

**REPORT ON THE FIFTY-EIGHTH
ACTUARIAL VALUATION OF THE
BURLINGTON EMPLOYEES' RETIREMENT SYSTEM
PREPARED AS OF JUNE 30, 2011**

December 29, 2011

Retirement Board
Burlington Employees' Retirement System
Burlington, VT 05401

Members of The Board:

Article II, Division 2, Section 24-60 of the ordinance in relation to the Burlington Employees' Retirement System provides for actuarial valuations of the assets and liabilities of the System at least once every three years and more often if the Retirement Board so directs.

The fifty-eighth actuarial valuation of the System, prepared as of June 30, 2011, has now been completed and the results are presented in this report, together with the determination of the amount of contributions payable by the City in accordance with the Retirement Board's funding policy and the disclosure information for accounting purposes required by the Governmental Accounting Standards Board.

The actuarial assumptions and methods used in this valuation are described in Schedule B.

The results of the valuation are based on the Plan provisions in effect on June 30, 2011. A summary of the System provisions is shown in Schedule C.

The Table of Contents, which immediately follows, outlines the material contained in the report.

I am a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries. I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained in this report. This report has been prepared in accordance with all applicable Actuarial Standards of Practice, and I am available to answer questions about it.

Respectfully submitted,



David L. Driscoll, F.S.A.
Principal, Consulting Actuary

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December 29, 2011

Ms. Marina Collins
Retirement Administrator
Burlington Employees' Retirement System
Retirement Office
179 South Winooski Avenue, Suite 100
Burlington, VT 05401

Dear Ms. Collins:

Enclosed herewith are fifteen signed copies of our "Report on the Fifty-Eighth Actuarial Valuation of the Burlington Employees' Retirement System Prepared as of June 30, 2011."

If you have any questions concerning the report, please do not hesitate to contact us.

Sincerely,

David L. Driscoll, F.S.A.
Principal, Consulting Actuary

**REPORT ON THE FIFTY-EIGHTH ACTUARIAL VALUATION OF THE
BURLINGTON EMPLOYEES' RETIREMENT SYSTEM
PREPARED AS OF JUNE 30, 2011**

SECTION I - SUMMARY OF PRINCIPAL RESULTS

For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized below.

Valuation Date	6/30/2011	6/30/2010
Class A:		
Number of active members	171	166
Earnable compensation for employees below maximum retirement age	\$ 9,753,554	\$ 9,194,959
Number of retirees and beneficiaries	144	138
Annual retirement benefits	\$ 4,758,701	\$ 4,381,213
Number with vested rights	14	16
Class B:		
Number of active members	661	671
Earnable compensation for employees below maximum retirement age	\$ 33,218,316	\$ 31,966,619
Number of retirees and beneficiaries	343	325
Annual retirement benefits	\$ 4,153,406	\$ 3,962,806
Number with vested rights	351	353
Actuarial Value of Assets:		
Class A	\$ 63,375,971	\$ 62,464,131
Class B	71,721,487	68,130,408
Unfunded Past Service Cost:		
Class A	\$ 23,312,258	\$ 19,663,329
Class B	31,786,975	29,065,475
Contributions for Fiscal Year		
2013		
2012		
Class A:		
Normal Contribution Rate	10.50%	9.81%
Past Service Contribution	\$ 2,159,631	\$ 1,822,213
Class B:		
Normal Contribution Rate	6.15%	6.28%
Past Service Contribution	\$ 2,932,730	\$ 2,679,766

Comments on the valuation results as of June 30, 2011, are given in Section IV and further discussion of the contribution levels is set forth in Section V. Section VI presents the referenced disclosure information for accounting purposes.

Schedule B of this report outlines the full set of actuarial assumptions and methods employed. All assumptions are the same as those used in the previous valuation.

Schedule C presents a summary of the principal System provisions as interpreted for the valuation.

SECTION II - EMPLOYEE DATA

Employee data were furnished by the Retirement Administrator.

Tables 1 through 4 of Schedule D show the number and annual earnable compensation of active members who were included in the valuation, while Tables 5 through 14 of Schedule D show the number and annual retirement benefits of retirees and beneficiaries included in the valuation. In addition, there are 14 Class A former members and 351 Class B former members entitled to deferred vested benefits.

SECTION III - ASSETS

The amount of assets taken into account in this valuation is based on information reported by the Retirement Administrator.

Assets are valued on the basis of a five-year expected average market value method. The operation of this method is described in Schedule B. Based on this method, the actuarial value of assets amount to \$135,097,458. This may be compared to current book and market values of \$118,601,471 and \$134,079,722, respectively.

As part of the valuation procedure, investment earnings for the year ending June 30, 2011, have been analyzed. Based on the procedures used and certain approximations, the yield for the year has been determined to be 21.17% based on the market value of assets and 4.4% based on the actuarial value of assets.

SECTION IV - COMMENTS ON VALUATION

The projected unit credit actuarial cost method was used for this valuation. Under this cost method, benefits for active participants are determined on the basis of projected compensation at the time of anticipated termination and service credited to the valuation date. The normal cost under this method is the value of the difference between the benefits accrued for service to the valuation date and the benefits based on service to one year after the valuation date.

Schedule A of this report contains the valuation balance sheet, which shows the present and prospective assets and liabilities of the Plan as of June 30, 2011. Since the Plan is valued on a unit credit cost method basis, the balance sheet does not take into account accruals after the valuation date.

The valuation balance sheet shows that as of June 30, 2011, the Plan has accrued liabilities of \$190,196,691. Of this amount, \$98,141,579 represents the present value of benefits payable on account of retired members, beneficiaries and former members entitled to deferred vested benefits and \$92,055,112 represents the accrued liability for prospective benefits payable on account of active members. Against these liabilities the Plan has assets at actuarial value of \$135,097,458. The difference between the total liabilities of \$190,196,691 and the assets of \$135,097,458 is \$55,099,233, which represents the unfunded past service cost as of June 30, 2011. The Plan's unfunded accrued liability increased by \$6,370,429 from its level of \$48,728,804 as of June 30, 2010. Schedule A contains a breakdown of the assets and liabilities described above by membership class.

SECTION V - APPROPRIATION TO BE MADE BY THE CITY

Article II, Division 1, Section 24-32 of the Ordinances governing the operation of the System provides that the Retirement Board shall certify to the Board of Finance the amounts payable by the City to the System, including an estimated amount required for operating expenses.

The contribution by the City, excluding operating expenses, consists of:

- (i) a normal contribution to cover the cost of benefits expected to accrue under the Plan during the fiscal year following the valuation date, reduced by required Class A member contributions equal to 10.8% of compensation and required Class B member contributions equal to 3.0% of compensation, plus
- (ii) a past service contribution to liquidate the unfunded past service cost over a 30-year period from the date of establishment in accordance with the policy adopted by the Retirement Board. The initial unfunded past service cost to be amortized over 30 years was that in existence as of June 30, 2004.

Based on the latest valuation results and the adopted funding policy, the following table sets forth the basis for determining the City's contributions for the fiscal year ending June 30, 2013.

**CONTRIBUTIONS PAYABLE BY THE CITY
TO THE SYSTEM**

CONTRIBUTION	AMOUNT	PERCENT OF COMPENSATION
Class A		
Normal	\$ 991,311*	10.50%
Past Service	<u>2,159,631</u>	22.88%*
Total	\$ 3,150,942	
Class B		
Normal	\$ 2,091,833*	6.15%
Past Service	<u>2,932,730</u>	8.62%*
Total	\$ 5,024,563	

* Estimated based on fiscal year end 2013 budget payrolls of \$9,440,369 and \$34,036,792 for Class A and Class B, respectively.

The recommended normal contribution rates in the table above should be applied to the respective earnable compensation of Class A and Class B members of the System for the fiscal year ending 2013 in order to determine the required appropriations for currently accruing benefits. In addition, the amount estimated to be required for operating expenses of the System is to be included in the certification of the Retirement Board.

Schedule E provides a development of the past service contribution for Class A and B members of the System for the fiscal year ending 2013.

Schedule F presents historical and projected required City contributions to the Retirement System assuming all actuarial assumptions are realized. No future liability gains or losses are reflected and assets are projected to earn 8% per annum. The projected payroll is assumed to increase 3.5% per annum. The actual annual contributions required by the City will be based upon future actuarial valuations.

SECTION VI - ACCOUNTING INFORMATION

Statements No. 25 and 27 of the Governmental Accounting Standards Board (GASB), issued in November 1994, established standards of disclosure of pension information by public retirement systems. The Annual Pension Cost is determined as the Annual Required Contribution (ARC) under the Plan's regular funding method with adjustments made to reflect the employer's Net Pension Obligation (NPO). The NPO is the cumulative difference between the Annual Pension Cost and the actual contributions made since January 1, 1987. The Annual Pension Cost is adjusted for interest charged on the NPO at the valuation interest rate and amortization of the NPO.

The Annual Pension Cost for fiscal year 2011 was \$6,756,072. For fiscal year 2011, the City funding of \$6,779,226 was more than the Annual Pension Cost. As a result, the Net Pension Obligation decreased to \$1,956,477 as of June 30, 2011, as compared with \$1,979,631 as of June 30, 2010.

Calculation of the NPO as of June 30, 2012, and the fiscal year 2013 ARC will be possible after all fiscal year 2012 City contributions have been made.

The GASB statements also specify supplementary information that is to be furnished by the actuary. The Schedule of Funding Progress details the progress made over the last seven years in accumulating sufficient assets to provide for benefits when they are due. The Schedule of Employer Contributions shows the Annual Required Contribution and actual contributions over the last seven years. The Schedule of Annual Pension Cost shows the Annual Pension Cost for the last four years.

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULE OF FUNDING PROGRESS

Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability¹ (b)	Excess of Assets over AAL (a - b)	Funded Ratio (a / b)	Covered Payroll (c)	Excess as a percentage of Covered Payroll ((a - b) / c)
6/30/05	105,424,671	129,033,794	(23,609,123)	81.70%	30,575,851	-77.21%
6/30/06	108,343,798	140,615,645	(32,271,847)	77.05%	30,954,711	-104.26%
6/30/07	119,785,835	150,002,528	(30,216,693)	79.86%	34,256,676	-88.21%
6/30/08	129,101,729	156,313,830	(27,212,101)	82.59%	36,751,722	-74.04%
6/30/09	129,841,522	169,319,955	(39,478,433)	76.68%	39,769,493	-99.27%
6/30/10	130,594,539	179,323,343	(48,728,804)	72.83%	41,161,578	-118.38%
6/30/11	135,097,458	190,196,691	(55,099,233)	71.03%	42,971,870	-128.22%

SCHEDULE OF EMPLOYER CONTRIBUTIONS

Year Ended	Annual Required Contribution	Actual Contribution	Percentage Contributed
6/30/05	4,563,111	2,966,821	65.02%
6/30/06	4,829,945	3,782,704	78.32%
6/30/07	5,514,753	6,241,147	113.17%
6/30/08	5,978,195	5,719,282	95.67%
6/30/09	5,798,294	5,875,295	101.33%
6/30/10	5,728,980	5,752,571	100.41%
6/30/11	6,778,735	6,779,226	100.01%

SCHEDULE OF ANNUAL PENSION COST

Year Ended	Annual Pension Cost	Percentage Contributed	Net Pension Obligation
6/30/08	5,961,602	95.67%	2,122,154
6/30/09	5,779,561	101.33%	2,026,420
6/30/10	5,705,782	100.41%	1,979,631
6/30/11	6,756,072	100.01%	1,956,477

¹ Also known as “past service liability.”

SECTION VII - EXPERIENCE

Records are maintained whereby the actual experience of active and retired members is compared to that expected on the basis of the tables adopted by the Retirement Board. In this way, deviations in the experience from that anticipated will be noted and any adjustments believed necessary will be brought to the attention of the Retirement Board in the experience studies required by the Burlington Ordinances.

SCHEDULE A

**VALUATION BALANCE SHEET
SHOWING THE ASSETS AND LIABILITIES ACCRUED UNDER THE
BURLINGTON EMPLOYEES' RETIREMENT SYSTEM
AS OF JUNE 30, 2011**

ASSETS

	<u>Class A Members</u>	<u>Class B Members</u>	<u>Total System</u>
Valuation Assets	\$ 63,375,971	\$ 71,721,487	\$ 135,097,458
Unfunded past service cost	<u>23,312,258</u>	<u>31,386,975</u>	<u>55,099,233</u>
Total Assets	<u>\$ 86,688,229</u>	<u>\$ 103,508,462</u>	<u>\$ 190,196,691</u>

LIABILITIES

Present value of benefits payable on account of retired members, beneficiaries and members entitled to deferred vested benefits	\$ 52,843,737	\$ 45,297,842	\$ 98,141,579
Present value of prospective benefits accrued to date on account of present active members	<u>33,844,492</u>	<u>58,210,620</u>	<u>92,055,112</u>
Total Liabilities	<u>\$ 86,688,229</u>	<u>\$ 103,508,462</u>	<u>\$ 190,196,691</u>

SCHEDULE B**OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS
FOR DETERMINATION OF CONTRIBUTION AMOUNTS**

BASIS FOR ASSUMPTIONS: As required under Part II, Section 24-61 of the Burlington Code of Ordinances, experience studies are performed at least once in every five-year period. This valuation was prepared on the basis of assumptions that were recommended to and adopted by the Board on the basis of an experience study covering the period from the July 1, 2004, to June 30, 2009. As mandated by the Code of Ordinances, these assumptions will remain in effect for valuation purposes until such time the Board adopts revised assumptions.

INTEREST RATE: 8% per annum, compounded annually.

SEPARATIONS BEFORE NORMAL RETIREMENT: Representative values of the assumed annual rates of withdrawal and vesting, early service retirement, death and disability are as follows:

<u>Class A Members</u>				
<u>Age</u>	<u>Withdrawal and Vesting</u>	<u>Early Service Retirement*</u>	<u>Death**</u>	<u>Disability**</u>
20	14.0%			
25	9.0		.1%	.2%
30	6.0		.1	.3
35	5.0		.1	.4
40	4.0		.1	.5
42	3.6		.1	.6
45	3.0	15.0%	.1	.7
50	2.0	15.0	.2	1.3
53	0.8	20.0	.3	1.8
54	0.4	20.0	.3	2.0

<u>Class B Members</u>				
<u>Age</u>	<u>Withdrawal and Vesting***</u>	<u>Early Service Retirement</u>	<u>Death**</u>	<u>Disability**</u>
25	15.0%		.1%	.1%
30	12.0		.1	.1
35	10.0		.1	.1
40	5.0		.1	.2
45	5.0		.1	.3
50	5.0		.2	.5
55	4.0	5.0%	.4	.9
60	4.0	10.0	.6	1.7
61	4.0	20.0	.7	2.1
62	4.0	25.0	.8	2.5
63	4.0	30.0	1.0	2.9
64	4.0	20.0	1.1	3.4

* Rates are assumed to be 100% higher when first eligible for unreduced benefits.

** Rates reflect both ordinary and accidental occurrences.

*** Rates are assumed to be higher during the first three years of membership (i.e., 25% at age 25, 20% at ages 30 and 35, 15% at ages 40 - 64).

NORMAL SERVICE RETIREMENT: The representative values of the assumed rates of normal service retirement are as follows:

<u>Age</u>	<u>Class A</u>	<u>Age</u>	<u>Class B</u>
55	20.0%	65	20.0%
56	20.0	66	20.0
57	20.0	67	20.0
58	20.0	68	20.0
59	20.0	69	50.0
60	100.0	70	100.0

BENEFIT COMMENCEMENT AFTER SEPARATION: Class A vested terminations are assumed to commence benefits at age 55. Class B vested terminations prior to June 30, 2000 are assumed to commence at age 65. Class B vested retirements after June 30, 2000 are assumed to commence at age 55 with a reduced benefit.

SALARY INCREASES: Representative values of the assumed annual rates of future salary increase are as follows:

<u>Age</u>	<u>Class A&B</u>
25	8.8%
30	7.0
35	5.6
40	4.9
45	4.6
50	4.3
55	4.0
59	3.9
60	3.9
65	3.8
69	3.8

DEATHS AFTER RETIREMENT: According to the 1995 Buck Mortality Tables for Males and Females; RP-2000 Disability Mortality Table for the period after disability retirement, and prior to the start of the service retirement benefit.

FUTURE EXPENSES: No provisions made.

ADJUSTMENTS TO ALLOWANCES: Cost-of-living increases averaging 3% per year were assumed.

ACCRUAL RATE ELECTION: 85% of retiring members are assumed to elect the no-COLA accrual rate and 15% of retiring members are assumed to elect the full-COLA accrual rate.

FUNDING METHOD: Projected unit credit cost method. Gains (losses) as they occur, reduce (increase) the unfunded past service cost.

ASSET VALUATION METHOD: Based on a five-year expected value of assets method in which actuarial assets are set equal to the market value of assets as of the valuation date plus:

- i) four-fifths of the difference between the expected return on market assets and the actual return on market assets during the year preceding the valuation;
- ii) three-fifths of the difference between the expected return on market assets and the actual return on market assets during the second year preceding the valuation;
- iii) two-fifths of the difference between the expected return on market assets and the actual return on market assets during the third year preceding the valuation; and
- iv) one-fifth of the difference between the expected return on market assets and the actual return on market assets during the fourth year preceding the valuation.

Expected return is equal to a year of expected investment earnings (based on the valuation interest rate) on the market value of assets as of the beginning of the year and the cash flow (contributions minus benefit payments) during the year, assuming mid-year contributions and benefit payments.

MISCELLANEOUS: The valuation was prepared on an ongoing-plan basis. The valuation was based on members in the System as of the valuation date and did not take future members into account. No provision has been made for contingent liabilities with respect to nonvested terminated members who may be reemployed. The valuation assumptions anticipate future inflation of about 3% a year.

SCHEDULE C**BRIEF SUMMARY OF PRINCIPAL SYSTEM PROVISIONS
AS INTERPRETED FOR VALUATION PURPOSES**

System Name	Burlington Employees' Retirement System
Effective Date	July 1, 1954.
Average Final Compensation (AFC)	For Class A Police non-union employees, Class A Police employees hired after January, 10, 2011 or Class B AFSCME Local 1343 employees hired after June 7, 2011, it is the average earnable compensation during the highest 5 non-overlapping 12-month periods. For all others, it is the average earnable compensation during the highest 3 non-overlapping 12-month periods.
Membership Eligibility	Regular employees of the City of Burlington excluding elective officers other than the mayor and excluding teachers other than certain teachers employed prior to July 1, 1947 provided age at employment is less than normal retirement age. Maximum age limitation does not apply to mayor or appointee working full time for the City.
Membership Classification	
Class A	Members of the Fire and Police Departments not including clerical employees.
Class B	All other members.
Service Retirement	
Eligibility	
Class A	For Police employees hired after January 10, 2011, age 40 and 20 years of creditable service. For all others, age 45 and 7 years of creditable service. Compulsory at age 60.
Class B	Age 55 and 7 years of creditable service.

Amount of Benefit

Class A

For Fire employees hired before January 1, 2007 and Police employees hired before July 1, 2006, 2.75% of AFC times creditable service not in excess of 25 years plus .5% of AFC times creditable service between 25 and 35 years. For Police employees hired after January 10, 2011, 2.5% of AFC times creditable service not in excess of 20 years plus 5% of AFC times creditable service between 20 and 25 years. For all others, 2.65% of AFC times creditable service not in excess of 25 years plus .5% of AFC times creditable service between 25 and 35 years. Benefit increased by Cost of Living Adjustment detailed below.

In lieu of this benefit, at the time of retirement, a member hired prior to July 1, 2006 may choose either (i) an accrual rate of 3.25% for the first 25 years of creditable service, plus an accrual of .5% for creditable service between 25 and 35 years, and a Cost of Living Adjustment equal to one half of the Cost of Living Adjustment detailed below, or (ii) an accrual rate of 3.8% for all years of service prior to June 30, 2006 for the first 25 years, an accrual rate of 3.6% for all years of service commencing July 1, 2006 for the first 25 years, plus an accrual rate of .5% for creditable service between 25 and 35 years, and no Cost of Living Adjustment.

A Fire employee hired on or after January 1, 2007 or a Police employee hired on or after July 1, 2006 may only select a benefit with a full Cost of Living Adjustment.

For Police employees hired after January 10, 2011, the above benefit based on AFC and creditable service at retirement is reduced actuarially for the period of time by which retirement precedes age 50.

For all others, prior to age 55, the above benefit based on AFC and creditable service at retirement is reduced actuarially for the period of time by which retirement precedes the earlier of 25 years of creditable service and age 55. For employees who terminate with 20 to 25 years of creditable service the above benefit based on AFC and creditable service at retirement is reduced by 1.82% for each year that creditable service is less than 25 years.

Class B

For employees hired prior to July 1, 2006: Age 65 and older, the greater of (i) 1.6% of AFC (at age 65) times creditable service not in excess of 25 years plus .5% of AFC (at age 65) times creditable service in excess of 25 years or (ii) the actuarial equivalent of the benefit determined at age 65. This benefit will be increased by the Cost of Living Adjustment detailed below.

For employees hired on or after July 1, 2006: Age 65 and older, the greater of (i) 1.4% of AFC (at age 65) times creditable service not in excess of 25 years plus .5% of AFC (at age 65) times

creditable service in excess of 25 years or (ii) the actuarial equivalent of the benefit determined at age 65. This benefit will be increased by the Cost of Living Adjustment detailed below.

In lieu of this benefit, at the time of retirement, a member may choose (i) an accrual rate of 1.9% for all years of service prior to June 30, 2006 for the first 25 years, an accrual rate of 1.8% for all years of service commencing July 1, 2006 for the first 25 years, plus an accrual of .5% for creditable service in excess of 25 years, and a Cost of Living Adjustment equal to one-half of the Cost of Living Adjustment detailed below, or (ii) an accrual rate of 2.2% for all years of service prior to June 30, 2006 for the first 25 years, an accrual rate of 2.0% for all years of service commencing July 1, 2006 for the first 25 years, plus an accrual of .5% for creditable service in excess of 25 years, and no Cost of Living Adjustment.

A Class A Fire employee hired on or after January 1, 2007 may only select a benefit with a full Cost of Living Adjustment. A Class A Police employee hired on or after July 1, 2006 may only select a benefit with a full Cost of Living Adjustment.

Except for employees detailed below, prior to age 65, the above benefit based on AFC and creditable service at retirement reduced by 2% for each year that retirement precedes age 65. For IBEW employees hired on or after July 1, 2006, the benefit is reduced by a factor which varies with age. The factor equals 1 at age 65 but is equal to .356 at age 55. For Class B AFSCME Local 1343 employees hired before January 1, 2006 that meet the Rule of 82 by December 7, 2011 but retire later than December 7, 2011, the reduction is 4% per year at ages 55 to 59 for each year under age 65, and the standard 2% per year reduction for ages 60 to 65. For other Class B AFSCME Local 1343 employees retiring after December 7, 2011, there will be full actuarial reduction from ages 55 to 59 and the standard 2% per year reduction for ages 60 to 65.

Cost of Living Adjustment

Benefits increase annually by changes in the Consumer Price Index of more than 1%. The maximum annual increase is 6%. Increase is not applicable to deferred vested benefit prior to commencement, survivor income benefit, disability benefit prior to normal retirement age or members who choose to have no cost of living adjustment.

Service Adjustment

Class A service for calculation of benefits shall be adjusted such that any Class A employee shall be granted 1.07 years of credit for each year in which the employee worked prior to July 1, 1996, and 1.17 years thereafter, in a position regularly assigned a workweek consisting on average of fifty-three or more hours of work per week.

Disability Retirement

Eligibility	All Members. Permanently disabled.
Amount of Benefit	<p>A benefit payable until normal service retirement eligibility (Class A - age 55 and 7 years of creditable service, Class B - age 65 and 7 years of creditable service). For Class B AFSCME employees hired after June 7, 2011, it is equal to 66 2/3% of the member's earnable compensation less workmen's compensation and Social Security. For all others, it is equal to 75% of the member's earnable compensation less workmen's compensation and, in the case of Class B, less Social Security.</p> <p>After normal service retirement eligibility, a service retirement benefit based on AFC at retirement and creditable service at normal service retirement eligibility, including the period while permanently disabled and receiving a disability benefit from the System.</p>

Accidental Death

Eligibility	Class A only. Death due to accident while in the performance of duty.
Amount of Benefit	A benefit to the spouse until death or remarriage of the greater of (i) 55% of AFC, and (ii) the participant's current accrued retirement benefit. Upon death or remarriage of the spouse, the benefit will be payable to children until age 21.

Survivor Income

Eligibility	All Members. Death in active service.
Amount of Benefit	
Class A	30% of compensation during the July preceding death payable to spouse until earlier of death or 2nd anniversary of remarriage. An additional 5% per unmarried child under 21 (maximum additional 10%) is payable until benefits cease or children no longer eligible. If there is no spouse or spouse dies, the benefit is payable to unmarried children under age 21 until earlier of death, marriage or age 21.
Class B	30% of compensation during the July preceding death payable to spouse until earlier of death, 2nd anniversary of remarriage or age 62. Upon the spouse's attainment of age 62 (if not remarried) a benefit based on the 50% Joint and Survivor form of payment will be paid to the spouse for life. If there is no spouse or spouse dies, the benefit is payable to unmarried children under age 21 until earlier of death, marriage or age 21.

Return of Contributions

Accumulated contributions returned upon separation with less than 3 years of service or upon death with no accidental death benefit payable.

Upon death of a retired Class B member, the excess of his contribution at retirement over the benefits paid will be paid to his beneficiary or estate.

Vested Retirement

Eligibility

All Members. 3 years of creditable service.

Amount of Benefit

Class A

A percentage grading from 20% after 3 years to 100% after 7 years, of the benefit calculated using AFC and creditable service at termination. The benefit is payable commencing at age 55. Member may elect early receipt with reduction as for service retirement prior to age 55.

Class B

A percentage grading from 20% after 3 years to 100% after 7 years, of the benefit calculated using AFC and creditable service at termination. The benefit is payable commencing at age 65. Member may elect early receipt with reduction as for service retirement prior to age 65.

Survivor Spouse's Pension

Eligibility

All Members. Death of a terminated member entitled to a vested retirement benefit prior to commencement of such benefit.

Amount of Benefit

50% of reduced accrued benefit reflecting the 50% Joint and Survivor form of payment (ages as of date payments commence) payable at member's early retirement date.

Spouse may elect to receive payments later than member's early retirement date with no reduction for receipt at member's 65th birthday.

Offsets on Benefits

Disability and accidental death benefits are offset by workmen's compensation paid for the same disability or death.

Contributions

By Members

Class A 10.8% of earnable compensation for the first 35 years of creditable service, none thereafter.

Class B 3.0% of earnable compensation.

By City Remainder necessary to fund for the benefits of the System on an actuarial basis.

SCHEDULE D**TABLE 1****THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED
BY AGE AS OF JUNE 30, 2011****CLASS A MEMBERS**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
22			1	\$48,452
23	1	\$42,173		
24	4	178,863		
25	4	182,044	1	48,231
26	3	133,334	3	147,325
27	4	188,568	1	48,231
28	6	286,495	1	48,231
29	3	152,466	1	53,515
30	7	336,513		
31	10	521,108	2	104,339
32	6	322,285	3	107,788
33	6	299,492		
34	4	236,869		
35	5	295,505		
36	7	407,574		
37	8	446,597	1	50,988
38	5	285,911		
39	6	353,892	1	27,071
40	3	174,959		
41	7	458,959		
42	11	703,125		
43	4	230,451	1	78,961
44	8	532,090		
45	5	348,743	1	66,531
46	3	189,827	1	78,971
47	4	252,811		
48	3	213,735		
49	3	202,972		
50	1	72,921	1	64,850
51	4	275,076		
53	1	54,734		
54	1	57,603		

TABLE 1

**THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

**CLASS A MEMBERS
(CONTINUED)**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
55			1	\$62,536
57	1	\$79,833		
60	1	58,554		
63	1	78,971		
64	1	62,481		
TOTAL	151	\$8,717,534	20	\$1,036,020

TABLE 2
THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED
BY AGE AS OF JUNE 30, 2011

CLASS B MEMBERS				
MALE			FEMALE	
AGE	NUMBER	AMOUNT	NUMBER	AMOUNT
20	2	\$57,535	1	\$17,880
21	1	28,295		
22	1	38,624	1	41,817
23	4	109,957	1	19,250
24	3	128,093	2	64,036
25	3	105,635	4	95,949
26	4	199,663	2	86,597
27	6	167,450	5	136,659
28	3	131,551	2	72,183
29	5	206,198	3	80,396
30	6	296,380	6	213,966
31	9	426,118	4	215,075
32	4	204,103	4	168,793
33	3	186,999	8	383,767
34	7	353,765	7	358,476
35	8	332,373	2	92,755
36	3	156,625	3	151,896
37	7	317,707	5	173,595
38	6	310,638	2	68,240
39	3	120,610	7	381,414
40	9	434,009	6	262,627
41	12	558,623	5	226,775
42	10	537,425	3	124,551
43	10	575,814	3	138,681
44	8	490,607	5	217,283
45	8	415,773	10	451,379
46	4	232,101	7	282,959
47	10	625,195	4	171,738
48	13	696,631	11	402,982
49	23	1,390,912	10	483,015
50	13	713,748	3	127,024
51	17	920,602	15	770,148
52	15	906,991	11	496,708
53	7	479,000	11	518,550

TABLE 2
THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED
BY AGE AS OF JUNE 30, 2011

CLASS B MEMBERS
(CONTINUED)

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
54	16	\$917,599	13	\$513,321
55	12	629,503	7	312,988
56	13	814,306	14	649,032
57	16	1,026,842	2	82,102
58	11	647,577	8	311,632
59	16	1,003,402	8	400,317
60	16	924,058	10	440,561
61	9	456,368	7	347,746
62	12	662,885	8	332,224
63	10	655,735	8	424,795
64	5	260,406	1	43,876
65	8	371,900	3	153,961
66	2	87,841	1	129,080
67	1	56,474		
68	1	52,328		
69			1	36,935
70	2	119,608		
TOTAL	397	\$21,542,582	264	\$11,675,734

TABLE 3
THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED BY YEARS
OF SERVICE* AS OF JUNE 30, 2011

CLASS A MEMBERS

YEARS OF SERVICE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
0	12	\$557,585	4	\$182,564
1	6	266,731		
2	8	363,269	4	192,926
3	10	494,451	3	150,791
4	6	283,672	1	53,515
5	2	96,762	1	21,297
6	5	272,096		
7	6	328,480	1	56,007
8	4	226,555		
9	13	718,871	1	66,531
10	7	399,249		
11	9	518,435		
12	9	565,120	1	62,536
13	9	526,001		
14	4	249,438		
15	4	273,888		
16	6	375,328		
17			1	27,071
18	4	318,694		
19	1	60,466		
20	2	121,893	1	78,961
21	4	257,222	1	78,971
22	8	610,372		
23			1	64,850
24	5	334,829		
25	2	117,747		
27	2	159,095		
30	1	78,971		
31	1	79,833		
40	1	62,481		
TOTAL	151	\$8,717,534	20	\$1,036,020

* Excludes service adjustment for employees with a regularly assigned workweek of 53 or more weeks.

TABLE 4

**THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED BY YEARS
OF SERVICE* AS OF JUNE 30, 2011**

CLASS B MEMBERS

YEARS OF SERVICE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
0	29	\$953,922	27	\$817,573
1	22	1,155,431	26	906,958
2	26	1,259,345	13	599,675
3	28	1,503,089	17	650,308
4	20	1,073,490	17	827,872
5	19	1,021,230	16	563,887
6	15	691,103	11	430,168
7	14	659,062	6	193,449
8	16	754,432	14	698,726
9	11	570,622	6	206,720
10	20	1,010,674	14	791,017
11	5	220,228	10	434,945
12	19	982,699	12	589,536
13	7	506,179	6	236,264
14	8	421,542	8	360,008
15	9	584,636	4	168,984
16	12	641,575	12	623,442
17	4	239,103	1	60,690
18	3	317,911	2	63,811
19	1	50,103	1	49,756
20	7	417,407	1	57,669
21	5	307,590	3	171,356
22	5	333,280	1	55,106
23	8	512,046	6	348,768
24	6	357,267	4	253,653
25	4	412,077	2	133,603
26	3	163,814	3	139,520
27	15	921,719	2	117,723
28	8	451,971	1	57,070
29	5	293,959	3	169,933
30	7	514,829	2	91,847
31	8	494,065		
32	10	608,514	2	127,609
33	5	351,647	3	164,158

* Excludes service adjustment for employees with a regularly assigned workweek of 53 or more weeks.

TABLE 4
THE NUMBER AND ANNUAL EARNABLE COMPENSATION OF
ACTIVE MEMBERS DISTRIBUTED BY YEARS
OF SERVICE* AS OF JUNE 30, 2011

CLASS B MEMBERS
(CONTINUED)

YEARS OF SERVICE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
34	2	\$86,101		
35	1	47,093	2	\$115,763
36	1	58,714		
37			1	52,781
38			3	200,989
39	3	212,380		
40	1	70,823		
42	1	67,323	1	62,794
43	3	196,296		
44	1	47,291	1	81,603
TOTAL	397	\$21,542,582	264	\$11,675,734

* Excludes service adjustment for employees with a regularly assigned workweek of 53 or more weeks.

TABLE 5

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

CLASS A MEMBERS**SERVICE RETIREMENTS**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
45	1	\$44,092		
46	2	82,487		
47	3	126,825		
48	2	91,439		
49	4	156,579		
50	4	149,602		
51	3	178,295	1	\$30,952
52	4	146,465		
53	3	141,813		
54	7	226,093		
55	6	242,122		
56	4	182,736		
57	4	196,320		
58	1	28,572		
59	5	196,243		
60	3	126,108		
61	6	213,292	1	8,121
62	9	282,563		
63	5	127,953		
64	6	219,138		
65	4	126,589		
66	4	137,359		
67	3	105,128		
68	8	279,351		
69	2	75,459		
70	3	88,074		
71	2	53,929		
72	2	20,044		
75	1	43,668		
76	1	39,599		
77	1	32,704		
78	1	25,961		

TABLE 5

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

CLASS A MEMBERS

**SERVICE RETIREMENTS
(CONTINUED)**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
80	1	\$25,434		
81	2	41,875		
82	3	64,400		
85	1	27,997		
86	1	20,975		
TOTAL	122	\$4,367,283	2	\$39,073

TABLE 6

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

CLASS B MEMBERS

SERVICE RETIREMENTS

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
55	1	\$17,178		
56	1	9,981	2	\$25,842
57	2	44,812	1	25,246
58	2	28,599	2	23,611
59	3	81,420	1	3,818
60	4	83,436	2	34,509
61	4	71,581	2	12,390
62	12	221,941	4	63,087
63	3	66,075	4	34,766
64	5	37,197		
65	11	146,634	7	46,007
66	6	85,203	4	6,629
67	4	73,155	3	19,343
68	6	53,235	5	41,484
69	10	152,836	10	151,200
70	7	107,182	10	164,047
71	6	110,708	5	81,684
72	5	89,585	2	27,039
73	5	29,524	3	16,674
74	11	186,448	3	57,412
75	2	39,475	5	84,902
76	6	85,823	4	20,806
77	5	27,172	6	49,754
78	2	34,028	3	14,768
79	5	62,912	1	20,950
80	3	43,288	3	29,399
81	3	47,860	5	10,113
82	1	7,014	4	75,709
83	1	8,089	1	419
84	1	13,174		
85	4	41,555	1	10,916
86	1	5,316	1	11,599

TABLE 6

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

CLASS B MEMBERS

**SERVICE RETIREMENTS
(CONTINUED)**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
87	1	\$2,994	1	\$1,916
88			1	2,190
89	1	3,993		
90			2	8,975
91			1	10,561
93			1	7,248
97	1	11,605		
TOTAL	145	\$2,131,028	110	\$1,195,013

TABLE 7**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011****CLASS A MEMBERS****DISABILITY RETIREMENTS**

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
44	1	\$34,800		
49	1	27,013		
65	1	15,602		
79	1	16,533		
80	1	16,512		
TOTAL	5	\$110,460		

TABLE 8

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF RETIREES DISTRIBUTED
BY AGE AS OF JUNE 30, 2011**

CLASS B MEMBERS

DISABILITY RETIREMENTS

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
47	1	\$7,007		
48			1	\$10,793
50	1	6,037		
51	1	13,224	2	37,285
52	1	7,966		
53	2	43,389	1	15,509
54	1	23,099		
55	1	9,282		
56	1	6,956		
57	1	8,496	1	23,267
58	1	13,640		
59	3	32,386	1	5,010
60	3	29,597		
61	2	24,394	4	57,851
62	2	27,291	1	11,618
63	4	51,237		
81	1	5,540		
84	1	5,463		
TOTAL	27	\$315,004	11	\$161,333

TABLE 9

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF BENEFICIARIES OF RETIREES
DISTRIBUTED BY AGE AS OF JUNE 30, 2011**

CLASS A MEMBERS

BENEFICIARIES OF DECEASED MEMBERS

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
16	1	\$15,819		
19			1	\$7,236
47			1	47,643
53			1	6,782
55			1	8,499
59			1	6,916
67			1	16,208
68			1	9,132
69			2	48,670
70			1	11,359
76			1	17,908
82			1	12,814
84			1	15,468
89			1	17,431
TOTAL	1	\$15,819	14	\$226,066

TABLE 10

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF BENEFICIARIES OF RETIREES
DISTRIBUTED BY AGE AS OF JUNE 30, 2011**

CLASS B MEMBERS

BENEFICIARIES OF DECEASED MEMBERS

AGE	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
26			1	\$1,023
28	1	\$1,363		
46			1	6,398
49	1	9,480	1	11,875
57	1	12,774		
58			2	16,667
59			2	5,921
60	1	11,709	1	10,346
62			2	15,450
63			2	8,163
64			1	30,821
65			1	4,536
67			1	2,237
68			2	26,621
69			2	10,685
70			1	8,108
71			4	34,995
72			2	13,496
73			1	4,448
74			2	10,561
76			2	9,315
77			1	1,944
78			1	4,034
79			3	26,062
80			1	3,078
81	1	1,429	2	7,306
83			1	10,595
84			1	2,866
85	1	6,697		
86			1	10,021
87			1	6,670
88			1	3,334
TOTAL	6	\$43,452	44	\$307,576

TABLE 11

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF SERVICE RETIREMENTS DISTRIBUTED
BY FORM OF ANNUITY AS OF JUNE 30, 2011**

CLASS A MEMBERS

FORM	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
LIFE ANNUITY	63	\$2,485,924	1	\$30,952
CERTAIN & LIFE	18	628,152		
JOINT & SURVIVOR	34	1,005,566	1	8,121
J&S POP-UP	7	247,641		
TOTAL	122	\$4,367,283	2	\$39,073

TABLE 12**THE NUMBER OF RETIREES, DISABLED RETIREES AND BENEFICIARIES
DISTRIBUTED BY COLA TYPE AS OF JUNE 30, 2011****CLASS A MEMBERS**

COLA TYPE	MALE	FEMALE
NO COLA	67	2
HALF COLA	10	1
FULL COLA	51	13
TOTAL	128	16

TABLE 13

**THE NUMBER AND ANNUAL RETIREMENT
BENEFITS OF SERVICE RETIREMENTS DISTRIBUTED
BY FORM OF ANNUITY AS OF JUNE 30, 2011**

CLASS B MEMBERS

FORM	MALE		FEMALE	
	NUMBER	AMOUNT	NUMBER	AMOUNT
LIFE ANNUITY	61	\$832,655	81	\$941,031
CERTAIN & LIFE	18	234,685	14	145,866
JOINT & SURVIVOR	48	719,798	12	85,373
J&S POP-UP	18	343,890	3	22,743
TOTAL	145	\$2,131,028	110	\$1,195,013

TABLE 14**THE NUMBER OF RETIREES, DISABLED RETIREES, AND BENEFICIARIES
DISTRIBUTED BY COLA TYPE AS OF JUNE 30, 2011****CLASS B MEMBERS**

COLA TYPE	MALE	FEMALE
NO COLA	82	65
HALF COLA	11	8
FULL COLA	85	92
TOTAL	169	156

SCHEDULE E**BURLINGTON EMPLOYEES' RETIREMENT SYSTEM****PAST SERVICE
AMORTIZATION SCHEDULE****CLASS A EMPLOYEES**

<u>Description</u>	<u>Date Established</u>	<u>Original Base</u>	<u>7/1/2011 Outstanding Balance</u>	<u>FY 2012 Past Service Contribution</u>	<u>7/1/2012 Outstanding Balance</u>	<u>Years Remaining to Fund</u>	<u>FY 2013 Past Service Contribution</u>
Initial Amortization	7/1/2004	\$3,698,048	\$3,509,209	\$333,298	\$3,456,648	23	\$333,297
FY 05 Experience	7/1/2005	6,655,535	6,815,733	638,490	6,722,502	24	638,490
FY 06 Experience	7/1/2006	2,588,959	2,684,857	248,368	2,651,278	25	248,368
FY 07 Experience	7/1/2007	(1,715,997)	(1,800,166)	(164,622)	(1,779,557)	26	(164,622)
FY 08 Experience	7/1/2008	713,490	756,420	68,448	748,486	27	68,448
FY 09 Experience	7/1/2009	3,308,275	3,541,397	317,375	3,507,334	28	317,375
FY 10 Experience	7/1/2010	3,969,991	4,287,590	380,856	4,249,741	29	380,856
FY 11 Experience	7/1/2011	3,564,353	3,517,218	-	3,798,595	30	337,419
Total			\$23,312,258	\$1,822,213	\$23,355,027		\$2,159,631

Equivalent Single Amortization Period 26 Years

CLASS B EMPLOYEES

<u>Description</u>	<u>Date Established</u>	<u>Original Base</u>	<u>7/1/2011 Outstanding Balance</u>	<u>FY 2012 Past Service Contribution</u>	<u>7/1/2012 Outstanding Balance</u>	<u>Years Remaining to Fund</u>	<u>FY 2013 Past Service Contribution</u>
Initial Amortization	7/1/2004	\$6,322,451	\$6,024,014	\$572,149	\$5,933,786	23	\$572,149
FY 05 Experience	7/1/2005	6,670,273	6,922,993	648,538	6,828,294	24	648,537
FY 06 Experience	7/1/2006	5,080,481	5,279,036	488,348	5,213,011	25	488,349
FY 07 Experience	7/1/2007	(728,430)	(764,159)	(69,881)	(755,411)	26	(69,881)
FY 08 Experience	7/1/2008	(3,206,229)	(3,399,148)	(307,585)	(3,363,495)	27	(307,585)
FY 09 Experience	7/1/2009	9,475,775	10,143,499	909,046	10,045,933	28	909,045
FY 10 Experience	7/1/2010	4,577,654	4,943,866	439,151	4,900,224	29	439,151
FY 11 Experience	7/1/2011	2,690,665	2,636,874	-	2,847,824	30	252,965
Total			\$31,786,975	\$2,679,766	\$31,650,166		\$2,932,730

Equivalent Single Amortization Period 26 Years

SCHEDULE F**Burlington Employees' Retirement System
Historical and Projected Contributions****Class A & B Employees**

<u>Fiscal Year Ending</u>	<u>Projected Payroll</u>	<u>Normal Contribution</u>		<u>Past Service Contribution</u>	<u>Contribution Shortfall</u>	<u>Total City Contribution</u>	
June 30, 2005	\$31,374,680	\$3,934,287	12.5%	\$628,824	(\$1,596,290)	\$2,966,821	9.5%
June 30, 2006	33,190,245	3,782,704	11.4%	905,446	(756,403)	3,931,747	11.8%
June 30, 2007	34,384,729	3,916,950	11.4%	2,259,664	683,638	6,860,252	20.0%
June 30, 2008	35,588,195	3,037,864	8.5%	2,929,190	(256,122)	5,710,932	16.0%
June 30, 2009	36,833,782	3,073,086	8.3%	2,851,003	(48,794)	5,875,295	16.0%
June 30, 2010	40,328,362	3,297,021	8.2%	2,455,550	0	5,752,571	14.3%
June 30, 2011	42,563,572	3,097,259	7.3%	3,681,967	0	6,779,226	15.9%
June 30, 2012	43,148,038	3,045,975	7.1%	4,501,979		7,547,954	17.5%
June 30, 2013	43,477,161	3,083,144	7.1%	5,092,361		8,175,505	18.8%
June 30, 2014	44,998,862	3,191,054	7.1%	5,092,361		8,283,415	18.4%
June 30, 2015	46,573,822	3,302,741	7.1%	5,092,361		8,395,102	18.0%
June 30, 2016	48,203,906	3,418,337	7.1%	5,092,361		8,510,698	17.7%

Notes:

No future liability gains or losses are assumed; assets are assumed to earn 8% per annum.

Projected payroll assumed to increase 3.5% per annum.

Unfunded liability as of June 30, 2004, was amortized over 30 years.

All future changes in unfunded liability will be amortized over 30 years.

SCHEDULE F**Burlington Employees' Retirement System
Historical and Projected Contributions****Class A Employees**

<u>Fiscal Year Ending</u>	<u>Projected Payroll</u>	<u>Normal Contribution</u>		<u>Past Service Contribution</u>	<u>Contribution Shortfall</u>	<u>Total City Contribution</u>	
June 30, 2005	\$8,169,478	\$1,604,485	19.6%	\$241,703	(\$646,497)	\$1,199,691	14.7%
June 30, 2006	8,341,093	1,404,640	16.8%	333,297	(306,343)	1,431,594	17.2%
June 30, 2007	8,932,223	1,501,507	16.8%	998,999	276,873	2,777,379	31.1%
June 30, 2008	9,244,851	1,306,993	14.1%	1,220,155	(103,729)	2,423,419	26.2%
June 30, 2009	9,568,421	1,233,492	12.9%	1,055,533	0	2,289,025	23.9%
June 30, 2010	9,412,887	1,150,199	12.2%	1,123,981	0	2,274,180	24.2%
June 30, 2011	9,478,375	955,410	10.1%	1,441,355	0	2,396,765	25.3%
June 30, 2012	9,505,863	932,642	9.8%	1,822,213		2,754,855	29.0%
June 30, 2013	9,440,369	991,311	10.5%	2,159,631		3,150,942	33.4%
June 30, 2014	9,770,782	1,026,007	10.5%	2,159,631		3,185,638	32.6%
June 30, 2015	10,112,759	1,061,917	10.5%	2,159,631		3,221,548	31.9%
June 30, 2016	10,466,706	1,099,084	10.5%	2,159,631		3,258,715	31.2%

Notes:

No future liability gains or losses are assumed; assets are assumed to earn 8% per annum.

Projected payroll assumed to increase 3.5% per annum.

Unfunded liability as of June 30, 2004, was amortized over 30 years.

All future changes in unfunded liability will be amortized over 30 years.

SCHEDULE F**Burlington Employees' Retirement System
Historical and Projected Contributions****Class B Employees**

<u>Fiscal Year Ending</u>	<u>Projected Payroll</u>	<u>Normal Contribution</u>		<u>Past Service Contribution</u>	<u>Contribution Shortfall</u>	<u>Total City Contribution</u>	
June 30, 2005	\$23,205,202	\$2,329,802	10.0%	\$387,121	(\$949,793)	\$1,767,130	7.6%
June 30, 2006	24,849,152	2,378,064	9.6%	572,149	(450,060)	2,500,153	10.1%
June 30, 2007	25,452,506	2,415,443	9.5%	1,260,665	406,765	4,082,873	16.0%
June 30, 2008	26,343,344	1,730,871	6.6%	1,709,035	(152,393)	3,287,513	12.5%
June 30, 2009	27,265,361	1,839,594	6.7%	1,795,470	(48,794)	3,586,270	13.2%
June 30, 2010	30,915,475	2,146,822	6.9%	1,331,569	0	3,478,391	11.3%
June 30, 2011	33,085,197	2,141,849	6.5%	2,240,612	0	4,382,461	13.2%
June 30, 2012	33,642,175	2,113,333	6.3%	2,679,766		4,793,099	14.2%
June 30, 2013	34,036,792	2,091,833	6.1%	2,932,730		5,024,563	14.8%
June 30, 2014	35,228,080	2,165,047	6.1%	2,932,730		5,097,777	14.5%
June 30, 2015	36,461,063	2,240,824	6.1%	2,932,730		5,173,554	14.2%
June 30, 2016	37,737,200	2,319,253	6.1%	2,932,730		5,251,983	13.9%

Notes:

No future liability gains or losses are assumed; assets are assumed to earn 8% per annum.

Projected payroll assumed to increase 3.5% per annum.

Unfunded liability as of June 30, 2004, was amortized over 30 years.

All future changes in unfunded liability will be amortized over 30 years.

SCHEDULE G**Burlington Employees' Retirement System****Annual Amortization of the Unfunded Past Service Liability**

Fiscal Year	Beginning of FY Balance of Unfunded Liability	Amortization Payment in Fiscal Year
2012	\$55,099,233	\$4,501,979
2013	\$55,005,193	\$5,092,361
2014	\$54,313,247	\$5,092,361
2015	\$53,565,946	\$5,092,361
2016	\$52,758,861	\$5,092,361
2017	\$51,887,209	\$5,092,361
2018	\$50,945,825	\$5,092,361
2019	\$49,929,130	\$5,092,361
2020	\$48,831,099	\$5,092,361
2021	\$47,645,226	\$5,092,361
2022	\$46,364,483	\$5,092,361
2023	\$44,981,281	\$5,092,361
2024	\$43,487,423	\$5,092,361
2025	\$41,874,056	\$5,092,361
2026	\$40,131,620	\$5,092,361
2027	\$38,249,789	\$5,092,361
2028	\$36,217,411	\$5,092,361
2029	\$34,022,443	\$5,092,361
2030	\$31,651,878	\$5,092,361
2031	\$29,091,667	\$5,092,361
2032	\$26,326,639	\$5,092,361
2033	\$23,340,409	\$5,092,361
2034	\$20,115,281	\$5,092,361
2035	\$16,632,143	\$5,092,361
2036	\$12,870,354	\$4,186,915
2037	\$9,713,067	\$2,899,888
2038	\$7,590,224	\$2,163,171
2039	\$6,034,271	\$2,397,674
2040	\$4,119,339	\$2,636,811
2041	\$1,812,075	\$1,410,391
2042	\$546,650	\$590,384
2043	\$0	