,760	$298,209,381	94.7%	$89,714,539	17.6%
01/01/2001	$302,805,427	$36,506,591	$339,312,018	89.2%	$88,927,130	41.1%
01/01/2002	$321,443,897	$36,352,728	$357,796,625	89.8%	$100,417,059	36.2%
01/01/2003	$335,539,414	$36,932,955	$372,472,369	90.1%	$101,172,221	36.5%
01/01/2004	$367,756,502	$ (215,150)	$367,541,352	100.1%	$100,944,238	(0.2)%
01/01/2005	$395,501,876	$ 9,669,948	$405,171,824	97.6%	$103,105,736	9.4%
01/01/2006	$422,234,496	$16,997,830	$439,232,326	96.1%	$107,290,189	15.8%
01/01/2007	$456,656,849	$25,314,781	$481,971,630	94.7%	$116,709,102	21.7%
01/01/2008[1]	$492,788,674	$20,144,823	$512,933,497	96.1%	$117,222,681	17.2%
01/01/2008[2]	$492,788,674	$33,552,808	$526,341,482	93.6%	$117,222,681	28.6%
01/01/2009	$488,275,803	$79,919,177	$568,194,980	85.9%	$124,803,488	64.0%

Schedules of County's Contributions

Year Ended December 31	*Annual Required Contribution*	*Actual Contribution*	*Percentage Contributed*
2008	$12,906,755	$12,906,750[3]	100.0%

[1] *Prior to Assumption Changes*
[2] *After Assumption Changes*
[3] *On an accrual basis. Subject to verification.*

STATEMENT NO. 25 OF THE GOVERNMENTAL ACCOUNTING STANDARDS BOARD

(continued)

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows.

Actuarial cost method	Projected Unit Credit
Amortization method	Level percent of pay
Remaining amortization period	Remaining Amortization periods range from 25 to 30 years with an average of 28 years.
Asset valuation method	5-year smoothed market
Actuarial assumptions:	
Investment rate of return	8.0%
Projected salary increases	Varies by age
Post Retirement Cost-of-living adjustments	3.0% for pre 2/97 accruals
	2.1% for post 2/97 accruals