Gabriel Roeder Smith & Company
Consultants & Actuaries

MARYLAND STATE RETIREMENT AND PENSION SYSTEM

ANNUAL ACTUARIAL VALUATION REPORT FOR MARYLAND MUNICIPAL CORPORATIONS AS OF JUNE 30, 2011

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November 7, 2011

Board of Trustees for the
Maryland State Retirement and Pension System
120 East Baltimore Street
Baltimore, Maryland 21202

Dear Members of the Board:

The results of the ***June 30, 2011 annual actuarial valuation*** of the Maryland State Retirement and Pension System ("MSRPS") for participating Municipal Corporations (Employees' Combined System Municipal), Correctional Officers' Retirement System (CORS) and the Municipal Law Enforcement Officers Pension System (LEOPS Municipal) are presented in this report. Participating Municipal Corporations which are the responsibility of the State for funding purposes have been excluded, and certain previously withdrawn municipal corporations have been valued as part of the State valuation instead of in this municipal valuation. The State acts as guarantor to the extent the present value of their future payments are in excess of or less than the present value of their future liabilities for previously withdrawn municipal corporations. Municipal employers who withdraw on or after June 30, 1997 will have their employees' benefits guaranteed by this plan.

This report was prepared at your request and is intended for use by the Maryland State Retirement Agency (SRA) and the Board of Trustees of the MSRPS and those designated or approved by the SRA or the Board. This report may be provided to other parties only in its entirety and only with the permission of the SRA or the Board.

The purposes of the valuation are as follows:

- Measure the financial position of Municipal Corporation Systems of MSRPS, and
- Assist the Board in establishing basic or pooled employer contribution rates necessary to fund the benefits provided by MSRPS.

Additional statistical and actuarial reporting and disclosure information covering the MSRPS Municipal Corporations can be found in the combined State and Municipal MSRPS actuarial valuation report.

The individual member data required for the valuations was furnished by the Maryland State Retirement Agency (MSRA), together with pertinent data on financial operations (unaudited) and Participating Governmental Unit (PGU) schedules. The cooperation of MSRA staff in furnishing these materials is acknowledged with appreciation. We checked for internal and year-to-year consistency, but did not otherwise audit the data. We are not responsible for the accuracy or completeness of the information provided by MSRA.

Actuarial valuations are based upon assumptions regarding future activity in specific risk areas including the rates of investment return and payroll growth, eligibility for the various classes of benefits, and longevity among retired lives. The Board adopts these assumptions after considering the advice of the actuary and other professionals. The assumptions and the methods comply with the requirements of Statement No. 25 of the Governmental Accounting Standards Board ("GASB").

Each actuarial valuation takes into account all prior differences between actual and assumed experience in each risk area and adjusts the contribution rates as needed. The June 30, 2011 valuations were based upon assumptions that were recommended in connection with a study of experience covering the 2002-2006 period. In addition, an assumption change for capped COLAs was adopted at the Board meeting on September 15, 2009, and first implemented in the valuations as of June 30, 2009. The General Assembly passed pension reforms which are effective July 1, 2011, and required additional changes to the COLA assumptions for current members. In addition, liabilities were adjusted to account for an expected change in factors used by the MSRPS to calculate optional forms of benefits.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. The actuary did not perform an analysis of the potential range of such future measurements in this actuarial valuation report.

GRS performed an experience study of MSRPS for the period 2006-2010 after completion of the June 30, 2010, valuations. In addition, GRS conducted a Funding Methodology review of MSRPS and recommended combined changes in the asset valuation method and amortization method of amortizing unfunded liabilities and elimination of the corridor funding method. These changes are not reflected in this valuation. GRS is conducting further analysis which incorporates the impact of the pension reform passed by the General Assembly earlier this year. Certain changes require legislative action and the changes as a group may be implemented in a future valuation.

This report has been prepared by actuaries who have substantial experience valuing public employee retirement systems. We certify that, to the best of our knowledge, this report is complete and accurate and has been prepared in accordance with Maryland's Annotated Code and generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice as promulgated by the Actuarial Standards Board. The actuarial assumptions used for the valuation produce results which, individually and in the aggregate, are reasonable.

This report should not be relied on for any purpose other than the purposes previously described.

The signing actuaries are independent of the plan sponsor.

This is one of multiple documents comprising the actuarial report. The other documents comprising the actuarial report are the PowerPoint presentation presented to the Board on September 20, 2011, and subsequent PowerPoint presentations presented in October and November.

The signing actuaries are Members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,

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SECTION I

BOARD SUMMARY

BOARD SUMMARY

During the 1996 legislative session, legislation was passed which changed the contribution calculations for participating employers in the Municipal Pension Plan. Commencing with the June 30, 1996 actuarial valuation, the ongoing funding requirements for all Municipal Corporations consist of four components. The first two components are the same for all Corporations. The last two components, which vary by individual Corporation, are based on some characteristics unique to those Corporations.

The shared components are:

(1) **Normal Cost Rate** based upon Pension System provisions
(2) **Unfunded Liability Rate** based upon all plan provisions

The varying components are:

(3) Various **surcharges** on normal cost and unfunded liability, based on plan elections.
(4) **Special Adjustments** to the final rate reflecting:

- credits for "over-funded" Corporations as of 6/30/95,
- charges for "under-funded" Corporations as of 6/30/95,
- certain "special payments" called for under prior and future entry into the System,
- any withdrawal liability payments owed to the System for withdrawals after 6/30/96

The normal cost rate is a single rate determined by the actuary, based upon the valuation year demographics of the participants.

The unfunded liability rate is determined annually by the actuary and is the rate that, when applied to current and future expected payrolls is sufficient to pay for all future benefits of current and prior plan participants not funded by:

- current actuarial value of assets,
- the present value of all future normal costs (employer and employee),
- the present value of all future surcharge contributions,
- the net present value of all future "special adjustment" contributions, and
- the present value of all future withdrawal liability payments on behalf of withdrawn Corporations.

The special adjustments include a dollar amount credit subtracted from, or charge added to, the other three pieces. In no event can the total credits exceed the sum of the otherwise called for contribution.

A charge applies to each Municipal Corporation who as of 6/30/95 was determined to be under-funded on the basis of having less assets in the Retirement System than would be needed to fund the present value of benefits **accrued** as of 6/30/95 for prior and current participants in the Retirement System. Once this "deficit" was determined as of 6/30/95, the actuary determined a series of charges increasing by 5% per year to the year 2020 with present value equal to the amount of the deficit. For a few Municipal Corporations, the deficit payment was calculated to be greater than 2% of payroll when using a 25-year amortization payment. These Corporations are amortizing their charges to the year 2036. Individual deficit amounts and December 2012 charges are displayed in Table III-2 (page 15).

A credit applies to each Municipal Corporation who as of 6/30/95 was determined to be over-funded on the basis of having assets which exceed the present value of all future benefits expected to be paid to current and prior participants of that employer. Once this **"surplus"** was determined as of 6/30/95, the actuary determined a series of credits increasing by 5% per year to the year 2020 with present value equal to the amount of the surplus. Individual surplus amounts and December 2012 credits are displayed in Table III-3 (page 15).

The pooled unfunded liability increased from $514 million to $522 million for the Employees' Combined System, decreased from $146 million to $145 million for LEOPS, and increased from $(272) thousand to $78 thousand for CORS. The increase in the unfunded liability for ECS is comprised of an asset loss that was partially offset by gains on the liabilities.

Although the combined State System's market value of assets earned 19.83%[1] for the year ended June 30, 2011, which is more than the 7.75% assumed rate of investment return, the actuarial, or smoothed, rate of return measured from this past year was 6.29%, less than the assumed rate of investment return, which resulted in an actuarial loss on assets. Asset losses from FY2008 and FY2009 were recognized in the actuarial value of assets as of June 30, 2011, under the asset smoothing method, resulting in an overall asset loss.

All of the Systems experienced gains on the liabilities due to lower salary increases and COLA increases than assumed. Salaries stayed flat or increased by less than the assumption which resulted in gains. Because COLA increases of 1.284% were granted to eligible retirees who had retired prior to August 1, 2009, and 1.640% for eligible retirees who had retired after July 1, 2009, there was an additional gain. The individual Systems with COLA assumptions that grant unlimited COLAs experienced higher liability gains.

In 2011, the General Assembly enacted pension reforms which are effective July 1, 2011, and affect both current actives and new hires. The member contribution rate was increased for members of the Employees Pension System from 5% to 7%, and from 4% to 6% in fiscal year 2012 and 7% in fiscal year 2013 and beyond for LEOPS. In addition, the benefit attributable to service on or after July 1, 2011, will be subject to different cost-of-living adjustments (COLA) that is based on the increase in the Consumer Price Index and capped at 2.5% or 1.0% based on whether the market value investment return for the preceding calendar year was higher or lower than the investment return assumption used in the valuation (currently 7.75%). There were also changes to the provisions for members hired on or after July 1, 2011. Because the current valuation was performed as of June 30, 2011, the new hire provisions did not affect this valuation.

[1]*Actuarial calculation may differ from figures reported by State Street*

BOARD SUMMARY

The basic, or pooled, contribution rate, which includes a normal cost rate and an unfunded liability rate, decreased from 7.41% to 5.46% for the Employees' Combined System, from 33.09% to 28.71% for LEOPS, and from 8.87% to 7.96% for CORS. The unfunded liability rate is calculated by amortizing the pooled unfunded liability.

The decrease in the contribution was mainly attributable to provisions of the pension reform enacted effective July 1, 2011, which increased member contribution rates for EPS and LEOPS and decreased the COLA for benefits attributable to service earned on or after July 1, 2011.

Maryland's laws specify a 40 year level-percent-of-pay closed period amortization schedule starting June 30, 1980 for the pre-2001 ECS liability, starting June 30, 1999 for LEOPS, and starting June 30, 2006 for CORS. In addition, individual 25 year layers for each portion of the ECS UAL arising on or after June 30, 2001 are established. The remaining amortization period as of June 30, 2011, is 28 years for LEOPS, 35 years for CORS and the equivalent single period is over 100 years for Employees' Combined System.

In addition to the basic contribution rate, the following surcharges apply for ECS:

	Surcharge			
Surcharge Group	**Normal Cost**	**Unfunded Liability**[1]	**Total**	**Applicable Payroll**
Retirement System	5.00%	0.00%	5.00%	Retirement System
Non-Contributory to CPB	1.00%	1.42%	2.42%	Retirement and Pension System
CPB to ACPS[2]	-0.40%	1.51%	1.11%	Pension System
Non-Contributory to ACPS	0.60%	6.84%	7.44%	Pension System

[1] The Contributory Pension Benefit UAL surcharge will be paid through 2020 and the other two UAL surcharges are payable through 2031.
[2] Contributory Pension Benefit to Alternate Contributory Pension System.

Each employer with current active participants in the Retirement System must pay 5% on the Retirement System payroll. Municipal Corporations who elected to provide CPB have a 2.42% surcharge applied to total Retirement and Pension System payroll. The surcharge consists of a 1.00% normal cost rate surcharge and a 1.42% UAL rate surcharge. Municipal Corporations who elected to provide CPB and who later elected to participate in the ACPS pay a 1.11% surcharge applied to Pension System payroll. The surcharge is the net result of a -0.40% normal cost rate surcharge and a 1.51% UAL rate surcharge. This is paid in addition to the 2.42% CPB surcharge. Municipalities who did not elect the CPB but did elect the ACPS pay a surcharge of 7.44% applied to Pension System payroll. The surcharge consists of 0.60% normal cost rate surcharge and a 6.84% UAL rate surcharge.

The special adjustments to the final contribution rate that apply to each Municipal Corporation can be found in Tables III-2 through III-4 for the Employees' Combined System, Table III-5 for LEOPS and Table III-6 for CORS.

Municipalities who have credits in the plan may use up to the amount shown to offset their basic December 2012 billing amount. Any unused credit will revert to the pooled plan on an annual basis.

BOARD SUMMARY

Summary of Valuation Results
June 30, 2011
($ in Millions)

	2011				2010	
	ECS	**LEOPS**	**CORS**	**Total**	**Total**	**% Change**
A. Demographic Information						
1. Active Number Counts	24,619	928	86	25,633	25,975	-1.3%
2. Active Payroll	$ 1,009	$ 51	$ 4	$ 1,064	$ 1,084	-1.8%
3. Retired Number Counts	14,061	208	6	14,275	13,471	6.0%
4. Annual Benefits for Retired Members	$ 163	$ 7	$ 0 @	$ 170	$ 154	10.0%
5. Deferred / Inactive Number Counts	6,496	56	0	6,552	6,621	-1.0%
6. Total Number Counts	45,176	1,192	92	46,460	46,067	0.9%
B. Assets						
1. Market Value (MV)	$ 2,995	$ 131	$ 10	$ 3,137	$ 2,608	20.3%
2. Rate of Return on MV				19.83 % *	14.14 %	
3. Funding Value (FV)	$ 2,879	$ 125	$ 10	$ 3,015	$ 2,826	6.7%
4. Rate of Return on FV				6.29 %	3.25 %	
5. Ratio of FV to MV				96.1%	108.4%	
C. Actuarial Results						
1. Normal Cost as a % of Payroll	9.56%	18.81%	12.87%	10.01%	10.53%	
2. Actuarial Accrued Liability (AAL)						
a. Active	$ 1,801	$ 142	$ 11	$ 1,954	$ 1,965	-0.6%
b. Retired	1,782	109	4	1,895	1,716	10.5%
c. Deferred/Inactive	130	5	0	134	125	7.4%
d. Total	$ 3,713	$ 256	$ 15	$ 3,983	$ 3,805	4.7%
3. Unfunded AAL (UAAL)	$ 833	$ 131	$ 5	$ 969	$ 980	-1.2%
4. Funded Ratio	77.6 %	49.0 %	68.8 %	75.7 %	74.3%	
D. Basic Contribution Rates	**FY 2013**				**FY 2012**	
1. Pension Contributions						
a. Employer Normal Cost	3.40%	11.81%	7.87%	3.82%	6.49%	
b. Member Contribution Rate	5.62% #	7.00%	5.00%	6.19%	4.04%	
c. UAAL Contribution Rate	2.06%	16.90%	0.09%	2.76%	2.71%	
d. Total	11.08%	35.71%	12.96%	12.77%	13.24%	
2. Total Basic Employer Contribution Rate	5.46%	28.71%	7.96%	6.58%	9.20%	

* *Actuarial calculation may differ from figures reported by State Street.*
\# *Member contribution rate for ECS is a blended rate based on members participating in the NCPS, ECPS, and ACPS with member contributions of 5% in excess of Social Security Taxable Wage Base, 2%, and 7%, respectively.*
@ *Annual benefits equal to $252,141.*

EFFECT OF PENSION REFORMS

	Employees		LEOPS	CORS	Total Municipal
	HYPOTHETICAL VALUES BEFORE PENSION REFORMS				
Actuarial Value of Assets as of 6/30/2011	2,879,140,347		125,435,689	9,980,163	3,014,556,199
Total Actuarial Liability	3,746,991,945		258,257,532	14,697,772	4,019,947,249
Unfunded Actuarial Accrued Liability	867,851,598		132,821,843	4,717,609	1,005,391,050
Funded Ratio	76.8%		48.6%	67.9%	75.0%
7/1/2011 Valuation Results (FY 2013)					
Employee Contribution	4.03%	@	4.00%	5.00%	4.03%
Employer Normal Cost Contribution	5.58%		16.83%	9.55%	6.65%
UAAL Contribution	2.29%		17.17%	0.32%	3.00%
Total Basic Employer Contribution	7.87%		34.00%	9.87%	9.65%
	ACTUAL VALUATION RESULTS AFTER PENSION REFORMS				
Actuarial Value of Assets as of 6/30/2011	2,879,140,347		125,435,689	9,980,163	3,014,556,199
Total Actuarial Liability	3,712,623,843		255,957,557	14,511,039	3,983,092,439
Unfunded Actuarial Accrued Liability	833,483,496		130,521,868	4,530,876	968,536,240
Funded Ratio	77.6%		49.0%	68.8%	75.7%
7/1/2011 Valuation Results (FY 2013)					
Employee Contribution	5.62%	#	7.00%	5.00%	6.19%
Employer Normal Cost Contribution	3.40%		11.81%	7.87%	3.82%
UAAL Contribution	2.06%		16.90%	0.09%	2.76%
Total Basic Employer Contribution	5.46%		28.71%	7.96%	6.58%
	CHANGE DUE TO PENSION REFORMS				
Employee Contribution	1.59%		3.00%	0.00%	2.16%
Total Basic Employer Contribution	-2.41%		-5.29%	-1.91%	-3.07%

@ *Member contribution rate for ECS is a blended rate based on members participating in the NCPS, ECPS, and ACPS with member contributions of 5% in excess of Social Security Taxable Wage Base, 2%, and 5%, respectively.*

Member contribution rate for ECS is a blended rate based on members participating in the NCPS, ECPS, and ACPS with member contributions of 5% in excess of Social Security Taxable Wage Base, 2%, and 7%, respectively.

SECTION II

ASSETS

ASSETS

The System uses and discloses two different asset measurements which are presented in this Section of the report: market value and actuarial value of assets. The market value represents, as of the valuation date, the value of the assets if they were liquidated on that date. The actuarial value of assets is a value that attempts to smooth annual investment return performance over five years to reduce annual investment volatility, and is used in determining contribution rates for the three participating employer plans.

On the following pages we present detailed information on System assets:

- Disclosure of assets at June 30, 2011.
- Statement of cash flows during the year.
- Development of the actuarial value of assets.
- Disclosure of investment performance for the year.

Table II-1
Market Value and Cash Flow

	Employees (Municipal)	LEOPS (Municipal)	Corrections (Municipal)	Total Municipal
Market Value of Assets as of 6/30/2010	$ 2,502,833,150	$ 96,676,790	$ 8,018,740	$ 2,607,528,680
Employer Contributions	115,728,393	17,556,280	795,626	134,080,299
Member Contributions	41,002,697	2,078,359	231,595	43,312,651
Investment Returns	496,629,040	19,822,846	1,666,725	518,118,611
Disbursements from the Trust	(160,710,922)	(5,485,114)	(278,659)	(166,474,695)
Net Transfers	0	0	0	0
Market Value of Assets as of 6/30/2011	$ 2,995,482,358	$ 130,649,161	$ 10,434,027	$ 3,136,565,546

ASSETS

JUNE 30, 2011

	ECS	LEOPS	CORS	Total Municipal
Beginning of Year:				
(1) Market Value of Assets	$2,502,833,150	$96,676,790	$8,018,740	$2,607,528,680
(2) Actuarial Value of Assets	2,713,159,738	103,793,665	8,600,585	2,825,553,988
End of Year:				
(3) Market Value of Assets	2,995,482,358	130,649,161	10,434,027	3,136,565,546
(4) Net Cash Flow with Adjustment	(3,979,832)	14,149,525	748,562	10,918,255
(5) Total Investment Income				
=(3)-(1)-(4)	$496,629,040	$19,822,846	$1,666,725	$518,118,611
(6) Projected Rate of Return	7.75%	7.75%	7.75%	7.75%
(7) Projected Investment Income				
=(1)x(6)+([1+(6)]^.5-1)x(4)	$193,818,228	$8,030,515	$649,918	$202,498,661
(8) Beginning of Year Asset Adjustment				
(9) Investment Income in Excess of Projected Income	$302,810,812	$11,792,331	$1,016,807	$315,619,950
(10) Excess Investment Income Recognized This Year (5 year recognition)				
(10a) From This Year	60,562,162	2,358,466	203,361	63,123,989
(10b) From One Year Ago	28,008,504	901,309	84,947	28,994,760
(10c) From Two Years Ago	(68,223,560)	(2,585,724)	(307,210)	(71,116,494)
(10d) From Three Years Ago	(73,485,033)	(1,752,873)	0	(75,237,906)
(10e) From Four Years Ago	29,280,140	540,806	0	29,820,946
(10f) Total Recognized Investment Gain/(Loss)	(23,857,787)	(538,016)	(18,902)	(24,414,705)
(11) Change in Actuarial Value of Assets				
=(4)+(7)+(8)+(10f)	165,980,609	21,642,024	1,379,578	189,002,211
End of Year:				
(3) Market Value of Assets as of 6/30	**2,995,482,358**	**130,649,161**	**10,434,027**	**3,136,565,546**
(12) Preliminary Actuarial Value of Assets = (2)+(11)	2,879,140,347	125,435,689	9,980,163	3,014,556,199
(12a) Upper Collar Limit 120% x (3)	3,594,578,830	156,778,993	12,520,832	3,763,878,655
(12b) Lower Collar Limit 80% x (3)	2,396,385,886	104,519,329	8,347,222	2,509,252,437
(13) Adjustment to Remain within 20% Collar	0	0	0	0
(14) Final Actuarial Value of Assets as of 6/30	**2,879,140,347**	**125,435,689**	**9,980,163**	**3,014,556,199**
(15) Difference Between Market & Actuarial Values	116,342,011	5,213,472	453,864	122,009,347
(16) Actuarial Value Rate of Return	6.27%	6.76%	7.03%	6.29%
(17) Market Value Rate of Return*	19.86%	19.11%	19.86%	19.83%
(18) Ratio of Actuarial Value to Market Value	96%	96%	96%	96%

* *Actuarial calculation may differ from figures reported by State Street.*

DEVELOPMENT OF THE ACTUARIAL VALUE OF ASSETS

Employees (Municipal)

	2010	2011	2012	2013	2014	2015
Beginning of Year:						
(1) Market Value of Assets	$2,173,945,270	$2,502,833,150				
(2) Actuarial Value of Assets	2,608,734,324	2,713,159,738				
End of Year:						
(3) Market Value of Assets	2,502,833,150	2,995,482,358				
(4) Net of Contributions and Disbursements	19,618,568	(3,979,832)				
(5) Total Investment Income						
=(3)-(1)-(4)	309,269,312	496,629,040				
(6) Projected Rate of Return	7.75%	7.75%				
(7) Projected Investment Income						
=(1)x(6)+([1+(6)]^.5-1)x(4)	169,226,793	193,818,228				
(8) Beginning of Year Asset Adjustment	0	0				
(9) Investment Income in						
Excess of Projected Income	140,042,519	302,810,812				
(10) Excess Investment Income Recognized						
This Year (5 year recognition)						
(10a) From This Year	28,008,504	60,562,162				
(10b) From One Year Ago	(68,223,560)	28,008,504	$ 60,562,162			
(10c) From Two Years Ago	(73,485,033)	(68,223,560)	28,008,504	$ 60,562,162		
(10d) From Three Years Ago	29,280,142	(73,485,033)	(68,223,560)	28,008,504	$ 60,562,162	
(10e) From Four Years Ago	0	29,280,140	(73,485,031)	(68,223,559)	28,008,503	$ 60,562,164
(10f) Total Recognized Investment Gain/(Loss)	(84,419,947)	(23,857,787)	(53,137,925)	20,347,107	88,570,665	60,562,164
(11) Change in Actuarial Value of Assets						
=(4)+(7)+(8)+(10f)	104,425,414	165,980,609				
End of Year:						
(3) Market Value of Assets	**2,502,833,150**	**2,995,482,358**				
(12) Preliminary Actuarial Value of Assets = (2)+(11)	2,713,159,738	2,879,140,347				
(12a) Upper Corridor Limit 120% x (3)	3,003,399,780	3,594,578,830				
(12b) Lower Corridor Limit 80% x (3)	2,002,266,520	2,396,385,886				
(13) Adjustment to Remain within 20% Collar	0	0				
(14) Final Actuarial Value of Assets as of 6/30	**2,713,159,738**	**2,879,140,347**				
(15) Actuarial Value Rate of Return	3.24%	6.27%				
(16) Market Value Rate of Return*	14.16%	19.86%				
(17) Ratio of Actuarial Value to Market Value	108%	96%				

* *Actuarial calculation may differ from figures reported by State Street.*

DEVELOPMENT OF THE ACTUARIAL VALUE OF ASSETS

LEOPS (Municipal)

	2010	2011	2012	2013	2014	2015
Beginning of Year:						
(1) Market Value of Assets	$72,599,491	$96,676,790				
(2) Actuarial Value of Assets	87,119,389	103,793,665				
End of Year:						
(3) Market Value of Assets	96,676,790	130,649,161				
(4) Net of Contributions and Disbursements	13,433,460	14,149,525				
(5) Total Investment Income						
=(3)-(1)-(4)	10,643,839	19,822,846				
(6) Projected Rate of Return	7.75%	7.75%				
(7) Projected Investment Income						
=(1)x(6)+([1+(6)]^.5-1)x(4)	6,137,294	8,030,515				
(8) Beginning of Year Asset Adjustment	0	0				
(9) Investment Income in						
Excess of Projected Income	4,506,545	11,792,331				
(10) Excess Investment Income Recognized						
This Year (5 year recognition)						
(10a) From This Year	901,309	2,358,466				
(10b) From One Year Ago	(2,585,724)	901,309	$ 2,358,466			
(10c) From Two Years Ago	(1,752,873)	(2,585,724)	901,309	$ 2,358,466		
(10d) From Three Years Ago	540,810	(1,752,873)	(2,585,724)	901,309	$ 2,358,466	
(10e) From Four Years Ago	0	540,806	(1,752,873)	(2,585,723)	901,309	$ 2,358,467
(10f) Total Recognized Investment Gain/(Loss)	(2,896,478)	(538,016)	(1,078,822)	674,052	3,259,775	2,358,467
(11) Change in Actuarial Value of Assets						
=(4)+(7)+(8)+(10f)	16,674,276	21,642,024				
End of Year:						
(3) Market Value of Assets	**96,676,790**	**130,649,161**				
(12) Preliminary Actuarial Value of Assets = (2)+(11)	103,793,665	125,435,689				
(12a) Upper Corridor Limit 120% x (3)	116,012,148	156,778,993				
(12b) Lower Corridor Limit 80% x (3)	77,341,432	104,519,329				
(13) Adjustment to Remain within 20% Collar	0	0				
(14) Final Actuarial Value of Assets as of 6/30	**103,793,665**	**125,435,689**				
(15) Actuarial Value Rate of Return	3.45%	6.76%				
(16) Market Value Rate of Return*	13.42%	19.11%				
(17) Ratio of Actuarial Value to Market Value	107%	96%				

* *Actuarial calculation may differ from figures reported by State Street.*

DEVELOPMENT OF THE ACTUARIAL VALUE OF ASSETS
CORS (Municipal)

	2010	2011	2012	2013	2014	2015
Beginning of Year:						
(1) Market Value of Assets	$6,144,207	$8,018,740				
(2) Actuarial Value of Assets	7,373,048	8,600,585				
End of Year:						
(3) Market Value of Assets	8,018,740	10,434,027				
(4) Net of Contributions and Disbursements	937,956	748,562				
(5) Total Investment Income						
=(3)-(1)-(4)	936,577	1,666,725				
(6) Projected Rate of Return	7.75%	7.75%				
(7) Projected Investment Income						
=(1)x(6)+([1+(6)]^.5-1)x(4)	511,844	649,918				
(8) Beginning of Year Asset Adjustment	0	0				
(9) Investment Income in						
Excess of Projected Income	424,733	1,016,807				
(10) Excess Investment Income Recognized						
This Year (5 year recognition)						
(10a) From This Year	84,947	203,361				
(10b) From One Year Ago	(307,210)	84,947	$ 203,361			
(10c) From Two Years Ago	0	(307,210)	84,947	$ 203,361		
(10d) From Three Years Ago	0	0	(307,210)	84,947	$ 203,361	
(10e) From Four Years Ago	0	0	0	(307,211)	84,945	$ 203,363
(10f) Total Recognized Investment Gain/(Loss)	(222,263)	(18,902)	(18,902)	(18,903)	288,306	203,363
(11) Change in Actuarial Value of Assets						
=(4)+(7)+(8)+(10f)	1,227,537	1,379,578				
End of Year:						
(3) Market Value of Assets	**8,018,740**	**10,434,027**				
(12) Preliminary Actuarial Value of Assets = (2)+(11)	8,600,585	9,980,163				
(12a) Upper Corridor Limit 120% x (3)	9,622,488	12,520,832				
(12b) Lower Corridor Limit 80% x (3)	6,414,992	8,347,222				
(13) Adjustment to Remain within 20% Collar	0	0				
(14) Final Actuarial Value of Assets as of 6/30	**8,600,585**	**9,980,163**				
(15) Actuarial Value Rate of Return	3.69%	7.03%				
(16) Market Value Rate of Return*	14.16%	19.86%				
(17) Ratio of Actuarial Value to Market Value	107%	96%				

* *Actuarial calculation may differ from figures reported by State Street.*

SECTION III

LIABILITIES

LIABILITIES

A fundamental principle in financing the liabilities of a retirement program is that the cost of its benefits should be related to the period in which benefits are earned, rather than to the period of benefit distribution. There are several methods currently used in making such a determination.

The method used for this valuation is referred to as the "individual" entry age normal actuarial cost method." Under this method, a level-percent-of-pay employer cost is determined which, along with member contributions, will pay for projected retirement benefits for a new entrant to the plan. The level percent developed is called the "normal cost" rate and the product of that rate and payroll is the "normal cost".

The actuarial liability is that portion of the present value of projected benefits that will not be paid by future employer normal costs or member contributions. The difference between this liability and funds accumulated as of the same date is referred to as the unfunded actuarial liability. If the employer's contributions exceed the employer's normal cost for the year, after allowing for interest earned on the previous balance of the unfunded actuarial liability, this liability will be reduced. Benefit improvements, actuarial gains and losses, and changes in actuarial procedures will also have an effect on the total liability and on the portion of it that is unfunded.

After the amount of the unfunded actuarial liability has been determined, a schedule of contributions is established to amortize that amount over a given period. Maryland's laws specify a 40 year level-percent-of-pay amortization schedule starting June 30, 1980 for the pre-2001 ECS liability, then individual 25 year layers for each portion of the UAL arising thereafter. The LEOPS 40 years started June 30, 1999. Thus, for the June 30, 2011 valuation, the remaining period of amortization is 28 years for the LEOPS. The CORS 40 years started June 30, 2006. Thus for the June 30, 2011 valuation, the remaining period of amortization is 35 years for CORS.

The following table (Table III-1) displays by System the Individual Entry Age Normal actuarial liabilities and unfunded actuarial liability. Table III-2 shows the portion of unfunded liability (i.e., Deficit Amount) assigned to each of 18 individual participating municipalities. The table also shows the additional charge which will be billed to exhaust this liability starting with the December 2012 billing.

Table III-3 shows 14 municipalities who have credits in this plan. These municipalities may use up to the amount shown to offset their basic December 2012 billing amount. Any unused credit will revert to the pooled plan on an annual basis.

LIABILITIES

JUNE 30, 2011

Table III-1
Liabilities

	Employees Combined System	LEOPS	Corrections Officers'	Total Municipal
Present Value of Benefits for:				
a. Active Members	$ 2,523,445,580	$ 216,191,877	$ 14,533,753	$ 2,754,171,210
b. Retired Member and Beneficiaries	1,782,276,700	109,162,990	3,872,933	1,895,312,623
c. Terminated Vested Members and Inactives*	129,633,282	4,559,871	8,980	134,202,133
d. Total	$ 4,435,355,562	$ 329,914,738	$ 18,415,666	$ 4,783,685,966
Individual Entry Age Actuarial Accrued Liability for:				
a. Active Members	$ 1,800,713,861	$ 142,234,696	$ 10,629,126	$ 1,953,577,683
b. Retired Member and Beneficiaries	1,782,276,700	109,162,990	3,872,933	1,895,312,623
c. Terminated Vested Members and Inactives*	129,633,282	4,559,871	8,980	134,202,133
d. Total	$ 3,712,623,843	$ 255,957,557	$ 14,511,039	$ 3,983,092,439
Actuarial Value of Assets	$ 2,879,140,347	$ 125,435,689	$ 9,980,163	$ 3,014,556,199
Unfunded Actuarial Liability	$ 833,483,496	$ 130,521,868	$ 4,530,876	$ 968,536,240
Funded Percent	77.6%	49.0%	68.8%	75.7%

* *Includes liability for accumulated member contributions with interest for non-vested inactive members.*

Table III-2
Schedule of Deficit Amounts as of June 30, 2011
and Deficit Payments for December 2012 Billing

Initial PLD Number	PLD Name	Deficit Amount at 06/30/2011	December 2012 Payment		Year of Last Payment
6504	Allegany Co. Community College	$ 88,567	$ 10,814		2020
7402	Dorchester Co. Bd. of Education	291,003	35,532		2020
7412	Dorchester Co. Roads Board	684,569	40,003	**	2035
7425	Cambridge, City of	501,243	61,203		2020
7602/8	Garrett Co. Bd. of Ed & Bd of Ed Cafe	273,619	33,410		2020
7711	Harford Co. Government	5,732,858	700,000		2020
8102	Prince Georges Co. Bd of Education	10,773,533	1,315,483		2020
8111	Prince Georges Co. Government	27,031,208	3,300,598		2020
8125	Greenbelt, City of	1,770,480	103,458	*	2035
8134	Cheverly, City of	318,379	38,875		2020
8135	Prince Georges Co. Crossing Guards	16,780	2,049		2020
8502	Talbot Co. Bd. of Education	527,059	30,798	**	2035
8604	Hagerstown Junior College	147,170	17,970		2020
8625	Hagerstown, City of	5,516,503	322,356	**	2035
8725	Salisbury, City of	468,114	57,158		2020
8811	Worcester Co. Commission	67,226	8,209		2020
8816	Worcester Co. Liquor Bd.	8,713	1,064		2020
8827	Berlin, Town of	193,060	23,573		2020
	TOTAL	$ 54,410,084	$ 6,102,553		

* *Denotes 40 year amortization, payments increasing 5% per year.*

** *Denotes 40 year amortization, payments increase 15% per year for the first 5 years and 5% per year thereafter. All others are amortized over a 25 year period with increasing 5% per year.*

Table III-3
Schedule of Surplus Amounts as of June 30, 2011
& Maximum Credits to December 2012 Billing

Initial PLD Number	PLD Name	Surplus Amount at 06/30/2011	December 2012 Credit	Year of Last Credit
6534	Tri-County Council of Western Maryland	$ (241,393)	$ (29,475)	2020
6533	Allegany Co. Housing Authority	(649)	(79)	2020
6731	Md. Health & Higher Educ. Fac. Auth	(122,525)	(14,961)	2020
7525	Brunswick, Town of	(476,012)	(58,123)	2020
7702	Harford Co. Bd. of Education	(222,651)	(27,186)	2020
7804	Howard Community College	(212,801)	(25,984)	2020
8004	Montgomery College	(220,157)	(26,882)	2020
8129	New Carrollton, City of	(326,665)	(39,887)	2020
8131	Upper Marlboro, Town of	(4,749)	(580)	2020
8202	Queen Anne Co. Bd. of Education	(55,724)	(6,804)	2020
8402	Somerset Co. Bd. of Education	(179,000)	(21,856)	2020
8426	Crisfield, City of	(25,396)	(3,101)	2020
8610	Washington Co. Library	(366,009)	(44,691)	2020
8825	Pocomoke City	(169,060)	(20,643)	2020
	TOTAL	$ (2,622,791)	$ (320,252)	

Amortized over a 25 year period with payments increasing 5% per year.

Table III-4
Employees Combined System (Municipal)
Schedule of New Entrant Payments and Credits as of June 30, 2011 for December 2012 Billing
(Unless noted, amounts are amortized over 25 years with payments increasing 5% per year)

LOC Number	Municipal Corporation	Outstanding Balance as of 6/30/2011*	December 2012 Payment	Last Payment Year
6533	Allegany Co Housing Authority	$ 11,771	$ 1,577	2019
6628	AAC Econ Opp Com	261,971	35,104	2019
7025	Town of Preston	44,243	5,929	2019
7026	Town of Denton	624,633	83,700	2019
7027	Town of Ridgely	247,321	24,365 **	2029
7028	Town of Federalsburg	378,318	36,433 **	2030
7029	Town of Greensboro	187,013	17,642 **	2031
7127	Carroll Soil Conservation District	2,358	316	2019
7206	Cecil County Library	10,715	1,436	2019
7380	So MD Tri-County Comm Action	713,245	95,573	2019
7528	Catoctin & Frederick Soil Conservation	1,008	135	2019
7529	Town of Thurmont	2,211,991	223,449 **	2028
7625	Town of Oakland	90,831	0 **	2011
7706	Harford Co Library	7,067	947	2019
7880	Howard Co Comm Action Comm	154,020	20,638	2019
7902	Kent Co Brd of Education	716,987	96,075	2019
7926	Town of Rock Hall	10,731	1,084 **	2028
8426	City of Crisfield	116,764	17,820 **	2019
8428	Town of Princess Anne	960	129	2019
8525	Commissioner of St. Michaels	224,285	30,053	2019
8528	Town of Oxford	89,737	12,025	2019
8618	Washington County Bd of Licenses	99,161	14,158	2019
8780	Shore Up	522,067	69,956	2019
8834	Tri-County Council for the Lower Eastern Shore	(35,539)	(4,762)	2019
	TOTAL	$ 6,691,658	$ 783,782	

* *The outstanding balance is based on the 7.75% valuation interest rate. Actual payoff amounts will be based on the interest rate in effect when the balance was first established.*

** *Level dollar payments or credits.*

Table III-5
LEOPS (Municipal)
Schedule of New Entrant Payments and Credits as of June 30, 2011 for December 2012 Billing
(Amounts are amortized over 25 years with level annual payments)

LOC Number	Municipal Corporation	Outstanding Balance as of 6/30/2011*	December 2012 Payment	Last Payment Year
7125	Town of Westminster	$ (310,289)	$ (167,052)	2012
7128	City of Taneytown	(328,944)	(33,229)	2028
7130	Town of Hampstead	(533,943)	(50,370)	2031
7411	Dorchester County	(331,415)	(68,541) **	2016
7425	City of Cambridge	(344,523)	(39,676)	2024
7625	City of Oakland	(18,857)	(1,816)	2030
7711	Harford County Sheriffs	(3,670,044)	(879,686)	2015
7925A	Town of Chestertown	(534,575)	(51,481)	2030
8125	City of Greenbelt	1,022,915	109,559	2026
8126	City of Hyattsville	(550,975)	(59,012)	2026
8211	Queen Anne Public Safety EEs	(1,835,589)	(185,426)	2028
8428	Town of Princess Anne	(626,783)	(61,748)	2029
8628	Town of Hancock	(67,775)	(7,039)	2027
8725A	Salisbury Police	(894,775)	(92,930)	2027
8725B	Salisbury Fire	(1,451,862)	(146,663)	2028
8811	Worcester County	(2,744,126)	(254,054)	2032
7427	Town of Hurlock	(523,671)	(48,482)	2032
6531	Town of Cumberland (Former LFPS)	585,822	64,931	2025
7030	Caroline County Sheriffs	(29,224)	(2,660)	2033
8727	City of Fruitland	(1,435,416)	(128,611)	2034
	TOTAL	$ (14,624,049)	$ (2,103,986)	

* *The outstanding balance is based on the 7.75% valuation interest rate. Actual payoff amounts will be based on the interest rate in effect when the balance was first established.*

** *Denotes 10-year amortization.*

Table III-6
Correctional Officers' Retirement System (Municipal)
Schedule of New Entrant Payments and Credits as of June 30, 2011 for December 2012 Billing
(Amounts are amortized over 25 years with level annual payments)

LOC Number	Municipal Corporation	Outstanding Balance as of 6/30/2011*	December 2012 Payment	Last Payment Year
8811	Worcester County	$ 4,452,802	$ 412,245	2032
	TOTAL	$ 4,452,802	$ 412,245	

SECTION IV

CONTRIBUTIONS

CONTRIBUTIONS

A. Contribution Results for December 2012 Billings (FY 2013)

Each Municipal Corporation's basic appropriation to the Systems in Fiscal Year 2013 may be determined by applying the contribution rates set forth in this report to the expected FY 2013 active member payrolls for each Municipal Corporation.

The Individual Entry Age Normal method was used to develop the contribution rates. Under this funding method, as with most other actuarial funding methods, a total contribution rate is determined which consists of two elements: the normal cost rate and the unfunded actuarial liability rate. In addition, each employer with current active participants in the Retirement System must pay 5% on the Retirement System payroll. Municipal Corporations who elected to provide CPB have a 2.42% surcharge applied to total Retirement and Pension System payroll. The surcharge consists of a 1.00% normal cost rate surcharge and a 1.42% UAL rate surcharge. Municipal Corporations who elected to provide CPB and who later elected to participate in the ACPS pay a 1.11% surcharge applied to Pension System payroll. The surcharge is the net result of a -0.40% normal cost rate surcharge and a 1.51% UAL rate surcharge. This is paid in addition to the 2.42% CPB surcharge. Municipalities who did not elect the CPB but did elect the ACPS pay a surcharge of 7.44% applied to Pension System payroll. The surcharge consists of 0.60% normal cost rate surcharge and a 6.84% UAL rate surcharge.

The 1.42% UAL surcharge for CPB participation will be paid through 2020, while the other two ACPS UAL surcharges will be paid through 2031.

Certain participating employers will have to pay special liability amounts calculated at their entry to the System or deficit payments based on the 1996 legislation, and other participating employers will be able to apply credits also based on the 1996 legislation.

CONTRIBUTIONS

TABLE IV-1
Detailed Actuarial Information
Employees' Combined System

	Actuarial Valuation Performed June 30, 2011 (for FY 2013)	Actuarial Valuation Performed June 30, 2010 (for FY 2012)	% Change
A. Demographic Information			
Number of:			
Active Members	24,619	24,970	-1.41%
Retired Members and Beneficiaries	14,061	13,309	5.65%
Vested Deferred Members	6,496	6,573	-1.17%
Annual Salaries of Active Members	$ 1,008,651,075	$ 1,027,742,420	-1.86%
Annual Retirement Allowance for Retired Members and Beneficiaries	$ 162,674,295	$ 149,242,990	9.00%
B. Actuarial Results			
1. Entry Age Actuarial Accrued Liability	$ 3,712,623,843	$ 3,557,898,018	4.35%
2. Actuarial Value of Assets	2,879,140,347	2,713,159,738	6.12%
3. Unfunded Actuarial Accrued Liability (1-2)	$ 833,483,496	$ 844,738,280	-1.33%
4. Funded Ratio	77.6%	76.3%	
5. Assigned Liability			
a. Deficit Balances (Table III-2)	$ 54,410,084	$ 55,829,018	
b. Surplus Balances (Table III-3)	(2,622,791)	(2,713,982)	
c. New Entrant Liability Balances (Table III-4)	6,691,658	7,105,448	
d. UAL Portion of CPB surcharge (Table IV-2)	83,962,559	93,036,232	
e. UAL Portion of CPB to ACPS surcharge (Table IV-2)	161,714,290	169,648,997	
f. UAL Portion of noncontributory to ACPS surcharge (Table IV-2)	7,616,219	7,719,596	
g. Total Assigned Liability Balances	$ 311,772,019	$ 330,625,310	-5.70%
6. Pooled Unfunded Actuarial Accrued Liability (3-5g)	521,711,477	514,112,970	
7. Outstanding Balance of Previously Amortized Bases	532,045,783	492,588,335	
8. Current Year Amortization Base (6-7)	($10,334,306)	$ 21,524,635	-148.01%
9. Sum of Pooled Unfunded Amortization Payments	21,180,030	21,108,258	0.34%
10. Total Projected Payroll	$ 1,026,150,664	$ 1,045,573,234	-1.86%
11. UAL Amortization Rate	2.06%	2.02%	
12. Employer Normal Cost			
a. Pension System Employer Normal Cost	$ 39,740,852	$ 61,150,674	
b. Retirement System Normal Cost (Table IV-2)	625,269	833,425	
c. CPB normal cost surcharge (Table IV-2)	7,967,634	8,096,949	
d. CPB to ACPS normal cost surcharge (Table IV-2)	(3,172,569)	(3,225,337)	
e. Noncontributory to ACPS normal cost surcharge (Table IV-2)	49,478	48,599	
f. Employer Normal Cost After Adjustment (a-b-c-d-e)	$ 34,271,040	$ 55,397,037	-38.14%
13. Employer Normal Cost Adjusted for Timing	$ 34,865,625	$ 56,358,148	
14. Employer Normal Cost Rate	3.40%	5.39%	
15. Basic Employer Cost Rate (11+ 14)	5.46%	7.41%	

UNFUNDED ACTUARIAL ACCRUED LIABILITY AMORTIZATION BASES AND PAYMENTS

Employees' Combined System

Base Year		Current Balance	Remaining Financing Period	Amortization Factor		Dollar Contribution
2000	$	(278,960,547)	9 yrs.	7.421094	$	(37,590,219)
2001		24,590,952	15	11.068491		2,221,708
2002		68,845,519	16	11.595281		5,937,374
2003		131,842,191	17	12.101293		10,894,885
2004		(11,729,472)	18	12.587346		(931,846)
2005		130,294,673	19	13.054227		9,981,033
2006		(73,220,386)	20	13.502693		(5,422,650)
2007		17,633,108	21	13.933471		1,265,522
2008		39,985,861	22	14.347257		2,787,004
2009		461,013,213	23	14.744722		31,266,322
2010		21,750,671	24	15.126509		1,437,917
2011		(10,334,306)	25	15.493238		(667,020)
	$	521,711,477		24.632235	$	21,180,030

The average remaining financing period associated with the average amortization factor is over 100 years.

The unfunded liability portion of the PGU contribution rate is expected to increase significantly in 9 years when the $279 million credit is fully amortized. Potential methods for dealing with this issue are currently under study.

Table IV-2
Surcharges
Employees' Combined System

	Actuarial Valuation Performed	
	June 30, 2011 (for FY 2013)	**June 30, 2010 (for FY 2012)**
Normal Cost Surcharges		
1. Retirement System Payroll	$ 12,505,373	$ 16,668,508
2. Retirement System Normal Cost Surcharge Rate	5.00%	5.00%
3. Retirement System Normal Cost Surcharge Amount	$ 625,269	$ 833,425
4. Payroll for Municipals Under CPB	$ 796,763,436	$ 809,694,868
5. CPB Normal Cost Surcharge Rate	1.00%	1.00%
6. CPB Normal Cost Surcharge Amount	$ 7,967,634	$ 8,096,949
7. Payroll for Municipals Going From CPB to ACPS	$ 793,142,180	$ 806,334,134
8. CPB to ACPS Normal Cost Surcharge Rate	(0.40%)	(0.40%)
9. CPB to ACPS Normal Cost Surcharge Amount	$ (3,172,569)	$ (3,225,337)
10. Payroll for Noncontributory ACPS	$ 8,246,372	$ 8,099,891
11. CPB to ACPS Normal Cost Surcharge Rate	0.60%	0.60%
12. CPB to ACPS Normal Cost Surcharge Amount	$ 49,478	$ 48,599
Unfunded Liability Surcharges		
1. Payroll for Municipals Under CPB	$ 796,763,436	$ 809,694,868
2. CPB UAL Surcharge Rate	1.42%	1.42%
3. Amortization Factor*	7.42109	8.09175
4. CPB UAL Surcharge Amount	$ 83,962,559	$ 93,036,232
5. Payroll for Municipals Going From CPB to ACPS	$ 793,142,180	$ 806,334,134
6. CPB to ACPS UAL Surcharge Rate	1.51%	1.51%
7. Amortization Factor**	13.50269	13.93347
8. CPB to ACPS UAL Surcharge Amount	$ 161,714,290	$ 169,648,997
9. Payroll for Noncontributory ACPS	$ 8,246,372	$ 8,099,891
10. CPB to ACPS UAL Surcharge Rate	6.84%	6.84%
11. Amortization Factor**	13.50269	13.93347
12. CPB to ACPS UAL Surcharge Amount	$ 7,616,219	$ 7,719,596

* *The remaining amortization period is 9 years in 2011 and 10 years in 2010.*
** *The remaining amortization period is 20 years in 2011 and 21 years in 2010.*

TABLE IV-3
Detailed Actuarial Information
LEOPS

	Actuarial Valuation Performed June 30, 2011 (for FY 2013)	June 30, 2010 (for FY 2012)	% Change
A. Demographic Information			
Number of:			
Active Members	928	939	-1.17%
Retired Members and Beneficiaries	208	162	28.40%
Vested Deferred Members	56	48	16.67%
Annual Salaries of Active Members	$ 51,144,328	$ 52,493,415	-2.57%
Annual Retirement Allowance for Retired Members and Beneficiaries	$ 7,059,123	$ 5,219,348	35.25%
B. Actuarial Results			
1. Entry Age Actuarial Accrued Liability	$ 255,957,557	$ 234,667,479	9.07%
2. Actuarial Value of Assets	$ 125,435,689	$ 103,793,665	20.85%
3. Funded Ratio	49.0%	44.2%	
4. Unfunded Actuarial Accrued Liability (1-2)	$ 130,521,868	$ 130,873,814	-0.27%
5. New Entrant Liability Balances (Table III-5)	(14,624,049)	(15,599,113)	-6.25%
6. Pooled Unfunded Actuarial Accrued Liability (4-5)	$ 145,145,917	$ 146,472,927	-0.91%
7. Amortization Factors*	16.508895	16.821098	
8. Unfunded Amortization Payment	$ 8,791,983	$ 8,707,691	0.97%
9. Total Projected Payroll	$ 52,031,657	$ 53,404,149	-2.57%
10. UAL Amortization Rate	16.90%	16.31%	
11. Employer Normal Cost	$ 6,040,145	$ 8,808,395	
12. Employer Normal Cost Adjusted for Timing	$ 6,144,939	$ 8,961,216	-31.43%
13. Employer Normal Cost Rate	11.81%	16.78%	
14. Basic Employer Cost Rate (10 + 13)	28.71%	33.09%	

** The remaining amortization period is 28 years in 2011 and 29 years in 2010.*

TABLE IV-4
Detailed Actuarial Information
Correctional Officers' Retirement System

	Actuarial Valuation Performed June 30, 2011 (for FY 2013)	June 30, 2010 (for FY 2012)	% Change
A. Demographic Information			
Number of:			
Active Members	86	66	30.30%
Retired Members and Beneficiaries	6	0	NA
Vested Deferred Members	0	0	NA
Annual Salaries of Active Members	$ 4,475,151	$ 3,956,462	13.11%
Annual Retirement Allowance for Retired Members and Beneficiaries	$ 252,141	$ 0	NA
B. Actuarial Results			
1. Entry Age Actuarial Accrued Liability	$ 14,511,039	$ 12,857,901	12.86%
2. Actuarial Value of Assets	$ 9,980,163	$ 8,600,585	16.04%
3. Funded Ratio	68.8%	66.9%	
4. Unfunded Actuarial Accrued Liability (1-2)	$ 4,530,876	$ 4,257,316	6.43%
5. New Entrant Liability Balances (Table III-6)	4,452,802	4,529,674	-1.70%
6. Pooled Unfunded Actuarial Accrued Liability (4-5)	$ 78,074	$ (272,358)	128.67%
7. Amortization Factors*	18.452062	18.687621	
8. Unfunded Amortization Payment	$ 4,379	$ (15,084)	129.03%
9. Total Projected Payroll	$ 4,552,793	$ 4,025,105	13.11%
10. UAL Amortization Rate	0.09%	(0.36%)	
11. Employer Normal Cost	$ 352,194	$ 365,181	
12. Employer Normal Cost Adjusted for Timing	$ 358,305	$ 371,517	-3.56%
13. Employer Normal Cost Rate	7.87%	9.23%	
14. Basic Employer Cost Rate (10 + 13)	7.96%	8.87%	

** The remaining amortization period is 35 years in 2011 and 36 years in 2010.*

APPENDIX A

MEMBERSHIP INFORMATION

MEMBERSHIP INFORMATION

The State Retirement Agency provided the actuary with all necessary membership data. This information was gathered as of June 30, 2011.

In this section we present a thorough review of the current membership statistics. First, we summarize the membership count, payroll and benefits by status and system. Following this summary, active membership distributions are examined by age and service.

MEMBERSHIP INFORMATION

JUNE 30, 2011

		Active Members		Retirees and Beneficiaries				Vested Former Members (Includes Inactives)	
		Number	Salary	Number	Benefits	Avg. Age	Avg. Age at Ret.*	Number	Total Number
Employees' Retirement	Total	216	$ 12,505,373						
	Vested	216	$ 12,505,373						
	Non-vested	0	$ -	3,953	$ 63,943,464	76.7	60.4	60	4,229
Employees' Pension	Total	24,403	$ 996,145,702						
	Vested	18,032	$ 799,179,195						
	Non-vested	6,371	$ 196,966,507	10,108	$ 98,730,831	68.3	63.1	6,436	40,947
LEOPS	Total	928	$ 51,144,328						
	Vested	697	$ 40,868,958						
	Non-vested	231	$ 10,275,370	208	$ 7,059,123	53.2	52.1	56	1,192
CORS	Total	86	$ 4,475,151						
	Vested	53	$ 3,162,354						
	Non-vested	33	$ 1,312,797	6	$ 252,141	57.4	56.7	0	92
Total Systems	Total	25,633	$ 1,064,270,554						
	Vested	18,998	$ 855,715,880						
	Non-vested	6,635	$ 208,554,674	14,275	$ 169,985,560	70.4	62.2	6,552	46,460

** Includes normal and early service retirees only.*

Maryland State Retirement and Pension System
Active Membership Statistics
June 30, 2011

System	Number	Average Age	Average Service	Average Salary
Employees' Retirement	216	60.2	35.3	$57,895
Employees' Pension	24,403	48.9	10.8	40,821
Employees' Combined System	24,619	49.0	11.0	40,970
LEOPS – Municipal	928	38.5	10.1	55,112
CORS	86	42.6	9.3	52,037
TOTAL SYSTEMS	25,633	48.6	11.0	$41,520

APPENDIX B

ACTUARIAL ASSUMPTIONS AND METHODS

ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Assumptions

	1. Valuation Interest Rate	2. Annual Rate of Increase in Cost of Living	3. Aggregate Payroll Growth
Employees' Retirement	7.75%	2.75% *	3.50%
Employees' Pension	7.75%	2.75% **,***	3.50%
LEOPS	7.75%	2.75% **,***,#	3.50%
Correctional Officers' Retirement	7.75%	3.00% ***	3.50%

* *A rate of 2.75% is applicable for members with a COLA cap of 3%, a rate of 2.95% is applicable for members with a COLA cap of 5%, and a 3% COLA is applicable for members with no COLA cap.*

** *A 2.75% simple rate is applicable for municipal members of these Systems, who do not elect to be covered under the improved plan.*

*** *For benefits attributable to service on or after July 1, 2011, a 1.70% COLA was assumed. The increase is capped at the lesser of 2.5% and increase in CPI if the most recent calendar year market value rate of return was greater than or equal to the assumed rate (currently 7.75% as approved by the Board of Trustees). The increase is capped at the lesser of 1% and increase in CPI if the market value return was less than the assumed rate of 7.75%.*

\# *For groups whose COLA is capped at 5%, a 2.95% COLA was assumed. A 3.00% COLA was assumed for groups with an unlimited COLA.*

A. Actuarial Assumptions, cont.

Years of Service	3. Annual Rates of Salary Increases for First 10 Years of Service			
	Employees' Retirement	Employees' Pension	LEOPS	Correctional Officers
0	5.50%	5.50%	8.00%	8.25%
1	5.50	5.50	8.00	7.25
2	5.50	5.50	6.50	5.75
3	5.50	5.50	6.50	5.75
4	5.50	5.50	5.75	5.75
5	5.00	5.00	5.50	5.00
6	4.50	4.50	5.50	5.00
7	4.50	4.50	5.00	5.00
8	4.50	4.50	5.00	5.00
9	4.50	4.50	4.50	4.50

3. Annual Rates of Salary Increases for Sample Ages with 10 or More Years of Service				
Age	Employees' Retirement	Employees' Pension	LEOPS	Correctional Officers
25	5.00%	5.00%	5.00%	5.75%
30	5.00	5.00	5.00	5.75
35	4.50	4.50	4.75	4.75
40	4.25	4.25	4.75	4.75
45	4.00	4.00	4.25	4.75
50	3.75	3.75	3.50	4.75
55	3.75	3.75	3.50	4.50
60	3.50	3.50	3.50	4.50
65	3.50	3.50	3.50	3.50

A. Actuarial Assumptions, cont.

Sample Ages	Years of Service	4. Annual Rates of Withdrawal							
		Employees' Retirement		Employees' Pension		LEOPS		Correctional Officers	
		Male	Female	Male	Female	Male	Female	Male	Female
All	0	20.00%	20.00%	20.00%	20.00%	12.00%	16.00%	18.00%	17.00%
	1	15.00	13.00	15.00	13.00	10.00	15.00	18.00	17.00
	2	12.00	10.00	12.00	10.00	9.00	13.00	14.00	11.00
	3	9.00	8.00	9.00	8.00	8.00	11.00	12.00	11.00
	4	8.00	6.00	8.00	6.00	7.50	9.00	8.00	10.00
	5	7.00	6.00	7.00	6.00	7.00	8.00	8.00	10.00
	6	6.00	6.00	6.00	6.00	6.00	7.00	7.00	10.00
	7	6.00	5.50	6.00	5.50	5.00	6.00	7.00	10.00
	8	5.00	5.00	5.00	5.00	4.00	5.00	7.00	10.00
	9	5.00	4.50	5.00	4.50	2.00	3.00	4.00	10.00
25	10 & Over	5.00	4.50	5.00	4.50	1.50	3.00	4.00	5.00
30		4.00	3.00	4.00	3.00	1.50	3.00	4.00	5.00
35		4.00	3.00	4.00	3.00	1.50	3.00	4.00	5.00
40		3.00	2.50	3.00	2.50	1.50	3.00	4.00	5.00
45		2.50	2.50	2.50	2.50	1.50	3.00	3.00	5.00
50		2.50	2.00	2.50	2.00	1.50	3.00	3.00	5.00
55		2.00	1.50	2.00	1.50	1.50	3.00	2.50	2.50
60		2.00	1.50	2.00	1.50	1.50	3.00	2.50	2.50
65		2.00	1.50	2.00	1.50	1.50	3.00	2.50	2.50

A. Actuarial Assumptions, cont.

5. Actuarial Present Value of $1 Monthly for Life (Without COLA) - Healthy Members								
Sample Ages	Employees' Retirement		Employees' Pension		LEOPS		Correctional Officers	
	Male	Female	Male	Female	Male	Female	Male	Female
50	139.21	144.83	139.21	144.83	141.78	142.63	139.21	144.83
55	131.36	138.80	131.36	138.80	134.76	135.85	131.36	138.80
60	121.36	130.83	121.36	130.83	125.62	127.08	121.36	130.83
65	109.36	120.89	109.36	120.89	114.36	116.46	109.36	120.89
70	95.75	109.32	95.75	109.32	101.39	104.20	95.75	109.32
75	80.72	96.13	80.72	96.13	86.87	90.52	80.72	96.13
80	65.13	81.78	65.13	81.78	71.38	75.75	65.13	81.78

	5. Future Life Expectancy (Years) - Healthy Members							
Sample Ages	Employees' Retirement		Employees' Pension		LEOPS		Correctional Officers	
	Male	Female	Male	Female	Male	Female	Male	Female
50	30.84	35.53	30.84	35.53	32.72	33.64	30.84	35.53
55	26.22	30.81	26.22	30.81	28.05	28.95	26.22	30.81
60	21.78	26.21	21.78	26.21	23.53	24.42	21.78	26.21
65	17.65	21.82	17.65	21.82	19.26	20.16	17.65	21.82
70	13.92	17.79	13.92	17.79	15.36	16.27	13.92	17.79
75	10.61	14.12	10.61	14.12	11.88	12.78	10.61	14.12
80	7.79	10.89	7.79	10.89	8.86	9.72	7.79	10.89

Based on the experience study for the period July 1, 2006, through June 30, 2010, we estimate that the current mortality assumption contains the following estimated margin for future improvements:

	Margin for Improvement*					
	Non-Disabled Retired Mortality			Disabled Retired Mortality		
System	Males	Females	Total	Males	Females	Total
Employees Combined System (Includes CORS)	5%	26%	15%	-5%	15%	5%
LEOPS	4%	159%	11%	-78%	-47%	-75%

**Margin for future mortality improvement based on the ratio of actual to expected deaths based on the current assumptions. The experience for some of the groups has very limited credibility due to small sample sizes. GRS recommended changes in the mortality assumption from the experience study.*

A. Actuarial Assumptions, cont.

5. Actuarial Present Value of $1 Monthly for Life (Without COLA) - Disabled Members								
Sample Ages	Employees' Retirement		Employees' Pension		LEOPS		Correctional Officers	
	Male	Female	Male	Female	Male	Female	Male	Female
50	109.40	123.44	109.40	123.44	104.19	123.44	109.40	123.44
55	102.91	115.98	102.91	115.98	97.74	115.98	102.91	115.98
60	96.42	108.08	96.42	108.08	90.90	108.08	96.42	108.08
65	89.43	99.17	89.43	99.17	83.10	99.17	89.43	99.17
70	81.40	89.04	81.40	89.04	74.16	89.04	81.40	89.04
75	72.27	78.27	72.27	78.27	64.61	78.27	72.27	78.27
80	62.71	67.40	62.71	67.40	55.40	67.40	62.71	67.40

	5. Future Life Expectancy (Years) - Disabled Members							
Sample Ages	Employees' Retirement		Employees' Pension		LEOPS		Correctional Officers	
	Male	Female	Male	Female	Male	Female	Male	Female
50	20.25	25.15	20.25	25.15	18.25	25.15	20.25	25.15
55	17.78	21.73	17.78	21.73	15.98	21.73	17.78	21.73
60	15.55	18.62	15.55	18.62	13.86	18.62	15.55	18.62
65	13.44	15.70	13.44	15.70	11.80	15.70	13.44	15.70
70	11.39	12.98	11.39	12.98	9.81	12.98	11.39	12.98
75	9.43	10.53	9.43	10.53	7.99	10.53	9.43	10.53
80	7.65	8.42	7.65	8.42	6.43	8.42	7.65	8.42

A. Actuarial Assumptions, cont.

	6. Annual Rates of Disability															
	Employees' Retirement				Employees' Pension				LEOPS				Correctional Officers			
Sample	Ordinary		Accidental		Ordinary		Accidental		Ordinary		Accidental		Ordinary		Accidental	
Ages	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
25	0.041%	0.038%	0.010%	0.009%	0.123%	0.087%	0.029%	0.020%	0.286%	0.469%	0.190%	0.313%	0.298%	0.459%	0.053%	0.081%
30	0.040	0.037	0.010	0.009	0.122	0.086	0.030	0.021	0.366	0.503	0.203	0.279	0.357	0.459	0.063	0.081
35	0.070	0.065	0.014	0.013	0.211	0.148	0.042	0.030	0.458	0.507	0.248	0.275	0.451	0.459	0.080	0.081
40	0.133	0.120	0.018	0.017	0.400	0.274	0.055	0.038	0.606	0.595	0.286	0.281	0.569	0.510	0.101	0.090
45	0.168	0.178	0.016	0.017	0.507	0.406	0.049	0.039	0.813	0.721	0.318	0.282	0.714	0.587	0.126	0.104
50	0.203	0.255	0.014	0.018	0.613	0.581	0.044	0.041	1.163	0.947	0.444	0.362	1.012	0.765	0.179	0.135
55	0.271	0.353	0.014	0.018	0.818	0.805	0.041	0.041	1.495	1.446	0.579	0.560	1.309	1.173	0.231	0.207
60	0.354	0.488	0.014	0.019	1.069	1.113	0.042	0.044	1.834	2.537	0.716	0.991	1.606	2.066	0.284	0.365

A. Actuarial Assumptions, cont.

	7. Annual Rates of Normal Retirement															
	Employees' Retirement				Employees' Pension				LEOPS				Correctional Officers			
	First Year Eligible		Subsequent Years		First Year Eligible		Subsequent Years		First Year Eligible		Subsequent Years		First Year Eligible		Subsequent Years	
Ages	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
40									53%	53%	15%	15%	24%	24%	12%	12%
41									53	53	15	15	24	24	12	12
42									53	53	15	15	24	24	12	12
43									53	53	15	15	24	24	12	12
44									53	53	15	15	24	24	12	12
45	17%	21%	5%	12%	14%	16%	7%	10%	53	53	15	15	24	24	12	12
46	17	21	5	12	14	16	7	10	53	53	15	15	24	24	12	12
47	17	21	5	12	14	16	7	10	53	53	15	15	24	24	12	12
48	17	21	5	12	14	16	7	10	53	53	15	15	24	24	12	12
49	17	21	11	12	14	16	7	10	53	53	15	15	24	24	12	12
50	17	21	11	12	14	16	7	10	23	23	15	15	24	24	12	12
51	17	21	11	12	14	17	7	10	23	23	15	15	24	24	12	12
52	17	21	11	12	14	17	7	10	23	23	15	15	24	24	12	12
53	17	21	11	12	14	17	7	10	23	23	15	15	24	24	12	12
54	17	21	11	15	14	17	7	10	23	23	15	15	24	24	12	12
55	17	21	11	15	14	17	7	10	23	23	20	20	24	24	12	12
56	17	21	11	15	14	17	7	10	23	23	20	20	24	24	12	12
57	17	21	11	15	14	17	7	10	23	23	20	20	24	24	12	12
58	17	21	11	15	14	26	7	11	23	23	20	20	24	24	12	12
59	17	21	11	15	14	26	11	11	23	23	20	20	24	24	12	12
60	17	21	11	15	14	26	11	16	23	23	30	30	30	30	12	12
61	17	21	20	15	14	26	18	16	23	23	30	30	30	30	12	12
62	17	21	40	30	22	26	34	35	100	100	40	40	30	30	31	31
63	17	21	20	22	5	6	14	16			40	40	30	30	21	21
64	17	21	20	22	5	6	14	16			40	40	30	30	21	21
65	17	21	20	30	5	6	20	23			100	100	99	99	21	21
66	17	21	20	22	5	6	15	16					99	99	21	21
67	17	21	20	22	5	6	15	16					99	99	21	21
68	17	21	20	22	5	6	15	16					99	99	21	21
69	17	21	20	22	5	6	15	16					99	99	21	21
70	17	21	20	22	5	6	15	16					100	100	100	100
71	17	21	20	22	5	6	15	16								
72	17	21	20	22	5	6	15	16								
73	17	21	20	22	5	6	15	16								
74	17	21	20	22	5	6	15	16								
75 & Over	100	100	100	100	100	100	100	100								

A. Actuarial Assumptions, cont.

	7. Annual Rates of Early Retirement							
	Employees' Retirement				Employees' Pension			
	First Year Eligible		Subsequent Years		First Year Eligible		Subsequent Years	
Ages	Male	Female	Male	Female	Male	Female	Male	Female
40	2.5%	2.0%	2.0%	2.0%				
41	2.5	2.0	2.0	2.0				
42	2.5	2.0	2.0	2.0				
43	2.5	2.0	2.0	2.0				
44	2.5	2.0	2.0	2.0				
45	2.5	2.0	2.0	2.0				
46	2.5	2.0	2.0	2.0				
47	2.5	2.0	2.0	2.0				
48	2.5	2.0	2.0	2.0				
49	2.5	2.0	2.0	2.0				
50	2.5	2.0	2.0	2.0				
51	2.5	2.0	4.0	3.0				
52	2.5	2.0	4.0	3.0				
53	2.5	2.0	4.0	3.0				
54	2.5	2.0	4.0	3.0				
55	8.0	9.0	6.0	2.0	3.0%	3.5%	7.0%	10.0%
56	8.0	9.0	6.0	2.0	3.0	3.5	2.5	3.5
57	8.0	9.0	6.0	2.0	3.0	3.5	2.5	3.5
58	8.0	9.0	7.0	6.0	3.0	3.5	2.5	3.5
59	8.0	9.0	7.0	6.0	3.0	3.5	4.5	5.5
60					8.0	8.0	4.5	5.5
61					8.0	8.0	13.0	13.0
62								

A. **Actuarial Assumptions, cont.**

Ages	8. Probability of Leaving Contributions in the Plan Upon Withdrawal			
	Employees' Combined		LEOPS	CORS
	Male	Female		
20	87.5%	94.4%	100.0%	100.0%
25	76.8	86.9	100.0	100.0
30	70.6	87.2	100.0	100.0
35	68.2	84.6	100.0	100.0
40	100.0	100.0	100.0	100.0

9. Social Security Covered Compensation

Employees' Retirement Not applicable

Employees' Pension Future covered compensation levels, used to estimate member contributions and retirement allowances, were calculated using a 3.5% per annum compounded increase in the 2011 Social Security Maximum Taxable Wage Base.

LEOPS Future covered compensation levels, used to estimate member contributions and retirement allowances, were calculated using a 3.5% per annum compounded increase in the 2011 Social Security Maximum Taxable Wage Base.

Correctional Officers' Retirement Not applicable

A. Actuarial Assumptions, concluded

10. Retirement Age for Inactive Vested Participants

Employees' Retirement Age	60
Employees' Pension	Age 55 if at least 15 years of eligibility service. Age 62 if less than 15 years of eligibility service.
LEOPS	Age 50
Correctional Officers' Retirement	Age 55

Marriage Assumption:	75% of males and females are assumed to be married for purposes of death-in-service benefits.
Pay Increase Timing:	Middle of (Fiscal) year. This is equivalent to assuming that reported pays represent the annualized rate of pay at the beginning of the (Fiscal) year.
Decrement Timing:	Decrements of all types are assumed to occur mid-year.
Eligibility Testing:	Eligibility for benefits is determined based upon the age nearest birthday and rounded integer service on the date the decrement is assumed to occur.
Benefit Service:	Exact fractional service is used to determine the amount of benefit payable.
Decrement Operation:	Disability operates during retirement eligibility.
Incidence of Contributions:	Contributions are assumed to be received continuously throughout the year based upon the computed percent of payroll shown in this report, and the actual payroll payable at the time contributions are made. New entrant normal cost contributions are applied to the funding of new entrant benefits.
Unused Sick Leave:	Each member is assumed to have an additional 5 months of service at retirement attributable to sick leave.
Unknown Data for Participants:	Average characteristics of the group as a whole are used to fill in the unknown data.
Age of Spouse:	In the absence of complete data, females are assumed to be 4 years younger than males.
Liability Adjustments:	There were no factors used to adjust for optional forms of payment elected by actives decrementing under age and service retirement or vesting conditions and by vested terminated upon commencement due to anticipated updates in option factors.

ACTUARIAL ASSUMPTIONS AND METHODS

A. Actuarial Methods

1. Asset Valuation Method

   All Systems use a method based on the principle that the difference between actual and expected investment returns should be subject to partial recognition to smooth out fluctuations in the total return achieved by the fund from year to year. Under this method, the actuarial value of the assets reflects annually one-fifth of the market value gains for the five prior years. The resulting value is restricted to be not less than 80% of market value nor greater than 120% of market value. As of June 30, 2007, the calculation of market gains included the difference between market and actuarial assets as of June 30, 2006.

   For the Employees' Retirement & Pension System and for LEOPS, assets must be allocated between State and Municipal Corporation members. Beginning July 1, 1984, this allocation is based upon actual cash flows and shared investment results.

2. Funding Method

   All Systems use the individual entry age normal method to determine costs. Under this funding method, a total contribution rate is determined which consists of two elements, the normal cost rate and the unfunded actuarial liability (UAL) rate.

   The Individual Entry Age Normal cost rate is determined as the value, as of age at entry into the plan, of the member's projected future benefits, and divided by the value, also as of the member's entry age, of his expected future salary. For purposes of calculating the normal cost rate, the benefit accrual rate and COLA assumption for future service are assumed. The benefit provisions applicable to each member are used in developing his/her individual normal cost rate.

   In addition to contributions required to meet the System's normal cost, contributions will be required to fund the System's unfunded actuarial liability. Actuarial liability is defined as the present value of future benefits less the present value of future normal costs. The unfunded actuarial liability is the total of the actuarial liability for all members less the actuarial value of the System's assets.

   If the Employees' Combined System's UAL is increased by plan changes or actuarial losses or decreased by plan changes or actuarial gains, these amounts will be included as part of the UAL and amortized over closed 25-year periods.

   The UAL for LEOPS is being amortized over a closed 28 year period as of June 30, 2011.

   The UAL for CORS is being amortized over a closed 35 year period as of June 30, 2011.

APPENDIX C

SUMMARY OF PLAN PROVISIONS

MARYLAND STATE RETIREMENT AND PENSION SYSTEM
EMPLOYEES' RETIREMENT SYSTEM
SUMMARY OF PLAN PROVISIONS

1. Membership

System closed to new members hired on or after January 1, 1980. Members on December 31, 1979 continue to be members unless they elected to transfer into the Employees' Pension System (established January 1, 1980) prior to January 1, 2005.

Membership includes employees from approximately 121 participating employers.

2. Member Contributions

- Plan A: Generally 7% of earnable compensation to maintain all benefits, including unlimited compounded cost of living adjustments.
- Plan B: Generally 5% of earnable compensation to maintain all benefits, except the compounded cost of living adjustments which are capped at 5%.
- Plan C: (Plan C provides a two-part benefit based on benefits of the Employees' Retirement System and the Employees' Pension System). Employee contributions, if any are based on participation of the employer in one of the three plans under the Employees' Pension System (refer to summary of Employees' Pension System).

Interest earned on all employee contributions is 4% per year.

3. Service Retirement Allowance

Eligibility: 30 years of eligibility service or attainment of age 60.

Allowance: 1/55th of average final compensation for the three highest years as a member for each year of creditable service.

Plan C: For creditable service before election date, the amount determined by the service retirement formula for Employees' Retirement System; for creditable service after election date, the amount determined by the service retirement formula for the Employees' Pension System Plan under which the employer participates.

4. Early Retirement Allowance

Eligibility: 25 years of eligibility service.

Allowance: Service retirement allowance reduced by .005 for each month that date of retirement precedes the earlier of age 60 or the date the member would have completed 30 years of eligibility service. The maximum reduction is 30%.

Plan C: For creditable service before election date, the amount determined by the service retirement formula for Employees' Retirement System with a maximum reduction of 30%; for creditable service after election date, the amount determined by the service retirement formula for the Employees' Pension System Plan under which the employer participates with a .005 reduction for each month retirement occurs prior to age 62 (maximum reduction of 42%).

5. Disability Retirement Allowance

Ordinary

Eligibility: Five years of eligibility service and certification of the medical board designated by the Board of Trustees that member is mentally or physically incapacitated from the performance of the normal duties of the member's position, and that incapacity is permanent.

Allowance: The benefit is $1/55^{th}$ of average final compensation for the three highest years as a member for each year of creditable service. The minimum benefit is 25% of average final compensation; the maximum benefit can be no greater than $1/55^{th}$ of average final compensation for each year of creditable service the member would have accrued if employment continued to age 60.

Plan C: The benefit is the greater of the Employees' Retirement System allowance noted above, or the ordinary disability benefit of the Employees' Pension System.

Accidental

Eligibility: Certification of the medical board designated by the Board of Trustees that member is totally and permanently incapacitated from the performance of the normal duties of the member's position as the natural and proximate result of an accident that occurred in the actual performance of duty.

Allowance: The benefit is 66 2/3% of average final compensation for the three highest years as a member, plus the annuity provided by accumulated member contributions. The maximum benefit cannot be greater than the average final compensation.

6. Death Benefits

Eligibility: One year of eligibility service.

Benefit: One time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions. If member dies prior to accruing one year of service, payment is only the return of accumulated member contributions.

Spouse Law

Eligibility: Surviving spouse designated as the sole primary beneficiary and the deceased member was eligible to retire or was at least age 55 with at least 15 years of eligibility service.

Benefit: Surviving spouse may elect a one time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions, or a monthly allowance under Option 2 (100% survivor benefit).

Special Death Benefit

Eligibility: Killed in line of duty.

Benefit: 66 2/3% of average final compensation for the three highest years as a member payable to a surviving spouse, dependent children or dependent parents. Accumulated member contributions are paid to the designated beneficiary(ies).

Note: Death benefits outlined above are payable upon death of an active member. If member is not active, only accumulated member contributions are payable at time of death.

7. Vested Retirement Allowance

Eligibility: Five years of eligibility service.

Allowance: Accrued retirement allowance payable at age 60, provided member does not withdraw accumulated member contributions.

8. Cost-of-Living Adjustments (COLA)

Retirement allowances may be adjusted based on the Consumer Price Index. Any adjustments are effective July 1 for all benefits which have been in payment for one year.

- Plan A: Unlimited and compounded
- Plan B: Capped at 5% and compounded
- Plan C: Combination of COLA for either Plan A or Plan B - (depending on member selection prior to electing Plan C) - for benefit calculated under the Employees' Retirement System, plus capped at 3% compounded COLA on benefit calculated under the Employees' Pension System.

In years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

9. Optional Forms of Payment

Normal service allowance is a single life annuity.

Option 1: Cash refund equal to excess of present value of retirement allowance at date of retirement over total amount of payments made to date of death.

Option 2: 100% joint and survivor annuity. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 3: 50% joint and survivor annuity.

Option 4: This option guarantees a return of accumulated member contributions remaining at date of death.

Option 5: 100% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 6: 50% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

Retirees who are to receive a service retirement, early service retirement, disability benefit, or vested allowance of less than $50 a month may elect to receive a lump-sum payment equal to the present value in lieu of a monthly benefit.

For Option 5 and 6 – If the designated beneficiary predeceases the retiree, a new beneficiary may be named. However, the retirement allowance will be re-calculated.

10. Miscellaneous Provisions

<u>For Detention Center Officers</u>

Effective July 1, 2006, Maryland counties may elect to participate on behalf of their detention center officers.

An immediate service retirement allowance is payable to a detention center officer if, on or before the retirement, the officer has completed 20 years of eligibility service and served at least five years as a detention center officer immediately preceding retirement. The vested retirement allowance of a detention center officer who was in that position for at least five years preceding retirement commences at age 55.

11. (a) Change in Benefits for Employees' Retirement System

Effective July 1, 2011, the number of years a retiree of the Employees' Retirement System must wait in order to be exempt from a reemployment earnings limitation if the retiree is hired by the individual's last employer prior to retirement is reduced to five years.

(b) Changes in Benefits for Correctional Officers

Effective July 1, 2011, for members of the Correctional Officers' Retirement System, COLA for service on or after July 1, 2011, is capped based on CPI and whether the market value return was greater or less than the assumed rate of 7.75%.

Effective July 1, 2011, new hires are subject to different benefit provisions including:

- 5-year final average compensation period
- Vesting after 10 years of service
- The COLA provisions effective July 1, 2011 for current members

(c) Changes Benefits for Employees' Retirement System and Correctional Officers

Effective April 2010, the July 2010 cost-of-living adjustment for eligible retirees was determined to be 0.00 with the actual negative adjustment (-.0356) to be offset against a future positive cost-of-living adjustment.

Effective July 1, 2011, in years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

Maryland State Retirement and Pension System
Employees' Pension System
Summary of Plan Provisions

1. Membership

Membership is a condition of employment for all regular employees (including elected officials) of the governmental unit that have elected to participate in the System who were hired on or after January 1, 1980, excluding those eligible for the Teachers' Retirement System, Teachers' Pension System, the Law Enforcement Officers' Pension System or Correctional Officers' Retirement System.

There are three plans under the Employees' Pension System.

- **Noncontributory Pension System (NCPS) –** The original pension system established on January 1,1980 that only applies to certain participating governmental units that did not elect to participate in the Contributory Pension System or the Alternate Contributory Pension Selection.
- **Employees' Contributory Pension System (ECPS) –** The ECPS established July 1, 1998 that only applies to certain participating governmental units that elected the ECPS but did not elect to participate in the Alternate Contributory Pension Selection.
- **Alternate Contributory Pension Selection (ACPS) –** applies to all participating governmental units that elected the ACPS effective July 1, 2006.

2. Member Contributions

NCPS: Members are only required to make contributions of 5% on earnable compensation that exceeds the Social Security Taxable Wage Base.

ECPS: Members are required to make contributions of 2% of earnable compensation.

ACPS: Members are required to make contributions of 5% of earnable compensation. Effective July 1, 2011, members are required to make contributions of 7% of earnable compensation.

Contributions earn interest at 5% per year.

3. Service Retirement Allowance

Eligibility - 30 years of eligibility service or attainment of one of the following:

Age 62 with 5 years of eligibility service
Age 63 with 4 years of eligibility service
Age 64 with 3 years of eligibility service
Age 65 or older with 2 years of eligibility service

NCPS Allowance:
0.8% of average final compensation up to the SSIL for the three highest consecutive years as a member plus 1.5% of average final compensation over the SSIL for each year of creditable service;

ECPS Allowance: The greater of (i) or (ii), plus (iii), as described below:

(i) 1.2% of average final compensation for the three highest consecutive years as an employee for each year of creditable service on or before June 30, 1998;

(ii) 0.8% of average final compensation up to the SSIL for the three highest consecutive years as a member plus 1.5% of average final compensation over the SSIL for each year of creditable service on or before June 30, 1998;

(iii) 1.4% of average final compensation for the three highest consecutive years as an employee for each year of creditable service after June 30, 1998.

ACPS Allowance: The greater of (i) or (ii), plus (iii), as described below:

(i) 1.2% of average final compensation for the three highest consecutive years as an employee for each year of creditable service on or before June 30, 1998;

(ii) 0.8% of average final compensation up to the SSIL for the three highest consecutive years as a member plus 1.5% of average final compensation over the SSIL for each year of creditable service on or before June 30, 1998;

(iii) 1.8% of average final compensation for the three highest consecutive years as an employee for each year of creditable service after June 30, 1998.

The Social Security Integration Level (SSIL) is the average of all Social Security Wage Bases over the thirty –five (35) calendar years prior to the member's retirement.

Note: Members who transferred into the Employees' Pension System, on or after April 1, 1998, receive benefits based on the provisions of the NCPS as in effect on January 1, 1980 except for COLA benefits. The COLAs are capped at a maximum of 3% compounded annually.

4. Early Retirement Allowance

Eligibility: Attainment of age 55 and at least 15 years of eligibility service.

Allowance: Service retirement allowance computed as of early retirement date, reduced by .005 for each month that early retirement date precedes age 62 (maximum reduction is 42%).

5. Disability Retirement Allowance

Ordinary

Eligibility: Five years of eligibility service and certification of the medical board designated by the Board of Trustees that member is mentally or physically incapacitated from the performance of the normal duties of the member's position, and that incapacity is permanent.

Allowance: The benefit is the service retirement allowance computed on the basis that service continues until age 62 without any change in the rate of earnable compensation. If disability occurs on or after age 62, the benefit is based on creditable service at time of retirement.

Accidental

Eligibility: Certification of the medical board designated by the Board of Trustees that member is totally and permanently incapacitated from the performance of the normal duties of the member's position as the natural and proximate result of an accident that occurred in the actual performance of duty.

Allowance: The benefit is 66 2/3% of average final compensation for the three highest consecutive years as a member, plus the annuity provided by accumulated member contributions. The maximum benefit cannot be greater than the average final compensation.

6. Death Benefits

Eligibility: One year of eligibility service.

Benefit: One time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions. If member dies prior to accruing one year of service, payment is only the return of accumulated member contributions.

Spouse Law

Eligibility: Surviving spouse designated as the sole primary beneficiary and the deceased member was eligible to retire, or had at least 25 years of eligibility service, or was at least 55 years old with at least 15 years of eligibility service.

Benefit: Surviving spouse may elect one time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions or a monthly allowance under Option 2 (100% survivor benefit).

Special Death Benefit

Eligibility: Killed in line of duty.

Benefit: 66 2/3% of average final compensation for the three highest consecutive years as a member payable to a surviving spouse, dependent children or dependent parents. Accumulated member contributions are paid to the designated beneficiary(ies).

Note: Death benefits outlined above are payable upon death of an active member. If member is not active, only accumulated member contributions are payable at time of death.

7. Vested Retirement Allowance

Eligibility: Five years of eligibility service.

Allowance: Accrued retirement allowance payable at age 62. A member who has completed 15 years of eligibility service may begin to receive benefit payments at any time on or after attainment of age 55, reduced by .005 for each month that benefit commencement date precedes age 62.

If member does not commence to receive benefit payments, and dies before attaining age 62, only accumulated member contributions are returned.

8. Cost-of-Living Adjustments (COLA)

Retirement allowances may be adjusted each year based on the Consumer Price Index. Effective July 1, 1998, the adjustment is capped at a maximum of 3% compounded COLA, and is applied to all benefits which have been in payment for one year. All adjustments are effective July 1.

Retirement allowances of NCPS retirees (retirees of participating employers who did not elect the ECPS or ACPS) may have a COLA that is capped at a maximum of 3% of the initial benefit. The COLA is applied to all benefits which have been in payment for one year. All adjustments are effective July 1.

For benefits attributable to service on or after July 1, 2011, the increase is capped at the lesser of 2.5% and increase in CPI if the most recent calendar year market value rate of return was greater than or equal to the assumed rate (currently 7.75% as approved by the Board of Trustees). The increase is capped at the lesser of 1% and increase in CPI if the market value return was less than the assumed rate of 7.75%.

In years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

9. Optional Forms of Payment

Normal service allowance is in a single life annuity.

Option 1: Cash refund equal to excess of present value of retirement allowance at date of retirement over total amount of payments made to date of death.

Option 2: 100% joint and survivor annuity. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 3: 50% joint and survivor annuity.

Option 4: This option guarantees a return of accumulated member contributions remaining at date of death.

Option 5: 100% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 6: 50% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

For Option 5 and 6 – If the designated beneficiary predeceases the retiree, a new beneficiary may be named. However, the retirement allowance will be re-calculated.

Retirees who are to receive a service retirement, early service retirement, disability benefit, or vested allowance of less than $50 a month may elect to receive a lump-sum payment equal to the present value in lieu of a monthly benefit.

10. Change in Benefits

Effective April 2010, the July 2010 cost-of-living adjustment for eligible retirees was determined to be 0.00 with the actual negative adjustment (-.0356) to be offset against a future positive cost-of-living adjustment.

Effective July 1, 2010, NCPS member who vest their benefits may not receive a refund of accumulated member contributions and vest only employer contributions. If accumulated contributions are withdrawn, the right to a future benefit is forfeited.

Effective July 1, 2011, in years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

Effective July 1, 2011, a fourth plan in the Employees' Pension System was created - the Reformed Contributory Pension Benefit (RCPB) for all new hires on or after July 1, 2011, with member contributions equal to 7% of earnable compensation and a 1.5% benefit multiplier.

Effective July 1, 2011, member contributions are increased to 7% of earnable compensation for all members of the ACPS.

Effective July 1, 2011, for all members of the Employees' Pension System, COLA for service on or after July 1, 2011, is capped based on CPI and whether the market value return was greater or less than the assumed rate of 7.75%.

Effective July 1, 2011, the number of years a retiree of the Employees' Pension System must wait in order to be exempt from a reemployment earnings limitation if the retiree is hired by the individual's last employer prior to retirement is reduced to five years.

Effective July 1, 2011, all new hires of the Employees' Pension System are subject to different benefit provisions including:

- 5-year final average compensation period
- Eligibility for normal (unreduced) retirement if age plus service equals at least 90 (Rule of 90) or age 65 with 10 years of service
- Eligibility for early (reduced) retirement if age 60 with 15 years of service
- Vesting after 10 years of service
- The same member contribution and COLA provisions effective July 1, 2011 for current members

MARYLAND STATE RETIREMENT AND PENSION SYSTEM
LAW ENFORCEMENT OFFICERS' PENSION SYSTEM
(RETIREMENT PLAN)
SUMMARY OF PLAN PROVISIONS

A. Retirement System Provisions

1. Membership

The retirement tier was closed to new participants effective January 1, 2005.

2. Member Contributions

Members who transferred from Employees' Retirement System (Plan A) are required to contribute 7% of earnable compensation. Members who transferred from the Employees' Retirement System (Plan B) contribute 5% of earnable compensation.

Contributions earn interest at 4% per year.

3. Service Retirement Allowance

Eligibility: 25 years of eligibility service or attainment of age 50.

Allowance: 2.3% of average final compensation for the three highest years as a member for each of the first 30 years of creditable service, plus 1.0% of average final compensation for each additional year.

4. Early Retirement Allowance

Not applicable to this System.

5. Disability Retirement Allowance

Ordinary

Eligibility: Five years of eligibility service and certification of the medical board designated by the Board of Trustees that member is incapacitated for the performance of duty, and that incapacity is permanent.

Allowance: Service retirement allowance with a minimum of 25% of average final compensation.

Accidental

Eligibility: Total and permanent disability as certified by the medical board arising out of or in the course of the actual performance of duty.

Allowance: The benefit is 66 2/3% of average final compensation plus an annuity provided by accumulated member contributions with a maximum of average final compensation.

6. **Death Benefits**

Normal

Eligibility: 1 through 2 years of eligibility service and not eligible for special death benefit.

Benefit: One time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions. If member dies prior to accruing one year of service, payment is only the return of accumulated member contributions.

Special Death Benefit

Eligibility: Two or more years of eligibility service.

Benefit: Accumulated member contributions paid to designated beneficiary plus an allowance of 50% of the ordinary disability benefit. Payment is made to the surviving spouse; however if there is no surviving spouse or spouse dies before youngest child reaches age 18, one-half of average final compensation continues until the youngest child reaches age 18. If none of the above conditions are met, the normal death benefit is paid to the designated beneficiary(ies).

Eligibility: Death arises out of or in the course of the actual performance of duty.

Benefit: Accumulated member contributions paid to designated beneficiary plus an allowance of 66 2/3% of the member's average final compensation. Payment is made to the surviving spouse; however if there is no surviving spouse or spouse dies before youngest child reaches age 18, one-half of average final compensation continues until the youngest child reaches age 18. If none of the above conditions are met, the normal death benefit is paid to the designated beneficiary(ies).

Note: Death benefits outlined above are payable upon death of an active member. If member is not active, only accumulated member contributions are payable at time of death, unless benefit payment has commenced.

7. Vested Retirement Allowance

Eligibility: Five years of eligibility service.

Allowance: Accrued retirement allowance payable at age 50 if the member does not withdraw the accumulated member contributions.

8. Cost-of-Living Adjustments (COLA)

Retirement allowances may be adjusted each year based on the Consumer Price Index. COLAs are effective July 1 and are applied to all benefits which have been in payment for one year. For members contributing 7% of earnable compensation, unlimited COLA is compounded annually. For members contributing 5% of earnable compensation, the cost-of-living adjustment is capped at a maximum 5% compounded annually.

In years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

9. Optional Forms of Payment

The normal service allowance is a 50% joint and survivor annuity with spouse, if any; or if there is no surviving spouse or upon the death of the surviving spouse, to any children of the deceased under the age of 18 years, until every child dies or becomes 18 years.

Other forms of payment may be elected if there is no spouse at time of retirement.

Option 1: Cash refund equal to excess of present value of retirement allowance at date of retirement over total amount of payments made to date of death.

Option 2: 100% joint and survivor annuity. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 3: 50% joint and survivor annuity.

Option 4: This option guarantees a return of accumulated member contributions remaining at date of death.

Option 5: 100% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 6: 50% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

For Option 5 and 6 – If the designated beneficiary predeceases the retiree, a new beneficiary may be named. However, the retirement allowance will be re-calculated

10. Deferred Retirement Option Program (DROP)

Members with 25 years of eligibility service, but less than 30 years of eligibility service, may elect to enter the DROP program for no more than five years. Members who enter DROP are retired and cease making member contributions, and cease accruing service credit and additional benefits. The service retirement allowance, with annual COLA adjustments, is credited to an account earning interest at the rate of 6% per year, compounded monthly. When the DROP period ends, members terminate employment and begin receiving their monthly allowance plus the lump sum payment from their DROP account. During the DROP period, members remain eligible for Accidental Disability benefits if incapacitated while in DROP.

11. Change in Benefit

Effective April 2010, the July 2010 cost-of-living adjustment for eligible retirees was determined to be 0.00 with the actual negative adjustment (-.0356) to be offset against a future positive cost-of-living adjustment.

Effective July 1, 2011, in years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

Effective July 1, 2011, DROP accounts established on or after July 1, 2011, earn interest at the rate of 4% per year, compounded annually.

B. Pension System Provisions

1. Membership

Membership is a condition of employment for participating governmental units who elect to have their law enforcement officers and/or firefighters/paramedics participate in the System.

2. Member Contributions

Members are required to contribute 4% of earnable compensation. Effective July 1, 2011, members are required to make contributions of 6% of earnable compensation in fiscal year 2012 and 7% of earnable compensation beginning in fiscal year 2013.

Contributions earn interest at 5% per year.

3. Service Retirement Allowance

Eligibility: 25 years of eligibility service or attainment of age 50.

Allowance: 2.0% of average final compensation for the three highest consecutive years as an employee for each of the first 30 years of creditable service. Maximum benefit is 60% of average final compensation.

4. Early Retirement Allowance

Not applicable to this System.

5. Disability Retirement Allowance

Ordinary

Eligibility: Five years of eligibility service and certification of the medical board designated by the Board of Trustees that member is incapacitated for the performance of duty, and that incapacity is permanent.

Allowance: Service retirement allowance computed on the basis that service continues until age 50 without any change in rate of earnable compensation. If disability occurs after age 50, the benefit is based on creditable service at time of retirement.

Accidental

Eligibility: Total and permanent disability as certified by the medical board arising out of or in the course of the actual performance of duty.

Allowance: The benefit is 66 2/3% of average final compensation plus an annuity provided by accumulated member contributions with a maximum of average final compensation.

6. Death Benefits

Normal

Eligibility: 1 through 2 years of eligibility service and not eligible for special death benefit as noted below.

Benefit: One time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions. If member dies prior to accruing one year of service, payment is only the return of accumulated member contributions.

Special Death Benefit

Eligibility: Two or more years of eligibility service.

Benefit: Accumulated member contributions paid to designated beneficiary plus an allowance of 50% of the ordinary disability benefit. Payment is made to the surviving spouse; however if there is no surviving spouse or spouse dies before youngest child reaches age 18, one-half of average final compensation continues until the youngest child reaches age 18. If none of the above conditions are met, the normal death benefit is paid to the designated beneficiary(ies).

Eligibility: Death arises out of or in the course of the actual performance of duty.

Benefit: Accumulated member contributions paid to designated beneficiary plus an allowance of 66 2/3% of the member's average final compensation. Payment is made to the surviving spouse; however if there is no surviving spouse or spouse dies before youngest child reaches age 18, one-half of average final compensation continues until the youngest child reaches age 18. If none of the above conditions are met, the normal death benefit is paid to the designated beneficiary(ies).

Note: Death benefits outlined above are payable upon death of an active member. If member is not active, only accumulated member contributions are payable at time of death, unless benefit payment has commenced.

7. Vested Retirement Allowance

Eligibility: Five years of eligibility service.

Allowance: Accrued retirement allowance payable at age 50 if the member does not withdraw their accumulated contributions.

8. Cost-of-Living Adjustments (COLA)

Retirement allowances may be adjusted each year based on the Consumer Price Index. Effective July 1, 2000, the annual adjustment is capped at a maximum 3% compounded and is applied to all benefits which have been in payment for one year. All adjustments are effective July 1.

For benefits attributable to service on or after July 1, 2011, the increase is capped at the lesser of 2.5% and increase in CPI if the most recent calendar year market value rate of return was greater than or equal to the assumed rate (currently 7.75% as approved by the Board of Trustees). The increase is capped at the lesser of 1% and increase in CPI if the market value return was less than the assumed rate of 7.75%.

In years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

9. Optional Forms of Payment

The normal service allowance is a 50% joint and survivor annuity with spouse, if any; or if there is no surviving spouse or upon the death of the surviving spouse, to any children of the deceased under the age of 18 years, until every child attains 18 years of age.

Other forms of payment may be elected if there is no spouse at time of retirement.

Option 1: Cash refund equal to excess of present value of retirement allowance at date of retirement over total amount of payments made to date of death.

Option 2: 100% joint and survivor annuity. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 3: 50% joint and survivor annuity.

Option 4: This option guarantees a return of accumulated member contributions remaining at date of death.

Option 5: 100% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 6: 50% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

For Option 5 and 6 – If the designated beneficiary predeceases the retiree, a new beneficiary may be named. However, the retirement allowance will be re-calculated.

10. Deferred Retirement Option Plan (DROP)

DROP participation is the lesser of 5 years or the difference between 30 years and the member's creditable service. Members who enter DROP are retired and cease making member contributions, and cease accruing service credit and additional benefits. The service retirement allowance, with annual COLA adjustments, is credited to an account earning interest at the rate of 6% per year, compounded monthly. When the DROP period ends, members terminate employment and begin receiving their monthly allowance plus the lump sum payment from their DROP account. During the DROP period, members remain eligible for Accidental Disability benefits if incapacitated while in DROP.

11. Changes in Benefits

Effective April 2010, the July 2010 cost-of-living adjustment for eligible retirees was determined to be 0.00 with the actual negative adjustment (-.0356) to be offset against a future positive cost-of-living adjustment.

Effective July 1, 2011, in years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

Effective July 1, 2011, member contributions are increased to 6% of earnable compensation in fiscal year 2012 and 7% of earnable compensation beginning in fiscal year 2013 and COLA for service on or after July 1, 2011, is capped based on CPI and whether the market value return was greater or less than the assumed rate of 7.75%.

Effective July 1, 2011, DROP accounts established on or after July 1, 2011, earn interest at the rate of 4% per year, compounded annually.

- 5-year final average compensation period
- Vesting after 10 years of service
- The member contributions, COLA and DROP provisions effective July 1, 2011 for current members

MARYLAND STATE RETIREMENT AND PENSION SYSTEM
CORRECTIONAL OFFICERS RETIREMENT SYSTEM
SUMMARY OF PLAN PROVISIONS

1. Membership

Membership is limited to detention center officers of Maryland Counties that elect to participate.

2. Member Contributions

Members are required to contribute 5% of earnable compensation. Contributions earn interest at 4% per year.

3. Service Retirement Allowance

Eligibility: 20 years of eligibility service, with at least the last five years served as a detention center officer.

Allowance: $1/55^{th}$ of average final compensation for the three highest years as a member for each year of creditable service.

Note: Members are eligible to receive a vested benefit at age 55. Therefore, members may receive an immediate retirement allowance at age 55 if they have accrued at least five years of eligibility service as a detention center officer.

4. Early Retirement Allowance

Not applicable to this System.

5. Disability Retirement Allowance

<u>Ordinary</u>

Eligibility: Five years of eligibility service and certification of the medical board designated by the Board of Trustees that the member is mentally or physically incapacitated from the performance of the normal duties of the member's position, and that the incapacity is permanent.

Allowance: The benefit is $1/55^{th}$ of average final compensation for the three highest years as a member for each year of creditable service. The minimum benefit is 25% of average final compensation; the maximum benefit can be no greater than $1/55^{th}$ of average final compensation for each year of creditable service the member would have accrued if employment continued to age 60.

Accidental

Eligibility: Certification of the medical board designated by the Board of Trustees that member is totally and permanently incapacitated from the performance of the normal duties of the member's position as the natural and proximate result of an accident that occurred in the actual performance of duty.

Allowance: The benefit is 66 2/3% of average final compensation for the three highest years as a member plus the annuity provided by accumulated member contributions. The maximum benefit cannot be greater than the average final compensation.

6. Death Benefits

Eligibility: One year of eligibility service.

Benefit: One time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions. If member dies prior to accruing one year of service, payment is only the return of accumulated member contributions.

Spouse Law

Eligibility: Surviving spouse designated as the sole primary beneficiary and the deceased member was eligible to retire or was at least age 55 with at least 15 years of eligibility service.

Benefit: Surviving spouse may elect one time lump sum payment of member's annual earnable compensation at time of death plus accumulated member contributions or a monthly allowance under Option 2 (100% survivor benefit).

Special Death Benefit

Eligibility: Death in line of duty.

Benefit: 66 2/3% of average final compensation for the three highest years as a member payable to a surviving spouse or if no surviving spouse to dependent children until age 18. Accumulated member contributions are paid to the designated beneficiary (ies).

Note: Death benefits outlined above are payable upon death of an active member. If member is not active, only accumulated member contributions are payable at time of death.

7. Vested Retirement Allowance

Eligibility: Five years of eligibility service.

Allowance: deferred vested benefit payable at age 55 (age 60 for maximum security attendants) provided member does not withdraw contributions.

8. Cost-of-Living Adjustments (COLA)

Retirement allowances may be adjusted each year based on the Consumer Price Index. The unlimited compounded COLAs are effective July 1 for all benefits which have been in payment for one year.

For benefits attributable to service on or after July 1, 2011, the Cost-of-living increase for Correctional Officers is capped at the lesser of 2.5% and increase in CPI if the most recent calendar year market value rate of return was greater than or equal to the assumed rate (currently 7.75% as approved by the Board of Trustees). The increase is capped at the lesser of 1% and increase in CPI if the market value return was less than the assumed rate of 7.75%.

In years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

9. Optional Forms of Payment

Basic form of payment is a single life annuity.

Option 1: Cash refund equal to excess of present value of retirement allowance at date of retirement over total amount of payments made to date of death.

Option 2: 100% joint and survivor annuity. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 3: 50% joint and survivor annuity.

Option 4: This option guarantees a return of accumulated member contributions remaining at the date of death.

Option 5: 100% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree. Your named beneficiary cannot be more than 10 years younger than you unless the beneficiary is your spouse or disabled child.

Option 6: 50% "pop-up" joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

For Option 5 and 6 – If the designated beneficiary predeceases the retiree, a new beneficiary may be named. However, the retirement allowance will be re-calculated.

10. Change in Benefits

Effective April 2010, the July 2010 cost-of-living adjustment for eligible retirees was determined to be 0.00 with the actual negative adjustment (-.0356) to be offset against a future positive cost-of-living adjustment.

Effective July 1, 2011, for members of the Correctional Officers' Retirement System, COLA for service on or after July 1, 2011, is capped based on CPI and whether the market value return was greater or less than the assumed rate of 7.75%.

Effective July 1, 2011, in years in which COLAs would be less than zero due to a decline in the Consumer Price Index, retirement allowances will not be adjusted. COLAs in succeeding years are adjusted until the difference between the negative COLA that would have applied and the zero COLA is fully recovered.

Effective July 1, 2011, new hires are subject to different benefit provisions including:

- 5-year final average compensation period
- Vesting after 10 years of service
- The COLA provisions effective July 1, 2011 for current members