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# ACTUARIAL SECTION

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June 8, 2009

Board of Trustees  
Public Employees' Retirement System  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Board:

An actuarial valuation of the Public Employees' Retirement System of New Jersey (PERS) is performed annually to measure the ongoing costs of the System (with required contributions determined separately for the State and Local employers) and the progress towards the funding goals of the System over time. In general, the financial goals of the PERS are a pattern of contributions which is relatively stable over time as a percentage of pay for a stationary employee population.

In accordance with the New Jersey statutes, employers are required to make two contributions to the System, a normal contribution and an accrued liability contribution. The normal contribution for basic allowances and cost of living adjustments (COLA's) is defined under the Projected Unit Credit funding method as the present value of the benefits accruing during the current year. The unfunded accrued liability contribution for basic allowances and COLA's is determined as a level percentage of pay required to amortize the unfunded accrued liability in annual payments increasing by 4% per year and paid annually for a specific time as determined by the State Treasurer. (Initially, this period was determined to be 40 years as of March 31, 1992. Any actuarial gains or losses for the 10 valuation years following the March 31, 1992 valuation were to increase or decrease the amortization period unless an increase would have caused the amortization period to exceed 40 years, decreasing to 30 years by 2002).

The provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liabilities from the proceeds of pension obligation bonds and to use any excess valuation assets to reduce required normal contributions payable by the State and Local employers by up to 100% of excess assets through the July 1, 2001 valuation, and on a declining maximum percentage of excess assets basis through the July 1, 2006 valuation. The legislation (as amended by Chapter 415, P.L. 1999) also provided for a reduction from excess assets of the contributions by employees of the State and Local employers of up to 2% in contributions in future valuations under certain conditions. Beginning with the July 1, 2007 valuation, Chapter 92, P.L. 2007 removed language from existing law that permits the State Treasurer to reduce the employer normal contributions and employee contributions needed to fund the System when excess assets are available.

The valuation also reflects the provisions of Chapter 259, P.L. 2001, Chapter 353, P.L. 2001, and Chapter 366, P.L. 2001 which provided benefit improvements for certain members of the System and prescribed the funding policy for additional costs to the System. (In accordance with Chapter 259, P.L. 2001, any required contributions due to this legislation are payable by assets to be transferred from the Second Injury Fund. Chapter 92, P.L. 2007 closed the System's Chapter 259, P.L. 2001 part to new members enrolled after June 8, 2007.)

The valuation also reflects the potential effect of the Appropriation Act for fiscal year 2009 (for the July 1, 2007 valuation, the State recommended contribution amount of \$ \$506,308,321 was reduced to \$51,664,000).

The valuation again reflects the provisions of Chapter 42, P.L. 2002 which allowed Local employers to issue refunding bonds to retire the unfunded accrued liability due to certain early retirement

incentive programs. The valuation also reflects the early retirement incentive program offered under Chapter 21, P.L. 2008, which was adopted by State employers and the Voluntary Severance Incentive Programs offered by two Local employers.

Chapter 103, P. L. 2007 changed member contribution rates from 5.0% to 5.5% of compensation effective, generally, July 1, 2007 for State employees and July 1, 2008 for Local employees. The legislation also provided that for members hired on or after July 1, 2007, the amount of compensation used for employer and member contributions and benefits under the System cannot exceed the annual maximum wage contribution base for Social Security, pursuant to the Federal Insurance Contributions Act. The legislation also amended the early retirement reduction formula for members hired on or after July 1, 2007 and retiring with 25 years of service to be reduced by 1/12 percent for each month (up to 60 months) the retirement date precedes age 60 plus 1/4 percent for each month the retirement date precedes age 55. The legislation also eliminated the funding for the postretirement medical benefits through the System. Therefore, the results shown in the report exclude postretirement medical assets and liabilities.

Finally, the Board of Trustees recently approved an increase in the member contribution rate from the current rate of 7.50% to 8.50% for members enrolled in the Prosecutors Part of the System, effective July 1, 2008.

The valuation does not reflect the provisions of Chapter 89, P.L. 2008, which is effective November 1, 2008. Chapter 89, P.L. 2008 increases the eligibility age for unreduced benefits from age 60 to age 62, changes the early retirement provisions and increases the minimum compensation required for membership eligibility for members hired on or after November 1, 2008. Chapter 89, P.L. 2008 will be reflected in the July 1, 2009 valuation.

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

As stipulated in the statutes, an actuarial investigation of the mortality, service and compensation experience of the members and beneficiaries of PERS is made once in every three-year period. The contributions for the fiscal year beginning July 1, 2009 were based on the actuarial assumptions that were determined from the July 1, 2002 to June 30, 2005 Experience Study and the projected unit credit funding method. The valuation also reflected the economic assumptions which were approved by the Treasurer (these include an investment return rate of 8.25% per annum, assumed average future salary increases of 5.45% per annum and a Cost-of-Living Adjustment assumption of 60% of the assumed CPI increase of 3.0% per annum). The asset valuation method used was a five-year average of market values with write-up. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five year period.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Retirement System calculations, is not known. Retirement System funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25, No. 27, and No. 50 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the PERS and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the System.

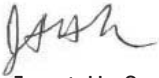
The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience  
Reconciliation of Employer Contribution Rates
- Brief Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Retirement System, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Retirement System.

Respectfully submitted,  
Buck Consultants



Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.  
Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

Section 19 of Chapter 15A of the New Jersey Statutes provides that once in every three-year period the actuary shall examine in detail the mortality, service, and compensation experience of the members and beneficiaries of the PERS to assure that the tables used for determining expected liabilities are consistent with recent experience.

The actuarial assumptions used for the July 1, 2008 actuarial valuation of the PERS were based on the results of the experience study which covered the period from July 1, 2002 to June 30, 2005 and the economic assumptions which were approved by the Treasurer.

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 8.25% per annum, compounded annually.

**Separations From Service and Salary Increases:** Representative values of the assumed annual rates of separation and annual rates of salary increases are as follows:

Age	Annual Rates of									
	Select Withdrawal						Ultimate Withdrawal*			
	1st Year		2nd Year		3rd Year		Prior to Eligibility for Benefit		After Eligibility for Benefit	
	State	Local	State	Local	State	Local	State	Local	State	Local
25	20.64%	23.38%	15.92%	17.79%	11.20%	12.19%	8.38%	9.90%	—	—
30	20.64	20.78	15.92	15.44	11.20	10.09	5.31	7.56	—	0.03%
35	16.09	17.19	12.03	12.36	7.99	7.53	3.33	4.00	0.05%	0.04
40	13.33	16.44	9.85	11.68	6.37	6.92	2.00	3.26	0.05	0.06
45	12.57	15.90	9.18	11.20	5.79	6.49	1.36	2.89	0.19	0.19
50	11.76	15.29	8.47	10.65	5.18	6.00	1.12	2.17	0.70	0.62
55	11.26	14.92	8.03	10.31	4.80	5.69	1.26	1.79	0.70	0.62

\*The sum of the rates of withdrawal after eligibility for a benefit and those prior to eligibility are the rates assumed for members withdrawing a benefit.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

Age	Annual Rates of										
	Ordinary Death		Accidental Death		Ordinary Disability		Accidental Disability		Service Retirement		Salary Increases
	State	Local	State	Local	State	Local	State	Local	State	Local	
25	0.05%	0.04%	0.001%	0.001%	0.01%	—	0.001%	0.002%	—	—	6.40%
30	0.06	0.05	0.001	0.001	0.10	0.07%	0.003	0.004	—	—	6.15
35	0.08	0.06	0.001	0.001	0.24	0.22	0.009	0.004	—	—	5.90
40	0.11	0.09	0.001	0.001	0.34	0.39	0.015	0.008	—	—	5.65
45	0.15	0.13	0.001	0.001	0.51	0.39	0.019	0.010	—	—	5.40
50	0.23	0.22	0.001	0.001	0.58	0.51	0.023	0.014	—	—	5.15
55	0.35	0.32	0.001	0.001	0.82	0.77	0.032	0.018	15.40%	11.70%	4.90
60	0.48	0.47	0.001	0.001	1.59	0.99	0.041	0.023	8.80	7.80	4.65
65	0.67	0.69	0.001	0.001	1.65	1.22	0.050	0.025	23.10	22.05	4.15
69	0.86	0.86	0.001	0.001	1.97	1.45	0.052	0.025	15.00	11.55	4.15

Prosecutors Part (Chapter 366, P.L. 2001): This legislation introduced special retirement eligibility for certain benefits. The valuation used the following annual rates of service retirement:

Age	Length of Service				
	Less Than 20 Years		20 Years	21 to 24 Years	25 or More Years
	State	Local			
40	0.00%	0.00%	2.50%	0.00%	15.40%
45	0.00	0.00	2.50	0.00	15.40
50	0.00	0.00	3.75	0.00	15.40
55	2.59	3.06	5.00	0.00	17.48
60	2.63	3.06	5.00	0.00	22.78
65	2.63	3.06	37.50	0.00	100.00
69	2.63	3.06	37.50	0.00	100.00

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

**Deaths After Retirement:** RP2000 Combined Healthy Male (set forward 1 year) and Female Mortality Tables for service retirement. Special morality tables are used for dependent beneficiaries and the period after disability retirement. Representative values of the assumed annual rates of mortality are as follows:

Age	Service Retirements		Dependent Beneficiaries		Disability Retirements		
	Men	Women	Men	Women	Age	Men	Women
55	0.42%	0.27%	0.71%	0.34%	35	2.53%	3.40%
60	0.77	0.51	1.20	0.57	40	2.60	2.19
65	1.44	0.97	2.06	0.99	45	3.11	2.54
70	2.46	1.67	3.39	1.74	50	3.30	2.63
75	4.22	2.81	5.34	2.98	55	4.05	2.96
80	7.20	4.59	8.31	4.90	60	4.59	3.51
85	12.28	7.75	12.50	8.62	65	6.04	3.63

**Valuation Method:** Projected Unit Credit Method. This method essentially funds the System's benefits accrued to valuation date. Experience gains or losses are recognized in future accrued liability contributions.

**COLA:** Benefits are assumed to increase 1.8% each year.

**Asset Valuation Method:** A five-year average of market values with write-up was used. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period.



**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

**STATE**

Valuation Date	Added to Rols		Removed From Rols		Rolls at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	* Number	Annual** Allowance		
7/1/08	2,376	\$59,667,932	1,282	\$18,580,725	41,731	\$851,858,427	6.45%	\$20,413
7/1/07	3,099	75,984,568	1,586	20,983,838	40,637	800,218,401	9.98	19,692
7/1/06	2,468	57,895,903	1,520	21,774,243	39,124	727,626,210	7.25	18,598
7/1/05	2,083	41,480,443	1,337	20,831,011	38,176	678,408,416	4.51	17,771
7/1/04	2,465	41,087,800	2,040	18,123,597	37,430	649,160,674	5.03	17,343
7/1/03	6,051	154,122,311	1,421	16,371,634	37,005	618,042,446	29.84	16,702

**LOCAL EMPLOYERS**

Valuation Date	Added to Rols		Removed From Rols		Rolls at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	* Number	Annual** Allowance		
7/1/08	6,077	\$101,843,543	3,247	\$33,727,154	91,286	\$1,214,076,086	7.35%	\$13,300
7/1/07	6,583	105,522,066	3,779	36,462,528	88,456	1,130,911,550	9.04	12,785
7/1/06	5,899	92,148,903	3,237	30,601,929	85,652	1,037,131,592	8.31	12,109
7/1/05	6,268	99,893,711	3,211	29,264,166	82,990	957,531,631	9.38	11,538
7/1/04	5,474	81,309,151	3,238	28,093,121	79,933	875,412,159	8.13	10,952
7/1/03	6,012	85,716,302	3,489	28,120,105	77,697	809,593,263	8.55	10,420

**TOTAL SYSTEM**

Valuation Date	Added to Rols		Removed From Rols		Rolls at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	* Number	Annual** Allowance		
7/1/08	8,453	\$161,511,475	4,529	\$52,307,879	133,017	\$2,065,934,513	6.98%	\$15,531
7/1/07	9,682	181,506,634	5,365	57,446,366	129,093	1,931,129,951	9.43	14,959
7/1/06	8,367	150,044,806	4,757	52,376,172	124,776	1,764,757,802	7.87	14,143
7/1/05	8,351	141,374,154	4,548	50,095,177	121,166	1,635,940,047	7.30	13,502
7/1/04	7,939	122,396,951	5,278	46,216,718	117,363	1,524,572,833	6.79	12,990
7/1/03	12,063	239,838,613	4,910	44,491,739	114,702	1,427,635,709	16.85	12,446

\* These values include beneficiaries in receipt but exclude deferred vested terminations.

\*\* The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

**STATE**

<b>Valuation Date</b>	<b>Number of Active Contributing Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	85,182	\$4,609,019,779	\$54,108	4.17%
7/1/07	85,382	4,434,933,181	51,942	5.59
7/1/06	86,468	4,253,564,219	49,192	3.36
7/1/05	84,639	4,028,028,170	47,591	3.24
7/1/04	81,391	3,751,765,096	46,096	0.68
7/1/03	78,108	3,576,118,300	45,784	1.03

**LOCAL EMPLOYERS**

<b>Valuation Date</b>	<b>Number of Active Contributing Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	192,566	\$7,206,781,046	\$37,425	3.33%
7/1/07	192,819	6,983,534,635	36,218	3.36
7/1/06	192,073	6,730,309,209	35,040	3.16
7/1/05	188,901	6,416,265,644	33,966	2.71
7/1/04	185,676	6,140,413,756	33,071	3.30
7/1/03	181,528	5,811,726,702	32,016	2.76

**TOTAL SYSTEM**

<b>Valuation Date</b>	<b>Number of Active Contributing Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	277,748	\$11,815,800,825	\$42,541	3.65%
7/1/07	278,201	11,418,467,816	41,044	4.08
7/1/06	278,541	10,983,873,428	39,434	3.28
7/1/05	273,540	10,444,293,814	38,182	3.08
7/1/04	267,067	9,892,178,852	37,040	2.44
7/1/03	259,636	9,387,845,002	36,158	2.63

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**SOLVENCY TEST**

**STATE**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$3,772,347,015	\$8,123,305,516	\$5,177,050,149	\$11,252,321,606	100.00%	92.08%	0.00%
7/1/07	3,460,228,558	7,660,455,350	4,908,191,693	11,228,946,178	100.00	100.00	2.21
7/1/06	3,240,528,331	6,944,311,434	4,612,844,681	10,884,275,126	100.00	100.00	15.16
7/1/05	2,966,155,094	6,382,531,003	4,083,842,786	10,631,058,789	100.00	100.00	31.40
7/1/04	2,678,625,495	6,114,590,251	3,827,163,689	10,694,018,235	100.00	100.00	49.67
7/1/03	2,479,268,714	5,882,058,811	3,580,971,645	10,830,479,694	100.00	100.00	68.95

**LOCAL EMPLOYERS**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$5,242,130,640	\$11,030,079,191	\$6,900,974,142	\$18,251,200,411	100.00%	100.00%	28.68%
7/1/07	4,847,097,344	10,290,632,227	6,626,485,022	17,704,248,133	100.00	100.00	38.73
7/1/06	4,506,087,883	9,415,236,202	6,352,655,755	16,928,660,300	100.00	100.00	47.34
7/1/05	4,139,047,916	8,567,422,117	5,635,387,271	16,604,724,929	100.00	100.00	69.17
7/1/04	3,871,732,121	7,806,043,153	5,400,162,783	16,456,927,812	100.00	100.00	88.50
7/1/03	3,658,588,521	7,269,911,978	4,958,512,247	16,406,284,200	100.00	100.00	100.00

**TOTAL SYSTEM**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$9,014,477,655	\$19,153,384,707	\$12,078,024,291	\$29,503,522,017	100.00%	100.00%	11.06%
7/1/07	8,307,325,902	17,951,087,577	11,534,676,715	28,933,194,311	100.00	100.00	23.19
7/1/06	7,746,616,214	16,359,547,636	10,965,500,436	27,812,935,426	100.00	100.00	33.80
7/1/05	7,105,203,010	14,949,953,120	9,719,230,057	27,235,783,718	100.00	100.00	53.30
7/1/04	6,550,357,616	13,920,633,404	9,227,326,472	27,150,946,047	100.00	100.00	72.39
7/1/03	6,137,857,235	13,151,970,789	8,539,483,892	27,236,763,894	100.00	100.00	93.06

\* Actuarial Value including receivable amounts but excluding postretirement medical fund assets.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF EMPLOYER CONTRIBUTION RATES**

**STATE**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Contribution Rate	11.42 <sup>Ø</sup>	10.81% <sup>Ø</sup>	9.61%	8.44%	6.52%	4.19%
<b>Net Change Due to:</b>						
Current New Entrants	0.07	0.09	0.05	0.03	0.01	0.02
Excess Salary Increases	0.07	0.25	0.07	0.05	(0.02)	0.02
Assumption/Method Changes	0.00	0.00	1.00	0.00	0.72	0.17
COLA Increases and Phase-In	0.01	0.12	0.05	0.00	0.06	0.08
Active Experience	0.02	0.05	0.01	0.02	(0.01)	(0.06)
Other Experience	0.08	0.09	(0.05)	0.11	0.07	(0.02)
Investment Loss/(Gain)	0.36	0.14	0.41	0.59	0.67	0.91
Non-Contributory Group Insurance						
Premium Fund Experience	N/A	N/A	(0.02)	0.11	(0.08)	0.03
Chapter 133 Benefit Improvements***	0.00	0.00	0.06	0.00	0.12	0.68
Net Effect of Chapter 133**	0.00	0.00	0.00	(0.71)	(0.80)	(0.68)
Chapter 366 Benefit Improvement	(0.01)	0.00	0.00	0.00	0.00	0.00
Net Effect of Chapter 366	0.00	0.02	0.00	0.00	0.00	0.06
Net Effect of Chapter 115*	0.00	0.00	0.00	0.00	0.00	0.00
Effect of Chapter 23	0.00	0.00	0.00	0.00	0.19	0.23
Appropriation Act	0.60	0.35	0.20	0.26	0.19	0.21
Chapter 103, P.L. 2007	(0.03)	(0.50)	N/A	N/A	N/A	N/A
Actual Contribution Rate	12.59 <sup>Ø</sup>	11.42% <sup>Ø</sup>	11.39%	8.90%	7.64%	5.84%

**LOCAL EMPLOYERS**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Contribution Rate	7.99% <sup>Ø</sup>	7.94% <sup>Ø</sup>	6.70%	5.76%	4.56%	4.50%
<b>Net Change Due to:</b>						
Current New Entrants	0.11	0.11	0.07	0.05	0.03	0.02
Excess Salary Increases	0.05	0.07	0.04	0.03	(0.01)	0.01
Assumption/Method Changes	0.00	0.00	0.88	0.00	0.46	0.06
COLA Increases and Phase-In	0.01	0.10	0.07	0.01	0.26	0.00
Active Experience	(0.01)	(0.03)	0.10	0.06	(0.02)	(0.06)
Other Experience	0.11	0.02	0.02	0.02	0.10	(0.11)
Investment Loss/(Gain)	0.45	0.20	0.46	0.61	0.16	0.09
Non-Contributory Group Insurance						
Premium Fund Experience	N/A	N/A	0.03	(0.06)	(0.02)	0.02
Chapter 133 Benefit Improvements***	(0.01)	0.00	0.04	0.05	(0.05)	0.03
Net Effect of Chapter 133**	(0.78)	(0.79)	(0.79)	(0.75)	(0.74)	(0.03)
Chapter 366 Benefit Improvement	(0.01)	0.00	0.00	0.00	0.00	0.00
Net Effect of Chapter 366	(0.03)	(0.04)	(0.04)	(0.04)	(0.06)	(0.03)
Net Effect of Chapter 115*	0.00	0.00	0.00	0.00	0.00	(0.85)
Chapter 108, P.L. 2003	0.00	0.08	0.14	0.17	0.29	N/A
Chapter 103, P.L. 2007	(0.02)	(0.50)	N/A	N/A	N/A	N/A
Actual Contribution Rate	7.86% <sup>Ø</sup>	7.16% <sup>Ø</sup>	7.72%	5.91%	4.96%	3.65%

\* Net effect of reduction in normal cost contribution due to use of excess assets and elimination of accrued liability contribution due to surplus position.

\*\* The additional annual employer normal contribution for the increase in benefits is funded by assets accumulated in the Benefit Enhancement Fund.

\*\*\* Includes effect of additional cost due to Chapter 353, P.L. 2001.

Ø Excludes contribution rates payable to the Non-Contributing Group Insurance Premium Fund. For State, the contribution rates are 0.62% for 2008, 0.76% for 2007 and 0.58% for 2006. For Local, the contribution rates are 1.09% for 2008, 0.89% for 2007 and 0.61% for 2006.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS  
AS INTERPRETED FOR VALUATION PURPOSES**

**1. DEFINITIONS**

**Final Compensation (FC):** Average annual compensation for the three years of creditable service immediately preceding retirement or the highest three fiscal years of membership service. (Chapter 103, P.L. 2007 provides that for members hired on or after July 1, 2007, the amount of compensation used for employer and member contributions and benefits under the System cannot exceed the annual maximum wage contribution base for Social Security, pursuant to the Federal Insurance Contributions Act.)

**Accumulated Deductions:** Sum of all required amounts deducted from the compensation of a member or contributed by him.

**Class A Member:** Any member who contributes towards a 1/64th retirement benefit.

**Class B Member:** Any member who contributes towards a 1/55th retirement benefit.

**2. BENEFITS\***

**Service Retirement:** Eligible at age 60. Benefit equals a member annuity plus an employer pension which, together, equal 1/64th of FC for each year of service for Class A members and 1/55th of FC for each year of service for Class B members. (Chapter 89, P.L. 2008 changed eligibility age to 62 for members hired on or after November 1, 2008.)

**Ordinary Disability Retirement:** Eligible after 10 years of service. Benefit equals a member annuity plus an employer pension which, together, equal 1.64% of FC for each year of service; minimum benefit of 43.6% of FC.

**Accidental Disability:** Eligible upon total and permanent disability prior to age 65 as a result of a duty injury. Benefit equals a member annuity plus an employer pension which, together, equal 72.7% of contributory compensation at the date of injury.

**Lump Sum Withdrawal:** Eligible upon service termination prior to age 60 (age 62 for members hired on or after November 1, 2008) and prior to 10 years of service. Benefit equals refund of accumulated deductions plus, if the member has com-

pleted three years of service, interest allowed thereon.

*\*Special benefits for veterans, law enforcement officers, legislators, prosecutors, and workers' compensation judges are summarized at the end of this section.*

**Vested Retirement:** Eligible after 10 years of service. Benefit equals the lump sum benefit described above or a deferred retirement benefit, commencing at age 60, equal to the service retirement benefit based on service and FC at date of termination.

**Early Retirement:** Eligible after 25 years of service. Benefit equals the lump sum benefit described above or the vested benefit reduced by 1/4 percent for each month the retirement date precedes age 55. (Chapter 103, P.L. 2007 provides that for members hired on or after July 1, 2007, the reduction shall be 1/12 percent for each month (up to 60 months) the retirement date precedes age 60 plus 1/4 percent for each month the retirement date precedes age 55. Chapter 89, P.L. 2008 provides that for members hired on or after November 1, 2008 the reduction shall be 1/12 percent for each month (up to 84 months) the retirement date precedes age 62 plus 1/4 percent for each month the retirement date precedes age 55.)

**Ordinary Death (Insured):**

BEFORE RETIREMENT

Eligible if active. Benefit equals accumulated deductions with interest plus an amount equal to 1-1/2 times contributory compensation at date of death.

AFTER RETIREMENT

*Before Age 60:*

Eligible if disabled or vested terminated. Benefit equals 1-1/2 times last contributory compensation if disabled, accumulated deductions only if vested terminated.

*After Age 60 or Early Retirement:*

Eligible after early retirement or after attainment of age 60 for other types of retirement (if not disabled, 10 years of service credit required on mem-

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

bers enrolling after July 1, 1971). Benefit equals 3/16 of last contributory compensation.

***Voluntary Death Benefit:*** An additional, employee-paid, death benefit is also available through the purchase of a group insurance with an outside carrier.

***Accidental Death:*** Eligible upon death resulting during performance of duty. Benefit varies as follows:

Widow(er) - 50% of contributory compensation paid as pension.

Child(ren) - No spouse - 20% (1 child), 35% (2 children), 50% (3 or more children) of contributory compensation pension paid as pension to age 18 or life if disabled.

Surviving dependent parent - No spouse or child - 25% (1 parent) or 40% (2 parents) of contributory compensation paid as pension.

No relation above - Accumulated deductions paid to other beneficiary or estate.

In addition, the employer-paid lump sum ordinary death benefit is paid.

***Optional Benefits:*** Various forms of payment of equivalent actuarial value are available to retirees.

***Special Benefits:***

VETERANS

*Service Retirement:*

Eligible if member on January 2, 1955, attains age 60, completes 20 years of service. Benefit equals 54.5% of final contributory compensation (veteran members after January 2, 1955 must attain age 55 with 25 years of service or attain age 60 with 20 years of service).

*Chapter 220 Benefit:*

Eligible if age 55 and completes 35 years of service. Benefit equals 1/55th of the compensation for the 12-month period of membership that provides the largest possible benefit multiplied by the member's total years of service.

LAW ENFORCEMENT

*Service Retirement:*

Eligible at age 55 after 20 years of service. Benefit

equals a member annuity plus an employer pension which, together, equal 2% of final contributory compensation for each of the first 25 years of service plus 1% of such compensation for noncontributory service or service over 25 years plus 1-2/3% for non-law enforcement service.

*Chapter 4, P.L. 2001 Special Retirement:*

After completion of 25 years of service, an additional retirement benefit equal to 5% of final contributory pay is added to the above service related retirement benefit. There is a maximum total benefit of 70% of final contributory pay.

*Ordinary Disability:*

Eligible after 5 years of service. Benefit is the same as for regular members.

*Death After Retirement:*

Eligible upon death after an accidental disability retirement. Benefit is the same as for a regular member with a \$5,000 minimum.

LEGISLATORS

*Service Retirement:*

Eligible at age 60 and termination of all public service. Benefit is equal to a member annuity plus an employer pension which, together, equal 3% of final contributory compensation for each year of service to a maximum of 2/3 of final compensation.

*Vested Retirement:*

Eligible after 8 years of legislative service. Benefit is a service retirement benefit deferred to age 60 or, alternatively, a lump sum equal to his accumulated deductions.

PROSECUTORS PART (Chapter 366, P.L. 2001)

*Service Retirement:*

Eligibility means age 55 or 20 years of credited service. Mandatory retirement at age 70. Benefit is an annual retirement allowance equal to a member annuity plus an employer pension which together equals the greater of:

- (i) 1/60th of FC for each year service; or
- (ii) 2% of FC multiplied by years of service up to 30 plus 1% of FC multiplied by years of service over 30; or

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

- (iii) 50% of final contributory compensation if the member has 20 or more years of service.

Chapter 366 also requires that, in addition to to the 50% of final contributory compensation benefit, any member as of January 7, 2002 who will have 20 or more years of service and is required to retire upon attaining age 70, shall receive an additional benefit equal to 3% of final contributory compensation for each year of service over 20 years but not over 25 years.

*Special Retirement:*

After completion of 25 years of service. The annual retirement benefit is equal to a member annuity plus an employer pension, which together equal 65% of final contributory compensation plus 1% of final contributory compensation for each year of service over 25. There is a maximum benefit of 70% of final contributory compensation.

*Vested Termination:*

Eligible upon termination of service prior to age 55 and after 10 years of service (but less than 20 years). The benefit is a deferred retirement benefit, commencing at age 55, equal to a member annuity plus an employer pension which together provide a retirement allowance equal to 2% of final contributory compensation multiplied of service up to 30 plus 1% of final contributory compensation multiplied by years of service.

*Death Benefits:*

Ordinary Death Benefit — Lump Sum

After retirement but prior to age 55, the benefit is as follows:

- (i) For death while a Disabled Retiree the benefit is equal to 1-1/2 times compensation.
- (ii) For death while a Deferred Retiree the benefit is equal to his accumulated deductions.
- (iii) For death while a Retiree who has completed 20 years of service, the benefit is equal to 1/2 times final contributory compensation.

WORKERS' COMPENSATION JUDGES

PART (Chapter 259, P.L. 2001)

*Service Retirement:*

- A. Mandatory retirement at age 70. Voluntary retirement prior to age 70 as follows:

- a. Age 70 and 10 years of service as a judge of compensation;
- b. Age 65 and 15 years of service as a judge of compensation; or
- c. Age 60 and 20 years of service as a judge of compensation.

Benefit is an annual retirement allowance equal to the greater of 75% of final salary or the regular service retirement benefit above.

- B. Age 65 while serving as a judge of compensation, 5 consecutive years of service as a judge of compensation and 15 years in the aggregate of public service; or

Age 60 while serving as a judge of compensation, 5 consecutive years of service as a judge of compensation and 20 years in the aggregate of public service.

Benefit is an annual allowance equal to the greater of 50% of final salary or the regular service retirement benefit above.

- C. Age 60 while serving as a judge of compensation, 5 consecutive years as a judge of compensation and 15 years in the aggregate of public service. Benefit is an annual retirement allowance equal to the greater of 2% of final salary for each year of public service up to 25 years plus 1% of final salary for each year in excess of 25 years or the regular service retirement benefit above.

- D. Age 60 while serving as a judge of compensation. Benefit is an annual retirement allowance equal to the greater of 2% of final salary for each year of service as a judge of compensation up to 25 years plus 1% for each year in excess of 25 years or the regular service retirement benefit above.

*Early Retirement:*

Prior to age 60 while serving as a judge of compensation, 5 consecutive years of service as a judge of compensation and 25 or more

**STATE OF NEW JERSEY  
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PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

years in the aggregate of public service. Benefit is an annual retirement allowance equal to 2% of final salary for each year of public service up to 25 years plus 1% of final salary for each year of public service in excess of 25 years, actuarially reduced for commencement prior to age 60.

*Vested Termination:*

Termination of service prior to age 60, with 5 consecutive years of service as a judge of compensation and 10 years in the aggregate of public service. Benefit is a refund of accumulated deductions, or a deferred life annuity beginning at age 60 equal to 2% of final salary for each year of public service up to 25 years, plus 1% of service in excess of 25 years.

*Death Benefits (Insured):*

*Before Retirement:*

Death of an active member of the plan. Benefit is equal to

- a. Lump sum payment equal to 1-1/2 times final salary, plus
- b. Spousal life annuity of 25% of final salary plus 10% (15%) to one (two or more) surviving children payable until spouse's death or remarriage. If there is no surviving spouse, or upon death or remarriage, a total of 15% (20%, 30%) of final salary payable to one (two, three or more) dependent child (children). If there is no surviving spouse (or dependent children), 20% or 30% of final salary to one or two dependent parents.

*After Retirement:*

Death of a retired member of the plan. Benefit is equal to a lump sum of 25% of final salary for a member retired under normal, early retirement or vested termination. If a member were receiving a disability benefit, a lump sum 1-1/2 times final salary if death occurred before the member attained age 60 and 1/4 times final salary if death occurred after age 60.

Chapter 92, P.L. 2007 closes the Workers Compensation Judges Part of the System to new members enrolled after June 8, 2007.

**3. CONTRIBUTIONS**

***By Members:***

Members enrolling in the retirement system on or after July 1, 1994 will contribute 5% of compensation. Members enrolled prior to July 1, 1994 will contribute 5% of compensation to the retirement system effective July 1, 1995 unless they previously had contributed less than 6% in which case they will contribute 4% of compensation beginning July 1, 1995 and 5% of compensation beginning July 1, 1996. Chapter 103, P.L. 2007 increases the contribution rate to 5.5% of compensation effective, generally, July 1, 2007 for State employees and July 1, 2008 for Local employees.

A 7.50% member contribution rate for members who are eligible to retire under the Prosecutors Part of the Retirement System as provided by Chapter 366, P.L. 2001 was used prior to July 1, 2008. Effective July 1, 2008 the member contribution rate was increased to 8.50%.

***By Employers:***

**NORMAL CONTRIBUTION**

The State and Local employers pay annually a normal contribution to the retirement System. This contribution is determined each year on the basis of the annual valuation and represents the value of the benefits to be earned in the year following the valuation date. The normal contributions for active members' COLA are being phased in.

In accordance with the provisions of Chapter 79, P.L. 1960, which provided that the monies appropriated for payment of the non-contributory life insurance coverage shall be held separate from the retirement System monies.

In accordance with the provisions of Chapter 133, P.L. 2001, the Benefit Enhancement Fund (BEF) was established to fund the additional annual employer normal contribution due to the law's increased benefits. (Chapter 353, P.L. 2001 extended this coverage to this law's additional annual employer normal contribution.) If the assets in the BEF are insufficient to cover the nor-



**STATE OF NEW JERSEY  
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PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

mal contribution for the increased benefits for a valuation period, the State will pay such amount for both the State and local employers.

In accordance with the provisions of Chapter 259, P.L. 2001, the additional normal contributions for increased benefits to judges of compensation for a valuation period will be funded by transfers from the Second Injury Fund.

The Appropriation Act of 2009 reduced the State fiscal year 2009 required normal contribution by, approximately, 89.8%. The State required normal contribution for subsequent fiscal years could be subject to the Appropriation Act of that fiscal year.

**ACCRUED LIABILITY CONTRIBUTIONS**

The State and Local employers pay contributions to cover any unfunded accrued liability. An unfunded accrued liability was established for active life COLAs. The amortization periods for funding these liabilities were set initially at 40 years. Experience gains or losses for the 10 valuation years following the March 31, 1992 valuation will increase or decrease the unfunded accrued liability. Thereafter, actuarial gains or losses will

increase or decrease the amortization period unless an increase will cause it to exceed 30 years.

Chapter 366, P.L. 2001 requires that the State be liable for any increase in pension costs to a county that results from the enrollment of prosecutors in the Prosecutors Part. Any increase in the unfunded accrued liability in the Retirement System arising from the benefits established for the Prosecutors Part are to be amortized over a period of 30 years in the manner provided for other such liability in the Retirement System.

In accordance with the provisions of Chapter 259, P.L. 2001, the additional accrued liability contribution for increased benefits to judges of compensation for a valuation period will be funded by transfers from the Second Injury Fund.

The valuation reflects the potential effect of the Appropriation Act for fiscal year 2009 which reduced the State fiscal year 2009 required accrued liability contribution by, approximately, 89.8%. The State required accrued liability contribution for subsequent fiscal years could be subject to the Appropriation Act of that fiscal year.



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December 17, 2009

Board of Trustees  
Teachers' Pension and Annuity Fund  
of New Jersey

### **Re: Actuary's Certification Letter**

Members of the Board:

This letter constitutes the actuary's certification letter for the Comprehensive Annual Financial Report (CAFR) of the Teachers' Pension and Annuity Fund of New Jersey (TPAF). It reflects the results of the June 30, 2008 Annual Actuarial Valuation of TPAF.

The funding objective of the plan, as modified by Chapter 92, P.L. 2007, Chapter 133, P.L. 2001 and Chapter 115, P.L. 1997, is to have the State make sufficient contributions into the plan to cover the normal cost of the plan subject to a phase-in of the pension adjustment benefits (for the 2008 valuation, 58.28% of the cost of such benefits was reflected) plus a 30-year amortization with 4% increasing payments of the unfunded pension accrued liability.

If there are sufficient assets in the Benefit Enhancement Fund (BEF), the State may reduce its contribution up to the additional normal cost of the plan (the difference between the 1/55th formula and the 1/60th formula normal costs). The BEF was established by Chapter 133, P.L. 2001. Based on the June 30, 2007 Actuarial Valuation, there were no assets in the BEF and thus, no reduction to the contribution was available to the state.

Since the 2004 fiscal year, the State has not met the statutory contribution requirement to achieve the funding objectives of the plan. Actual contributions by the State for fiscal year 2009 and anticipated contributions for fiscal year 2010 will also not meet statutory contribution requirements. The following describes the allocation of the State contributions appropriated for fiscal years 2009 and 2010.

The State appropriated \$95,922,765 for the 2009 fiscal year which represents 4.78% of the statutory pension and State ERI-3 contributions plus 100% of the actual non-contributory group life insurance claims. For fiscal year 2010, it is our understanding that the State will appropriate 4.09% of the statutory pension and State ERI-3 contributions plus an amount to cover 100% of the actual non-contributory group life insurance claims, which is estimated to total \$96,580,000. Please note that ERI contributions are not included in the CAFR in accordance with GASB accounting. Therefore, the resulting contributions are \$95,863,972 (5.99% of the ARC) for fiscal year 2009 and \$96,525,701 (5.37% of the ARC) for fiscal year 2010.

The valuation was based on a set of demographic actuarial assumptions (described in detail in the section headed "Summary of Actuarial Assumptions and Methods") which was adopted by the Board of Trustees as a result of a study of actual experience under the Teachers' Pension Annuity

Fund during the 3-year period ending June 30, 2006. The valuation was also based on a set of economic assumptions as prescribed by the State Treasurer, modified for the June 30, 2004 actuarial valuation. The actuarial assumptions and methods used for funding purposes meet the parameters set forth in Governmental Accounting Standards Board (GASB) Statement No. 25 except with respect to the phase-in regarding the normal cost of pension adjustment benefits and the funding of the contributory and non-contributory group life benefits. The Annual Required Contribution shown on the attached exhibit reflects the full normal cost of pension adjustment benefits and an actuarial determination of the contributory and non-contributory group life benefits.

The following supporting schedules in the Actuarial Section were prepared by Milliman:

- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Financial Experience
- Summary of Principal Plan Provisions

In addition, Milliman prepared the "Schedule of Funding Progress", the "Schedule of Employer Contributions", and the "Reconciliation of Net Pension Obligation" in the Financial Section.

In performing this analysis, we relied on data and other information provided by the Division of Pensions and Benefits. We have not audited or verified this data and other information. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete.

We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

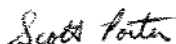
Future actuarial measurements may differ significantly from the current measurements presented in this analysis due to actual plan experience deviating from the actuarial assumptions, and changes in plan provisions, actuarial assumptions, and applicable law. An assessment of the potential range and cost effect of such differences is beyond the scope of this analysis.

Millman's work product was prepared exclusively for the use or benefit of the State of New Jersey Division of Pension and Benefits for a specific and limited purpose as listed above. It is a complex, technical analysis that assumes a high level of knowledge concerning the Teachers' Pension and Annuity Fund's operations, and uses the Division's data, which Millman has not audited. Any third party recipient of Millman's work product who desires professional guidance should not rely upon Millman's work product, but should engage qualified professionals for advice appropriate to its own-specific needs.

I am a member of the American Academy of Actuaries and meet its Qualification Standard to render this actuarial opinion.

Respectfully submitted,

MILLIMAN, INC.



By: Scott F. Porter, FSA, MAAA

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

**A. Actuarial Assumptions**

**Interest:** 8.25% per annum, compounded annually (as prescribed by the State Treasurer).

**CPI:** 3.0% per annum, compounded annually (as prescribed by the State Treasurer). The pension adjustment is 60% of the cumulative increase.

**Future Payroll Growth:** 4.0% per annum, compounded annually.

**Salary Scale:** Salary increases vary by years of employment averaging 5.74% (based on the 2006 Experience Study). Schedule of increasing rates are shown below:

Years of Employment	Annual Rate
0-12	7.35%
13	7.00
14	6.70
15	6.40
16	5.80
17	5.25
18	5.05
19	4.80
20	4.80
21	4.45
22	4.35
23-25	4.10
26-30	3.75
31+	3.50

**Increases in Compensation Limits:** The IRC Section 401(a)(17) limit is assumed to increase 3.0% per annum, compounded annually. The Social Security Taxable Wage Base is assumed to increase 4.0% per annum, compounded annually.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

**A. Actuarial Assumptions, *Continued***

**Termination:** Withdrawal rates vary by age, years of employment, and gender. Illustrative rates are shown below:

Employment	Less Than 10 Years of Employment		
	Male	Years of Female	
		<40	40+
0	8.19%	7.61%	7.61%
1	6.72	7.00	7.00
2	5.90	6.09	6.09
3	4.17	6.55	3.80
4	3.39	6.28	2.59
5	2.68	6.16	2.19
6	2.36	6.16	1.80
7	2.12	5.95	1.68
8	1.59	5.91	1.43
9	1.52	4.52	1.28

Age	More Than 10 Years of Employment			
	Annual Rates for Those with Deferred Annuity Benefits*		Annual Rates for Receiving Return of Contributions	
	Male	Female	Male	Female
25	0.65%	3.91%	0.44%	0.43%
30	0.65	3.91	0.44	0.43
35	0.68	2.92	0.41	0.31
40	0.57	1.36	0.27	0.16
45	0.47	0.63	0.17	0.06
50	0.57	0.64	0.12	0.06
55	1.09	1.22	0.08	0.08

\*Members must have attained 10 years of service or 60 years of age in order to receive an annuity benefit.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, Continued**

**A. Actuarial Assumptions, Continued**

**Retirement:** Rates of retirement vary by age, gender, and eligibility for an unreduced pension and post-retirement medical benefits (attainment of age 55 and 25 years of service). The rates listed below are for members hired prior to July 1, 2007. Illustrative rates are shown below:

Age	Less Than Age 55 or Less Than 25 Years of Service		Attainment of Age 55 and 25 Years of Service			
			First Eligibility		After First Eligibility	
	Male	Female	Male	Female	Male	Female
<47	1.1%	1.3%	N/A	N/A	N/A	N/A
48	1.4	1.5	N/A	N/A	N/A	N/A
49	1.6	1.7	N/A	N/A	N/A	N/A
50	1.9	2.0	N/A	N/A	N/A	N/A
51	2.2	2.5	N/A	N/A	N/A	N/A
52	2.5	3.0	N/A	N/A	N/A	N/A
53	3.5	4.0	N/A	N/A	N/A	N/A
54	4.5	5.0	N/A	N/A	N/A	N/A
55	N/A	N/A	15.0%	16.0%	N/A	N/A
56	N/A	N/A	20.0	19.0	12.0%	13.0%
57	N/A	N/A	20.0	19.0	13.0	14.0
58	N/A	N/A	22.0	22.0	14.0	14.0
59	N/A	N/A	22.0	22.0	15.0	15.0
60	11.0	8.0	24.0	30.0	21.0	20.0
61	11.0	8.0	26.0	32.0	23.0	22.0
62	11.0	10.0	38.0	46.0	36.0	32.0
63	11.0	10.0	40.0	44.0	30.0	26.5
64	11.0	10.0	40.0	44.0	30.0	26.5
65	17.0	18.0	50.0	50.0	38.0	35.0
66-70	17.0	15.0	50.0	50.0	30.0	30.0
71+	20.0	20.0	50.0	50.0	30.0	30.0

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

**A. Actuarial Assumptions, *Continued***

The rates listed below are for members hired on or after July 1, 2007. Illustrative rates are shown below.

Age	Less Than Age 60 or Less Than 25 Years of Service		Attainment of Age 60 and 25 Years of Service			
			First Eligibility		After First Eligibility	
	Male	Female	Male	Female	Male	Female
<47	0.55%	0.65%	N/A	N/A	N/A	N/A
48	0.70	0.75	N/A	N/A	N/A	N/A
49	0.80	0.85	N/A	N/A	N/A	N/A
50	0.95	1.00	N/A	N/A	N/A	N/A
51	1.10	1.25	N/A	N/A	N/A	N/A
52	1.25	1.50	N/A	N/A	N/A	N/A
53	1.75	2.00	N/A	N/A	N/A	N/A
54	2.25	2.50	N/A	N/A	N/A	N/A
55	11.00	12.00	N/A	N/A	N/A	N/A
56	12.00	12.00	N/A	N/A	N/A	N/A
57	12.50	12.50	N/A	N/A	N/A	N/A
58	13.50	13.50	N/A	N/A	N/A	N/A
59	14.00	14.00	N/A	N/A	N/A	N/A
60	11.00	8.00	26.0%	30.0%	N/A	N/A
61	11.00	8.00	26.0	32.0	23.0%	22.0%
62	11.00	10.00	38.0	46.0	36.0	32.0
63	11.00	10.00	40.0	44.0	30.0	26.5
64	11.00	10.00	40.0	44.0	30.0	26.5
65	17.00	18.00	50.0	50.0	38.0	35.0
66-70	17.00	15.00	50.0	50.0	30.0	30.0
71+	20.00	20.00	50.0	50.0	30.0	30.0

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

**A. Actuarial Assumptions, *Continued***

**Disability:** Incidence of disabilities among active members only apply upon the attainment of 10 years of service until the attainment of age 55 and 25 years of service. The rates vary by age, gender, and type of disability. Illustrative rates are shown below:

Age	Ordinary		Accidental	
	Male	Female	Male	Female
25	0.0301%	0.0379%	0.0090%	0.0060%
30	0.0473	0.0550	0.0090	0.0060
35	0.0609	0.0674	0.0090	0.0060
40	0.0701	0.0893	0.0090	0.0060
45	0.1023	0.1317	0.0090	0.0060
50	0.1421	0.1759	0.0090	0.0060
55	0.3732	0.3506	0.0090	0.0060

**Pre-retirement Mortality:** Illustrative rates of mortality of active members which vary by age and gender are shown below. No accidental deaths are assumed.

Age	Ordinary	
	Male	Female
25	0.0326%	0.0242%
30	0.0365	0.0286
35	0.0348	0.0294
40	0.0582	0.0373
45	0.0869	0.0512
50	0.1290	0.0768
55	0.1873	0.1033
60	0.2594	0.1568
65	0.4062	0.2563
70	0.6446	0.5093

**Post-retirement Mortality:** Rates of mortality vary by age, gender, and type of retirement. A generational approach is applied using Scale AA to account for future mortality improvement for non-disabled annuitants. The base year is 2003. Illustrative rates for the base year and Scale AA are shown below:

Age	Service Retirements and Beneficiaries		Scale AA		Disability Retirements	
	Male	Female	Male	Female	Male	Female
45	0.3791%	0.1528%	1.3%	1.6%	2.2571%	0.7450%
50	0.5100	0.2390	1.8	1.7	2.8975	1.1535
55	0.6574	0.3407	1.9	0.8	3.5442	1.6544
60	0.9625	0.5486	1.6	0.6	4.2042	2.1839
65	1.0985	0.7335	1.4	0.5	5.0174	2.8026
70	1.8200	1.1663	1.5	0.6	6.2583	3.7635
75	3.1758	1.9269	1.4	0.8	8.2067	5.2230
80	5.6098	3.3464	1.0	0.7	10.9372	7.2312
85	9.8827	7.1132	0.7	0.6	14.1603	10.0203



STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

***Non-contributory Members:*** 30% are assumed to return to contributory status.

***Marriage:*** Husbands are assumed to be 3 years older than wives. Among the active population, 80% of participants are assumed to be married. No children are assumed. Neither the percentage married nor the number of children assumptions are necessarily individually explicit, but they are considered reasonable, when viewed as a single combined assumption.

***Form of Payment:*** Modified Cash Refund Annuity.

- B. Actuarial Valuation Method:** The projected Unit Credit Method was used as required by Chapter 62, P.L. 1994 as modified by Chapters 115, P.L. 1997 and 133, P.L. 2001. Non-contributory life insurance benefits are funded on a term cost basis.
- C. Asset Valuation Method:** A five year average of market value with write-up was used. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five year period. Cash flows are based on an accrual accounting approach. This method is prescribed by statute. The market value of assets is used for the Postretirement Medical Fund and the Contributory Group Insurance Premium Fund for GASB purposes.
- D. Changes in Actuarial Assumptions:** Due to the inclusion of Class D members in the valuation, new retirement assumptions were utilized. These assumptions were developed in the 2006 Experience Study.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed From Rolls		Rolls at End of Year		% Increase in Average Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number	Annual Allowance		
6/30/03	4,963	N/A	1,869	N/A	59,331	\$1,684,758,604	4.07%	\$28,396
6/30/04	4,506	N/A	1,844	N/A	61,993	1,831,763,953	4.06	29,548
6/30/05	5,248	N/A	1,796	N/A	65,445	2,016,612,069	4.28	30,814
6/30/06	5,034	N/A	1,865	N/A	68,614	2,210,848,938	4.57	32,222
6/30/07	5,136	N/A	1,753	N/A	71,997	2,427,632,794	4.65	33,719
6/30/08	5,188	N/A	1,772	N/A	75,413	2,627,478,324	3.33	34,841

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

Valuation Date	Number of Active Members (a)	Annual Compensation (b)	Average Compensation (b/a)	% Increase in Average Compensation
6/30/03	145,882	\$8,161,471,273	\$55,946	2.41%
6/30/04	149,097	8,552,030,730	57,359	2.53
6/30/05	151,873	8,990,287,226	59,196	3.20
6/30/06	153,888	9,326,749,799	60,607	2.38
6/30/07	155,096	9,676,260,309	62,389	2.94
6/30/08	156,087	10,040,685,465	64,327	3.11

**SOLVENCY TEST**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets		
	(1) Active Member contributions	(2) Retirees & Deferred Vested	(3) Active Members (Employer Financed)		(1)	(2)	(3)
6/30/03	\$5,966,376,950	\$17,994,420,585	\$13,422,935,347	\$34,651,825,932	100.00%	100.00%	80.00%
6/30/04	6,358,150,720	19,279,884,745	14,809,654,874	34,633,790,549	100.00	100.00	61.00
6/30/05	6,738,509,262	21,334,536,203	14,853,713,518	34,688,666,392	100.00	100.00	45.00
6/30/06	7,115,821,852	23,429,112,098	14,894,344,216	35,422,799,539	100.00	100.00	33.00
6/30/07	7,489,958,068	25,983,694,501	14,653,800,841	36,594,817,062	100.00	100.00	21.00
6/30/08	7,914,403,491	28,072,978,525	14,670,896,258	36,541,083,946	100.00	100.00	4.00

\*Valuation Assets

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND**

**ANALYSIS OF FINANCIAL EXPERIENCE  
GAINS AND LOSSES IN UNFUNDED ACCRUED LIABILITIES  
RESULTING FROM DIFFERENCES BETWEEN  
ASSUMED EXPERIENCE AND ACTUAL EXPERIENCE**

<b>Type of Activity</b>	<b>Actual Valuation as of</b>		
	<b>June 30, 2008 (\$ Millions)</b>	<b>June 30, 2007 (\$ Millions)</b>	<b>June 30, 2006 (\$ Millions)</b>
<u>Economic Factors:</u>			
Investment Return	\$(1,045.7)	\$(381.0)	\$(981.9)
Salary Increases	20.1	112.1	158.6
COLA Adjustments	125.2	(151.4)	(23.7)
Expenses	(14.3)	(12.8)	(10.8)
<u>Demographic Factors:</u>			
Active Members	(82.8)	(123.3)	(119.2)
New Entrants	(58.0)	(55.0)	(60.0)
Non-Contributing Members	(28.4)	(29.5)	(21.1)
Retirees and Beneficiaries	(47.3)	(67.7)	(34.5)
<b>Net Actuarial Gains or (Losses)</b>	<b>\$(1,131.2)</b>	<b>\$(708.6)</b>	<b>\$(1,092.6)</b>

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND

SUMMARY OF PRINCIPAL PLAN PROVISIONS

This summary of plan provisions is intended only to describe the essential features of the plan. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself.

**1. TYPE OF PLAN**

The Plan is a contributory, defined benefit plan. Effective July 1, 2007, contributions by Members are 5.5% of compensation. For members hired on or after July 1, 2007, contributions are capped at the Social Security Taxable Wage Base (\$102,000 for 2008). For compensation in excess of the Social Security Wage Base, contributions of 5.5% of compensation are made to the Defined Contribution Retirement Program.

**2. EFFECTIVE DATE**

The Plan was established in 1919. It was reorganized and integrated with Social Security in 1955. Social Security integration was eliminated in 1966, i.e., reductions in retirement benefits based on Social Security benefits were eliminated.

**3. ELIGIBILITY FOR MEMBERSHIP**

Employees appointed to positions requiring certification as members of a regular teaching or professional staff of a public school system in New Jersey are required to enroll as a condition of employment. Employees of the Department of Education holding unclassified, professional and certificated titles are eligible for membership. Temporary or substitute employees are not eligible.

**4. DEFINITIONS**

**Fiscal Year:** A Fiscal Year is a 12-month period beginning on July 1 and ending on June 30.

**Credited Service:** A year of Credited Service for each year an employee is a Member of the Retirement System plus service, if any, covered by a prior service liability.

**Final Compensation:** This is the average annual compensation for the three consecutive years of Creditable Service immediately preceding retire-

ment or the highest three fiscal years of Membership Service.

**Final Year Compensation:** This is the compensation upon which contributions by a Member to the Annuity Savings Fund are based in the last year of Membership Service.

**Aggregate Member Contributions:** This is the sum of all amounts deducted from the compensation of a Member or contributed by him or on his behalf without interest.

**Class A Member:** Any member who contributes towards retirement allowance based on 1/64th benefit rate per year of creditable service.

**Class B Member:** Any member who contributes towards a retirement allowance based on 1/55th benefit rate per year of creditable service.

**Class D Member:** Any member hired on or after July 1, 2007 who contributes up to the Social Security Taxable Wage Base towards a retirement allowance based on 1/55th benefit rate per year of creditable service payable at age 60.

**5. RETIREMENT BENEFITS**

**Service Retirement:**

**SERVICE RETIREMENT ELIGIBILITY:** Eligibility means age 60 with no minimum service requirement.

**SERVICE RETIREMENT BENEFIT:** An employee's annual service retirement allowance is equal to a member annuity plus an employer pension which together equals 1/64th of Final Compensation for each year of service for Class A members and 1/55th of Final Compensation for each year of service for Class B and D members.

**Note:** See Section 12 for special benefits for veteran members.

**Early Retirement:**

**EARLY RETIREMENT ELIGIBILITY:** A Member may retire after completion of 25 years of Creditable Service.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
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**SUMMARY OF PRINCIPAL PLAN PROVISIONS, Continued**

EARLY RETIREMENT BENEFIT: The benefit may be either:

- (1) the lump sum withdrawal benefit described in 6.a. below; or
- (2) the service retirement benefit reduced by 1/4 of one percent for each month the retirement date precedes age 55 for Class B members; or
- (3) the Service Retirement Benefit reduced by 1/12 of one percent for each month the retirement date precedes age 60 but over age 55 and by 1/4 of one percent for each month the retirement date precedes age 55 for Class D members.

**6. TERMINATION BENEFITS**

***Lump Sum Withdrawal:***

ELIGIBILITY: A Member is eligible upon termination of service.

LUMP SUM WITHDRAWAL BENEFIT: The benefit equals a refund of Aggregate Member Contributions plus, if the member has completed three years of service, interest accumulated at 2.0% per annum allowed thereon.

***Deferred Retirement:***

ELIGIBILITY: A Member is eligible upon termination of service prior to age 60 and after 10 years of Creditable Service.

DEFERRED RETIREMENT BENEFIT: The benefit may be either:

- (1) the lump sum withdrawal benefit described in 6.a. above, or
- (2) a deferred retirement benefit, commencing at age 60, equal to a member annuity plus an employer pension which together provide a retirement allowance equal to the service retirement benefit based on Final Compensation and Creditable Service at date of termination.

**7. DEATH BENEFITS**

***Ordinary Death (Insured) Benefit - Lump Sum (Non-Contributory):***

PRE-RETIREMENT DEATH BENEFIT ELIGIBILITY: Any current active member is eligible.

PRE-RETIREMENT DEATH BENEFIT: The benefit is a lump sum benefit equal to the Aggregate Contributions with interest allowed thereon plus an amount equal to 1-1/2 times Compensation at date of death.

POST-RETIREMENT DEATH BENEFIT PRIOR TO AGE 60 ELIGIBILITY: Eligible if disabled or retired early.

POST-RETIREMENT DEATH BENEFIT PRIOR TO AGE 60 BENEFIT: The benefit is as follows:

- (1) For death while a Disabled Retiree the benefit is equal to 1-1/2 times Compensation.
- (2) For death while an Early Retiree, the benefit is equal to 3/16 times Compensation.
- (3) For death while vested terminated, the benefit is equal to his Aggregate Contributions with interest allowed thereon.

POST-RETIREMENT DEATH BENEFIT AFTER AGE 60 ELIGIBILITY: Eligible after attainment of age 60 for service, deferred and disabled retirements (if not disabled, 10 years of Creditable Service required for members enrolling on or after July 1, 1971).

POST-RETIREMENT DEATH BENEFIT AFTER AGE 60 BENEFIT: The benefit payable is equal to 3/16 times Compensation.

***Contributory Death Benefit:*** An additional, employee-paid, death benefit is also available through group insurance purchased by the Board of Trustees. Contributions for this benefit are required by Members during the first year of enrollment. Participation may be terminated after the first year. The benefit prior to retirement is 2 times compensation. The benefit after retirement is 1/4

STATE OF NEW JERSEY  
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**SUMMARY OF PRINCIPAL PLAN PROVISIONS, Continued**

times final year compensation (coverage at retirement, and 10 years of participation for Members enrolling on or after July 1, 1970, is required).

***Pre-retirement Accidental Death Benefit:***

ELIGIBILITY: A death resulting from injuries received from an accident during performance of duty and not a result of willful negligence is eligible.

PRE-RETIREMENT LUMP SUM BENEFIT: The benefit is a lump sum equal to 1-1/2 times Compensation.

PRE-RETIREMENT ACCIDENTAL DEATH BENEFIT: The benefit payable is as follows:

- (1) The annuity benefit to a widow or widower is equal to 50% of Compensation, payable for life until remarriage.
- (2) The annuity benefit, when there is no spouse, or the spouse is remarried, is equal to 20% of Compensation for one child, 35% for two children, 50% for three or more children. The benefit is payable while the children are under age 18 and it is payable for life if they are disabled.
- (3) The annuity benefit, when there is no spouse or children, is equal to 25% of Compensation for one dependent parent and 40% for two dependent parents.
- (4) The benefit, when there is no relation as stated above, is equal to the Aggregate Contributions with interest allowed thereon and is payable to a beneficiary or to the Member's estate. This is also the minimum benefit payable under (1), (2), and (3) above.

**8. DISABILITY BENEFITS**

***Ordinary Disability Retirement:***

ELIGIBILITY: A Member is eligible for Ordinary Disability Retirement if he (she) has 10 years of Creditable Service and is totally and permanently incapacitated from the performance of usual or available duties.

ORDINARY DISABILITY RETIREMENT BENEFIT: The total retirement allowance is equal to the greater of:

- (1) 1.64% of Final Compensation times the number of years of Creditable Service; or
- (2) 43.6% of Final Compensation

**Note:** See Section 12 for special benefits for veteran members.

***Accidental Disability Retirement:***

ELIGIBILITY: A Member is eligible upon total and permanent incapacitation as a direct result of a traumatic event occurring during and as a result of the performance of regular or assigned duties.

ACCIDENTAL DISABILITY RETIREMENT BENEFIT: The benefit payable is equal to a Member annuity plus an employer pension which together equals 72.7% of the Compensation at date of injury.

**9. COST-OF-LIVING PENSION ADJUSTMENT BENEFITS**

All retirees and eligible beneficiaries will receive an annual adjustment of at least 60% of the cumulative change in the Consumer Price Index. This adjustment is first available on the 25th month after retirement or death.

**10. ADDITIONAL OLD-PLAN BENEFIT**

An additional pension is payable to any retirant who was a member of the old Teachers' Retirement Fund. This pension is the actuarial equivalent of his contributions to the old Teachers' Retirement Fund without interest.

**11. SPECIAL MINIMUM BENEFIT**

A member who retired prior to 1955 with 20 or more years of service may receive a minimum pension of \$500 a month inclusive of any amounts payable under any pension adjustments.

**12. SPECIAL BENEFITS FOR VETERANS**

***Service Retirement:*** Eligible if member attains age 60 and completes 20 years of service or attains age 55 and completes 25 years of service. Benefit

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
TEACHERS' PENSION AND ANNUITY FUND

**SUMMARY OF PRINCIPAL PLAN PROVISIONS, Continued**

equals 54.5% of highest 12-month contributory compensation.

**Chapter 97 Benefit:** Eligible if age 55 and completes 35 years of service. Benefit equals 1/55th of final year compensation for each year of service.

**13. BENEFIT AND COMPENSATION LIMITS**

The provisions of IRC Section 415 and IRC Section 401(a)(17), which limit benefits paid and limit compensation used in determining benefits, has been reflected in this report.

The IRC Section 415 limit is \$185,000 and the 401(a)(17) compensation cap is \$230,000 and is applied on a calendar year basis.

**14. FORMS OF PAYMENT**

**Maximum Option** — Single life annuity.

**Option 1** — Single life annuity with return of reserve option.

**Option 2** — 100% joint and survivor annuity.

**Option 3** — 50% joint and survivor annuity.

**Option 4** — Other percentage joint and survivor annuity.

**Option A** — 100% pop-up joint and survivor annuity.

**Option B** — 75% pop-up joint and survivor annuity.

**Option C** — 50% pop-up joint survivor annuity.

**Option D** — 25% pop-up joint survivor annuity.

**15. CONTRIBUTIONS**

**Member Contributions:** Each member becoming a member on or after January 1, 1956 and prior to June 30, 2007 contributes at the rate of contribution applicable to Class B members. Any member hired after June 30, 2007 are Class D members.

(1) CLASS D MEMBERSHIP: Any member becoming a member on or after July 1, 2007 contributes at the rate of contribution applicable to Class

D members.

(2) CLASS B MEMBERSHIP: Any member on December 31, 1955 may elect to be classified as a Class B member and contribute at the rate of contribution applicable to Class B members at his age at membership. Any such member may elect to increase his accumulated deductions by the amount required by the Board to receive credit as a Class B member for all or part of his service prior to such election.

(3) CLASS A MEMBERSHIP: Any member who is not a veteran and does not elect to be classified as a Class B member continues to contribute at the rate of contribution applicable to his age at membership which was payable prior to the establishment of the integrated system, except that if he became a member subsequent to June 30, 1946 he will pay after January 1, 1955 at the rate of contribution in effect on June 30, 1946 applicable to his age at membership.

Prior to July 1, 1979 different contribution rates were established for men and women. Effective on that date members contribute at rates intermediate between the rates previously applicable to male and female members, computed to provide the same present value of future employee contributions at each entry age on the basis of the membership as constituted on the effective date.

**Local Employer Contributions:**

(1) EARLY RETIREMENT INCENTIVE CONTRIBUTIONS: The State and Local employers which elected to participate in the early retirement incentive programs authorized by Chapters 137, 229 and 231, P.L. 1991 and Chapters 48, 138 and 163, P.L. 1993 and Chapter 23, P.L. 2002 and Chapters 128 and 129, P.L. 2003 pay contributions to cover the additional liability for these programs over amortization periods chosen by the employer (15 years for Chapters 128 and 129) or the amortization period for the Unfunded Accrued Liability of the system (Chapter 23).

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**SUMMARY OF PRINCIPAL PLAN PROVISIONS, *Continued***

(2) CHAPTER 113 CONTRIBUTIONS: Certain School Districts have elected to exempt a select group of employees from the compensation limit under IRC Section 401(A)(17) incorporated under Chapter 113. These school districts will pay the full cost of the exemption at a member's date of retirement.

**16. CHANGES IN PLAN PROVISIONS  
SINCE PRIOR VALUATION**

None.



June 8, 2009

Board of Trustees  
Police and Firemen's Retirement System  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Board:

An actuarial valuation of the Police and Firemen's Retirement System is performed annually to measure the ongoing costs of the System (with required contributions determined separately for the State and Local employers) and the progress towards the funding goals of the System over time. In general, the financial goals of the Police and Firemen's Retirement System is a pattern of contributions which is relatively stable over time as a percentage of pay for a stationary employee population.

In accordance with the New Jersey statutes, employers are required to make two contributions to the System, a normal contribution and an accrued liability contribution. The normal contribution for basic allowances and cost of living adjustments (COLA's) is defined under the Projected Unit Credit funding method as the present value of the benefits accruing during the current year. The unfunded accrued liability contribution for basic allowances and COLA's is determined as a level percentage of pay required to amortize the unfunded accrued liability in annual payments increasing by 4% per year and paid annually for a specific time as determined by the State Treasurer. (Initially, this period was determined to be 40 years as of July 1, 1992. Any actuarial gains or losses for the 10 valuation years following the July 1, 1992 valuation were to increase or decrease the amortization period, unless an increase would have caused the amortization period to exceed 40 years, decreasing to 30 years by 2002.)

The provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liabilities from the proceeds of pension obligation bonds and to use any excess valuation assets to reduce required normal contributions payable by the State and Local employers by up to 100% of excess assets through the July 1, 2000 valuation, and on a declining maximum percentage of excess assets basis through the July 1, 2006 valuation. Beginning with the July 1, 2007 valuation, Chapter 92, P.L. 2007 removed language from existing law that permits the State Treasurer to reduce the normal contributions needed to fund the System when excess assets are available.

The July 1, 2008 valuation report reflects the Voluntary Severance Incentive Program offered by three Local employer locations and the provisions of Chapter 42, P.L. 2002, which allowed for the bonding of existing Local ERI liability.

The valuation also reflects the potential impact of the Appropriation Act for fiscal year 2010. Similar to the provisions of Chapter 122, P.L. 2003 (the Appropriation Act of 2003 which reduced the required State contribution for fiscal year 2004), the Appropriation Act for fiscal year 2010 is anticipated to allow the State Treasurer to reduce the State normal and accrued liability contributions for fiscal year 2010 from the recommended amount of \$299,131,628 to \$18,406,000. Accordingly, a fiscal year 2010 receivable State contribution of \$18,406,000 was recognized for purposes of this valuation.

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

As stipulated in the statutes, an actuarial investigation of the mortality, service and compensation experience of the members and beneficiaries of the Police and Firemen's Retirement System is made once in every three-year period. The contributions for the fiscal year beginning July 1, 2010 were based on the actuarial assumptions that were determined from the July 1, 2004 to June 30, 2007 Experience Study (which was approved by the Board of Trustees at the August 11, 2008 Board meeting), the projected unit credit funding method and the economic assumptions which were approved by the Treasurer (these include an investment return rate of 8.25% per annum, assumed rate of annual payment increase of unfunded accrued liability contribution of 4.0% per annum and a Cost-of-Living Adjustment assumption of 60% of the assumed CPI increase of 3.0% per annum). The asset valuation method used was a five-year average of market values with write-up. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Retirement System calculations, is not known. Retirement System funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25, No. 27, and No. 50 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the Police and Firemen's Retirement System and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the System.


The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience
- Reconciliation of Employer Contribution Rates
- Brief Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Retirement System, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Retirement System.

Respectfully submitted,  
Buck Consultants



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**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

Section 13, Subsection (13) of Chapter 255, P.L. 1944 as amended by Chapter 157, P.L. 1972 of the New Jersey Statutes provides that once in every three-year period the actuary shall examine in detail the mortality, service and compensation experience of the members and beneficiaries of the Police and Firemen's Retirement System to assure that the tables used for determining expected liabilities are consistent with recent experience.

The July 1, 2008 actuarial valuation of the Police and Firemen's Retirement System reflects the recognition of the revised actuarial assumptions determined from the July 1, 2004 to June 30, 2007 Experience Study which was approved by the Board of Trustees at the August 11, 2008 Board meeting and the economic assumptions which were approved by the Treasurer.

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 8-1/4% per annum, compounded annually.

**Separations from Service and Salary Increases:** Representative values of the assumed annual rates of separation and annual rates of salary increases are as follows:

Age	Annual Rates of					
	Select Withdrawal					Ultimate Withdrawal
	Up to the 1st Year	2nd Year	3rd Year	4th Year	5 to 9 Years	After 9 Years
25	4.62%	1.91%	1.57%	1.22%	0.53%	0.00%
30	5.28	2.20	1.76	1.74	0.65	0.40
35	5.40	2.25	1.76	1.74	0.77	0.30
40	6.00	2.25	1.85	2.32	0.90	0.30
45	3.50	2.25	1.85	2.32	1.35	0.30
50	0.00	2.25	1.85	2.00	1.60	0.30
55	0.00	0.00	0.00	0.00	0.00	0.00

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DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, Continued**

Age	Annual Rates of				
	Death			Disability	
	Ordinary		Accidental		
	Male	Female		Ordinary	Accidental
25	0.038%	0.021%	0.006%	0.100%	0.029%
30	0.044	0.026	0.006	0.173	0.139
35	0.077	0.048	0.008	0.360	0.238
40	0.108	0.071	0.008	0.485	0.318
45	0.151	0.112	0.009	0.527	0.291
50	0.214	0.168	0.009	0.600	0.179
55	0.303	0.253	0.014	0.900	0.161
60	0.488	0.393	0.013	1.600	0.161
64	0.703	0.543	0.008	3.000	0.161
65 & Over	0.000	0.000	0.000	0.000	0.000

Service Retirements					
Age	Length of Service				Salary Increases
	Less than 21 Years*	21 to 24 Years	25 Years	26 or More Years	
25					10.62%
30					8.16
35					6.67
40	2.50%	0.00%	45.57%	15.40%	6.01
45	2.50	0.00	52.98	15.40	5.95
50	3.75	0.00	56.77	15.40	5.95
55	3.20	0.00	59.04	17.48	5.95
60	3.20	0.00	77.49	22.78	5.95
64	37.50	0.00	77.49	37.80	5.95
65 & Over	100.00	100.00	100.00	100.00	

\* Retirement assumption prior to age 55 is for any member as of January 18, 2000 upon completion of 20 years of service.

**Deaths After Retirement:** RP-2000 Combined Healthy Mortality tables for service retirements and beneficiaries Special mortality tables are used for the period after disability retirement. Representative values of the assumed annual rates of mortality are as follows:

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POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

Age	Service Retirements and Beneficiaries		Age	Disability Retirements
	Men	Women		
55	0.362%	0.272%	35	1.195%
60	0.675	0.506	40	1.267
65	1.274	0.971	45	1.339
70	2.221	1.674	50	1.411
75	3.783	2.811	55	1.613
80	6.437	4.588	60	1.901
85	11.076	7.745	65	2.599

**Marriage:** Husbands are assumed to be 3 years older than wives. Among the active population, 90% of participants are assumed married. No children are assumed. Neither the percentage married nor the number of children assumptions are necessarily individually explicit, but they are considered reasonable, when viewed as a single combined assumption.

**Valuation Method:** Projected Unit Credit Method. This method essentially funds the System's benefits accrued to the valuation date. Experience gains or losses are recognized in future accrued liability contributions.

**COLA:** Benefits are assumed to increase 1.8% each year.

**Asset Valuation Method:** A five year average of market values with write-up was used. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

**STATE**

Valuation Date	Added to Rols		Removed From Rols		Rols at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number*	Annual** Allowance		
7/1/08	430	\$18,467,571	50	\$1,293,499	3,815	\$139,018,953	15.32%	\$36,440
7/1/07	409	17,214,170	70	1,657,156	3,435	120,552,765	17.50	36,844
7/1/06	279	9,952,284	70	1,643,698	3,096	102,600,960	10.82	33,140
7/1/05	293	9,712,923	56	1,581,013	2,887	92,580,543	10.91	32,068
7/1/04	303	10,413,610	52	1,400,032	2,650	83,473,756	14.02	31,500
7/1/03	348	11,490,364	44	1,071,506	2,399	73,208,008	17.49	30,516

**LOCAL EMPLOYERS**

Valuation Date	Added to Rols		Removed From Rols		Rols at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number*	Annual** Allowance		
7/1/08	1,635	\$81,814,446	700	\$21,185,974	29,278	\$1,222,284,655	6.69%	\$41,748
7/1/07	1,840	87,997,262	829	23,063,802	28,343	1,145,659,599	8.59	41,949
7/1/06	1,656	77,254,137	694	18,600,384	27,332	1,055,049,325	7.99	38,601
7/1/05	1,801	82,703,130	652	17,340,204	26,370	976,985,635	8.62	37,049
7/1/04	1,599	68,764,835	661	17,778,633	25,221	899,485,274	7.44	35,664
7/1/03	1,572	63,945,587	695	17,071,934	24,283	837,223,152	6.79	34,478

**TOTAL SYSTEM**

Valuation Date	Added to Rols		Removed From Rols		Rols at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number*	Annual** Allowance		
7/1/08	2,065	\$100,282,017	750	\$22,479,473	33,093	\$1,361,303,608	7.51%	\$41,136
7/1/07	2,249	105,211,432	899	24,720,958	31,778	1,266,212,364	9.38	41,402
7/1/06	1,935	87,206,421	764	20,244,082	30,428	1,157,650,285	8.24	38,046
7/1/05	2,094	92,416,053	708	18,921,217	29,257	1,069,566,178	8.81	36,558
7/1/04	1,902	79,178,445	713	19,178,665	27,871	982,959,030	7.97	35,268
7/1/03	1,920	75,435,951	739	18,143,440	26,682	910,431,160	7.57	34,122

\* These values include Domestic Relations beneficiaries in receipt but exclude deferred vested terminations.

\*\* The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA\***

**STATE**

<b>Valuation Date</b>	<b>Number of Active Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	7,936	\$544,555,658	\$68,618	0.37%
7/1/07	7,968	544,750,465	68,367	6.55
7/1/06	8,135	521,969,055	64,163	4.58
7/1/05	8,120	498,199,431	61,355	5.27
7/1/04	7,998	466,157,835	58,284	0.61
7/1/03	7,990	462,879,721	57,932	5.85

**LOCAL EMPLOYERS**

<b>Valuation Date</b>	<b>Number of Active Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	37,530	\$3,152,174,629	\$83,991	4.54%
7/1/07	37,163	2,985,725,499	80,341	4.39
7/1/06	36,690	2,823,844,608	76,965	4.20
7/1/05	36,091	2,665,823,352	73,864	4.31
7/1/04	36,198	2,563,358,351	70,815	4.71
7/1/03	35,988	2,433,953,717	67,632	3.93

**TOTAL SYSTEM**

<b>Valuation Date</b>	<b>Number of Active Members</b>	<b>Annual Compensation</b>	<b>Average Compensation</b>	<b>% Increase in Average Compensation</b>
7/1/08	45,466	\$3,696,730,287	\$81,308	3.94%
7/1/07	45,131	3,530,475,964	78,227	4.80
7/1/06	44,825	3,345,813,663	74,642	4.30
7/1/05	44,211	3,164,022,783	71,566	4.40
7/1/04	44,196	3,029,516,186	68,547	4.06
7/1/03	43,978	2,896,833,438	65,870	4.25

\* Includes all contributing and non-contributing active members.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**SOLVENCY TEST**

**STATE**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$417,037,087	\$1,745,461,874	\$1,586,619,949	\$2,343,170,793	100.00%	100.00%	11.39%
7/1/07	405,941,434	1,477,965,756	1,542,724,623	2,368,209,888	100.00	100.00	31.39
7/1/06	390,720,165	1,260,477,135	1,430,979,377	2,230,157,166	100.00	100.00	40.46
7/1/05	362,918,072	1,140,619,126	1,312,083,023	2,109,283,199	100.00	100.00	46.17
7/1/04	339,117,363	1,034,973,512	1,135,101,709	2,001,836,285	100.00	100.00	55.30
7/1/03 <sup>(a)</sup>	318,757,994	908,545,557	1,103,606,367	1,940,629,499	100.00	100.00	64.64

**LOCAL EMPLOYERS**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$2,396,790,723	\$14,303,353,327	\$10,170,962,482	\$20,404,804,535	100.00%	100.00%	36.42%
7/1/07	2,262,086,714	13,148,597,825	9,151,510,904	19,575,249,807	100.00	100.00	45.51
7/1/06	2,143,097,866	12,145,019,496	8,619,405,298	18,353,459,373	100.00	100.00	47.16
7/1/05	2,021,211,935	11,280,605,230	8,087,155,161	17,450,715,064	100.00	100.00	51.30
7/1/04	1,919,225,430	10,453,405,141	7,396,416,195	16,833,303,026	100.00	100.00	60.31
7/1/03 <sup>(a)</sup>	1,801,722,545	9,765,120,630	6,855,229,897	16,470,946,424	100.00	100.00	71.54

**TOTAL SYSTEM**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$2,813,827,810	\$16,048,815,201	\$11,757,582,431	\$22,747,975,328	100.00%	100.00%	33.05%
7/1/07	2,668,028,148	14,626,563,581	10,694,235,527	21,943,459,695	100.00	100.00	43.47
7/1/06	2,533,818,031	13,405,496,631	10,050,384,675	20,583,616,539	100.00	100.00	46.21
7/1/05	2,384,130,007	12,421,224,356	9,399,238,184	19,559,998,263	100.00	100.00	50.59
7/1/04	2,258,342,793	11,488,378,653	8,531,517,904	18,835,139,311	100.00	100.00	59.64
7/1/03 <sup>(a)</sup>	2,120,480,539	10,673,666,187	7,958,836,264	18,411,575,923	100.00	100.00	70.58

\* Actuarial Value including receivable amounts.

(a) Revised amounts reflecting the change in economic assumptions and a revised receivable contribution for fiscal year 2005 equal to 30% of the contribution recommended for the State (previously, a 40% assumption was used).



**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF EMPLOYER CONTRIBUTION RATES**

**STATE**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Contribution Rate	56.70% <sup>oo</sup>	53.70% <sup>oo</sup>	52.58%	48.38%	44.48%	38.05%
Initial Adjustment Due to Chapter 122 <sup>o</sup>	N/A	N/A	N/A	N/A	N/A	1.21
Revised Prior Year Contribution Rate	56.70%	53.70%	52.58%	48.38%	44.48%	39.26%
<b>Net Change Due to:</b>						
Current New Entrants	0.18	0.10	0.11	0.08	0.07	0.01
Excess Salary Increases	(0.96)	0.16	0.06	0.01	(0.08)	0.01
Assumption/Method Changes	1.20	0.00	0.00	2.17	0.00	3.20 <sup>##</sup>
COLA	(0.04)	0.15	0.08	(0.01)	(0.10)	(0.06)
Active and Other Experience	0.62	0.76	(0.42)	0.03	3.00	(0.22)
Retiree Experience	0.08	0.08	0.07	0.03	0.33	0.63
Investment Loss/(Gain)	0.66	0.17	0.65	0.88	(1.09)	0.17
Net Effect of Chapter 8*	1.06	0.33	0.36	0.21	0.16	0.06
Appropriation Act**	4.86	1.25	1.22	0.80	1.61	1.42 <sup>##</sup>
Actual Contribution Rate	64.36% <sup>oo</sup>	56.70% <sup>oo</sup>	54.71%	52.58%	48.38%	44.48%

**LOCAL EMPLOYERS**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Contribution Rate	24.37% <sup>oo</sup>	24.11% <sup>oo</sup>	24.42%	20.93%	19.55%	15.50%
Prior Year Adjustment Due to Chapter 108	N/A	N/A	N/A	N/A	N/A	0.47
Effective Prior Year Contribution Rate	24.37%	24.11%	24.42%	20.93%	19.55%	15.97%
<b>Net Change Due to:</b>						
Current New Entrants	0.12	0.13	0.09	0.06	0.05	0.02
Excess Salary Increases	0.30	0.17	0.07	0.02	(0.10)	0.01
Assumption/Method Changes	2.73	0.00	0.00	2.16	0.00	2.00 <sup>##</sup>
COLA	(0.06)	0.24	0.14	(0.02)	(0.18)	(0.21)
Active and Other Experience	1.13	1.10	1.05	1.35	3.55	0.49
Retiree Experience	0.12	0.12	0.12	0.06	0.59	0.62
Investment Loss/(Gain)	0.80	0.05	0.74	1.07	(1.57)	0.23
Net Effect of Chapter 8*	(1.66)	(1.55)	(1.51)	(1.46)	(1.38)	(1.38)
Chapter 108	0.00	0.00	0.00	0.25	0.42	0.42 <sup>##</sup>
Actual Contribution Rate <sup>#</sup>	27.85% <sup>oo</sup>	24.37% <sup>oo</sup>	25.12%	24.42%	20.93%	18.17%

\* Net effect of the change in the calculation of the July 1, 1998 actuarial value of the System assets and elimination of the Local Employers' accrued liability contribution for the period ending June 30, 1997.

\*\* Net change due to Appropriation Act for July 1, 2008 includes 1.63% change due to the Fiscal Year 2009 Appropriation Act and 3.23% change due to the Fiscal Year 2010 Appropriation Act.

# Includes rates attributable to Chapter 204 and Chapter 39 requirements which are billed to specific locations.

## The original July 1, 2003 valuation was prepared prior to the change in economic assumptions and anticipated that the Appropriation Act for fiscal year 2005 would reduce the State's fiscal year 2005 contribution to 40% of the contribution recommended as part of the July 1, 2002 valuation rather than 30%. These entries reflect the net effect of these changes.

o Reflects change to prior valuation's receivable contribution due to Chapter 122.

oo Excludes contribution rates payable to the Non-contributory Group Insurance Premium Fund. For State, the contribution rates are 1.47% for 2008, 1.47% for 2007 and 1.01% for 2006. For Local, the contribution rates are 1.22% for 2008, 1.25% for 2007 and 1.01% for 2006.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES**

**1. ELIGIBILITY FOR MEMBERSHIP**

Enrollment is restricted to eligible policemen and firemen who are permanent and full-time and who pass the physical and mental fitness requirements. The maximum enrollment age is 35.

**2. DEFINITIONS**

***Plan Year:*** The 12-month period beginning on July 1 and ending on June 30.

***Credited Service:*** A year of service is credited for each year an employee is a Member of the Retirement System plus service, if any, covered by a prior service liability.

***Average Final Compensation (AFC):*** The average annual compensation for the three consecutive years of Service immediately preceding retirement or the highest three consecutive fiscal years of Membership Service.

***Compensation:*** Base salary upon which contributions by a Member to the Annuity Savings Fund were based in the last year of Service. For Accidental Death, benefits are computed at the annual rate of salary.

***Final Compensation (FC):*** Annual compensation received by the member in the last 12 months of Credited Service preceding his retirement.

***Accumulated Deductions:*** The sum of all amounts deducted from the compensation of a Member or contributed by him or on his behalf without interest.

**3. BENEFITS**

***Service Retirement:*** Eligibility means age 55 or 20 years of credited service for an employee who is a member of the Retirement System as of January 18, 2000 and age 55 for an employee who became a member of the Retirement System after January 18, 2000; mandatory at age 68 (except that a member hired prior to January 1, 1987 may remain a member of the System until the member attains the earlier of age 68 or 25 years of service). Benefit is an annual retirement allowance equal to a member annuity plus an employer pension which

together equals the greater of:

- (i) 1/60th of FC for each year of Credited Service; or
- (ii) 2% of FC multiplied by years of Credited Service up to 30 plus 1% of FC multiplied by years of Service over 30. (Prior to January 18, 2000, this benefit was based on AFC rather than FC. However, Policy Memorandum 4-2000, which interpreted the provisions of Chapter 428, P.L. 1999, authorized the change in the salary basis).
- (iii) 50% of FC if the member has 20 or more years of Credited Service.

Chapter 428 also requires that, in addition to the 50% of FC benefit, any member as of January 18, 2000 who will have 20 or more years of Credited Service and is required to retire upon attaining age 65 (except that a member hired prior to January 1, 1987 may remain a member of the System until the member attains the earlier age of 68 or 25 years of creditable service), shall receive an additional benefit equal to 3% of FC for each year of Credited Service over 20 years but not over 25 years.

***Special Retirement:*** After completion of 25 years of Credited Service. The annual retirement benefit is equal to a member annuity plus an employer pension which together equal 65% of FC plus 1% of FC for each year of Credited Service over 25. There is a maximum benefit of 70% of FC except for those members with 30 or more years of Credited Service on June 30, 1979.

***Vested Termination:***

- a. Eligible upon termination of service prior to age 55 and prior to 10 years of Service. The benefit equals a refund of Accumulated Deductions less any outstanding loans.
- b. Eligible upon termination of service prior to age 55 and after 10 years of Service (but less than 20 years if a member on or prior to January 18, 2000 or less than 25 years of service if a member after January 18, 2000). The

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**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

benefit is a deferred retirement benefit, commencing at age 55, equal to a member annuity plus an employer pension which together provide a retirement allowance equal to 2% of FC multiplied by years of Credited Service, up to 30 plus 1% of FC multiplied by years of credited service over 30.

***Death Benefits:***

**ORDINARY DEATH BENEFIT - LUMP SUM**

(1) If a member dies prior to retirement, the benefit payable is as follows:

A lump sum amount equal to 3-1/2 times FC payable to the member's beneficiary.

(2) After retirement but prior to age 55, the benefit is as follows:

(i) For death while a Disabled Retiree the benefit is equal to 3-1/2 times Compensation.

(ii) For death while a Deferred Retiree the benefit is equal to his Accumulated Deductions.

(iii) For death while a Retiree who has completed 20 years of Service, the benefit is equal to 1/2 times FC.

(3) After retirement and after age 55, the benefit payable is equal to 1/2 times Compensation. (Note: If a Member is not disabled, 10 years of Credited Service is required for Members enrolling after July 1, 1971.)

**ORDINARY DEATH BENEFIT -  
SURVIVOR ANNUITY**

(1) If a member dies prior to retirement, the benefit payable to a widow (widower) is equal to 50% of FC (20% of FC payable to one child, 35% of FC payable to two children or 50% of FC payable to three or more children if there is no surviving widow or widower or if the widow or widower dies or remarries or 25% of FC payable to one parent or 40% of FC payable to two parents if no surviving widow, widower, or child. If no widow, widower, child, or parent, the benefit payable to a beneficiary is the aggregate Accumulated Contributions at the time of death).

(2) For any member who retired after December 18, 1967, the benefit payable to widow (widower) is equal to 50% of FC plus 15% of FC for one child and 25% of FC for two or more children.

If no spouse, or spouse remarries, the benefit is equal to 20% of FC for one child, 35% for two children, and 50% for three or more children.

There is also a minimum benefit payable to widows (widowers) of \$4,500 a year.

(3) For any member who retired with an Accidental Disability Benefit, the benefit payable is equal to \$4,500 a year to the widow (widower). If there is no widow (widower) the benefit payable is \$600 a year for 1 child, \$960 a year for 2 children, and \$1,500 a year for 3 or more children. The benefit for children is payable until age 18.

**ACCIDENTAL DEATH BENEFIT**

A death while active resulting from injuries received from an accident during performance of duty is eligible for a lump sum equal to the Accumulated Deductions plus 3-1/2 times Compensation plus an annuity benefit payable is as follows:

(i) The benefit to a widow or widower is equal to 70% of Compensation.

(ii) The benefit, when there is no spouse, or spouse is remarried, is equal to 20% of Compensation for one child, 35% for two children, 50% for three or more children. The benefit is payable while the children are under age 18, or until age 24 if they are full-time students, or it is payable for life if they are disabled.

(iii) The benefit, when there is no spouse or children, is equal to 25% of Compensation for one parent and 40% for two parents.

(iv) The benefit, when there is no relation as stated above, is equal to the Accumulated Deductions and is payable to a beneficiary or to the Member's estate. This is also the minimum benefit payable under (i), (ii) and (iii).

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
POLICE AND FIREMEN'S RETIREMENT SYSTEM

**BRIEF SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued***

***Disability Benefits:***

**ORDINARY DISABILITY RETIREMENT**

A Member is eligible for Ordinary Disability Retirement if he (she) has 4 years of Service and is totally and permanently incapacitated from the performance of usual or available duties. The benefit is equal to the greater of:

- (i) 1-1/2% of FC times the number of years of Credited Service; or
- (ii) 40% of FC.

In addition, a member who has at least 20 years but less than 25 years of Credited Service and who is required to retire upon application by the employer on or after January 18, 2000 shall receive a benefit equal to a member annuity plus an employer pension which together provide a total retirement allowance equal to 50% of FC plus 3% of FC multiplied by the number of years of Credited Service over 20 but not over 25.

**ACCIDENTAL DISABILITY RETIREMENT**

A Member is eligible upon total and permanent incapacitation from the performance of usual or available duties as a result of injury during the performance of regular duties. The benefit payable is equal to a Member annuity plus an employer pension which together equals 2/3 of the Compensation at date of injury.

**SPECIAL DISABILITY RETIREMENT**

A member is eligible for Special Disability Retirement if he (she) has 5 years of Credited Service, is under age 55, and has received a heart transplant. The benefit payable is equal to a Member annuity plus an employer pension which together equals 50% of FC.

**4. MEMBER CONTRIBUTIONS**

Each member contributes 8-1/2% of Compensation.

June 8, 2009

Board of Trustees  
State Police Retirement System  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Board:

An actuarial valuation of the State Police Retirement System is performed annually to measure the ongoing costs of the System and the progress towards the funding goals of the System over time. In general, the financial goals of the State Police Retirement System are a pattern of contributions which is relatively stable over time as a percentage of pay for a stationary employee population.

In accordance with the New Jersey statutes, employers are required to make two contributions to the System, a normal contribution and an accrued liability contribution. The normal contribution for basic allowances and cost of living adjustments (COLA's) is defined under the Projected Unit Credit funding method as the present value of the benefits accruing during the current year. The unfunded accrued liability contribution for basic allowances and COLA's is determined as a level percentage of pay required to amortize the unfunded accrued liability in annual payments increasing by 4.0% per year and paid annually for a specific time as determined by the State Treasurer.

The provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liabilities from the proceeds of pension obligation bonds and to use any excess valuation assets to reduce required normal contributions payable by the System up to 100% of excess assets through the July 1, 2001 valuation, and on a declining maximum percentage of excess assets basis through the July 1, 2006 valuation. Beginning with the July 1, 2007 valuation, Chapter 92, P.L. 2007 removed language from existing law that permits the State Treasurer to reduce the normal contributions needed to fund the System when excess assets are available. The valuation was prepared on the basis of the actuarial assumptions that were determined from the July 1, 2002 — June 30, 2005 Experience Study. Finally, the valuation reflects the potential effect of the Appropriation Act for fiscal year 2009, which allows the State Treasurer to reduce the State normal and accrued liability contributions for fiscal year 2009 of \$75,889,699 to \$8,743,000. Accordingly, a fiscal year 2009 State appropriation receivable of only \$8,743,000 was recognized for purposes of this valuation.

A contribution of \$82,485,012 is required for the fiscal year beginning July 1, 2009. This amount is comprised of an unfunded accrued liability payment of \$28,757,070 plus a normal contribution of \$53,727,942.

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

As stipulated in the statutes, an actuarial investigation of the mortality, service and compensation experience of the members and beneficiaries of the State Police Retirement System is made once in every three-year period. The contributions for the fiscal year beginning July 1, 2009 were calculated using the demographic assumptions that were determined from the July 1, 2002 to June 30, 2005 Experience Study and the projected unit credit funding method. The valuation also reflected the economic assumptions which were approved by the Treasurer (these include an investment return rate of 8.25% per annum, assumed future salary increases of 5.45% per annum and a Cost-of-Living Adjustment assumption of 60% of the assumed CPI increase of 3.0% per annum). The asset valuation method used was a five-year average of market values with write-

up. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five year period.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Retirement System calculations, is not known. Retirement System funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25, No. 27 and No. 50 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the State Police Retirement System and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the System.

The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience  
Reconciliation of Employer Contribution Rates
- Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Retirement System, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Retirement System.

Respectfully submitted,

Buck Consultants



Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.

Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

Section 32 of Chapter 89, P.L. 1965 of the New Jersey Statutes provides that once in every three-year period the actuary shall examine in detail the mortality, service and compensation experience of the members and beneficiaries of the State Police Retirement System to assure that the tables used for determining the expected liabilities are consistent with recent experience.

The assumptions used for the July 1, 2008 actuarial valuation of the State Police Retirement System were based on the results of the experience study which covered the period from July 1, 2002 to June 30, 2005 and the economic assumptions which were approved by the Treasurer.

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 8.25% per annum, compounded annually.

**COLA:** The COLA is 60% of the assumed CPI increase. CPI is assumed to increase 3.0% per annum, compounded annually.

**Salary Increases:** Salaries are assumed to increase by 5.45% per year.

**Termination:** Withdrawal rates vary by length of service. Illustrative rates are shown below:

Age	Lives Per Thousand	
	Less Than 5 Years of Service	Five to Nineteen Years of Service
25	8.3%	0.0%
30	5.0	4.0
35	8.3	1.0
40	0.0	1.5
45	0.0	2.0
50	0.0	0.0

**Separations from Service:** Representative mortality, disability, and retirement rates are as follows:

Age	Annual Rates of*			
	Ordinary Death	Accidental Death	Ordinary Disability	Accidental Disability
25	0.0%	0.4%	0.6%	0.3%
30	0.7	0.5	0.9	0.4
35	0.5	0.5	2.4	1.5
40	0.8	0.5	2.5	1.6
45	1.0	0.6	3.1	1.7
50	2.5	0.9	5.4	2.2

\*Per one thousand lives.

**Marriage:** Husbands are assumed to be 3 years older than wives. Among the active population, 83.3% of participants are assumed married. No children are assumed. Neither the percentage married nor number of children assumption is individually explicit but they are as a single combined assumption.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, Continued**

**Valuation Method:** Projected Unit Credit Method. This method essentially funds the System's benefits accrued to the valuation date. Experience gains and losses are recognized in future accrued liability contributions.

**Asset Valuation Method:** A five-year average of market values with write-up. (This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actuarial over the expected income, on a market value basis, over a five-year period.)

**Deaths After Retirement:** For Healthy Inactive Mortality the 1983 Group Annuity Mortality Table for males and females is used. Illustrative rates of mortality for retired members are shown below:

Age	Lives Per Thousand				
	Retired Members		Beneficiaries of Deceased Members		Disabled Males and Females
	Males*	Females	Males	Females	
55	4.9%	2.5%	6.1%	2.5%	9.6%
60	7.3	4.2	9.2	4.2	13.6
65	12.5	7.1	15.6	7.1	19.8
70	22.0	12.4	27.5	12.4	29.6
75	35.7	24.0	44.6	28.8	44.5
80	59.3	43.0	74.1	51.5	67.3
85	91.9	69.9	114.8	83.9	101.1
90	133.1	111.8	166.3	134.1	149.4

\* 80.00% of 1983 GAM male rates are used.

**Rates of Retirement:** Rates of retirement vary by length of service and age (if more than 24 years of service) with 100% of those remaining at age 55 retiring at age 55. The rates are shown below:

Service	Lives Per 100
20	2.0%
21	0.5
22	0.0
23	0.0
24	0.0
25	30.0
Greater than 25:	
(a) through age 42	5.0
(b) ages 43-47	25.0
(c) ages 48-53	30.0
(d) age 54	55.0



**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed From Rolls		Rolls at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number*	Annual** Allowance		
7/1/08	155	\$9,823,122	61	\$1,709,085	2,520	\$124,219,225	8.44%	\$49,293
7/1/07	130	7,185,755	42	1,173,986	2,426	114,548,588	8.19	47,217
7/1/06	98	5,328,190	57	1,477,083	2,338	105,874,773	5.83	45,284
7/1/05	144	7,974,607	51	1,391,918	2,297	100,045,679	8.37	43,555
7/1/04	170	9,133,184	46	1,027,006	2,204	92,315,891	11.10	41,886
7/1/03	151	8,155,381	40	996,340	2,080	83,095,494	10.33	39,950

\* These values include beneficiaries in receipt but exclude deferred vested terminations.

\*\* The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

Valuation Date	Number of Active Members	Annual Compensation	Average Compensation	% Increase in Average Compensation
7/1/08	2,947	\$281,087,566	\$95,381	3.90%
7/1/07	2,999	275,301,995	91,798	4.38
7/1/06	2,993	263,220,592	87,945	3.43
7/1/05	2,844	241,813,372	85,026	2.08
7/1/04	2,684	223,552,154	83,291	3.15
7/1/03	2,693	217,448,864	80,746	4.82

**SOLVENCY TEST**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$166,360,000	\$1,492,340,059	\$950,464,810	\$2,136,006,509	100.00%	100.00%	50.22%
7/1/07	160,384,261	1,399,050,008	926,214,961	2,101,672,160	100.00	100.00	58.54
7/1/06	151,279,397	1,297,507,146	870,869,989	2,000,274,259	100.00	100.00	63.33
7/1/05	139,462,511	1,209,833,316	725,970,253	1,935,384,732	100.00	100.00	80.73
7/1/04	134,121,126	1,117,321,901	697,866,614	1,897,713,119	100.00	100.00	92.61
7/1/03	130,718,799	1,014,285,416	670,721,041	1,865,079,083	100.00	100.00	100.00

\*Actuarial value including receivable amounts.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF EMPLOYER CONTRIBUTION RATES**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Effective Prior Year Contribution Rate	27.57%**	26.52%**	21.26%	19.50%	17.31%	18.98%
<b>Net Change Due to:</b>						
Current New Entrants	0.26	0.36	0.82	0.90	0.51	0.08
Excess Salary Increases	(0.21)	0.14	0.28	0.53	0.16	0.04
Assumption/Method Changes	N/A	N/A	3.97	N/A	(0.20)	(0.78)
COLA	(0.61)	0.28	0.13	(0.09)	(0.15)	0.00
Retiree Mortality	0.05	0.07	0.07	0.03	0.20	0.00
Active and Other Experience	(0.03)	(0.55)	(0.82)	(1.50)	0.13	(1.01)
Investment Loss/(Gain)	0.86	(0.02)	0.74	1.12	1.12	0.00
Net Effect of Chapter 115*	N/A	0.00	0.00	0.00	0.00	(16.88)
Appropriation Act	1.45	0.77	0.50	0.77	0.02	N/A
Actual Contribution Rate	29.34%**	27.57%**	26.95%	21.26%	19.50%	0.43%

\* Reflects reduction in normal cost contribution due to use of excess assets. Chapter 92, P.L. 2007 removed language from the existing legislation that permits the State Treasurer to decrease the normal contribution needed to fund the System when excess assets are available.

\*\* Excludes contribution rates of 0.55% for 2008, 0.65% for 2007 and 0.43% for 2006 for premiums payable to the Non-Contributory Group Insurance Premium Fund.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM

**SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES**

**1. ELIGIBILITY FOR MEMBERSHIP**

All members of the former State Police and Benevolent Fund: full-time commissioned officers, non-commissioned officers or troopers of the Division of State Police. Membership is a condition of employment.

**2. DEFINITIONS**

**Plan Year:** The 12-month period beginning on July 1 and ending on June 30.

**Service:** Service rendered while a member as described above.

**Credited Service:** A year is credited for each year of service as an officer or trooper in the State Police. Service with other State Retirement Systems is included in the calculation of the retirement benefit at the rate of 1% of final compensation for each year of service credit.

**Compensation:** Based on contractual salary, including maintenance allowance, received by the member in the last 12 months of credited service preceding retirement, termination or death. Compensation does not include individual salary adjustments granted primarily in anticipation of the retirement or for temporary or extracurricular duties beyond the ordinary work day. (Effective June 30, 1996, Chapter 113, P.L. 1997 provided that the amount of compensation used for employer and member contributions and benefits under the program cannot exceed the compensation limitation of Section 401(a)(17) of the Internal Revenue Code.)

**Final Compensation:** Average compensation received by member in last 12 months of credited service preceding retirement or death. Such term includes the value of the member's maintenance allowance for the same period.

**Aggregate Contributions:** The sum of all amounts deducted from the compensation of a member or contributed by him or on his behalf. For contribution purposes, compensation does not include overtime, bonuses, maintenance or any adjustments before retirement.

**Adjusted Final Compensation:** The amount of final compensation or final compensation as adjusted, as the case may be, increased by the same percentage increase which is applied in any adjustments of the compensation schedule of active members after the member's death and before the date on which the deceased member of the retirement system would have accrued 25 years of service under an assumption of continuous service, at which time that amount will become fixed. Adjustments to final compensation or adjusted final compensation shall take effect at the same time as any adjustments in the compensation schedule of active members.

**3. BENEFITS**

**Service Retirement:** Mandatory retirement at age 55. Voluntary retirement prior to age 55 with 20 years of credited service. Benefit is an annual retirement allowance equal to the greater of (a), (b), or (c), as follows:

- a. 50% of final compensation;
- b. For members retiring with 25 or more years of service, 65% of final compensation, plus 1% for each year of service in excess of 25 years, to a maximum of 70% of final compensation.
- c. For members as of August 29, 1985 who would not have 20 years of service by age 55, benefit as defined in (a) above. For members as of August 29, 1985 who would have 20 years of service but would not have 25 years of service at age 55, benefit as defined in (a) above plus 3% for each year of service in excess of 20 years.

**Vested Termination:** Termination of service prior to age 55. Benefit for 10 to 20 years of Service - Refund of aggregate contributions, or a deferred life annuity beginning at age 55 equal to 2% of final compensation for each year of service up to 20 years.

**Ordinary Death:**

**BEFORE RETIREMENT**

Death of an active member of the plan. Benefit is equal to:

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
STATE POLICE RETIREMENT SYSTEM

SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued*

- a. Lump sum payment equal to 3-1/2 times final compensation, plus
- b. Spousal life annuity of 50% of final compensation payable until spouse's death or remarriage. If there is no surviving spouse, or upon death or remarriage, a total of 20%, 35% or 50% of final compensation payable to one, two or three dependent children, respectively. If there is no surviving spouse (or dependent children), 25% or 40% of final compensation to one or two dependent parents, respectively.

Minimum benefit: Aggregate contributions.

AFTER RETIREMENT

Death of a retired member of the plan. The benefit is equal to:

- a. Lump sum of 50% of final compensation, plus
- b. Spousal life annuity of 50% of final compensation payable until spouse's death or remarriage. If there is no surviving spouse, or upon death or remarriage, a total of 20%, 35% or 50% of final compensation payable to one, two or three dependent children, respectively.

**Accidental Death:** Death of an active member of the plan resulting during performance of duties. Benefit is equal to:

- a. Lump sum payment equal to 3-1/2 times final compensation, plus
- b. Spousal life annuity of 70% of final compensation payable until spouse's death or remarriage. If there is no surviving spouse, or upon death or remarriage, a total of 20%, 35% or 50% of adjusted final compensation payable to one, two, or three dependent children, respectively. If there is no surviving spouse or

dependent children, 25% or 40% of final compensation to one or two dependent parents, respectively.

**Ordinary Disability Retirement:** Mentally or physically incapacitated for the performance of his usual duty and of any other available duty in the Division of State Police and such incapacity is likely to be permanent.

- a. The benefit for members with less than four years of service is a refund of the member's aggregate contributions.
- b. For members with at least four years of service, the benefit is an immediate life annuity equal to 40% of final compensation plus 1-1/2% of final compensation for years of creditable service in excess of 26-2/3.
- c. For members who are forced to retire with 20 but less than 25 years of service, the benefit is 50% of the member's final compensation plus 3% of final compensation for each year of service in excess of 20 years, to a maximum of 65% of final compensation.

For death following disability retirement, a lump sum equal to 3-1/2 times final compensation if death occurs prior to age 55 or 1/2 of final compensation after age 55.

**Accidental Disability Retirement:** Totally and permanently disabled as a direct result of a traumatic event occurring during and as a result of his regular or assigned duties. Benefit is an immediate life annuity equal to 2/3 of final compensation. Upon death after disability retirement, lump sum benefit of 3-1/2 times final compensation if death occurs before 55 and 1/2 times final compensation if death occurs after 55.

June 8, 2009

State House Commission  
Judicial Retirement System  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Commission:

An actuarial valuation of the Judicial Retirement System is performed annually to measure the ongoing costs of the System and the progress towards the funding goals of the System over time. In general, the financial goals of the Judicial Retirement System are a pattern of contributions which is relatively stable over time as a percentage of pay for a stationary employee population.

In accordance with the New Jersey statutes, employers are required to make two contributions to the System, a normal contribution and an accrued liability contribution. The normal contribution for basic allowances and cost of living adjustments (COLA's) is defined under the Projected Unit Credit funding method as the present value of the benefits accruing during the current year. The unfunded accrued liability contribution for basic allowances and COLA's is determined as a level percentage of pay required to amortize the unfunded accrued liability in annual payments increasing by 4.0% per year and paid annually for a specific time as determined by the State Treasurer.

The provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liability from the proceeds of pension obligation bonds and to use any excess valuation assets to reduce required normal contributions payable by the System up to 100% of excess assets through the July 1, 2001 valuation, and on a declining maximum percentage of excess assets basis through the July 1, 2006 valuation. Beginning with the July 1, 2007 valuation, Chapter 92, P.L. 2007 removed language from existing law that permits the State Treasurer to reduce the normal contributions needed to fund the System when excess assets are available. In addition, the valuation was prepared on the basis of the actuarial assumptions that were determined from the July 1, 2002 — June 30, 2005 Experience Study. Finally, the valuation reflects the potential effect of the Appropriation Act for fiscal year 2009, which allows the State Treasurer to reduce the State normal and accrued liability contributions for fiscal year 2009 of \$26,089,212 to \$2,994,000. Accordingly, a fiscal year 2009 State appropriation receivable of only \$2,994,000 was recognized for purposes of this valuation.

A contribution of \$28,857,945 was required for the fiscal year beginning July 1, 2009. This is comprised of an unfunded accrued liability payment of \$10,291,096 and a normal contribution of \$18,566,849.

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

As stipulated in the statutes, an actuarial investigation of the mortality, experience of the members and beneficiaries of the Judicial Retirement System is made once in every three-year period. The contributions for the fiscal year beginning July 1, 2009 were calculated using the actuarial assumptions that were determined from the July 1, 2002 to June 30, 2005 Experience Study and the projected unit credit funding method. The valuation also reflected the economic assumptions which were approved by the Treasurer (these include an investment return rate of 8.25% per annum, assumed future salary increases of 5.45% per annum and a Cost-of-Living Adjustment assumption of 60% of the assumed CPI increase of 3.0% per annum). The asset valuation method used was a five-year average of market values with write-up. This method takes

into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five year period.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Retirement System calculations, is not known. Retirement System funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25, No. 27 and No. 50 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the Judicial Retirement System and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the System.

The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience  
Reconciliation of Employer Contribution Rates
- Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Retirement System, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Retirement System.

Respectfully submitted,

Buck Consultants



Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.

Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

Section 31 of Chapter 40, P.L. 1973 of the New Jersey Statutes provides that once in every three-year period the actuary shall examine in detail the mortality, service, and compensation experience of the members and beneficiaries of the Judicial Retirement System to assure that the tables used for determining expected liabilities are consistent with recent experience.

The assumptions used for the July 1, 2008 actuarial valuation of the Judicial Retirement System were based on the results of the experience study which covered the period from July 1, 2002 to June 30, 2005 and the economic assumptions which were approved by the Treasurer.

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 8.25% per annum, compounded annually.

**COLA:** The COLA is 60% of the assumed CPI increase. CPI is assumed to increase at 3.0% per annum, compounded annually.

**Salary Increases:** Salaries are assumed to increase by 5.45% per year for inflation.

**Separations From Service:** Representative mortality and disability rates are as follows:

Age	Lives per Thousand		
	Death		Disability
	Male	Female	
30	0.46%	0.34%	0.22%
35	0.61	0.48	0.26
40	0.86	0.67	0.33
45	1.24	1.01	0.64
50	2.18	1.65	1.14
55	3.91	2.54	1.97
60	6.13	4.24	3.26
65	9.16	7.06	4.73

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS, *Continued***

***Deaths After Retirement:*** Illustrative rates of mortality for retired members are shown below:

Age	Lives Per Thousand				
	Retired Members		Beneficiaries of Deceased Members		Disabled Males and Females
	Males	Females	Males	Females	
55	4.8%	2.5%	4.8%	2.5%	11.1%
60	7.1	4.2	7.1	4.2	19.8
65	11.1	7.1	11.1	7.1	33.4
70	19.8	12.4	19.8	12.4	54.8
75	33.4	24.0	33.4	24.0	89.3
80	39.6	39.7	39.6	39.7	133.9
85	59.8	59.6	59.8	59.6	190.5
90	109.6	79.3	109.6	79.3	264.0

***Retirement:*** It was assumed that the probability of retirement at age 65 for those judges who have 12 or more years of judicial service at age 65 is at 25% per year. In addition, retirement for members who have attained age 60 with 20 years of judicial service or attained age 65 with 15 years of judicial service is at 30% at age 60, 25% at age 65, and 20% for all other ages between ages 60 and 70. At age 70, all remaining active members are assumed to retire.

***Valuation Method:*** Projected Unit Credit Method. This method essentially funds the System's benefits accrued to the valuation date. Experience gains and losses are recognized in future accrued liability contributions.

***Asset Valuation Method:*** A five year average of market values with write-up was used. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period.



**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed From Rolls		Rolls at End of Year		% Increase in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number*	Annual** Allowance		
7/1/08	38	\$3,186,664	24	\$1,700,472	465	\$35,650,855	5.20%	\$76,669
7/1/07	27	2,361,097	13	790,746	451	33,889,262	7.52	75,142
7/1/06	31	2,403,476	20	980,106	437	31,517,980	6.89	72,124
7/1/05	28	2,579,760	19	1,352,509	426	29,487,686	7.45	69,220
7/1/04	28	2,769,616	13	1,231,030	417	27,442,244	7.16	65,809
7/1/03	36	2,526,962	18	1,022,984	402	25,609,088	4.53	63,704

\* These values include beneficiaries in receipt but exclude deferred vested terminations.

\*\* The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

Valuation Date	Number of Active Members	Annual Compensation	Average Compensation	% Increase(Decrease) in Average Compensation
7/1/08	425	\$67,159,516	\$158,022	5.36%
7/1/07	421	63,144,685	149,987	5.60
7/1/06	440	62,492,250	142,028	0.00
7/1/05	426	60,506,750	142,035	(0.12)
7/1/04	433	61,576,750	142,210	(0.04)
7/1/03	433	61,600,500	142,264	0.04

**SOLVENCY TEST**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$16,312,046	\$336,317,176	\$200,655,425	\$383,958,713	100.00%	100.00%	15.61%
7/1/07	15,917,212	319,653,218	189,399,900	391,321,939	100.00	100.00	29.44
7/1/06	15,033,550	297,797,512	180,946,945	382,849,386	100.00	100.00	38.70
7/1/05	13,796,392	279,050,350	173,299,170	377,463,366	100.00	100.00	48.83
7/1/04	13,289,489	259,849,101	172,783,768	377,892,239	100.00	100.00	60.63
7/1/03	12,213,449	242,660,854	176,575,915	376,190,703	100.00	100.00	68.70

\*Actuarial value including receivable amounts.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF EMPLOYER CONTRIBUTION RATES**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Effective Prior Year Contribution Rate	41.32%**	38.26%**	37.63%	34.22%	33.57%	27.25%
<b>Net Change Due to:</b>						
Current New Entrants	1.47	0.52	1.83	1.13	0.80	1.10
Excess Salary Increases	(0.02)	0.09	(0.97)	(0.23)	(0.84)	(2.18)
Assumption/Method Changes	0.00	0.00	0.00	0.00	1.68	4.74
COLA	(0.24)	0.25	0.10	(0.02)	0.05	(0.50)
Retiree Mortality	0.05	0.18	0.11	0.27	0.09	(0.27)
Active and Other Experience	(2.40)	0.71	(1.51)	(0.11)	(3.24)	0.74
Investment Loss/(Gain)	0.70	0.16	0.76	1.05	1.00	1.55
Net Effect of Chapter 115*	N/A	0.00	0.00	0.00	0.00	0.00
Appropriation Act	2.09	1.15	0.92	1.32	1.11	1.14
Actual Contribution Rate	42.97%**	41.32%**	38.87%	37.63%	34.22%	33.57%

\* Reflects reduction in normal cost contribution due to use of excess assets. Chapter 92, P.L. 2007 removed language from the existing legislation that permits the State Treasurer to decrease the normal contribution needed to fund the System when excess assets are available.

\*\* Excludes contribution rates of 1.65% for 2008, 1.14% for 2007 and 0.61% for 2006 for premiums payable to the Non-Contributory Group Insurance Premium Fund.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM

**SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES**

**1. ELIGIBILITY FOR MEMBERSHIP**

Chief Justice and associate justices of the Supreme Court, judges of the Superior Court and tax courts of the State of New Jersey.

**2. DEFINITIONS**

**Plan Year:** The 12-month period beginning on July 1 and ending on June 30.

**Service:** A year is credited for each year of service as a public employee in the State of New Jersey. Any service, for which member did not receive annual salary of at least \$500, shall be excluded.

**Final Salary:** Annual salary received by the member at the time of retirement or other termination of service. (Effective June 30, 1996, Chapter 113, P.L. 1997 provided that the amount of compensation used for employer and member contributions and benefits under the program cannot exceed the compensation limitation of Section 401(a)(17) of the Internal Revenue Code).

**Accumulated Deductions:** The sum of all amounts deducted from the compensation of a member or contributed by him or on his behalf.

**Retirement Allowance:** Pension derived from contributions of the State plus the annuity derived from employee contributions.

**3. BENEFITS**

**Service Retirement:**

a. Mandatory retirement at age 70. Voluntary retirement prior to age 70 as follows:

- (1) Age 70 and 10 years of judicial service;
- (2) Age 65 and 15 years of judicial service; or
- (3) Age 60 and 20 years of judicial service.

Benefit is an annual retirement allowance equal to 75% of final salary.

b. Age 65 while serving as a judge, 5 consecutive years of judicial service and 15 years in the aggregate of public service; or

Age 60 while serving as a judge, 5 consecutive years of judicial service and 20 years in the

aggregate of public service.

Benefit is an annual retirement allowance equal to 50% of final salary.

- c. Age 60 while serving as a judge, 5 consecutive years of judicial service and 15 years in the aggregate to public service. Benefit is an annual retirement allowance equal to 2% of final salary for each year of public service up to 25 years plus 1% of final salary for each year in excess of 25 years.
- d. Age 60 while serving as a judge. Benefit is an annual retirement allowance equal to 2% of final salary for each year of judicial service up to 25 years plus 1% for each year in excess of 25 years.

**Early Retirement:** Prior to age 60 while serving as a judge, 5 consecutive years of judicial service and 25 or more years in the aggregate of public service. Benefit is an annual retirement allowance equal to 2% of final salary for each year of public service up to 25 years plus 1% of final salary for each year of public service in excess of 25 years, actuarially reduced for commencement prior to age 60.

**Vested Termination:** Termination of service prior to age 60, with 5 consecutive years of judicial service and 10 years in the aggregate of public service. Benefit is a refund of accumulated deductions, or a deferred life annuity beginning at age 60 equal to 2% of final salary for each year of public service up to 25 years, plus 1% for service in excess of 25 years.

**Death Benefits:**

**BEFORE RETIREMENT:** Death of an active member of the plan. Benefit is equal to:

- a. Lump sum payment equal to 1-1/2 times final salary, plus
- b. Spousal life annuity of 25% of final salary payable until spouse's remarriage plus 10% (15%) to one (two or more) dependent child (children). If there is no surviving spouse, or upon death or remarriage, a total of 15%

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
JUDICIAL RETIREMENT SYSTEM

SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued*

(20%, 30%) of final salary payable to one (two, three or more) dependent child (children). If there is no surviving spouse (or dependent children), 20% or 30% of final salary to one or two dependent parents.

AFTER RETIREMENT: Death of a retired member of the plan. Benefit is equal to:

- a. Lump sum of 25% of final salary for a member retired under normal or early retirement. If a member were receiving a disability benefit, a lump sum 1-1/2 times final salary if death occurred before the member attained age 60 and ¼ times final salary if death occurred after age 60, plus
- b. Spousal life annuity of 25% of final salary payable until spouse's remarriage plus 10% (15%) to one (two or more) dependent child

(children). If there is no surviving spouse, or upon death or remarriage, a total of 15% (20%, 30%) of final salary payable to one (two, three or more) dependent child (children).

**Disability Retirement:** Physically or otherwise incapacitated for a full and efficient service to State in his judicial capacity and such incapacity is likely to be permanent. Benefit is an annual retirement allowance of 75% of final salary.

**4. MEMBER CONTRIBUTIONS**

Any member enrolled prior to January 1, 1996 contributes 3% of the difference between current salary and salary for that position on January 18, 1982. Members enrolled on and after January 1, 1996 contribute 3% of their full salary.

June 8, 2009

Commission  
Consolidated Police and Firemen's Pension Fund  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Commission:

An actuarial valuation of the Consolidated Police and Firemen's Pension Fund is performed annually to measure the ongoing costs of the Fund and the progress towards the funding goals of the Fund over time. Since the Retirement System is closed to new entrants and there are no active participants, the financial goals of the Consolidated Police and Firemen's Pension Fund are to ensure that the combination of future State appropriations and current Trust assets, both projected forward with expected investment earnings, are sufficient to provide for all future benefit payments. The unfunded accrued liability for basic allowances was initially determined as of June 30, 1990 and was to be amortized over a nine-year period. However, the provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liabilities from the proceeds of pension obligation bonds.

A contribution of \$364,248 was required for the fiscal year beginning July 1, 2009. The required normal cost contribution is \$0 and the unfunded accrued liability contribution is \$364,248. As noted above, the latest unfunded accrued liability payment schedule required the amortization of any plan gains or losses over the remainder of the nine-year period that began on June 30, 1991. Without additional guidance, we have assumed the immediate payment of any unfunded accrued liability.

The contribution requirement for the fiscal year beginning July 1, 2009 was based on the method described above using an interest rate of 2.00% per annum. The asset valuation method used was a five-year average of market values with write-up. This method takes into account appreciation (depreciation) in investments in order to smooth asset values by averaging the excess of the actual over the expected income, on a market value basis, over a five-year period.

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market and actuarial value of assets shown. The effect of these events on any funded ratios shown, and on Fund calculations, is not known. Funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25 and No. 27 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the Consolidated Police and Firemen's Pension Fund and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the Fund.

The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

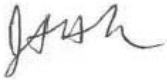
- Summary of Actuarial Assumptions and Methods
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience  
Reconciliation of Unfunded Accrued Liability/(Surplus)
- Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Fund, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Fund.

Respectfully submitted,

Buck Consultants



Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.

Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
CONSOLIDATED POLICE AND FIREMEN'S PENSION FUND  
SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 2.00% per annum, compounded annually for development of costs.

**Deaths After Retirement:** Rates vary by age. Representative values of the assumed rates of mortality are as follows:

Age	Lives per 1,000		
	Service Pensioners	Disability Pensioners	Widows
50	6.2%	12.8%	2.2%
55	9.9	17.4	3.3
60	15.6	24.5	5.5
65	23.9	35.7	9.6
70	30.3	53.2	16.5
75	49.1	80.2	32.4
80	81.5	121.1	56.1
85	126.3	182.0	89.2

**Marriage:** Males are assumed to be 4 years older than females, no assumption was made as to children.

For those participants with listed beneficiaries, the beneficiary allowance was assumed to be the greater of twice the amount contained in the record or the minimum benefit of \$4,500/yr. (The information contained in the record has not been updated for the change from 25% to 50% payment to the survivor.)

For those participants without listed beneficiaries, 65% were assumed to be married and the beneficiary amount was assumed to be the minimum benefit payable (\$4,500/yr.).

**Actuarial Method:** The unfunded accrued liability was measured as of June 30, 1990 and the accrued liability contribution rate was then determined such that the unfunded accrued liability was to be amortized over a period of nine years with contributions expected to remain constant.

In determining the unfunded accrued liability and the contribution rate, the actuarial value of assets as of June 30, 1990 was based upon 100% of the market value of system assets. For subsequent actuarial valuations, the actuarial value of assets is adjusted to reflect actual contributions and benefit payments, an assumed rate of return on the previous years' assets and current years' cash flow at an annual rate of 2.00% with an adjustment to reflect 20% of the difference between the resulting value and the actual market value of Fund assets.

In developing the unfunded accrued liability contribution rate as of June 30, 1991 and subsequent years, the contribution rate is adjusted to amortize any gains or losses over the remainder of the nine-year period. (Without additional guidance, we have assumed that the unfunded accrued liability determined as of June 30, 2008 will be amortized over one year.)

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
CONSOLIDATED POLICE AND FIREMEN'S PENSION FUND**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed From Rolls		Rolls at End of Year		% Increase (Decrease) in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number	Annual Allowance*		
7/1/08	5	\$42,453	93	\$695,563	532	\$3,664,694	(15.13)%	\$6,889
7/1/07	5	35,530	104	612,861	620	4,317,804	(11.79)	6,964
7/1/06	11	100,057	133	938,551	719	4,895,135	(14.62)	6,808
7/1/05	14	93,688	121	785,814	841	5,733,629	(10.77)	6,818
7/1/04	18	137,823	132	983,127	948	6,425,755	(11.63)	6,778
7/1/03	13	107,909	149	992,671	1,062	7,271,059	(10.85)	6,847

\*The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

There have been no active participants in the Fund since July 1, 1992.

**SOLVENCY TEST**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$0	\$17,319,488	\$0	\$16,962,382	N/A	97.94%	N/A
7/1/07	0	21,090,186	0	19,858,423	N/A	94.16	N/A
7/1/06	0	24,749,667	0	24,237,730	N/A	97.93	N/A
7/1/05	0	30,031,591	0	28,282,667	N/A	94.18	N/A
7/1/04	0	35,052,202	0	28,781,396	N/A	82.11	N/A
7/1/03	0	41,396,376	0	29,574,010	N/A	71.44	N/A

\*Actuarial value including receivable amount.



**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
CONSOLIDATED POLICE AND FIREMEN'S PENSION FUND**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF UNFUNDED ACCRUED LIABILITY/(SURPLUS)**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Unfunded/(Surplus)	\$1,231,763	\$511,937	\$1,748,924	\$6,270,806	\$11,822,366	\$1,793,494
<b>Net Change Due to:</b>						
Interest in Prior Year						
Unfunded/(Surplus)	24,635	10,239	34,978	125,416	236,447	156,931
Investment Loss/(Gain)	630,900	809,913	1,059,930	1,313,936	1,589,030	1,898,244
Retiree Experience	(273,794)	421,850	(547,993)	434,988	(331,037)	(10,906)
State Appropriations	(1,256,398)	(522,176)	(1,783,902)	(6,396,222)	(7,046,000)	(1,950,425)
Assumption, Benefit, or Method Changes	N/A	N/A	N/A	N/A	N/A	9,935,028*
Actual Unfunded/(Surplus)	\$357,106	\$1,231,763	\$511,937	\$1,748,924	\$6,270,806	\$11,822,366

\* Increase in the unfunded accrued liability due to the change in valuation interest rate assumption, which has been changed from 8.75% per annum to 2.00% per annum.

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
CONSOLIDATED POLICE AND FIREMEN'S PENSION FUND

SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

**1. ELIGIBILITY FOR MEMBERSHIP**

Member of a municipal police department, municipal paid or part-paid fire department or county police department, or a paid or part-paid fire department of a fire district located in a township who has contributed to this pension fund; and who is not covered by the Police and Firemen's Retirement System which became effective on July 1, 1944.

**Active Member:** Any member who is a policeman, fireman, detective, lineman, driver of police van, fire alarm operator, or inspector of combustibles and who is subject to call for active service as such.

**Employee Member:** Any member who is not subject to active service or duty.

**2. DEFINITIONS**

**Plan Year:** The 12-month period beginning on July 1 and ending on June 30.

**Service:** Service rendered while a member as described above.

**Compensation:** Base salary; not including individual salary adjustments which are granted primarily in anticipation of retirement or additional remuneration for performing temporary duties beyond the regular work day. (Effective June 30, 1996 Chapter 113, P.L. 1997 provided that the amount of compensation used for employer and member contributions and benefits under the program cannot exceed the compensation limitation of Section 401(a)(17) of the Internal Revenue Code.)

**Final Compensation:** Compensation received during the last 12 months of service preceding retirement or termination of service.

**Average Salary:** Salary averaged over the last three years prior to retirement or other termination of service.

**3. BENEFITS**

**Service Retirement:** Mandatory retirement at age 65 with 25 years of service (a municipality may

retain the Chief of Police until age 70). Voluntary retirement after 25 years of service for an active member and after age 60 with 25 years of service for an employee member. Benefit is life annuity equal to 60% of final compensation, plus 1% of final compensation for years of service in excess of 25.

**Death benefit:**

**WHILE ON DUTY:** Immediate life annuity equal to 70% of average salary payable to the spouse. If there is no spouse or if the spouse dies or remarries, 20% of final compensation will be payable to one surviving child and 35% (50%) of final compensation will be payable, to two (three) surviving children. If there is no surviving spouse or child, 25% (40%) of final compensation will be payable to one (two) surviving dependent parent(s). The minimum spousal annuity is \$4,500 per annum.

**WHILE NOT ON DUTY AFTER RETIREMENT:** Life annuity equal to 50% of the member's average salary payable to the spouse, plus 15% (25%) to one (two or more ) surviving child (children). If there is no surviving spouse or if the surviving spouse dies or remarries, 20% (35%, 50%) of the member's average salary to one (two, three or more) surviving child (children). In the event that there is no surviving spouse or child, 25% (40%) of the member's average salary will be payable to one (two) dependent parent(s). The minimum spousal annuity is \$4,500 per annum.

**Ordinary Disability Retirement:** Totally and permanently incapacitated from service for any cause other than as a direct result of a traumatic event occurring during the performance of duty. Benefit is an immediate life annuity equal to 1/2 of average salary.

**Accidental Disability Retirement:** Totally and permanently incapacitated as a direct result of a traumatic event occurring while performing regular or assigned duties. Benefit is an immediate life annuity equal to 2/3 of average salary.

June 8, 2009

Commission  
Prison Officers' Pension Fund  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Commission:

An actuarial valuation of the Prison Officers' Pension Fund is performed annually to measure the ongoing costs of the Fund and the progress towards the funding goals of the Fund over time. Since the retirement system is closed to new entrants and there are no active participants, the financial goals of the Prison Officers' Pension Fund are to ensure that the combination of future State appropriations and current Trust assets, both projected forward with expected investment earnings, are sufficient to provide for all future benefit payments.

The unfunded accrued liability for basic allowances was initially determined as of July 1, 1989 and was to be amortized over the 14-year period beginning July 1, 1989 and ending on July 1, 2002. However, the provisions of Chapter 115, P.L. 1997 of the Pension Security Legislation permitted the State to pay off the unfunded accrued liability from the proceeds of pension obligation bonds. The net effect of this legislation and plan experience was that no contributions were required for the fiscal year beginning July 1, 2009. (There were no required unfunded accrued liability payments due to the fact that a net surplus existed as of July 1, 2008.)

The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

The contribution requirement for the fiscal year beginning July 1, 2009 was based on the method described above using an interest rate of 5.00%. Assets are valued at book value which is equivalent to market value.

The valuation does not take into account broad declines in U.S. equity and bond prices, and increases in bond yields, that have occurred after the valuation date. Taking these into account may significantly reduce the market value of assets shown. The effect of these events on any funded ratios shown, and on Fund calculations, is not known. Funding and financial accounting rules generally prohibit reflection of changes in assets and underlying economic conditions that occur after the valuation date.

The assumptions used to prepare the information required by Statements No. 25, No. 27, and No. 50 of the Governmental Accounting Standards Board (GASB) were the same as those used for funding purposes.

In our opinion, the attached schedules of valuation results fairly represent the status of the Prison Officers' Pension Fund and present an accurate view of historical data. The underlying assumptions and methods used for both funding and GASB disclosure purposes are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the Fund.

The following supporting schedules in the Actuarial Section were prepared by Buck Consultants:

- Summary of Actuarial Assumptions and Methods

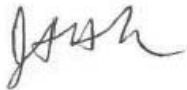
- Schedule of Retired Members and Beneficiaries Added to and Removed from Rolls
- Schedule of Active Member Valuation Data
- Solvency Test
- Analysis of Past Financial Experience  
Reconciliation of Unfunded Accrued Liability/(Surplus)
- Summary of the Benefit and Contribution Provisions as Interpreted for Valuation Purposes

To the best of our knowledge, this information is complete and accurate. The valuation was performed by, and under the supervision of, independent qualified actuaries who are members of the American Academy of Actuaries with experience in performing valuations for public retirement systems.

The valuation was prepared in accordance with the principles of practice prescribed by the Actuarial Standards Board and generally accepted actuarial procedures and methods. The calculations are based on the current provisions of the Fund, and on actuarial assumptions that are individually and in the aggregate internally consistent and reasonable based on the actual experience of the Fund.

Respectfully submitted,

Buck Consultants



Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.

Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PRISON OFFICERS' PENSION FUND**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

An outline of the actuarial assumptions and methods used for the July 1, 2008 valuation is as follows:

**Valuation Interest Rate:** 5.0% per annum, compounded annually.

**Deaths After Retirement:** Representative values of the assumed annual rates of mortality for current retirees are as follows:

Age	Service Retirement	Disability Retirement	Widows
40	0.21%	0.90%	0.56%
45	0.34	1.10	0.68
50	0.56	1.42	0.87
55	0.90	1.93	1.18
60	1.42	2.72	1.67
65	2.17	3.97	2.43
70	2.75	5.91	3.63
75	4.46	8.91	5.50
80	7.41	13.46	8.39
85	11.48	20.22	12.80

**Marriage:** Husbands are assumed to be 3 years older than wives.

**Valuation Method:** The unfunded accrued liability (the difference between the present value of benefits and the valuation assets) was determined as of July 1, 1988. This liability was amortized over the 14-year period beginning July 1, 1989, and ending on July 1, 2002. Each year the amortization payments were adjusted to reflect any experience gains or losses that occurred during the previous plan year. All gains and losses will be amortized over the remaining original amortization period. (Without any guidance, we have assumed that any unfunded accrued liability that develops after the July 1, 2001 valuation will be amortized over 1 year.)

**Asset Valuation Method:** Assets are valued at book value, which is equivalent to market value.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PRISON OFFICERS' PENSION FUND**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed From Rolls		Rolls at End of Year		% Increase (Decrease) in Annual Allowance	Average Annual Allowance
	Number	Annual Allowance	Number	Annual Allowance	Number	Annual Allowance*		
7/1/08	5	\$20,466	14	\$74,921	167	\$1,161,501	(4.48)%	\$6,955
7/1/07	4	32,822	12	114,796	176	1,215,956	(6.32)	6,909
7/1/06	9	39,175	16	123,510	184	1,297,930	(6.10)	7,054
7/1/05	4	18,376	18	128,080	191	1,382,265	(7.35)	7,237
7/1/04	3	14,394	12	50,358	205	1,491,969	(2.35)	7,278
7/1/03	2	7,870	19	100,109	214	1,527,933	(5.69)	7,140

\*The benefit amounts shown are the annualized benefits as of the valuation date and are not the actual benefits paid during the fiscal year.

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA**

There have been no active participants in the Fund since July 1, 1994.
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**SOLVENCY TEST**

Valuation Date	Accrued Liabilities for			Net Assets Available for Benefits*	Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Member Contributions	(2) Current Retirees & Beneficiaries	(3) Active & Inactive Members		(1)	(2)	(3)
7/1/08	\$0	\$6,789,017	\$0	\$12,890,441	N/A	100.00%	N/A
7/1/07	0	7,378,386	0	13,499,361	N/A	100.00	N/A
7/1/06	0	8,236,295	0	14,014,718	N/A	100.00	N/A
7/1/05	0	9,077,157	0	14,783,465	N/A	100.00	N/A
7/1/04	0	10,060,710	0	15,884,428	N/A	100.00	N/A
7/1/03	0	10,727,647	0	17,277,953	N/A	100.00	N/A

\*Market value including receivable amount.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PRISON OFFICERS' PENSION FUND**

**ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF UNFUNDED ACCRUED LIABILITY/(SURPLUS)**

Valuation Year	July 1, 2008	July 1, 2007	July 1, 2006	July 1, 2005	July 1, 2004	July 1, 2003
Prior Year Unfunded/(Surplus)	\$(6,120,975)	\$(5,778,423)	\$(5,706,308)	\$(5,823,718)	\$(6,550,306)	\$(6,126,718)
<b>Net Change Due to:</b>						
Interest in Prior Year						
Unfunded/(Surplus)	(306,049)	(288,921)	(285,315)	(291,186)	(327,515)	(306,336)
Investment Loss/(Gain)	97,600	(41,763)	174,081	433,531	1,052,564	(73,377)
Retiree Experience	228,000	(11,868)	39,119	(24,935)	1,539	(43,875)
Assumption/Method Changes	N/A	N/A	N/A	N/A	N/A	N/A
Actual Unfunded/(Surplus)	\$(6,101,424)	\$(6,120,975)	\$(5,778,423)	\$(5,706,308)	\$(5,823,718)	\$(6,550,306)

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
PRISON OFFICERS' PENSION FUND

**SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES**

**1. ELIGIBILITY FOR MEMBERSHIP**

Employees of State penal institutions, employed prior to January 1, 1960 who did not transfer to the Police & Firemen's Retirement System in accordance with Chapter 205 of Public Law 1989. The System no longer accepts new members.

**2. DEFINITIONS**

**Plan Year:** The 12-month period beginning on July 1 and ending on June 30.

**Service:** A year is credited for each year an employee is a member of the retirement system.

**Average Final Compensation (AFC):** Average annual compensation (or base salary) for 3 years of Service immediately preceding retirement. (Effective June 30, 1996, Chapter 113, P.L. 1997 provided that the amount of compensation used for employer and member contributions and benefits under the program cannot exceed the compensation limitation of Section 401(a)(17) of the Internal Revenue Code.)

**Accumulated Deductions:** The sum (without interest) of all required amounts deducted from the compensation of a member or contributed by him or on his behalf.

**3. BENEFITS**

**Service Retirements:** 25 years of service, or age 55 and 20 years of service. The benefit is a life annuity equal to the greater of (a), (b), and (c) below:

- a. 2% of AFC up to 30 years of service plus 1% for each year in excess of 30 and prior to age 65;
- b. 50% of final pay; and
- c. For member with 25 years of service, 2% of AFC up to 30 years of service plus 1% for each year in excess of 30.

**Vested Retirements:** Eligible upon termination of employment. Benefits are summarized as follows:

Termination with 10 or more years of service: Benefit is a deferred life annuity equal to 2% of AFC for service up to 30 years plus 1% for service over 30 years.

Termination with less than 10 years of service: Refund of accumulated deductions.

**Ordinary Disability Retirement:** Permanent and total disability for causes other than as a direct result of a traumatic event occurring during the performance of regular or assigned duties. Benefit is an immediate life annuity equal to 1/2 of AFC.

**Accidental Disability Retirement:** Permanent and total disabled as a direct result of a traumatic event occurring while performing regular or assigned duties. Benefit is an immediate life annuity equal to 2/3 of AFC.

**Death Benefits:** Death of member of system. Spouse must be married to member prior to retirement, or at least five years before member's death. Benefit is an annuity equal to 25% of member's AFC plus an additional 15% (25%) for one (two or more) surviving dependent child (children). If there is no spouse or if the spouse dies or remarries, 20% (35%, 50%) of AFC to one (two, three or more) surviving child (children). If there is no surviving spouse or children, 25% (40%) of AFC to one (two) dependent parent(s). The provision for a survivor annuity payable to dependent parents does not apply in the death of a retired member of the system.

Minimum benefits: Minimum spousal annuity is \$1,600 per annum. If no other benefit is payable prior to retirement, the member's beneficiary shall receive the accumulated deductibles.



June 8, 2009

Council  
Supplemental Annuity Collective Trust  
of New Jersey

**Re: Actuary's Certification Letter**

Members of the Council:

An actuarial valuation of the Supplemental Annuity Collective Trust is performed at least once in every three-year period to measure the ongoing costs of the Trust and the progress towards the funding goals of the Trust over time. The financial goals of the Supplemental Annuity Collective Trust are to ensure that current Trust assets are sufficient to provide for all future annuity payments. The most recent valuation was prepared as of June 30, 2006.

The Supplemental Annuity Collective Trust of New Jersey was established under the provisions of Chapter 123, P.L. 1963, which was approved July 1, 1963. The act permits active members of the following retirement systems administered by the State of New Jersey to make voluntary additional contributions through their retirement systems to purchase either a variable or fixed annuity to supplement the benefits provided by their systems:

- Public Employees' Retirement System
- Teachers' Pension and Annuity Fund
- The Police and Firemen's Retirement System
- Consolidated Police and Firemen's Pension Fund
- Prison Officers' Pension Fund
- State Police Retirement System
- Judicial Retirement System

As of the July 1, 2006 valuation, only the variable annuity program was in operation. It was inaugurated July 1, 1964. Chapter 123, P.L. 1963 was amended June 6, 1965 by Chapter 90, P.L. 1965, to permit eligible employees to enter into an agreement with their employers to reduce their salaries and purchase annuities on their behalf which will qualify for the tax sheltered treatment permitted under Section 403(b) of the Internal Revenue Code of 1954, as amended. The rules were revised in 1982 to permit contributions in the form of qualified voluntary employee contributions. These contributions are treated as IRA contributions for tax purposes.

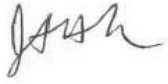
The underlying demographic data is maintained and provided by the New Jersey Division of Pensions and Benefits. The data is analyzed by Buck Consultants for internal completeness and consistency and compared with the prior valuation data to again ensure consistency.

The Trust status as of the fiscal year beginning July 1, 2006 was based on the actuarial assumptions and methods summarized on the following page. The mortality assumptions used for male and female service retirements and dependents of active and retired members were changed based on the results of an investigation of mortality experience covering the period July 1, 2003 to June 30, 2006. There were no other changes in actuarial assumptions and methods since the previous valuations.

In our opinion, the attached schedules of valuation results fairly represent the status of the Supplemental Annuity Collective Trust and present an accurate view of historical data. The underlying assumptions and methods used for the valuation are consistent with the statutory specifications and represent a best estimate of the aggregate future experience of the Trust.

Respectfully submitted,

Buck Consultants

A handwritten signature in black ink, appearing to read "JHC", is positioned above the printed name.

Janet H. Cranna, M.A.A.A., F.S.A., E.A., F.C.A., M.S.P.P.A.

Principal, Consulting Actuary

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
SUPPLEMENTAL ANNUITY COLLECTIVE TRUST**

**SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS**

An outline of the actuarial assumptions and methods used for the July 1, 2006 valuation is as follows:

In valuing the liabilities of the Variable Benefit Account for service annuitants and dependent beneficiaries, an interest rate of 4% per year was used. Illustrative rates of mortality (varying by age) used for valuation purposes are as follows:

Age	Rate per 1,000			
	Service Retirement		Disability	
	Male	Female	Male	Female
40	0.77%	0.60%	33.17%	10.02%
45	1.08	0.94	34.91	11.12
50	1.51	1.43	37.64	13.37
55	2.14	2.21	41.98	16.90
60	3.62	3.92	48.81	22.49
65	6.75	7.65	59.52	31.27
70	12.74	13.45	76.29	45.02
75	22.21	22.97	102.24	66.44
80	37.83	37.59	141.72	99.38
85	64.37	62.51	200.93	149.23
90	110.76	107.30	286.68	222.62
95	183.41	170.43	403.95	326.18

Based on the results of an investigation of the mortality experience covering the period from July 1, 2003 to June 30, 2006, the mortality tables used for male and female service retirements and beneficiaries of active and retired members were changed. There were no other changes in actuarial assumptions and methods since the previous valuations.

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
SUPPLEMENTAL ANNUITY COLLECTIVE TRUST**

**SCHEDULE OF RETIRED MEMBERS AND BENEFICIARIES  
ADDED TO AND REMOVED FROM ROLLS**

Valuation Date	Added to Rolls		Removed from Rolls		Rolls at End of Year		% Increase (Decrease) in Annual Variable Equity Units	Average Number of Annual Variable Equity Units
	Number	Number of Annual Variable Equity Units	Number	Number of Annual Variable Equity Units	Number	Number of Annual Variable Equity Units*		
6/30/06	35	2,435.0580	100	9,824.2776	603	56,175.8016	(11.62)%	93.1605
6/30/03	47	6,040.8276	118	10,755.7560	668	63,565.0212	(6.91)	95.1572
6/30/00	57	5,584.7820	122	10,275.5556	739	68,279.9496	(6.43)	92.3951
6/30/97	53	2,282.7816	108	5,385.3372	804	72,970.7232	(4.08)	90.7596
6/30/94	101	8,683.0407	23	1,977.3261	859	76,073.2788	16.82	88.5603

\*The monthly number of variable equity units shown are the benefits of the valuation date and are not the actual benefits paid during the succeeding three fiscal years.

**SCHEDULE OF ACTIVE MEMBER VALUATION DATA\*\***

Valuation Date	Number of Active Members	Equity Shares	Average Units per Person	% Increase (Decrease) in Average Equity Units
6/30/06	3,576	1,897,693.2350	530.6748	9.09%
6/30/03	3,910	1,902,053.0982	486.4586	(9.34)
6/30/00	4,023	2,158,681.7328	536.5851	(21.74)
6/30/97	3,907	2,678,839.2241	685.6512	(8.15)
6/30/94	4,137	3,088,303.4047	746.5080	(14.55)

\*\*These values exclude suspended members.

**SOLVENCY TEST**

Valuation Date	Present Value of Benefits for				Percentage of Accrued Liabilities Covered by Net Assets Available		
	(1) Aggregate Contributions	(2) Current Beneficiaries	(3) Active & Inactives	(4) Fund Balances	(1)	(2)	(3)
6/30/06	\$61,417,327	\$30,688,847	\$70,384,314	\$159,612,705	100.00%	100.00%	95.91%
6/30/03	52,666,675	26,582,925	48,099,954	127,186,109	100.00	100.00	99.66
6/30/00	45,026,249	46,341,126	124,548,634	216,985,359	100.00	100.00	100.00
6/30/97	40,015,582	36,811,600	98,695,306	176,280,772	100.00	100.00	100.00
6/30/94	25,682,515	22,939,117	63,343,916	111,595,383	100.00	100.00	99.42

STATE OF NEW JERSEY  
 DIVISION OF PENSIONS AND BENEFITS  
 SUPPLEMENTAL ANNUITY COLLECTIVE TRUST

ANALYSIS OF PAST FINANCIAL EXPERIENCE  
RECONCILIATION OF UNFUNDED ACCRUED LIABILITY/(SURPLUS)

Valuation Year	July 1, 2006	July 1, 2003	July 1, 2000	July 1, 1997
Prior Valuation Deficit/(Surplus)	\$163,445	\$(1,069,350)	\$(758,284)	\$370,165
<b>Net Change Due to:</b>				
Retiree Experience	1,128,887	1,232,795	1,919,537	(1,128,449)
Assumption/Method Changes	1,585,451	N/A	(2,230,603)	N/A
Current Valuation Deficit/(Surplus)	\$2,877,783	\$163,445	\$(1,069,350)	\$(758,284)

**STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
SUPPLEMENTAL ANNUITY COLLECTIVE TRUST**

**SUMMARY OF THE BENEFIT AND CONTRIBUTION  
PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES**

A summary of the benefit and contribution provisions of the Trust in effect on the valuation date is presented in the following digest. Participants' accounts are expressed in terms of equity units. The value of an equity unit was initially set at \$10. The dollar value of the unit is computed at the end of each month. It varies as a result of mortality experience and gains and losses and dividend earnings on the Variable Division's investments.

**1. ELIGIBILITY**

Member of a State-administered retirement system may become a participant upon filing an application for enrollment.

**2. PARTICIPANT ACCOUNTS**

Although contributions are permitted in either fixed or variable accounts, only the variable system is currently in place.

(a) Three optional participant accounts:

- (1) Variable annuity account.
- (2) Tax sheltered annuity account under Section 403(b) of the Internal Revenue Code.
- (3) Qualified voluntary employee contribution account (QVEC) – eliminated January 1, 1987.

(b) Value of Account: The total number of equity units in force in the variable account at the end of each month shall be determined as follows:

- (1) The number of equity units in force at the start of the month; plus
- (2) The number of equity units credited as of the first of the month for participant's contributions received during the preceding quarter, if any; less
- (3) The number of equity units paid out in the current month on account of terminations for death or withdrawal during the preceding month; less
- (4) The number of equity units transferred as of the first of the month for retirement during the preceding month; plus

(5) One third of one percent of the balance so obtained.

**3. BENEFITS**

**Retirement:** Upon retirement a participant is paid a life annuity which is the fixed number of variable equity units per month computed as the actuarial equivalent of the number of equity units in his account at the close of the month of retirement, multiplied by the value of each unit as of the end of the quarter preceding the month of payment.

At retirement the participant may elect in lieu of the variable life annuity either (1) a single cash payment, or (2) an equivalent reduced annuity with the provision that:

- (a) In case of death prior to 5 years from the effective date of the annuity, the annuity will be continued to his designated beneficiary for the remainder of the 5-year period, or
- (b) In case of death prior to 10 years from the effective date of the annuity, the annuity will be continued to his designated beneficiary for the remainder of the 10-year period, or
- (c) At the death of the participant, his variable annuity will be continued throughout the life of such other person as the participant shall have designated at the time of retirement, or
- (d) At the death of the participant, one-half of his variable annuity will be continued throughout the life of such other person as the participant shall have designated at the time of retirement.

In the event the value of the participant's account at retirement results in an annuity with initial monthly payments of less than \$10, the benefit shall be paid in a single cash payment.

**Death Before Retirement:** If a participant dies before retirement, a lump sum payment equal to the value of his account on the last day of the month of his death is paid to his designated beneficiary or to his estate. If the beneficiary is a natural person, he may elect, in lieu of a lump sum

STATE OF NEW JERSEY  
DIVISION OF PENSIONS AND BENEFITS  
SUPPLEMENTAL ANNUITY COLLECTIVE TRUST

SUMMARY OF THE BENEFIT AND CONTRIBUTION PROVISIONS, *Continued*

payment, an annuity under any of the methods of settlement available to a retiree.

***Withdrawal:*** Withdrawal is permitted only if membership in the basic State administered retirement system is terminated. However, the Council may terminate an inactive account if the value of the account is less than \$100. The amount paid on withdrawal is the value of the participant's account as of the end of the month of termination.

**4. CONTRIBUTIONS**

***Participants:*** Each participant contributes through payroll deductions integral dollar amounts not in excess of 10% of his salary. He may also make lump sum contributions by direct payments in

integral dollar amounts of not less than \$50, provided that total contributions for any one year may not exceed 10% of his annual salary. Up to \$2,000 per year may be contributed in the form of qualified voluntary employee contributions.

***Employers:*** Employers may contribute, on behalf of eligible employees who agree to a salary reduction equivalent to the amount of the contribution, even dollar amounts which shall be from 1% to 10% of base salary.

The amounts by which the employee's salary is reduced must be within the exclusion allowance provided under Section 403(b) of the Internal Revenue Code.

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