CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM

EXPERIENCE INVESTIGATION

FOR THE FOUR YEAR PERIOD

ENDING JUNE 30, 2007

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February 6, 2009

State Employees Retirement Commission
Office of the State Comptroller
55 Elm Street
Hartford, CT 06106

Members of the Commission:

Submitted in this report are the results of an investigation of economic and demographic (non-economic) experience for the Connecticut Municipal Employees' Retirement System. The purpose of the investigation was to assess the reasonability of the service retirement, withdrawal, mortality and disability decrements. The report also includes a review of the System's economic assumptions. These include the component parts of both the interest rate (real rate of return and price inflation) and salary increase rates (wage inflation and merit/seniority).

The investigation was based upon the statistical data furnished for the annual actuarial valuations and covers the four-year period from July 1, 2003 through June 30, 2007.

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

Respectfully submitted,

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Enclosure
experience report.doc

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CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
EXPERIENCE INVESTIGATION

Summary of Findings

The four-year period (July 1, 2003 to June 30, 2007) covered by this experience investigation provided sufficient data to form a basis for recommending changes in the demographic (non-economic) and economic assumptions used in the actuarial valuations of the Connecticut Municipal Employees' Retirement System (MERS).

The recommended changes in actuarial assumptions resulting from this experience investigation are summarized below. We recommend that these proposed changes first be reflected in the June 30, 2008 actuarial valuation of MERS.

Demographic Changes:

Actives:

General Employees:

- For service retirements, commence rates at age 45 (currently age 50) and extend 100% retirement assumption to age 75 (currently age 70). Additionally, adjust the rates accordingly for all other ages.
- For withdrawal, move from unisex rates to sex-distinct rates.
- For death-in-service, add rates for ages 70 through 74.
- For disability retirements, add rates for ages 70 through 74.

Police and Fire:

- For service retirements, increase the rates for ages 45 through 52.

All Pensioners:

- Update mortality for healthy male and female retirees to the RP-2000 mortality table, set forward one year for males and set back one year for females.
- Update mortality for disabled male and female retirees to the RP-2000 mortality table, set forward five years for males and set forward one year for females.

Economic Changes:

- Reduce the overall interest rate from 8.50% to 8.25%.
- Reduce the price inflation assumption from 3.75% to 3.50%.
- Decrease the annual cost-of-living adjustment assumption from 4.00% to 3.50%.

The tables below highlight the impact on certain valuation results if the recommended demographic and economic assumption changes listed on the previous page had been in place for the June 30, 2007 valuation.

General Employees:

Item	June 30, 2007 Valuation Results	With Demographic Assumption Changes	With Demographic and Economic Assumption Changes
Accrued Liability	$1,290.9 million	$1,246.4 million	$1,266.3 million
Stabilization Reserve	64.1 million	108.6 million	88.7 million
Employer Normal Cost			
GE w/ Soc. Sec.	7.70%	7.14%	7.59%
GE w/o Soc. Sec.	7.98%	7.31%	7.84%

Policemen and Firemen:

Item	June 30, 2007 Valuation Results	With Demographic Assumption Changes	With Demographic and Economic Assumption Changes
Accrued Liability	$349.2 million	$347.7 million	$353.4 million
Stabilization Reserve	36.8 million	38.2 million	32.5 million
Employer Normal Cost			
P&F w/ Soc. Sec.	10.38%	10.68%	11.36%
P&F w/o Soc. Sec.	9.51%	9.79%	10.55%

Introduction

The methodology, results and conclusions of the four-year experience investigation of the economic and demographic assumptions of MERS are described below.

The objectives of the investigation are to:

- Determine appropriate economic assumptions, including investment return, wage inflation and price inflation.

- Determine appropriate rates to anticipate the following events among active members:
  - termination from employment;
  - mortality during active service;
  - disability retirement;
  - service retirement; and
  - salary increases

- Determine appropriate rates to anticipate mortality among service retirees, beneficiaries and disability retirees.

Methodology

Data is supplied annually to the actuary by the System for purposes of the actuarial valuation report. This data includes demographic characteristics of the current and past membership, including any changes in the members' status or relationship with the System. The data also includes a salary history for active members. These demographic changes and salary history are the basis for the experience review.

Tabulations were compiled which show age or service distributions of the number of members who were **exposed** during the four-year period to the events of termination from employment, retirement, death and disability. A member is considered exposed to an event if the member meets the age and service requirements for that event. The assumed rates of occurrence for each event, which are currently used in the annual actuarial valuations, were then applied to the number of members exposed to determine the number of members **expected** to separate from service for each category.

The **actual** number of members who separated from service due to termination from employment, retirement, death or disability was then compared to the expected number. The results were then expressed as a ratio of actual experience over expected experience. In some instances a high ratio is favorable for the financial experience of the System and in others, a high ratio is unfavorable. Data is generally grouped by age or service in four-year increments to provide statistically significant results.

The expected and actual salaries as of the end of each year were also compared to actual salaries as of the end of each previous year. The comparisons show an average annual total increase in both expected and actual salaries for the four-year period.

The results of the experience review are the basis for the actuary's recommendation of assumption changes. In recommending assumptions the actuary must also take into account special plan benefits and past economic factors.

In addition to comparing actual to expected experience and adjusting the results for special plan benefits and economic conditions, the actuary must consider future expectations of experience due to future plan changes or changes in the economy.

To summarize, the actuary's recommendation of assumptions is based on the following:

- comparison of actual to expected experience,
- adjustment for special plan benefits and past economic conditions, and
- adjustment for future plan changes and economic conditions.

Generally, actuarial assumptions are selected with a slight margin for adverse experience so that the financial strength of the System can be maintained.

Investment Return Results

Historical experience was used when evaluating the System's current economic assumptions. The investment return of the assets of the System over the July 1, 2003 - June 30, 2007 period was as follows:

Fiscal Year Ended June 30	Total Return on Assets		Rate of Inflation
	Actuarial Value	Market Value	
2004	5.83%	14.49%	3.27%
2005	6.51	9.89	2.53
2006	7.19	10.39	4.32
2007	8.96	16.60	2.69
Average	7.12%	12.81%	3.20%

The assets are valued using an asset-smoothing methodology that recognizes i) 20% of any difference between actual and expected investment income (gain/loss) in the valuation year and ii) 20% of any previous years' unrecognized investment gains/losses. Such smoothed actuarial asset value shall not be less than 80% or greater than 120% of the market value of assets. The expected investment income is based on the System's assumed interest rate. The current interest rate assumption is 8.50%, which is higher than the 7.12% four-year actuarial rate of return reported above. The inflation component of the current assumption is 3.75%, which is slightly higher than the 3.20% actual average shown above.

Interest rate assumptions are based on two components: real rate of return and price inflation. Due to the short-term volatility of these variables and the long-term nature of a pension plan, current practice views the interest rate assumption as long-term. Therefore, short-term periods should not overly influence this rate.

For comparison purposes, historical rates of return and price inflation were developed over varying periods of time for a sample portfolio that is likely to represent the asset mix of the System for the foreseeable future. The sample portfolio is one consisting of 55% common stocks, 20% long term government bonds, 20% corporate bonds, and 5% real estate. The rates below and the table on the next page show information on historical patterns of investment return and inflation gathered from Ibbotson. Such data are as follows:

Period Ending 6/30/2007	Sample Portfolio Real Rate of Return	Rate of Price Inflation
10 years	3.8%	2.7%
30 years	7.3	4.1

HISTORICAL PATTERNS OF INVESTMENT RETURN AND INFLATION

	Gross Market Returns						System's Sample Portfolio*	
	Bonds (Long)							
Calendar Year Period	Nominal U.S. Treasury	Nominal Corp. (S&P AA)	Real Estate (REIT)	Stocks (S&P 500)	Wage Inflation (NAW)	Price Inflation (CPI)	Nominal Total Return (I)	Real Rate of Return (I) – (CPI)
1940-49	3.2%	2.7%	N/A	9.2%	7.8%	5.4%	N/A	N/A
1950-59	(0.1)	1.0	N/A	19.4	4.6	2.2	N/A	N/A
1960-69	1.4	1.7	N/A	7.8	4.3	2.5	N/A	N/A
1970-79	5.5	6.2	4.8	5.9	6.9	7.4	5.8	(1.6)
1980-89	12.6	13.0	12.5	17.5	5.8	5.1	15.4	10.3
1990-99	8.8	8.4	8.1	18.2	4.2	2.9	13.9	11.0
2000-07	7.0	6.3	12.7	1.3	2.9	2.2	4.0	1.8
Last 10 Years	7.3%	6.6%	9.6%	5.9%	4.0%	2.7%	6.5%	3.8%
Last 30 Years	9.3%	9.0%	12.0%	13.0%	4.8%	4.1%	11.4%	7.3%
Last 50 Years	6.8%	6.9%	N/A	11.0%	4.9%	4.1%	N/A	N/A

*Anticipated Asset Mix	
Equities	55%
Bonds - Government	20
- Corporate	20
Real Estate	5
	100%

Determination of Economic Assumptions

The rates on the preceding pages should be compared to the current assumptions: 4.75% real rate of return and 3.75% rate of inflation. It is difficult to accurately predict inflation. Inflation's short-term volatility is illustrated by comparing its average rate over the last 10, 30 and 50 years. Although the 10-year average of 2.7% is lower than the System's assumed rate of 3.75%, the longer 30 and 50-year averages of 4.1% are both higher than the System's rate. However, it should be noted that both the 30 and 50-year averages are influenced by the large annual increases from 1973 to 1982 (annually averaged 9.2% during the period). The validity of the System's assumption is dependent upon the emphasis one assigns to the short and long-term histories as well as economists' predictions for future years. In keeping with current practice that emphasizes results over the long term and economists' views of future inflation rates, we recommend that the System decrease its current 3.75% assumption to 3.50%.

The real rate of return shows similar, although more exaggerated, behavior to the inflation rate. The System's very recent experience would suggest that the current 4.75% assumption might be too high, while its longer-term results suggest that it may be too low. As discussed in the inflation section, current practice requires a longer outlook that limits the significance of recent low returns. However, the experience of the latter half of the 1990s is considered by many financial experts as unusually high and should not overly influence the assumed long-term rate either. Additionally, over the last few years some investment experts have been predicting a continuation of lower returns in the short-term. The combination of these factors leads us to recommend the continuation of the System's 4.75% assumption.

The net result of the two recommendations is that the current overall interest rate of 8.50% be reduced to 8.25%.

The annual cost-of-living adjustments (COLAs) for certain members who retired prior to January 1, 2002 are linked to the investment rate of return on the actuarial value of assets for a calendar year. The COLA increase, effective July 1 of the following year, is the excess of the actuarial return over 6%, subject to a minimum of 3% and a maximum of 5%. Since we have recommended reducing the future assumed return and it is likely that the actual COLA increases over the next few years will continue to be subject to the 3% minimum, we recommend decreasing the COLA assumption from 4% to 3.50% per year. The COLA for members retiring on or after January 1, 2002 is CPI related with a guaranteed minimum of 2.50%. For these members we recommend the continuation of the current assumption of 2.60%.

A review of the System's assumed wage inflation was also included in this study. The wage inflation assumption is the inflationary component of the salary scale assumption and the assumed rate at which overall payroll will grow each year. The System's current assumption for wage inflation is 3.75%. The historical wage inflation rates in the table on the previous page show 3.75% to be on the lower side, but a reasonable assumption based on national averages. Generally, wage inflation has slightly exceeded price inflation due to productivity gains in the active workforce. As a result, we recommend no change in the current wage inflation assumption of 3.75%. The difference between this rate and the price inflation rate of 3.50% is 0.25%, which is the portion due to productivity gains.

As additional support for the System's current economic assumptions, below are the results of a comparative study of 72 of the major public employee retirement systems released by the Wisconsin Legislative Council in December 2007. We have included MERS' relevant rates for comparison purposes. As can be seen, MERS' assumptions are in line with those of other major systems.

Assumption	High	Low	Average	Most Common	MERS - Current	MERS - Proposed
Interest Rate	9.00%	7.25%	7.99%	8.00%	8.50%	8.25%
Wage Inflation	6.00%	2.50%	3.78%	4.00%	3.75%	3.75%

Only hindsight will tell whether a particular combination of economic assumptions is optimal. We believe the recommended assumptions are the best combination for MERS at the current time.

Results and Conclusions for General Employees

Rates of Service Retirement

The current assumptions are unisex by gender are based on age, with the provision of immediate retirement at age 70. The number of service retirements was significantly less than expected, as actual retirements were approximately 54% of those expected. In addition, these ratios of actual over expected were fairly consistent for each year in the study. As a result, we recommend adjusting the rates to better reflect actual occurrences. Additionally, there were members who retired after 25 years of service prior to age 50, as was the case in the previous experience study, so we recommend establishing rates of retirement for age 45 through 49. Finally, our analysis shows that there are significantly enough members working beyond age 70, so we recommend extending the 100% retirement assumptions to age 75 and establishing rates for ages 70 through 74.

Rates of Withdrawal

The current assumptions of withdrawal are unisex and based on age. Over the four-year period reviewed in this study, the ratio of total actual withdrawals to those expected was 107%, but results varied by age groups. Our analysis also showed that males and females exhibited different patterns of withdrawal, specifically actual male withdrawals were approximately 97% of those expected while the ratio for females was 115%. In reviewing the analysis from the previous four-year study it was determined that this pattern also existed then. As a result, we recommend establishing sex-distinct rates to more accurately reflect the differences noted between male and female withdrawals.

Rates of Mortality Among Active Members

The total number of expected deaths for both males and females was approximately 18 versus the 20 actual cases. Male deaths were greater than expected (12 vs.7.2) and female deaths were less than expected (8 vs. 10.6). Given the low number of cases, we recommend no changes at this time. However, if the recommendation to change the 100% retirement assumption from age 70 to age 75 is accepted, rates of mortality should also be established for ages 70 through 74.

Rates of Disability Retirement

The actual number of disability retirements for both males and females was lower than expected, having an actual over expected ratio of 80%, with rates of 91% for males and 71% for females. Given the relatively low number of cases, we recommend maintaining the current rates, but extending them through age 74.

Rates of Salary Increase

Salary is a factor in determining the majority of benefits provided by MERS. As such, it is critical to have an accurate assumption for future salary increases. The components of the salary increase assumption consist of wage inflation, productivity growth, and merit/seniority. The current salary increase assumptions are unisex and based on participants' age. Actual salary increases were only 0.6% lower than those expected. The results are based on annual salary increases that include an assumed inflation component of 3.75% per year. No changes are recommended to this portion of the salary scale at this time. As detailed earlier in this report, we recommended maintaining the wage inflation component of the salary scale of 3.75%. Embedded in the 3.75% wage inflation assumption is a productivity gain assumption of 0.25%. This measurement is the difference between the assumptions for wage inflation and price inflation.

Rates of Mortality Among Retirees

The number of actual deaths of male service retirees and beneficiaries exceeded the number expected. The actual over expected ratio was varied each year in the study and averaged 115.4% over the four-year period. We recommend replacing the mortality table currently in use, the 1983 Group Annuity Mortality table, with a more updated published table, the RP-2000 mortality table. Using the unadjusted male RP-2000 table will produce too few expected deaths, so we additionally recommend setting forward the rates by one year (e.g., a 65 year old retiree would be given the mortality of a 66 year old). More deaths would be expected with this adjustment, therefore lowering the actual over expected ratio.

For female service retirees and beneficiaries the number of actual deaths was slightly greater than those expected, producing an actual over expected ratio of 107.6%. As with the male assumption above, we recommend switching to the RP-2000 mortality table. For females, this table produces universally higher rates of mortality than the current 1983 Group Annuity Mortality table. Using the unadjusted female RP-2000 table will produce too many expected deaths, so we additionally recommend setting back the rates by one year (e.g., a 65 year old retiree would be given the mortality of a 64 year old). Slightly more deaths would be expected with this adjustment, thus marginally decreasing the actual over expected ratio.

Actual deaths for male and female disability retirees were much greater than expected, 184.9% and 190.5%, respectively. Although these percentages are very high, there are relatively few actual and expected deaths, so a difference of just a few deaths in a given year can result in volatile swings. We recommend switching to the RP-2000 mortality tables, the same as those for the male and female service retirees and beneficiaries, but set forward five years for males (e.g., a 65 year old retiree would be given the mortality of a 70 year old) and one year for females. These changes are expected to increase the expected number of deaths thus reducing the ratios shown above.

The following tables and graphs summarize the results of the experience investigation. The tables illustrate the System’s experience relative to current assumptions for the period being investigated. Numbers of actual separations as well as those expected are shown, along with various ratios, to help illustrate the basis for our recommendations. It should be noted that the tabular results are based on five-year grouping of ages (e.g., age 50 summarizes the results for ages 48 through 52).

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF SERVICE RETIREMENT

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
45 and under	264	0.00	25	0.0%	0.00000	0.09470	0.15000	163.4%
50	301	51.17	52	101.6	0.17000	0.17276	0.15000	80.4
55	2,567	234.63	167	71.2	0.09140	0.06506	0.07000	97.6
60	2,887	264.09	198	75.0	0.09148	0.06858	0.10000	88.0
65-69	1,679	311.35	234	75.2	0.18544	0.13937	0.20000	87.9
70-74	348	348.00	47	13.5	1.00000	0.13506	0.15000	63.0
75 and over	187	187.00	28	15.0	1.00000	0.14973	1.00000	15.0
Total	8,233	1,396.24	751	53.8%				91.9%

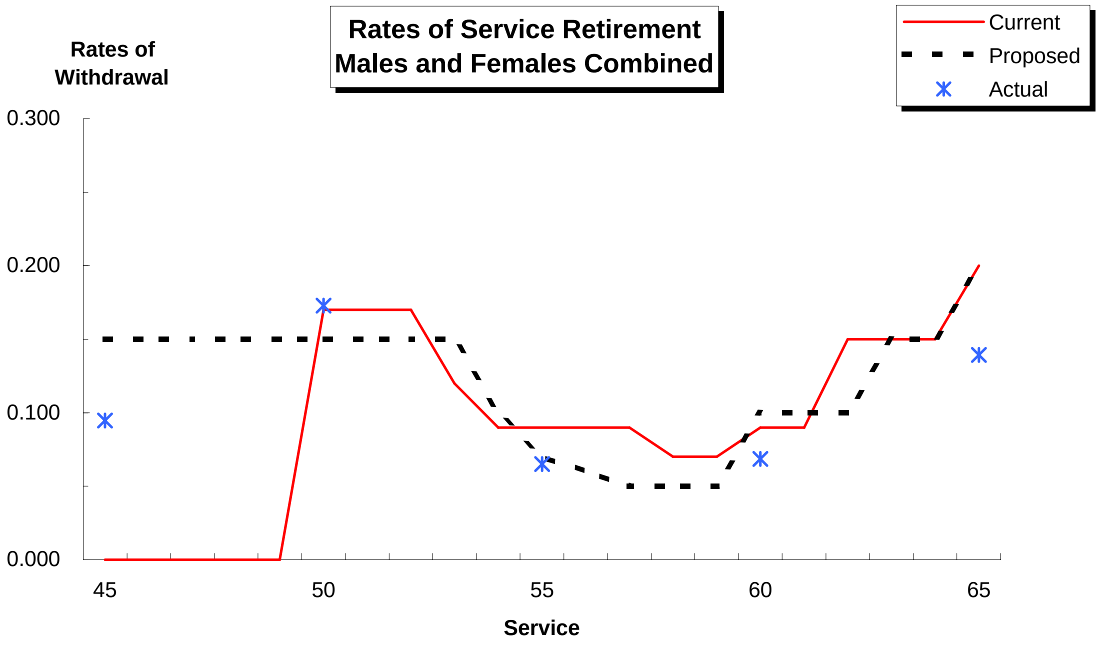
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	1,872	323.03	186	57.6%	100.1%
2005	1,982	328.38	151	46.0	76.9
2006	2,179	367.98	208	56.5	96.5
2007	2,200	376.85	206	54.7	94.1
Total	8,233	1,396.24	751	53.8%	91.9%

Recommendation: Adjust rates to better reflect experience.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF WITHDRAWAL

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	1,108	192.69	215	111.6%	0.17391	0.19404
30	1,401	192.45	196	101.8	0.13737	0.13990
35	2,480	256.79	262	102.0	0.10354	0.10565
40	3,689	303.54	259	85.3	0.08228	0.07021
45	5,139	340.73	298	87.5	0.06630	0.05799
50	5,131	276.52	259	93.7	0.05389	0.05048
55	2,355	117.75	163	138.4	0.05000	0.06921
60 and over	752	37.60	188	500.0	0.05000	0.25000
Total	22,055	1,718.07	1,840	107.1%		

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	5,700	449.05	461	102.7%
2005	5,564	437.03	440	100.7
2006	5,418	417.88	460	110.1
2007	5,373	414.11	479	115.7
Total	22,055	1,718.07	1,840	107.1%

Recommendation: Adjust rates to better reflect experience.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF WITHDRAWAL

Males

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
25 and under	458	79.53	82	103.1%	0.17365	0.17904	0.18000	99.5%
30	649	89.29	83	93.0	0.13758	0.12789	0.12000	106.6
35	1,145	118.60	100	84.3	0.10358	0.08734	0.10000	87.3
40	1,661	136.75	98	71.7	0.08233	0.05900	0.07500	78.7
45	2,137	141.93	105	74.0	0.06642	0.04913	0.05000	98.3
50	1,924	103.58	85	82.1	0.05384	0.04418	0.05000	88.4
55	943	47.15	66	140.0	0.05000	0.06999	0.05000	140.0
60 and over	326	16.30	90	552.1	0.05000	0.27607	0.05000	509.9
Total	9,243	733.13	709	96.7%				106.3%

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	2,380	191.39	186	97.2%	106.4%
2005	2,330	186.12	170	91.3	100.4
2006	2,268	178.40	172	96.4	106.1
2007	2,265	177.22	181	102.1	112.4
Total	9,243	733.13	709	96.7%	106.3%

Recommendation: Adjust rates to better reflect experience.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF WITHDRAWAL

Females

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
25 and under	650	113.16	133	117.5%	0.17409	0.20462	0.20000	102.3%
30	752	103.16	113	109.5	0.13718	0.15027	0.15000	100.2
35	1,335	138.19	162	117.2	0.10351	0.12135	0.12000	101.1
40	2,028	166.79	161	96.5	0.08224	0.07939	0.10000	79.4
45	3,002	198.80	193	97.1	0.06622	0.06429	0.07500	85.7
50	3,207	172.94	174	100.6	0.05393	0.05426	0.05000	108.5
55	1,412	70.60	97	137.4	0.05000	0.06870	0.05000	137.4
60 and over	426	21.30	98	460.1	0.05000	0.23005	0.05000	448.5
Total	12,812	984.94	1,131	114.8%				104.4%

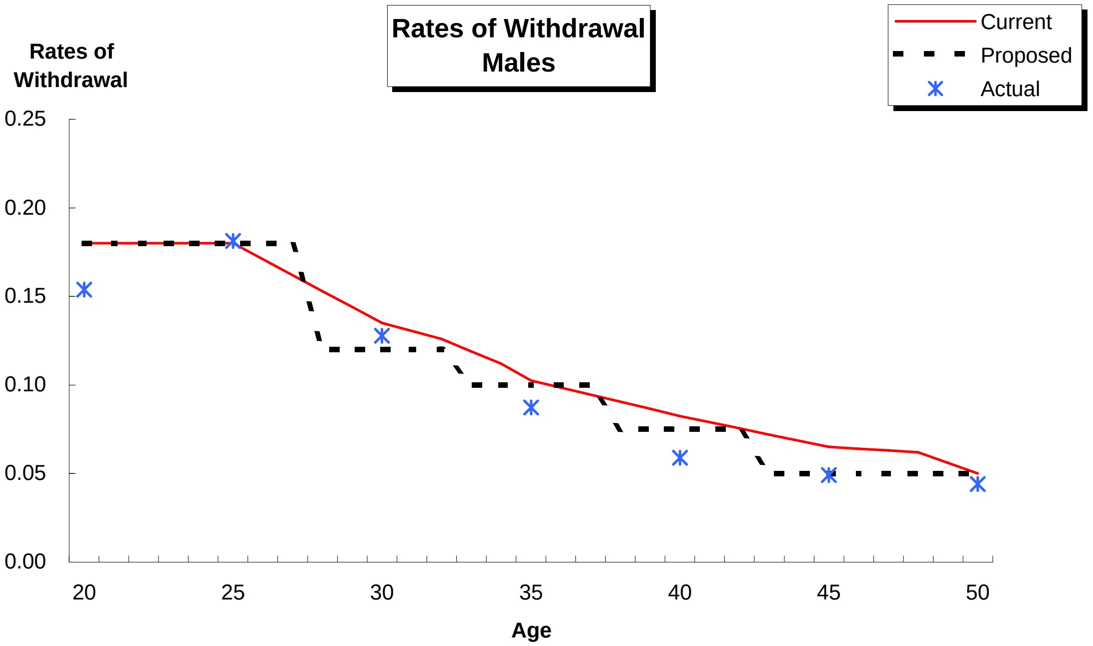
Overall Experience by Year

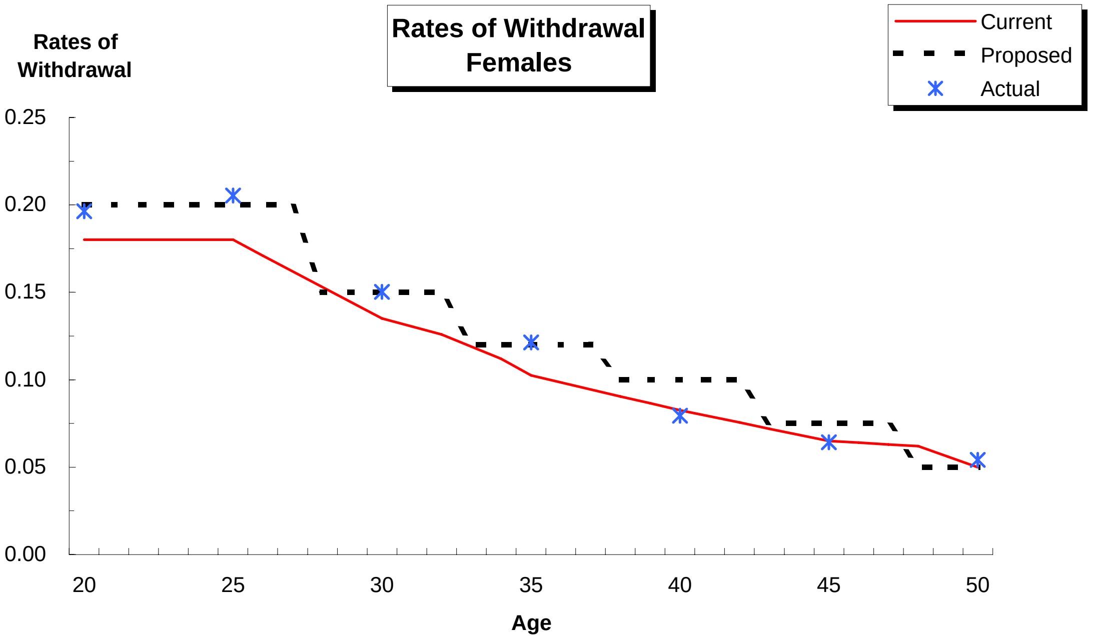
Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	3,320	257.66	275	106.7%	96.8%
2005	3,234	250.91	270	107.6	97.4
2006	3,150	239.48	288	120.3	109.5
2007	3,108	236.89	298	125.8	114.8
Total	12,812	984.94	1,131	114.8%	104.4%

Recommendation: Adjust rates to better reflect experience.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study





CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF DEATH

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	1,108	0.08	0	0.0%	0.00007	0.00000
30	1,402	0.16	0	0.0	0.00011	0.00000
35	2,484	0.39	0	0.0	0.00016	0.00000
40	3,695	0.85	3	352.9	0.00023	0.00081
45	5,262	1.75	2	114.3	0.00033	0.00038
50	5,562	2.76	0	0.0	0.00050	0.00000
55	4,922	3.84	7	182.3	0.00078	0.00142
60 and over	5,318	7.99	8	100.1	0.00150	0.00150
Total	29,753	17.82	20	112.2%		

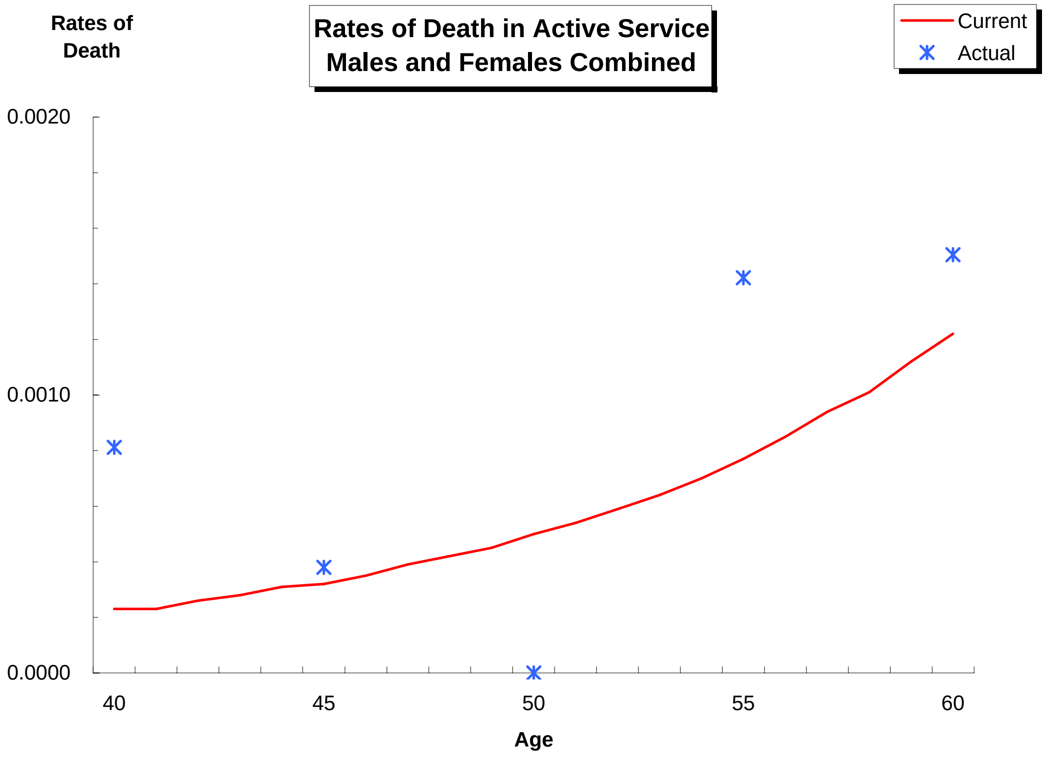
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	7,442	4.25	4	94.1%
2005	7,427	4.34	6	138.2
2006	7,456	4.57	7	153.2
2007	7,428	4.66	3	64.4
Total	29,753	17.82	20	112.2%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
SEPARATION FROM ACTIVE SERVICE
RATES OF DISABILITY

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	1,108	0.22	0	0.0%	0.00020	0.00000
30	1,401	0.38	2	526.3	0.00027	0.00143
35	2,480	0.92	3	326.1	0.00037	0.00121
40	3,689	1.84	11	597.8	0.00050	0.00298
45	5,139	3.80	2	52.6	0.00074	0.00039
50	5,131	6.27	0	0.0	0.00122	0.00000
55	2,355	7.09	1	14.1	0.00301	0.00042
60 and over	752	8.41	4	47.6	0.01118	0.00532
Total	22,055	28.93	23	79.5%		

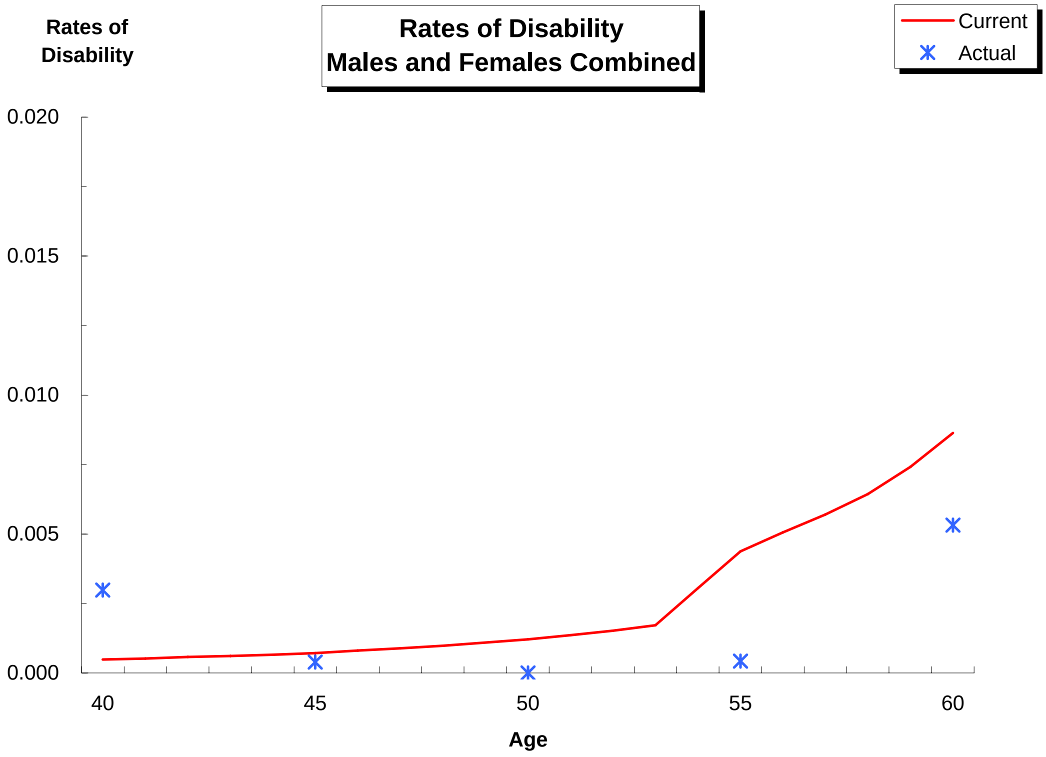
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	5,700	7.37	6	81.4%
2005	5,564	7.18	3	41.8
2006	5,418	7.06	9	127.5
2007	5,373	7.32	5	68.3
Total	22,055	28.93	23	79.5%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

RATES OF SALARY INCREASE

Males and Females Combined

Experience by Age

Age	Number	Actual Last Year	Expected This Year	Actual This Year	Actual/ Expected
25 and under	893	$ 25,260,058	$ 27,619,524	$ 28,024,325	101.5%
30	1,204	42,059,523	45,519,627	45,092,578	99.1
35	2,219	82,712,697	88,658,542	88,522,977	99.8
40	3,422	127,891,864	136,023,293	134,622,324	99.0
45	4,935	187,223,873	198,802,518	197,228,234	99.2
50	5,251	202,207,876	213,724,657	212,127,208	99.3
55	4,584	181,101,012	189,885,493	189,431,141	99.8
60 and over	5,146	193,246,656	201,984,053	200,964,624	99.5
Total	27,654	$ 1,041,703,559	$ 1,102,217,707	$ 1,096,013,411	99.4%

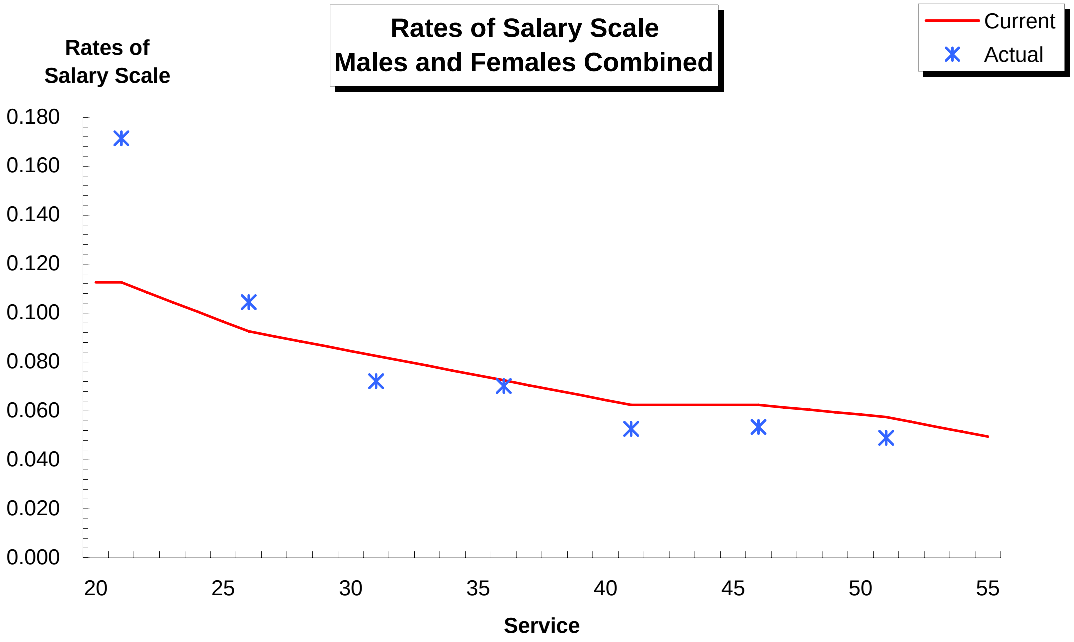
Overall Experience by Year

Year	Number	Actual Last Year	Expected This Year	Actual This Year	Actual/ Expected
2004	6,915	$ 249,137,382	$ 263,793,960	$ 257,422,190	97.6%
2005	6,946	254,642,505	269,487,939	270,305,148	100.3
2006	6,913	265,050,135	280,383,318	279,956,283	99.8
2007	6,880	272,873,537	288,552,490	288,329,790	99.9
Total	27,654	$ 1,041,703,559	$ 1,102,217,707	$ 1,096,013,411	99.4%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
RATES OF POST-RETIREMENT MORTALITY
FOR HEALTHY RETIREES

Males

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	337	0.97	2	206.2%	0.00288	0.00593	0.00245	285.7%
55	587	3.47	2	57.6	0.00591	0.00341	0.00420	76.0
60	947	8.03	15	186.8	0.00848	0.01584	0.00768	203.0
65	1,039	14.76	20	135.5	0.01421	0.01925	0.01441	132.1
70	1,266	31.75	31	97.6	0.02508	0.02449	0.02457	98.0
75	1,136	46.46	62	133.4	0.04090	0.05458	0.04217	128.1
80	886	58.70	62	105.6	0.06625	0.06998	0.07204	98.2
85	539	55.50	51	91.9	0.10297	0.09462	0.12280	79.5
90	192	28.57	41	143.5	0.14880	0.21354	0.19977	112.4
95 and over	43	9.18	11	119.8	0.21349	0.25581	0.28391	92.3
Total	6,972	257.39	297	115.4%				105.5%

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	1,696	61.56	61	99.1%	90.9%
2005	1,736	64.46	82	127.2	116.3%
2006	1,755	64.92	81	124.8	113.9%
2007	1,785	66.45	73	109.9	100.2%
Total	6,972	257.39	297	115.4%	105.5%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
RATES OF POST-RETIREMENT MORTALITY
FOR HEALTHY RETIREES

Females

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	389	0.51	4	784.3%	0.00131	0.01028	0.00155	816.3%
55	544	1.47	7	476.2	0.00270	0.01287	0.00242	493.0
60	1,030	4.48	8	178.6	0.00435	0.00777	0.00444	168.1
65	1,497	10.82	14	129.4	0.00723	0.00935	0.00862	105.8
70	1,618	20.59	29	140.8	0.01273	0.01792	0.01486	117.7
75	1,753	42.73	38	88.9	0.02438	0.02168	0.02546	84.3
80	1,691	72.44	67	92.5	0.04284	0.03962	0.04151	95.3
85	1,054	72.23	68	94.1	0.06853	0.06452	0.06952	94.6
90	405	43.64	48	110.0	0.10775	0.11852	0.11915	103.7
95 and over	116	21.13	29	137.2	0.18216	0.25000	0.18280	139.2
Total	10,097	290.04	312	107.6%				104.4%

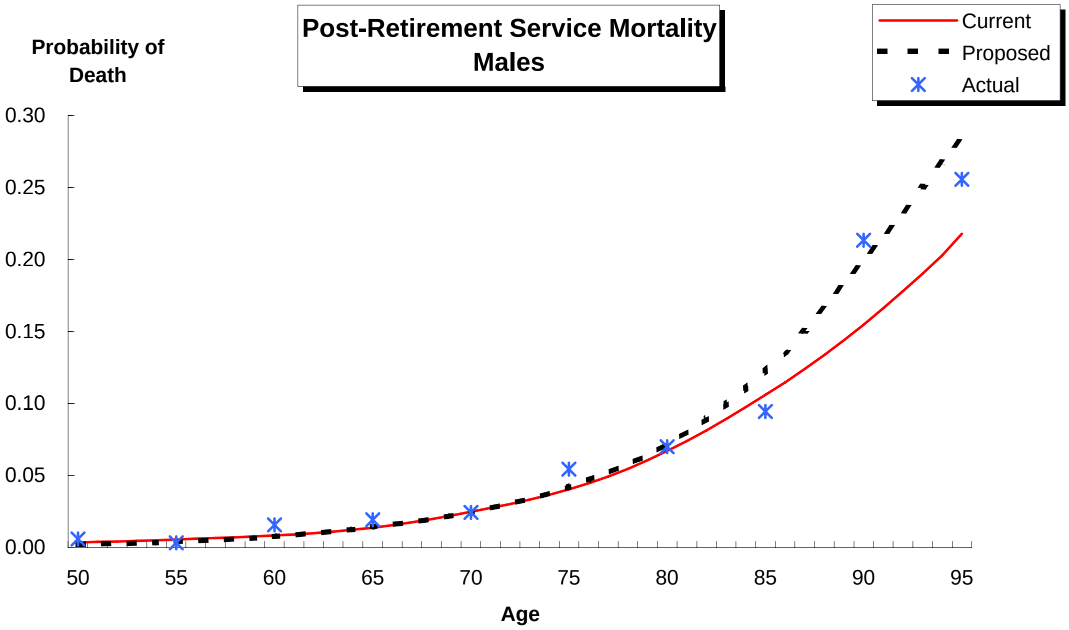
Overall Experience by Year

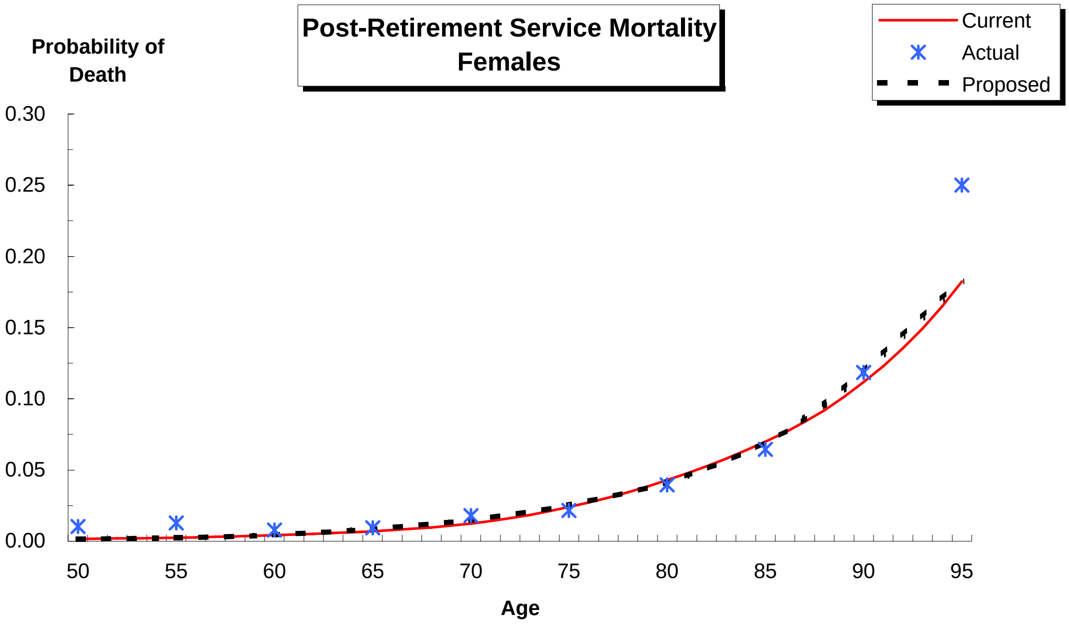
Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	2,437	67.15	74	110.2%	106.8%
2005	2,486	70.43	86	122.1	118.5%
2006	2,536	73.74	70	94.9	92.2%
2007	2,638	78.72	82	104.2	101.1%
Total	10,097	290.04	312	107.6%	104.4%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study





CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

Males

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	149	0.43	0	0.0%	0.00289	0.00000	0.00362	0.0%
55	121	0.76	4	526.3	0.00628	0.03306	0.00675	465.1
60	146	1.34	7	522.4	0.00918	0.04795	0.01274	376.3
65	132	2.06	5	242.7	0.01561	0.03788	0.02221	171.8
70	103	2.77	4	144.4	0.02689	0.03883	0.03783	104.4
75	93	4.15	6	144.6	0.04462	0.06452	0.06437	100.0
80	58	4.31	4	92.8	0.07431	0.06897	0.11076	61.8
85	18	1.96	3	153.1	0.10889	0.16667	0.18341	97.1
90	4	0.61	1	163.9	0.15250	0.25000	0.26749	101.0
95 and over	0	0.00	0	0.0	0.00000	0.00000	0.34456	0.0
Total	824	18.39	34	184.9%				128.6%

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	193	4.24	5	117.9%	82.4%
2005	206	4.43	12	270.9	189.9%
2006	209	4.71	8	169.9	118.0%
2007	216	5.01	9	179.6	124.1%
Total	824	18.39	34	184.9%	128.6%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

Females

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	31	0.04	2	5000.0%	0.00129	0.06452	0.00185	5000.0%
55	16	0.05	0	0.0	0.00313	0.00000	0.00309	0.0
60	64	0.31	1	322.6	0.00484	0.01563	0.00581	263.2
65	76	0.61	0	0.0	0.00803	0.00000	0.01095	0.0
70	43	0.58	4	689.7	0.01349	0.09302	0.01858	519.5
75	24	0.69	0	0.0	0.02875	0.00000	0.03097	0.0
80	38	1.78	1	56.2	0.04684	0.02632	0.05078	52.6
85	11	0.85	2	235.3	0.07727	0.18182	0.08638	206.2
90	3	0.34	0	0.0	0.11333	0.00000	0.14460	0.0
95 and over	0	0.00	0	0.0	0.00000	0.00000	0.20538	0.0
Total	306	5.25	10	190.5%				162.9%

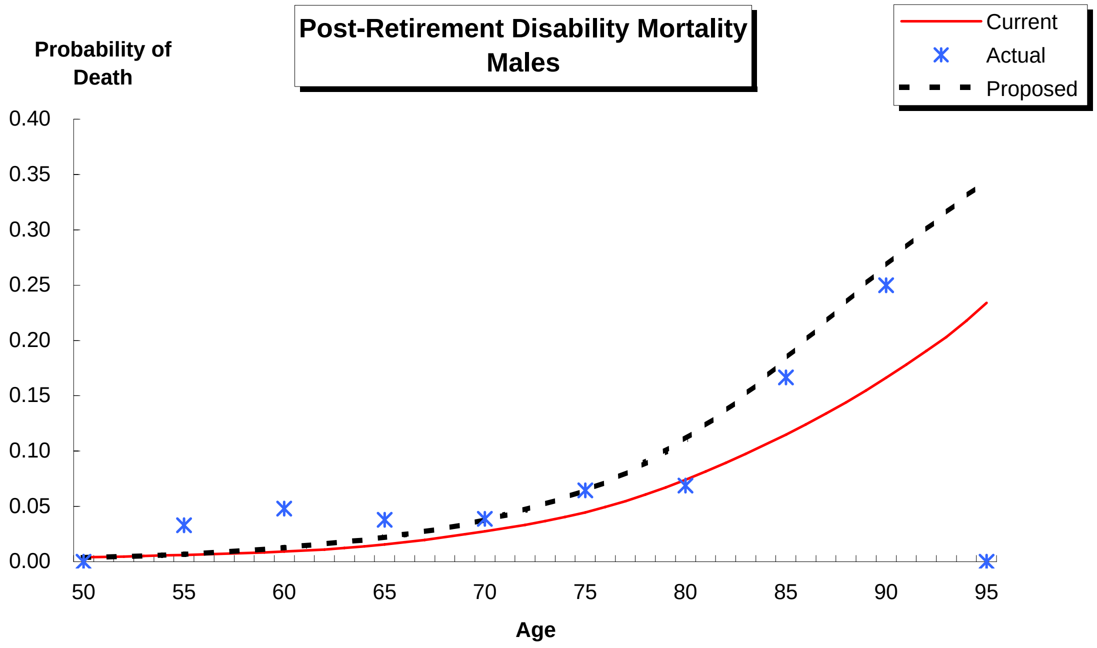
Overall Experience by Year

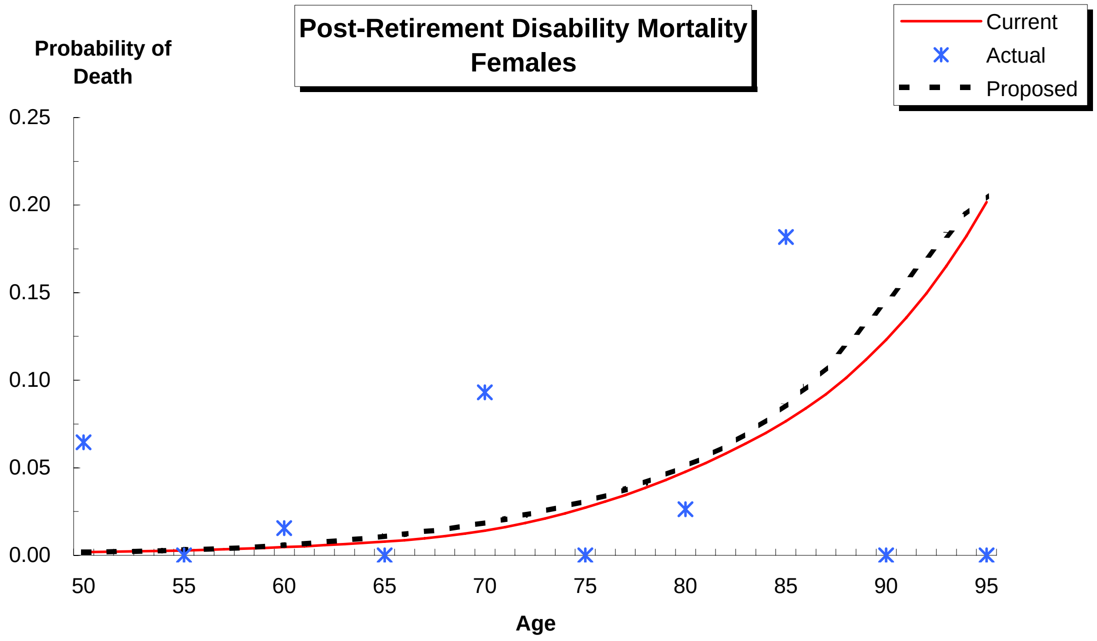
Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	68	1.02	2	196.1%	166.7%
2005	72	1.25	2	160.0	137.0%
2006	79	1.40	1	71.4	61.0%
2007	87	1.58	5	316.5	271.7%
Total	306	5.25	10	190.5%	162.9%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES

7/1/2003 - 6/30/2007 Experience Study





Results and Conclusions for Policemen and Firemen

Rates of Service Retirement

The current assumptions are unisex by gender are based on age, with the provision of immediate retirement at age 65. For those members below age 65, the number of service retirements was greater than expected, resulting in an actual over expected ratio of 112.3%. The results show that most of the difference between actual and expected retirements at ages below 52. As such, we recommend increasing the rates for all ages through age 52. For those members age 65 and older, there were two actual retirements of the seven expected. It is recommended to maintain the 100% retirement assumption at age 65.

Rates of Withdrawal

The current assumptions of withdrawal are unisex and based on age. Over the four-year period reviewed in this study, the ratio of total actual withdrawals to those expected was 118.0%. Most of the difference between actual and expected withdrawals occurs at the later ages, which may be anomalies or data issues. As such we recommend no changes in the current rates, but note that changes should be considered in the next study if apparent terminations (non-retirements) continue to occur at the later ages.

Rates of Mortality Among Active Members

There were three actual deaths and one expected. Given the very low number of cases, it is recommended that no changes be made at this time.

Rates of Disability Retirement

There were 12 disability retirements and 12.62 were expected, an actual over expected ratio of 95.1%. Given how close these results are, it is recommended to continue with the current rates. Note that disability retirements were heavier than expected at the earlier ages and lighter than expected at the later ages. If this pattern is seen in the next four-year study, consideration should be given to adjusting the rates, regardless of how close the actual and expected occurrences are in total.

Rates of Salary Increase

Salary is a factor in determining the majority of benefits provided by MERS. As such, it is critical to have an accurate assumption for future salary increases. The components of the salary increase assumption consist of wage inflation, productivity growth, and merit/seniority. The current salary increase assumptions are unisex and based on participants' age. Actual salary increases were 1.2% greater than those expected. Our analysis shows this result mainly at the earlier ages. The results are based on annual salary increases that include an assumed inflation component of 3.75% per year. Given the current economic environment facing the municipalities, we recommended no changes at this time. If this pattern appears in the next study, consideration should be given to increasing the rates then. As detailed earlier in this report, we recommended maintaining the wage inflation component of the salary scale of 3.75%. Embedded in the 3.75% wage inflation assumption is a productivity gain assumption of 0.25%. This measurement is the difference between the assumptions for wage inflation and price inflation.

Rates of Mortality Among Retirees

The number of actual deaths of male service retirees and beneficiaries exceeded the number expected. The actual over expected ratio was varied each year in the study and averaged 121.4% over the four-year period. We recommend replacing the mortality table currently in use, the 1983 Group Annuity Mortality table, with a more updated published table, the RP-2000 mortality table. Using the unadjusted male RP-2000 table will produce too few expected deaths, so we additionally recommend setting forward the rates by one year (e.g., a 65 year old retiree would be given the mortality of a 66 year old). The expected number of deaths using this adjusted table increases slightly, thus marginally lowering the actual over expected ratio.

For female service retirees and beneficiaries the number of actual deaths nearly equaled those expected, producing an actual over expected ratio of 97.3%. As with the male assumption above, we recommend switching to the RP-2000 mortality table. For females, this table produces universally higher rates of mortality than the current 1983 Group Annuity Mortality table. The female RP-2000 table with a one year set back (e.g., a 65 year old retiree would be given the mortality of a 64 year old) produces virtually the same expected number of deaths, thus resulting in a minimal change in the actual over expected ratio.

Actual deaths for male disability retirees were greater than expected producing an actual over expected ratio of 131.2%. Although this percentage is somewhat high, there are very few actual and expected deaths, so a difference of just a few deaths in a given year can result in volatile swings. We recommend switching to the RP-2000 mortality tables, the same as those for the male and female service retirees and beneficiaries, but set forward five years for males (e.g., a 65 year old retiree would be given the mortality of a 70 year old) and one year for females. These changes are expected to increase the expected number of deaths thus reducing the ratios shown above.

There were no female disability retiree deaths experienced in this four-year study and virtually none expected. Since there is no real experience to analyze, we recommend the use of the same mortality table as that recommended for the female disability retirees in the general employee group, namely the RP-2000 table set forward one year.

The following tables and graphs summarize the results of the experience investigation. The tables illustrate the System's experience relative to current assumptions for the period being investigated. Numbers of actual separations as well as those expected are shown, along with various ratios, to help illustrate the basis for our recommendations. It should be noted that the tabular results are based on five-year grouping of ages (e.g., age 50 summarizes the results for ages 48 through 52).

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
SEPARATION FROM ACTIVE SERVICE
RATES OF SERVICE RETIREMENT

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
45 and under	33	4.80	18	375.0%	0.14545	0.54545	0.25000	240.0%
50	136	18.20	22	120.9	0.13382	0.16176	0.20000	87.4
55	182	21.84	21	96.2	0.12000	0.11538	0.12000	96.2
60-64	132	22.93	21	91.6	0.17371	0.15909	0.20000	91.6
65 and over	7	7.00	2	28.6	1.00000	0.28571	1.00000	28.6
Total	490	74.77	84	112.3%				99.5%

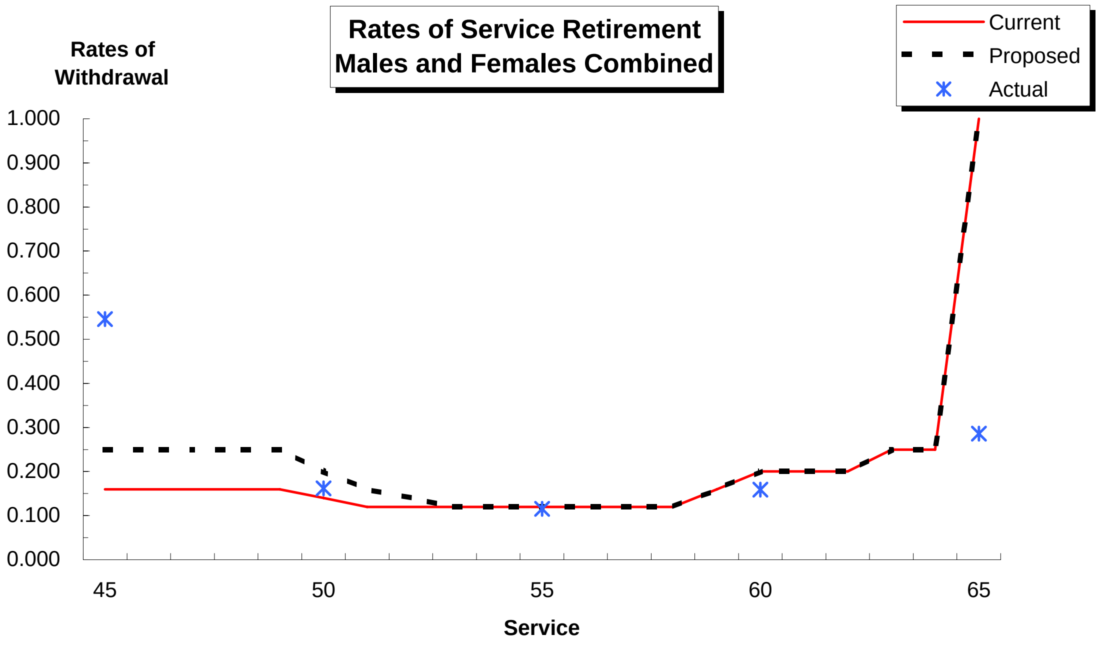
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	118	17.19	19	110.5%	95.7%
2005	117	17.03	10	58.7	52.0
2006	131	19.40	26	134.0	119.2
2007	124	21.15	29	137.1	123.2
Total	490	74.77	84	112.3%	99.5%

Recommendation: Adjust rates to better reflect experience.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
SEPARATION FROM ACTIVE SERVICE
RATES OF WITHDRAWAL

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	272	19.04	20	105.0%	0.07000	0.07353
30	445	22.48	18	80.1	0.05052	0.04045
35	719	22.52	22	97.7	0.03132	0.03060
40	684	13.68	20	146.2	0.02000	0.02924
45	561	8.08	7	86.6	0.01440	0.01248
50	152	1.52	8	526.3	0.01000	0.05263
55	0	0.00	4	0.0	0.00000	0.00000
60 and over	0	0.00	4	0.0	0.00000	0.00000
Total	2,833	87.32	103	118.0%		

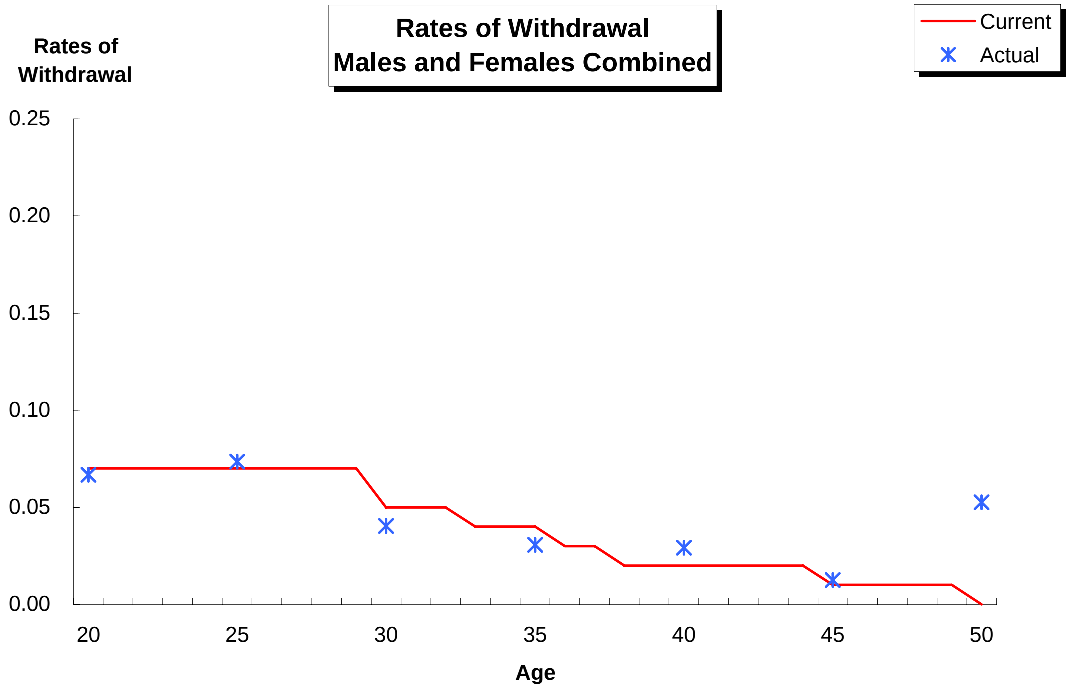
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	687	16.80	25	148.8%
2005	693	22.38	20	89.4
2006	703	22.94	30	130.8
2007	750	25.20	28	111.1
Total	2,833	87.32	103	118.0%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
SEPARATION FROM ACTIVE SERVICE
RATES OF DEATH

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	272	0.01	1	10000.0%	0.00004	0.00368
30	445	0.04	0	0.0	0.00009	0.00000
35	719	0.12	1	833.3	0.00017	0.00139
40	684	0.15	0	0.0	0.00022	0.00000
45	594	0.19	0	0.0	0.00032	0.00000
50	427	0.20	0	0.0	0.00047	0.00000
55	246	0.14	0	0.0	0.00057	0.00000
60 and over	136	0.15	1	666.7	0.00110	0.00735
Total	3,523	1.00	3	300.0%		

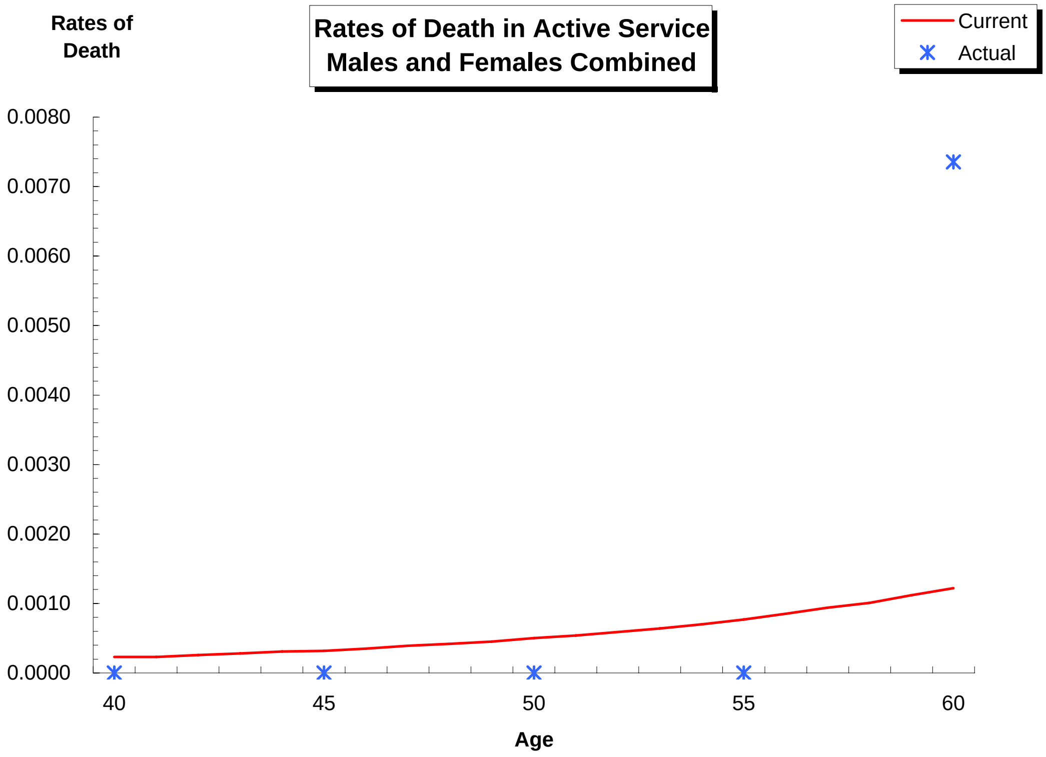
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	847	0.24	0	0.0%
2005	856	0.24	0	0.0
2006	892	0.27	1	370.4
2007	928	0.25	2	800.0
Total	3,523	1.00	3	300.0%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
SEPARATION FROM ACTIVE SERVICE
RATES OF DISABILITY

Males and Females Combined

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected	Expected Rate	Actual Rate
25 and under	272	0.37	0	0.0%	0.00136	0.00000
30	445	0.70	0	0.0	0.00157	0.00000
35	719	1.62	4	246.9	0.00225	0.00556
40	684	2.19	5	228.3	0.00320	0.00731
45	561	2.72	0	0.0	0.00485	0.00000
50	291	3.12	1	32.1	0.01072	0.00344
55	64	1.65	1	60.6	0.02578	0.01563
60 and over	4	0.25	1	400.0	0.06250	0.25000
Total	3,040	12.62	12	95.1%		

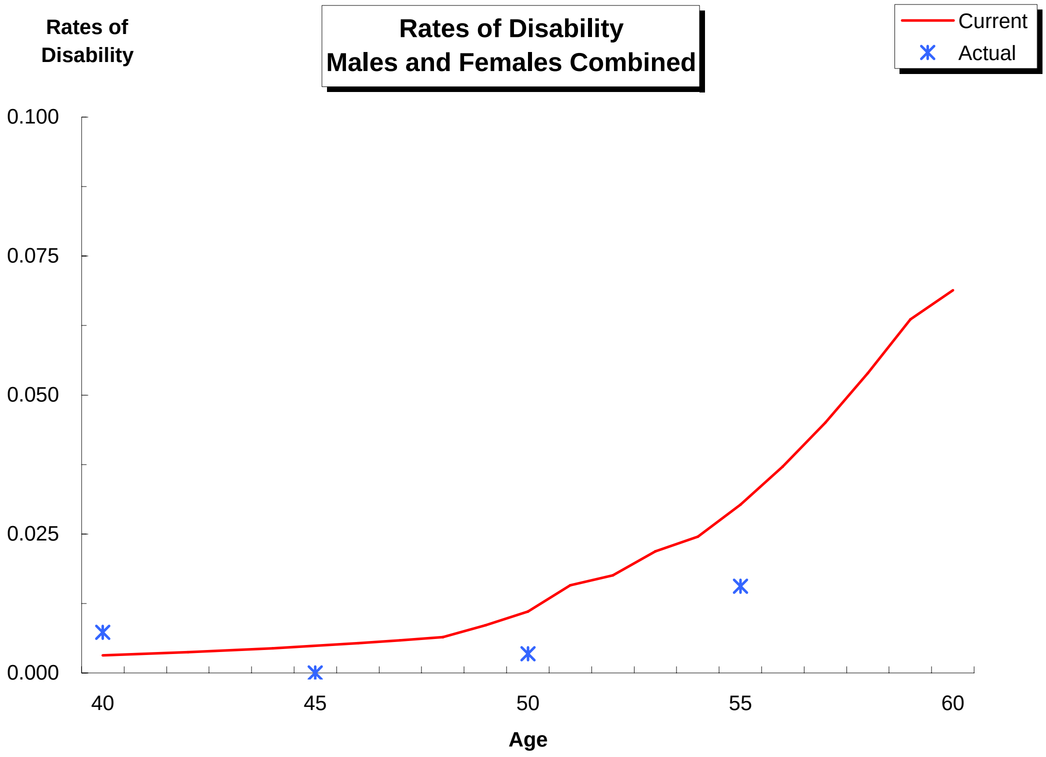
Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected
2004	730	2.88	3	104.2%
2005	740	2.99	2	66.9
2006	762	3.33	3	90.1
2007	808	3.42	4	117.0
Total	3,040	12.62	12	95.1%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

RATES OF SALARY INCREASE

Males and Females Combined

Experience by Age

Age	Number	Actual Last Year	Expected This Year	Actual This Year	Actual/ Expected
25 and under	251	$ 13,841,463	$ 15,306,742	$ 17,060,288	111.5%
30	427	27,141,038	29,179,397	29,947,733	102.6
35	692	47,634,002	50,594,849	50,737,170	100.3
40	659	47,995,145	50,547,324	50,617,010	100.1
45	569	41,353,030	43,333,228	43,530,585	100.5
50	396	29,340,385	30,670,394	30,918,041	100.8
55	220	16,243,618	16,974,580	16,901,314	99.6
60 and over	114	8,790,686	9,186,267	9,059,047	98.6
Total	3,328	$ 232,339,367	$ 245,792,781	$ 248,771,188	101.2%

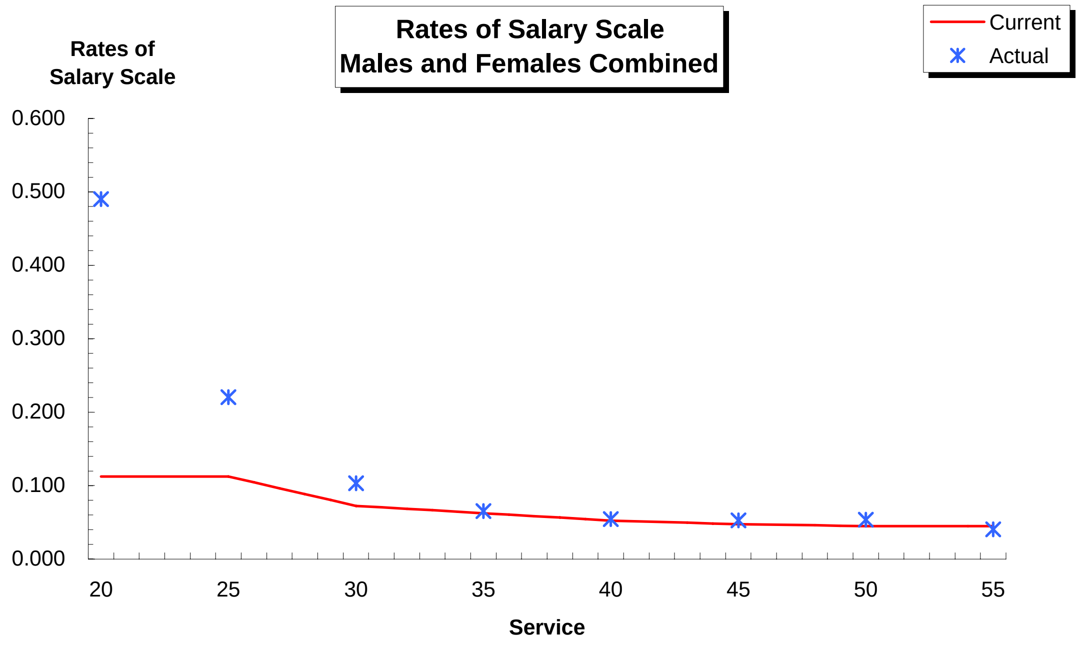
Overall Experience by Year

Year	Number	Actual Last Year	Expected This Year	Actual This Year	Actual/ Expected
2004	801	$ 52,557,995	$ 55,596,441	$ 55,748,875	100.3%
2005	825	56,114,967	59,340,738	60,337,177	101.7
2006	833	59,567,319	63,003,764	63,985,734	101.6
2007	869	64,099,086	67,851,838	68,699,402	101.2
Total	3,328	$ 232,339,367	$ 245,792,781	$ 248,771,188	101.2%

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study



CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
RATES OF POST-RETIREMENT MORTALITY
FOR HEALTHY RETIREES

Males

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	137	0.36	2	555.6%	0.00263	0.01460	0.00245	769.2%
55	169	0.99	0	0.0	0.00586	0.00000	0.00420	0.0
60	262	2.24	5	223.2	0.00855	0.01908	0.00768	240.4
65	239	3.32	2	60.2	0.01389	0.00837	0.01441	58.7
70	132	3.17	3	94.6	0.02402	0.02273	0.02457	94.9
75	119	4.86	5	102.9	0.04084	0.04202	0.04217	98.6
80	70	4.53	4	88.3	0.06471	0.05714	0.07204	82.3
85	32	3.26	5	153.4	0.10188	0.15625	0.12280	133.0
90	1	0.13	1	769.2	0.13000	1.00000	0.19977	588.2
95 and over	1	0.20	1	500.0	0.20000	1.00000	0.28391	370.4
Total	1,162	23.06	28	121.4%				117.7%

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	274	5.38	5	92.9%	89.9%
2005	282	5.45	9	165.1	161.0%
2006	289	5.78	3	51.9	50.5%
2007	317	6.46	11	170.3	164.7%
Total	1,162	23.07	28	121.4%	117.7%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
RATES OF POST-RETIREMENT MORTALITY
FOR HEALTHY RETIREES

Females

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	14	0.02	0	0.0%	0.00143	0.00000	0.00155	0.0%
55	5	0.01	0	0.0	0.00200	0.00000	0.00242	0.0
60	19	0.09	0	0.0	0.00474	0.00000	0.00444	0.0
65	21	0.15	0	0.0	0.00714	0.00000	0.00862	0.0
70	15	0.18	0	0.0	0.01200	0.00000	0.01486	0.0
75	41	1.03	0	0.0	0.02512	0.00000	0.02546	0.0
80	54	2.36	5	211.9	0.04370	0.09259	0.04151	221.2
85	22	1.55	0	0.0	0.07045	0.00000	0.06952	0.0
90	17	1.87	2	107.0	0.11000	0.11765	0.11915	103.6
95 and over	12	1.99	2	100.5	0.16583	0.16667	0.18280	98.5
Total	220	9.25	9	97.3%				96.4%

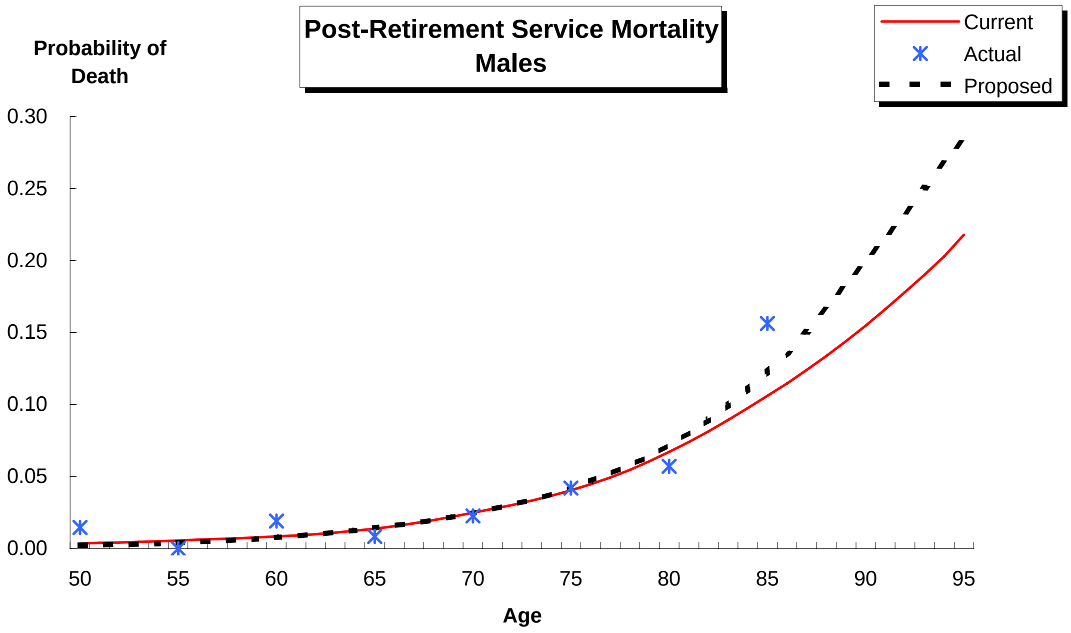
Overall Experience by Year

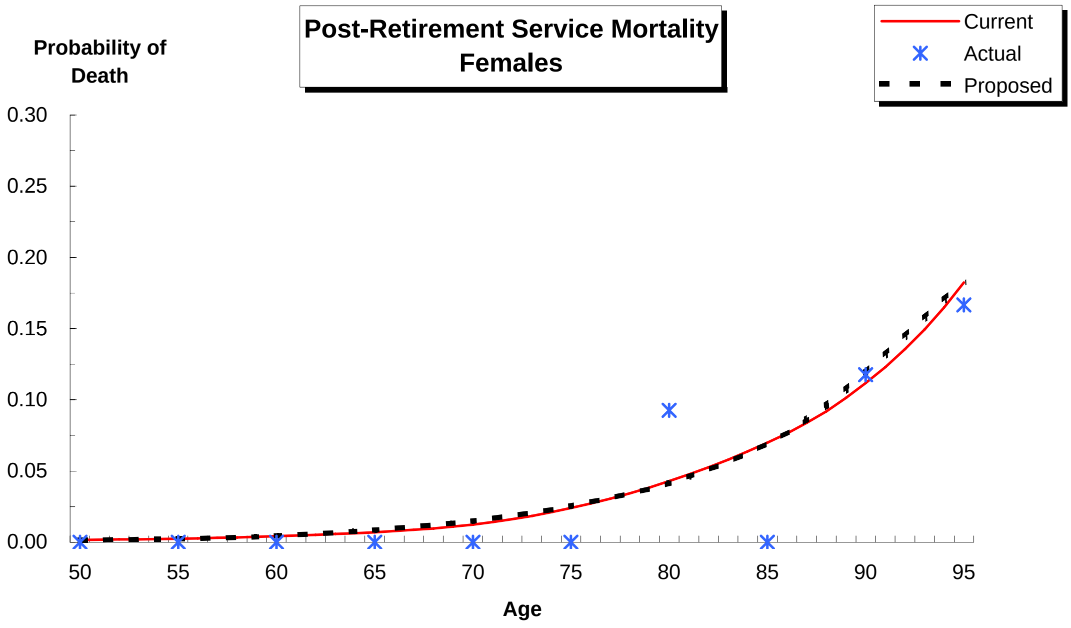
Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	54	2.12	1	47.2%	48.8%
2005	55	2.40	4	166.7	162.6%
2006	54	2.27	2	88.1	86.2%
2007	57	2.46	2	81.3	80.0%
Total	220	9.25	9	97.3%	96.4%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study





CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

Males

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	116	0.33	0	0.0%	0.00284	0.00000	0.00362	0.0%
55	117	0.73	3	411.0	0.00624	0.02564	0.00675	365.9
60	94	0.84	0	0.0	0.00894	0.00000	0.01274	0.0
65	66	1.08	1	92.6	0.01636	0.01515	0.02221	122.0
70	33	0.85	0	0.0	0.02576	0.00000	0.03783	0.0
75	15	0.67	0	0.0	0.04467	0.00000	0.06437	0.0
80	25	1.84	4	217.4	0.07360	0.16000	0.11076	487.8
85	5	0.52	1	192.3	0.10400	0.20000	0.18341	122.0
90	0	0.00	0	0.0	0.00000	0.00000	0.26749	0.0
95 and over	0	0.00	0	0.0	0.00000	0.00000	0.34456	0.0
Total	471	6.86	9	131.2%				94.3%

Overall Experience by Year

Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	111	1.47	2	136.1%	99.0%
2005	116	1.64	1	61.0	43.9%
2006	122	1.82	2	109.9	79.1%
2007	122	1.93	4	207.3	147.6%
Total	471	6.86	9	131.2%	94.3%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

Females

Experience by Age

Age	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Expected Rate	Actual Rate	Proposed Rate	Actual/ Expected (Proposed)
50 and under	10	0.01	0	0.0%	0.00100	0.00000	0.00185	0.0%
55	8	0.02	0	0.0	0.00250	0.00000	0.00309	0.0
60	1	0.01	0	0.0	0.01000	0.00000	0.00581	0.0
65	3	0.02	0	0.0	0.00667	0.00000	0.01095	0.0
70	0	0.00	0	0.0	0.00000	0.00000	0.01858	0.0
75	0	0.00	0	0.0	0.00000	0.00000	0.03097	0.0
80	0	0.00	0	0.0	0.00000	0.00000	0.05078	0.0
85	0	0.00	0	0.0	0.00000	0.00000	0.08638	0.0
90	0	0.00	0	0.0	0.00000	0.00000	0.14460	0.0
95 and over	0	0.00	0	0.0	0.00000	0.00000	0.20538	0.0
Total	22	0.06	0	0.000				0.0%

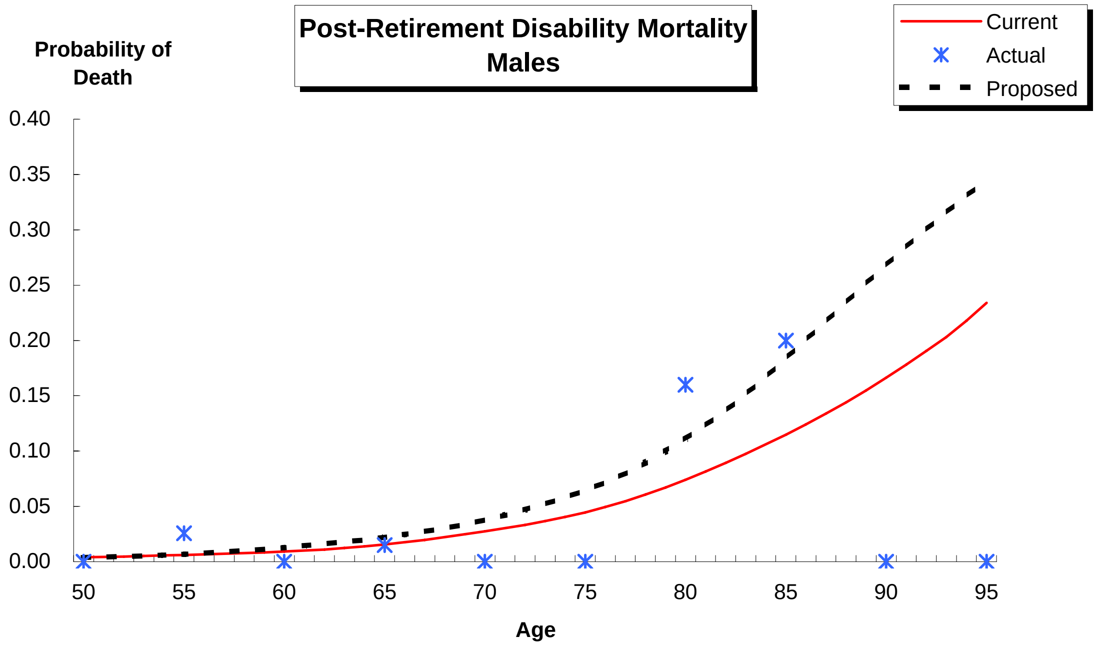
Overall Experience by Year

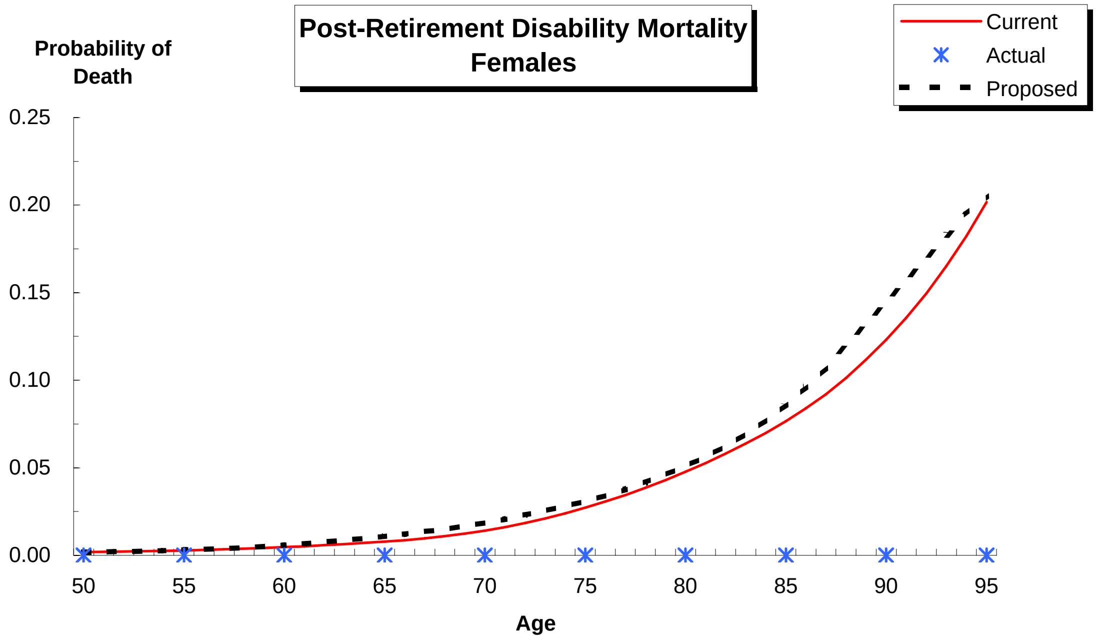
Year	Exposed Number	Expected Number	Actual Number	Actual/ Expected (Current)	Actual/ Expected (Proposed)
2004	5	0.01	0	0.0%	0.0%
2005	5	0.01	0	0.0	0.0%
2006	6	0.02	0	0.0	0.0%
2007	6	0.02	0	0.0	0.0%
Total	22	0.06	0	0.0%	0.0%

It is recommended to change to a more recent published mortality table.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN

7/1/2003 - 6/30/2007 Experience Study





CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES SEPARATION FROM ACTIVE SERVICE FOR SERVICE RETIREMENT

Age	Proposed Rate	Current Rate
45	0.15000	0.00000
46	0.15000	0.00000
47	0.15000	0.00000
48	0.15000	0.00000
49	0.15000	0.00000
50	0.15000	0.17000
51	0.15000	0.17000
52	0.15000	0.17000
53	0.15000	0.12000
54	0.10000	0.09000
55	0.07000	0.09000
56	0.06000	0.09000
57	0.05000	0.09000
58	0.05000	0.07000
59	0.05000	0.07000
60	0.10000	0.09000
61	0.10000	0.09000
62	0.10000	0.15000
63	0.15000	0.15000
64	0.15000	0.15000
65	0.20000	0.20000
66	0.15000	0.20000
67	0.15000	0.20000
68	0.15000	0.25000
69	0.15000	0.25000
70	0.15000	1.00000
71	0.15000	1.00000
72	0.15000	1.00000
73	0.15000	1.00000
74	0.15000	1.00000
75	1.00000	1.00000

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES SEPARATION FROM ACTIVE SERVICE FOR WITHDRAWAL

	Male Withdrawal		Female Withdrawal	
Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate
19	0.18000	0.18000	0.20000	0.18000
20	0.18000	0.18000	0.20000	0.18000
21	0.18000	0.18000	0.20000	0.18000
22	0.18000	0.18000	0.20000	0.18000
23	0.18000	0.18000	0.20000	0.18000
24	0.18000	0.18000	0.20000	0.18000
25	0.18000	0.18000	0.20000	0.18000
26	0.18000	0.17100	0.20000	0.17100
27	0.18000	0.16200	0.20000	0.16200
28	0.12000	0.15300	0.15000	0.15300
29	0.12000	0.14400	0.15000	0.14400
30	0.12000	0.13500	0.15000	0.13500
31	0.12000	0.13050	0.15000	0.13050
32	0.12000	0.12600	0.15000	0.12600
33	0.10000	0.11900	0.12000	0.11900
34	0.10000	0.11200	0.12000	0.11200
35	0.10000	0.10250	0.12000	0.10250
36	0.10000	0.09850	0.12000	0.09850
37	0.10000	0.09450	0.12000	0.09450
38	0.07500	0.09050	0.10000	0.09050
39	0.07500	0.08650	0.10000	0.08650
40	0.07500	0.08250	0.10000	0.08250
41	0.07500	0.07900	0.10000	0.07900
42	0.07500	0.07550	0.10000	0.07550
43	0.05000	0.07200	0.07500	0.07200
44	0.05000	0.06850	0.07500	0.06850
45	0.05000	0.06500	0.07500	0.06500
46	0.05000	0.06400	0.07500	0.06400
47	0.05000	0.06300	0.07500	0.06300
48	0.05000	0.06200	0.05000	0.06200
49	0.05000	0.05600	0.05000	0.05600
50-69	0.05000	0.05000	0.05000	0.05000
70	0.05000	0.00000	0.05000	0.00000
71	0.05000	0.00000	0.05000	0.00000
72	0.05000	0.00000	0.05000	0.00000
73	0.05000	0.00000	0.05000	0.00000
74	0.05000	0.00000	0.05000	0.00000

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES SEPARATION FROM ACTIVE SERVICE
FOR DEATH

Age	Proposed Rate	Current Rate	Age	Proposed Rate	Current Rate
19	0.00006	0.00006	47	0.00039	0.00039
20	0.00006	0.00006	48	0.00042	0.00042
21	0.00006	0.00006	49	0.00045	0.00045
22	0.00007	0.00007	50	0.00050	0.00050
23	0.00008	0.00008	51	0.00054	0.00054
24	0.00008	0.00008	52	0.00059	0.00059
25	0.00008	0.00008	53	0.00064	0.00064
26	0.00009	0.00009	54	0.00070	0.00070
27	0.00009	0.00009	55	0.00077	0.00077
28	0.00010	0.00010	56	0.00085	0.00085
29	0.00011	0.00011	57	0.00094	0.00094
30	0.00011	0.00011	58	0.00101	0.00101
31	0.00012	0.00012	59	0.00112	0.00112
32	0.00013	0.00013	60	0.00122	0.00122
33	0.00014	0.00014	61	0.00137	0.00137
34	0.00015	0.00015	62	0.00149	0.00149
35	0.00015	0.00015	63	0.00164	0.00164
36	0.00017	0.00017	64	0.00183	0.00183
37	0.00018	0.00018	65	0.00202	0.00202
38	0.00020	0.00020	66	0.00221	0.00221
39	0.00021	0.00021	67	0.00242	0.00242
40	0.00023	0.00023	68	0.00264	0.00264
41	0.00023	0.00023	69	0.00286	0.00286
42	0.00026	0.00026	70	0.00309	0.00000
43	0.00028	0.00028	71	0.00334	0.00000
44	0.00031	0.00031	72	0.00360	0.00000
45	0.00032	0.00032	73	0.00387	0.00000
46	0.00035	0.00035	74	0.00415	0.00000

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES SEPARATION FROM ACTIVE SERVICE FOR DISABILITY

Age	Proposed Rate	Current Rate	Age	Proposed Rate	Current Rate
19	0.00020	0.00020	47	0.00089	0.00089
20	0.00020	0.00020	48	0.00098	0.00098
21	0.00020	0.00020	49	0.00109	0.00109
22	0.00020	0.00020	50	0.00121	0.00121
23	0.00023	0.00023	51	0.00136	0.00136
24	0.00023	0.00023	52	0.00152	0.00152
25	0.00023	0.00023	53	0.00172	0.00172
26	0.00023	0.00023	54	0.00305	0.00305
27	0.00025	0.00025	55	0.00437	0.00437
28	0.00025	0.00025	56	0.00506	0.00506
29	0.00025	0.00025	57	0.00570	0.00570
30	0.00029	0.00029	58	0.00644	0.00644
31	0.00029	0.00029	59	0.00741	0.00741
32	0.00031	0.00031	60	0.00863	0.00863
33	0.00035	0.00035	61	0.01005	0.01005
34	0.00035	0.00035	62	0.01178	0.01178
35	0.00037	0.00037	63	0.01380	0.01380
36	0.00037	0.00037	64	0.01610	0.01610
37	0.00040	0.00040	65	0.01840	0.01840
38	0.00043	0.00043	66	0.02070	0.02070
39	0.00046	0.00046	67	0.02300	0.02300
40	0.00048	0.00048	68	0.02530	0.02530
41	0.00052	0.00052	69	0.02760	0.02760
42	0.00058	0.00058	70	0.02990	0.00000
43	0.00061	0.00061	71	0.03220	0.00000
44	0.00066	0.00066	72	0.03450	0.00000
45	0.00071	0.00071	73	0.03680	0.00000
46	0.00081	0.00081	74	0.03910	0.00000

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
CURRENT RATES SALARY INCREASE

Age	Rate
19	0.11250
20	0.11250
21	0.10850
22	0.10450
23	0.10050
24	0.09650
25	0.09250
26	0.09050
27	0.08850
28	0.08650
29	0.08450
30	0.08250
31	0.08050
32	0.07850
33	0.07650
34	0.07450
35	0.07250
36	0.07050
37	0.06850
38	0.06650
39	0.06450
40	0.06250
41	0.06250
42	0.06250
43	0.06250
44	0.06250
45	0.06250
46	0.06150
47	0.06050
48	0.05950
49	0.05850
50	0.05750
51	0.05550
52	0.05350
53	0.05150
54	0.04950
55	0.04750
56	0.04700
57	0.04650
58	0.04600
59	0.04550
60-74	0.04500

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES OF POST-RETIREMENT MORTALITY
FOR SERVICE RETIREES

	Male Service Retirees		**Female Service Retirees**			**Male Service Retirees**		**Female Service Retirees**	
Age	**Proposed Rate**	**Current Rate**	**Proposed Rate**	**Current Rate**	**Age**	**Proposed Rate**	**Current Rate**	**Proposed Rate**	**Current Rate**
19	0.00034	0.00035	0.00019	0.00018	60	0.00768	0.00838	0.00444	0.00424
20	0.00036	0.00037	0.00019	0.00019	61	0.00876	0.00916	0.00506	0.00470
21	0.00037	0.00038	0.00019	0.00020	62	0.01001	0.01006	0.00581	0.00521
22	0.00037	0.00039	0.00019	0.00021	63	0.01128	0.01113	0.00666	0.00577
23	0.00038	0.00041	0.00019	0.00023	64	0.01274	0.01239	0.00765	0.00639
24	0.00038	0.00042	0.00020	0.00024	65	0.01441	0.01387	0.00862	0.00706
25	0.00038	0.00044	0.00020	0.00025	66	0.01608	0.01559	0.00971	0.00782
26	0.00038	0.00046	0.00021	0.00027	67	0.01787	0.01758	0.01095	0.00868
27	0.00039	0.00049	0.00021	0.00028	68	0.01980	0.01980	0.01216	0.00970
28	0.00041	0.00051	0.00022	0.00030	69	0.02221	0.02223	0.01345	0.01092
29	0.00044	0.00054	0.00024	0.00032	70	0.02457	0.02482	0.01486	0.01239
30	0.00050	0.00057	0.00025	0.00034	71	0.02728	0.02753	0.01674	0.01413
31	0.00056	0.00061	0.00026	0.00036	72	0.03039	0.03035	0.01858	0.01616
32	0.00063	0.00064	0.00031	0.00039	73	0.03390	0.03337	0.02066	0.01848
33	0.00070	0.00069	0.00035	0.00041	74	0.03783	0.03668	0.02297	0.02109
34	0.00077	0.00073	0.00039	0.00044	75	0.04217	0.04039	0.02546	0.02399
35	0.00084	0.00078	0.00043	0.00048	76	0.04691	0.04460	0.02811	0.02718
36	0.00090	0.00086	0.00047	0.00050	77	0.05212	0.04939	0.03097	0.03067
37	0.00096	0.00091	0.00051	0.00054	78	0.05793	0.05476	0.03411	0.03446
38	0.00102	0.00097	0.00055	0.00057	79	0.06437	0.06068	0.03759	0.03855
39	0.00108	0.00104	0.00060	0.00062	80	0.07204	0.06713	0.04151	0.04295
40	0.00114	0.00113	0.00065	0.00067	81	0.08049	0.07407	0.04588	0.04765
41	0.00121	0.00124	0.00071	0.00072	82	0.08972	0.08148	0.05078	0.05269
42	0.00130	0.00137	0.00077	0.00077	83	0.09978	0.08932	0.05629	0.05807
43	0.00140	0.00153	0.00085	0.00084	84	0.11076	0.09753	0.06251	0.06381
44	0.00151	0.00172	0.00094	0.00092	85	0.12280	0.10605	0.06952	0.06992
45	0.00162	0.00193	0.00103	0.00101	86	0.13604	0.11484	0.07745	0.07657
46	0.00173	0.00218	0.00112	0.00112	87	0.15059	0.12417	0.08638	0.08387
47	0.00186	0.00247	0.00122	0.00124	88	0.16642	0.13387	0.09634	0.09193
48	0.00200	0.00279	0.00133	0.00137	89	0.18341	0.14407	0.10730	0.10135
49	0.00214	0.00314	0.00143	0.00151	90	0.19977	0.15486	0.11915	0.11175
50	0.00245	0.00351	0.00155	0.00165	91	0.21661	0.16631	0.13168	0.12308
51	0.00267	0.00391	0.00168	0.00179	92	0.23366	0.17821	0.14460	0.13563
52	0.00292	0.00432	0.00185	0.00195	93	0.25069	0.19046	0.15762	0.14958
53	0.00320	0.00476	0.00202	0.00212	94	0.26749	0.20301	0.17043	0.16510
54	0.00362	0.00520	0.00221	0.00231	95	0.28391	0.21790	0.18280	0.18242
55	0.00420	0.00566	0.00242	0.00254	96	0.29985	0.23409	0.19451	0.20176
56	0.00469	0.00613	0.00272	0.00280	97	0.31530	0.24844	0.20538	0.22204
57	0.00527	0.00662	0.00309	0.00310	98	0.33021	0.26395	0.21524	0.24390
58	0.00595	0.00714	0.00348	0.00344	99	0.34456	0.28080	0.22395	0.26819
59	0.00675	0.00772	0.00392	0.00382	100	0.35863	0.29915	0.23139	0.29519

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
GENERAL EMPLOYEES
PROPOSED RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

	Male Disability Retirees		Female Disability Retirees			Male Disability Retirees		Female Disability Retirees	
Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate
19	0.00038	0.00037	0.00019	0.00019	60	0.01274	0.00916	0.00581	0.00470
20	0.00038	0.00038	0.00019	0.00020	61	0.01441	0.01006	0.00666	0.00521
21	0.00038	0.00039	0.00019	0.00021	62	0.01608	0.01113	0.00765	0.00577
22	0.00038	0.00041	0.00020	0.00023	63	0.01787	0.01239	0.00862	0.00639
23	0.00039	0.00042	0.00020	0.00024	64	0.01980	0.01387	0.00971	0.00706
24	0.00041	0.00044	0.00021	0.00025	65	0.02221	0.01559	0.01095	0.00782
25	0.00044	0.00046	0.00021	0.00027	66	0.02457	0.01758	0.01216	0.00868
26	0.00050	0.00049	0.00022	0.00028	67	0.02728	0.01980	0.01345	0.00970
27	0.00056	0.00051	0.00024	0.00030	68	0.03039	0.02223	0.01486	0.01092
28	0.00063	0.00054	0.00025	0.00032	69	0.03390	0.02482	0.01674	0.01239
29	0.00070	0.00057	0.00026	0.00034	70	0.03783	0.02753	0.01858	0.01413
30	0.00077	0.00061	0.00031	0.00036	71	0.04217	0.03035	0.02066	0.01616
31	0.00084	0.00064	0.00035	0.00039	72	0.04691	0.03337	0.02297	0.01848
32	0.00090	0.00069	0.00039	0.00041	73	0.05212	0.03668	0.02546	0.02109
33	0.00096	0.00073	0.00043	0.00044	74	0.05793	0.04039	0.02811	0.02399
34	0.00102	0.00078	0.00047	0.00048	75	0.06437	0.04460	0.03097	0.02718
35	0.00108	0.00086	0.00051	0.00050	76	0.07204	0.04939	0.03411	0.03067
36	0.00114	0.00091	0.00055	0.00054	77	0.08049	0.05476	0.03759	0.03446
37	0.00121	0.00097	0.00060	0.00057	78	0.08972	0.06068	0.04151	0.03855
38	0.00130	0.00104	0.00065	0.00062	79	0.09978	0.06713	0.04588	0.04295
39	0.00140	0.00113	0.00071	0.00067	80	0.11076	0.07407	0.05078	0.04765
40	0.00151	0.00124	0.00077	0.00072	81	0.12280	0.08148	0.05629	0.05269
41	0.00162	0.00137	0.00085	0.00077	82	0.13604	0.08932	0.06251	0.05807
42	0.00173	0.00153	0.00094	0.00084	83	0.15059	0.09753	0.06952	0.06381
43	0.00186	0.00172	0.00103	0.00092	84	0.16642	0.10605	0.07745	0.06992
44	0.00200	0.00193	0.00112	0.00101	85	0.18341	0.11484	0.08638	0.07657
45	0.00214	0.00218	0.00122	0.00112	86	0.19977	0.12417	0.09634	0.08387
46	0.00245	0.00247	0.00133	0.00124	87	0.21661	0.13387	0.10730	0.09193
47	0.00267	0.00279	0.00143	0.00137	88	0.23366	0.14407	0.11915	0.10135
48	0.00292	0.00314	0.00155	0.00151	89	0.25069	0.15486	0.13168	0.11175
49	0.00320	0.00351	0.00168	0.00165	90	0.26749	0.16631	0.14460	0.12308
50	0.00362	0.00391	0.00185	0.00179	91	0.28391	0.17821	0.15762	0.13563
51	0.00420	0.00432	0.00202	0.00195	92	0.29985	0.19046	0.17043	0.14958
52	0.00469	0.00476	0.00221	0.00212	93	0.31530	0.20301	0.18280	0.16510
53	0.00527	0.00520	0.00242	0.00231	94	0.33021	0.21790	0.19451	0.18242
54	0.00595	0.00566	0.00272	0.00254	95	0.34456	0.23409	0.20538	0.20176
55	0.00675	0.00613	0.00309	0.00280	96	0.35863	0.24844	0.21524	0.22204
56	0.00768	0.00662	0.00348	0.00310	97	0.37169	0.26395	0.22395	0.24390
57	0.00876	0.00714	0.00392	0.00344	98	0.38304	0.28080	0.23139	0.26819
58	0.01001	0.00772	0.00444	0.00382	99	0.39200	0.29915	0.23747	0.29519
59	0.01128	0.00838	0.00506	0.00424	100	0.39789	0.31919	0.24483	0.32522

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
PROPOSED RATES SEPARATION FROM ACTIVE SERVICE
FOR SERVICE RETIREMENT

Age	Proposed Rate	Current Rate
45	0.25000	0.16000
46	0.25000	0.16000
47	0.25000	0.16000
48	0.25000	0.16000
49	0.25000	0.16000
50	0.20000	0.14000
51	0.16000	0.12000
52	0.14000	0.12000
53	0.12000	0.12000
54	0.12000	0.12000
55	0.12000	0.12000
56	0.12000	0.12000
57	0.12000	0.12000
58	0.12000	0.12000
59	0.16000	0.16000
60	0.20000	0.20000
61	0.20000	0.20000
62	0.20000	0.20000
63	0.25000	0.25000
64	0.25000	0.25000
65	1.00000	1.00000

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
CURRENT RATES SEPARATION FROM ACTIVE SERVICE FOR WITHDRAWAL

Age	Rate
19	0.07000
20	0.07000
21	0.07000
22	0.07000
23	0.07000
24	0.07000
25	0.07000
26	0.07000
27	0.07000
28	0.07000
29	0.07000
30	0.05000
31	0.05000
32	0.05000
33	0.04000
34	0.04000
35	0.04000
36	0.03000
37	0.03000
38	0.02000
39	0.02000
40	0.02000
41	0.02000
42	0.02000
43	0.02000
44	0.02000
45	0.01000
46	0.01000
47	0.01000
48	0.01000
49	0.01000
50	0.00000

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
CURRENT RATES SEPARATION FROM ACTIVE SERVICE FOR DEATH

Age	Rate
19	0.00006
20	0.00006
21	0.00006
22	0.00007
23	0.00008
24	0.00008
25	0.00008
26	0.00009
27	0.00009
28	0.00010
29	0.00011
30	0.00011
31	0.00012
32	0.00013
33	0.00014
34	0.00015
35	0.00015
36	0.00017
37	0.00018
38	0.00020
39	0.00021
40	0.00023
41	0.00023
42	0.00026
43	0.00028
44	0.00031
45	0.00032
46	0.00035
47	0.00039
48	0.00042
49	0.00045
50	0.00050
51	0.00054
52	0.00059
53	0.00064
54	0.00070
55	0.00077
56	0.00085
57	0.00094
58	0.00101
59	0.00112
60	0.00122
61	0.00137
62	0.00149
63	0.00164
64	0.00183

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
CURRENT RATES SEPARATION FROM ACTIVE SERVICE FOR DISABILITY

Age	Rate
19	0.00110
20	0.00110
21	0.00110
22	0.00110
23	0.00134
24	0.00140
25	0.00142
26	0.00143
27	0.00144
28	0.00145
29	0.00147
30	0.00149
31	0.00161
32	0.00174
33	0.00189
34	0.00204
35	0.00220
36	0.00237
37	0.00255
38	0.00273
39	0.00294
40	0.00318
41	0.00345
42	0.00375
43	0.00408
44	0.00446
45	0.00488
46	0.00535
47	0.00588
48	0.00646
49	0.00855
50	0.01105
51	0.01577
52	0.01758
53	0.02186
54	0.02451
55	0.03029
56	0.03712
57	0.04503
58	0.05393
59	0.06359
60	0.06884
61	0.07275
62	0.07424
63	0.07574
64	0.07724

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
CURRENT RATES SALARY INCREASE

Age	Rate
19	0.11250
20	0.11250
21	0.11250
22	0.11250
23	0.11250
24	0.11250
25	0.11250
26	0.10450
27	0.09650
28	0.08850
29	0.08050
30	0.07250
31	0.07050
32	0.06850
33	0.06650
34	0.06450
35	0.06250
36	0.06050
37	0.05850
38	0.05650
39	0.05450
40	0.05250
41	0.05150
42	0.05050
43	0.04950
44	0.04850
45	0.04750
46	0.04700
47	0.04650
48	0.04600
49	0.04550
50-64	0.04500

It is recommended that the current rates be continued.

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
PROPOSED RATES OF POST-RETIREMENT MORTALITY
FOR SERVICE RETIREES

	Male Service Retirees		Female Service Retirees			Male Service Retirees		Female Service Retirees	
Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate
19	0.00034	0.00035	0.00019	0.00018	60	0.00768	0.00838	0.00444	0.00424
20	0.00036	0.00037	0.00019	0.00019	61	0.00876	0.00916	0.00506	0.00470
21	0.00037	0.00038	0.00019	0.00020	62	0.01001	0.01006	0.00581	0.00521
22	0.00037	0.00039	0.00019	0.00021	63	0.01128	0.01113	0.00666	0.00577
23	0.00038	0.00041	0.00019	0.00023	64	0.01274	0.01239	0.00765	0.00639
24	0.00038	0.00042	0.00020	0.00024	65	0.01441	0.01387	0.00862	0.00706
25	0.00038	0.00044	0.00020	0.00025	66	0.01608	0.01559	0.00971	0.00782
26	0.00038	0.00046	0.00021	0.00027	67	0.01787	0.01758	0.01095	0.00868
27	0.00039	0.00049	0.00021	0.00028	68	0.01980	0.01980	0.01216	0.00970
28	0.00041	0.00051	0.00022	0.00030	69	0.02221	0.02223	0.01345	0.01092
29	0.00044	0.00054	0.00024	0.00032	70	0.02457	0.02482	0.01486	0.01239
30	0.00050	0.00057	0.00025	0.00034	71	0.02728	0.02753	0.01674	0.01413
31	0.00056	0.00061	0.00026	0.00036	72	0.03039	0.03035	0.01858	0.01616
32	0.00063	0.00064	0.00031	0.00039	73	0.03390	0.03337	0.02066	0.01848
33	0.00070	0.00069	0.00035	0.00041	74	0.03783	0.03668	0.02297	0.02109
34	0.00077	0.00073	0.00039	0.00044	75	0.04217	0.04039	0.02546	0.02399
35	0.00084	0.00078	0.00043	0.00048	76	0.04691	0.04460	0.02811	0.02718
36	0.00090	0.00086	0.00047	0.00050	77	0.05212	0.04939	0.03097	0.03067
37	0.00096	0.00091	0.00051	0.00054	78	0.05793	0.05476	0.03411	0.03446
38	0.00102	0.00097	0.00055	0.00057	79	0.06437	0.06068	0.03759	0.03855
39	0.00108	0.00104	0.00060	0.00062	80	0.07204	0.06713	0.04151	0.04295
40	0.00114	0.00113	0.00065	0.00067	81	0.08049	0.07407	0.04588	0.04765
41	0.00121	0.00124	0.00071	0.00072	82	0.08972	0.08148	0.05078	0.05269
42	0.00130	0.00137	0.00077	0.00077	83	0.09978	0.08932	0.05629	0.05807
43	0.00140	0.00153	0.00085	0.00084	84	0.11076	0.09753	0.06251	0.06381
44	0.00151	0.00172	0.00094	0.00092	85	0.12280	0.10605	0.06952	0.06992
45	0.00162	0.00193	0.00103	0.00101	86	0.13604	0.11484	0.07745	0.07657
46	0.00173	0.00218	0.00112	0.00112	87	0.15059	0.12417	0.08638	0.08387
47	0.00186	0.00247	0.00122	0.00124	88	0.16642	0.13387	0.09634	0.09193
48	0.00200	0.00279	0.00133	0.00137	89	0.18341	0.14407	0.10730	0.10135
49	0.00214	0.00314	0.00143	0.00151	90	0.19977	0.15486	0.11915	0.11175
50	0.00245	0.00351	0.00155	0.00165	91	0.21661	0.16631	0.13168	0.12308
51	0.00267	0.00391	0.00168	0.00179	92	0.23366	0.17821	0.14460	0.13563
52	0.00292	0.00432	0.00185	0.00195	93	0.25069	0.19046	0.15762	0.14958
53	0.00320	0.00476	0.00202	0.00212	94	0.26749	0.20301	0.17043	0.16510
54	0.00362	0.00520	0.00221	0.00231	95	0.28391	0.21790	0.18280	0.18242
55	0.00420	0.00566	0.00242	0.00254	96	0.29985	0.23409	0.19451	0.20176
56	0.00469	0.00613	0.00272	0.00280	97	0.31530	0.24844	0.20538	0.22204
57	0.00527	0.00662	0.00309	0.00310	98	0.33021	0.26395	0.21524	0.24390
58	0.00595	0.00714	0.00348	0.00344	99	0.34456	0.28080	0.22395	0.26819
59	0.00675	0.00772	0.00392	0.00382	100	0.35863	0.29915	0.23139	0.29519

CONNECTICUT MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM
POLICEMEN AND FIREMEN
PROPOSED RATES OF POST-RETIREMENT MORTALITY
FOR DISABILITY RETIREES

	Male Disability Retirees		Female Disability Retirees			Male Disability Retirees		Female Disability Retirees	
Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Age	Proposed Rate	Current Rate	Proposed Rate	Current Rate
19	0.00038	0.00037	0.00019	0.00019	60	0.01274	0.00916	0.00581	0.00470
20	0.00038	0.00038	0.00019	0.00020	61	0.01441	0.01006	0.00666	0.00521
21	0.00038	0.00039	0.00019	0.00021	62	0.01608	0.01113	0.00765	0.00577
22	0.00038	0.00041	0.00020	0.00023	63	0.01787	0.01239	0.00862	0.00639
23	0.00039	0.00042	0.00020	0.00024	64	0.01980	0.01387	0.00971	0.00706
24	0.00041	0.00044	0.00021	0.00025	65	0.02221	0.01559	0.01095	0.00782
25	0.00044	0.00046	0.00021	0.00027	66	0.02457	0.01758	0.01216	0.00868
26	0.00050	0.00049	0.00022	0.00028	67	0.02728	0.01980	0.01345	0.00970
27	0.00056	0.00051	0.00024	0.00030	68	0.03039	0.02223	0.01486	0.01092
28	0.00063	0.00054	0.00025	0.00032	69	0.03390	0.02482	0.01674	0.01239
29	0.00070	0.00057	0.00026	0.00034	70	0.03783	0.02753	0.01858	0.01413
30	0.00077	0.00061	0.00031	0.00036	71	0.04217	0.03035	0.02066	0.01616
31	0.00084	0.00064	0.00035	0.00039	72	0.04691	0.03337	0.02297	0.01848
32	0.00090	0.00069	0.00039	0.00041	73	0.05212	0.03668	0.02546	0.02109
33	0.00096	0.00073	0.00043	0.00044	74	0.05793	0.04039	0.02811	0.02399
34	0.00102	0.00078	0.00047	0.00048	75	0.06437	0.04460	0.03097	0.02718
35	0.00108	0.00086	0.00051	0.00050	76	0.07204	0.04939	0.03411	0.03067
36	0.00114	0.00091	0.00055	0.00054	77	0.08049	0.05476	0.03759	0.03446
37	0.00121	0.00097	0.00060	0.00057	78	0.08972	0.06068	0.04151	0.03855
38	0.00130	0.00104	0.00065	0.00062	79	0.09978	0.06713	0.04588	0.04295
39	0.00140	0.00113	0.00071	0.00067	80	0.11076	0.07407	0.05078	0.04765
40	0.00151	0.00124	0.00077	0.00072	81	0.12280	0.08148	0.05629	0.05269
41	0.00162	0.00137	0.00085	0.00077	82	0.13604	0.08932	0.06251	0.05807
42	0.00173	0.00153	0.00094	0.00084	83	0.15059	0.09753	0.06952	0.06381
43	0.00186	0.00172	0.00103	0.00092	84	0.16642	0.10605	0.07745	0.06992
44	0.00200	0.00193	0.00112	0.00101	85	0.18341	0.11484	0.08638	0.07657
45	0.00214	0.00218	0.00122	0.00112	86	0.19977	0.12417	0.09634	0.08387
46	0.00245	0.00247	0.00133	0.00124	87	0.21661	0.13387	0.10730	0.09193
47	0.00267	0.00279	0.00143	0.00137	88	0.23366	0.14407	0.11915	0.10135
48	0.00292	0.00314	0.00155	0.00151	89	0.25069	0.15486	0.13168	0.11175
49	0.00320	0.00351	0.00168	0.00165	90	0.26749	0.16631	0.14460	0.12308
50	0.00362	0.00391	0.00185	0.00179	91	0.28391	0.17821	0.15762	0.13563
51	0.00420	0.00432	0.00202	0.00195	92	0.29985	0.19046	0.17043	0.14958
52	0.00469	0.00476	0.00221	0.00212	93	0.31530	0.20301	0.18280	0.16510
53	0.00527	0.00520	0.00242	0.00231	94	0.33021	0.21790	0.19451	0.18242
54	0.00595	0.00566	0.00272	0.00254	95	0.34456	0.23409	0.20538	0.20176
55	0.00675	0.00613	0.00309	0.00280	96	0.35863	0.24844	0.21524	0.22204
56	0.00768	0.00662	0.00348	0.00310	97	0.37169	0.26395	0.22395	0.24390
57	0.00876	0.00714	0.00392	0.00344	98	0.38304	0.28080	0.23139	0.26819
58	0.01001	0.00772	0.00444	0.00382	99	0.39200	0.29915	0.23747	0.29519
59	0.01128	0.00838	0.00506	0.00424	100	0.39789	0.31919	0.24483	0.32522