

**All Yr Service Stats by Year of Retirement
Average and Median**

**2012 Replacement
Ratio Study**

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	1,866	59	21	\$2,457	\$29,488	\$1,186	\$14,230	44%
	1991	2,377	60	22	\$2,578	\$30,937	\$1,242	\$14,900	45%
	1992	2,432	60	21	\$2,737	\$32,838	\$1,430	\$17,161	48%
	1993	2,744	60	22	\$2,851	\$34,206	\$1,464	\$17,565	48%
	1994	3,298	59	22	\$3,018	\$36,222	\$1,582	\$18,989	49%
	1995	2,827	59	21	\$3,067	\$36,801	\$1,553	\$18,640	47%
	1996	2,477	59	21	\$3,144	\$37,728	\$1,650	\$19,797	49%
	1997	3,107	59	21	\$3,244	\$38,928	\$2,008	\$24,096	57%
	1998	4,567	59	22	\$3,393	\$40,715	\$2,347	\$28,169	65%
	1999	4,644	58	22	\$3,555	\$42,660	\$2,452	\$29,418	65%
	2000	2,112	57	20	\$3,504	\$42,052	\$2,369	\$28,428	63%
	2001	3,146	58	21	\$3,811	\$45,735	\$2,633	\$31,599	66%
	2002	4,605	58	23	\$4,083	\$48,997	\$2,882	\$34,583	68%
	2003	7,631	58	23	\$4,146	\$49,747	\$2,835	\$34,022	66%
	2004	3,259	58	22	\$4,273	\$51,281	\$2,440	\$29,278	55%
	2005	2,548	58	21	\$4,368	\$52,418	\$2,293	\$27,514	51%
	2006	2,952	58	21	\$4,459	\$53,513	\$2,336	\$28,037	50%
	2007	3,226	59	22	\$4,653	\$55,838	\$2,459	\$29,510	51%
	2008	3,480	59	22	\$4,796	\$57,556	\$2,561	\$30,731	52%
	2009	3,881	60	23	\$4,960	\$59,522	\$2,671	\$32,052	53%
	2010	3,516	60	22	\$5,005	\$60,066	\$2,454	\$29,449	48%
	2011	4,484	61	23	\$5,176	\$62,108	\$2,672	\$32,064	50%
	Average Totals:	75,179	59	22	\$3,785	\$45,425	\$2,160	\$25,920	54%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	1,866	60	21	\$2,480	\$29,757	\$1,057	\$12,680	45%
	1991	2,377	60	22	\$2,569	\$30,823	\$1,087	\$13,048	45%
	1992	2,432	60	22	\$2,774	\$33,283	\$1,256	\$15,071	49%
	1993	2,744	60	22	\$2,868	\$34,413	\$1,294	\$15,528	48%
	1994	3,298	59	23	\$3,035	\$36,426	\$1,406	\$16,866	50%
	1995	2,827	59	22	\$3,067	\$36,810	\$1,368	\$16,422	48%
	1996	2,477	59	21	\$3,094	\$37,127	\$1,378	\$16,536	49%
	1997	3,107	59	22	\$3,205	\$38,462	\$1,676	\$20,108	57%
	1998	4,567	58	23	\$3,451	\$41,410	\$2,130	\$25,560	66%
	1999	4,644	58	22	\$3,604	\$43,245	\$2,175	\$26,097	65%
	2000	2,112	57	21	\$3,570	\$42,836	\$1,941	\$23,288	61%
	2001	3,146	58	22	\$3,826	\$45,913	\$2,271	\$27,257	65%
	2002	4,605	58	24	\$4,107	\$49,289	\$2,636	\$31,632	69%
	2003	7,631	58	24	\$4,184	\$50,204	\$2,642	\$31,707	66%
	2004	3,259	57	23	\$4,290	\$51,480	\$2,160	\$25,916	54%
	2005	2,548	58	22	\$4,361	\$52,336	\$1,931	\$23,177	47%
	2006	2,952	58	21	\$4,424	\$53,084	\$1,966	\$23,589	46%
	2007	3,226	59	22	\$4,606	\$55,277	\$2,038	\$24,456	46%
	2008	3,480	59	23	\$4,720	\$56,639	\$2,174	\$26,088	47%
	2009	3,881	60	24	\$4,899	\$58,790	\$2,291	\$27,496	48%
	2010	3,516	60	23	\$4,843	\$58,110	\$2,014	\$24,167	42%
	2011	4,484	61	24	\$5,105	\$61,261	\$2,241	\$26,888	44%
	Median Totals:	75,179	59	22	\$3,715	\$44,579	\$1,990	\$23,878	48%

**30 Year Stats by Year of Retirement
Average and Median
Police/Fire and General Service**

**2012 Replacement
Ratio Study**

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	146	57	\$3,199	\$38,386	\$1,954	\$23,445	61%
	1991	217	56	\$3,253	\$39,031	\$1,989	\$23,871	61%
	1992	205	56	\$3,312	\$39,744	\$2,211	\$26,531	67%
	1993	289	56	\$3,532	\$42,382	\$2,347	\$28,169	66%
	1994	302	56	\$3,725	\$44,703	\$2,473	\$29,679	67%
	1995	304	55	\$3,781	\$45,376	\$2,471	\$29,656	66%
	1996	281	56	\$4,002	\$48,025	\$2,793	\$33,515	70%
	1997	295	56	\$4,014	\$48,162	\$3,281	\$39,377	83%
	1998	465	55	\$4,121	\$49,447	\$3,640	\$43,685	89%
	1999	548	54	\$4,252	\$51,020	\$3,914	\$46,968	93%
	2000	273	54	\$4,227	\$50,729	\$4,200	\$50,399	100%
	2001	391	54	\$4,554	\$54,644	\$4,433	\$53,196	99%
	2002	670	55	\$4,570	\$54,842	\$4,287	\$51,450	96%
	2003	942	54	\$4,682	\$56,190	\$4,247	\$50,961	93%
	2004	471	55	\$4,808	\$57,691	\$3,946	\$47,356	84%
	2005	393	54	\$4,809	\$57,703	\$3,944	\$47,328	84%
	2006	347	54	\$5,120	\$61,435	\$4,104	\$49,246	83%
	2007	372	55	\$4,991	\$59,889	\$4,067	\$48,799	84%
	2008	417	55	\$5,195	\$62,339	\$4,018	\$48,213	80%
	2009	432	56	\$5,440	\$65,280	\$4,085	\$49,023	77%
	2010	414	56	\$5,384	\$64,611	\$3,905	\$46,857	75%
	2011	464	57	\$5,601	\$67,210	\$3,990	\$47,882	74%
	Average Totals:	8,638	55	\$4,390	\$52,674	\$3,468	\$41,619	80%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	146	56	\$3,075	\$36,902	\$1,912	\$22,947	61%
	1991	217	56	\$3,174	\$38,092	\$1,942	\$23,301	62%
	1992	205	56	\$3,212	\$38,540	\$2,141	\$25,689	66%
	1993	289	56	\$3,443	\$41,317	\$2,254	\$27,051	66%
	1994	302	55	\$3,642	\$43,701	\$2,403	\$28,835	66%
	1995	304	55	\$3,713	\$44,551	\$2,456	\$29,466	65%
	1996	281	55	\$3,889	\$46,663	\$2,616	\$31,387	67%
	1997	295	55	\$3,945	\$47,337	\$3,220	\$38,641	80%
	1998	465	55	\$4,075	\$48,898	\$3,499	\$41,985	87%
	1999	548	54	\$4,191	\$50,296	\$3,760	\$45,124	91%
	2000	273	54	\$4,234	\$50,804	\$4,130	\$49,561	98%
	2001	391	54	\$4,467	\$53,603	\$4,355	\$52,266	98%
	2002	670	54	\$4,488	\$53,861	\$4,225	\$50,701	96%
	2003	942	54	\$4,615	\$55,384	\$4,184	\$50,212	93%
	2004	471	54	\$4,775	\$57,301	\$3,889	\$46,667	83%
	2005	393	54	\$4,692	\$56,310	\$3,961	\$47,530	84%
	2006	347	54	\$4,956	\$59,476	\$4,100	\$49,194	83%
	2007	372	55	\$4,958	\$59,491	\$4,063	\$48,757	82%
	2008	417	55	\$5,155	\$61,863	\$3,984	\$47,805	79%
	2009	432	55	\$5,312	\$63,746	\$3,987	\$47,848	77%
	2010	414	56	\$5,307	\$63,682	\$3,872	\$46,469	75%
	2011	464	57	\$5,508	\$66,096	\$3,928	\$47,132	73%
	Median Totals:	8,638	55	\$4,350	\$52,203	\$3,881	\$46,568	79%

Police and Fire Only all Years of Service

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	99	53	23	\$3,308	\$39,692	\$1,930	\$23,165	57%
	1991	164	54	23	\$3,495	\$41,938	\$1,991	\$23,895	56%
	1992	207	55	23	\$3,630	\$43,555	\$2,194	\$26,324	59%
	1993	191	54	22	\$3,768	\$45,220	\$2,242	\$26,906	58%
	1994	272	54	23	\$4,020	\$48,238	\$2,434	\$29,210	59%
	1995	202	54	21	\$4,043	\$48,513	\$2,144	\$25,728	51%
	1996	186	54	22	\$4,265	\$51,183	\$2,423	\$29,078	54%
	1997	288	54	22	\$4,568	\$54,817	\$2,931	\$35,166	63%
	1998	346	54	23	\$4,563	\$54,751	\$3,151	\$37,807	68%
	1999	381	54	22	\$4,748	\$56,974	\$3,142	\$37,708	64%
	2000	185	53	20	\$4,591	\$55,087	\$3,065	\$36,781	64%
	2001	255	54	22	\$4,938	\$59,256	\$3,413	\$40,957	67%
	2002	362	54	22	\$5,139	\$61,669	\$3,438	\$41,253	65%
	2003	525	55	23	\$5,368	\$64,416	\$3,683	\$44,195	67%
	2004	262	55	22	\$5,575	\$66,894	\$3,240	\$38,876	56%
	2005	201	54	22	\$5,784	\$69,406	\$3,311	\$39,732	55%
	2006	266	55	22	\$6,016	\$72,193	\$3,464	\$41,565	56%
	2007	265	55	22	\$5,988	\$71,861	\$3,346	\$40,148	53%
	2008	254	56	23	\$6,189	\$74,267	\$3,489	\$41,873	54%
	2009	303	57	23	\$6,621	\$79,453	\$3,705	\$44,462	54%
	2010	264	57	23	\$6,380	\$76,560	\$3,458	\$41,496	50%
	2011	299	58	24	\$6,866	\$82,395	\$3,800	\$45,601	53%
	Average Totals:	5,777	55	22	\$4,994	\$59,924	\$3,000	\$35,997	58%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	99	53	25	\$3,326	\$39,915	\$1,916	\$22,997	58%
	1991	164	53	25	\$3,445	\$41,339	\$2,065	\$24,784	59%
	1992	207	55	25	\$3,616	\$43,387	\$2,282	\$27,379	63%
	1993	191	54	25	\$3,710	\$44,525	\$2,288	\$27,454	62%
	1994	272	54	25	\$3,932	\$47,179	\$2,489	\$29,868	62%
	1995	202	54	23	\$3,888	\$46,652	\$2,138	\$25,651	55%
	1996	186	53	25	\$4,137	\$49,646	\$2,500	\$29,996	60%
	1997	288	54	25	\$4,523	\$54,280	\$3,156	\$37,867	68%
	1998	346	53	25	\$4,555	\$54,660	\$3,150	\$37,797	71%
	1999	381	53	24	\$4,661	\$55,926	\$3,268	\$39,216	68%
	2000	185	52	22	\$4,477	\$53,719	\$3,055	\$36,658	66%
	2001	255	53	25	\$4,768	\$57,216	\$3,391	\$40,686	72%
	2002	362	55	24	\$4,996	\$59,949	\$3,406	\$40,874	67%
	2003	525	54	25	\$5,278	\$63,335	\$3,783	\$45,391	71%
	2004	262	54	24	\$5,343	\$64,116	\$3,253	\$39,032	59%
	2005	201	54	25	\$5,509	\$66,103	\$3,313	\$39,761	60%
	2006	266	54	25	\$5,817	\$69,809	\$3,388	\$40,660	60%
	2007	265	55	23	\$5,776	\$69,310	\$3,083	\$36,996	55%
	2008	254	56	24	\$5,965	\$71,574	\$3,197	\$38,359	55%
	2009	303	58	24	\$6,423	\$77,081	\$3,338	\$40,060	51%
	2010	264	57	25	\$6,096	\$73,151	\$3,072	\$36,867	50%
	2011	299	57	26	\$6,710	\$80,518	\$3,762	\$45,140	53%
	Median Totals:	5,777	54	25	\$4,714	\$56,571	\$3,153	\$37,832	60%

General Service Only all service years

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	1,767	59	21	\$2,410	\$28,916	\$1,144	\$13,729	44%
	1991	2,213	60	21	\$2,510	\$30,121	\$1,186	\$14,233	44%
	1992	2,225	60	21	\$2,653	\$31,841	\$1,359	\$16,308	47%
	1993	2,553	60	22	\$2,782	\$33,382	\$1,406	\$16,866	47%
	1994	3,026	60	22	\$2,928	\$35,142	\$1,506	\$18,070	48%
	1995	2,625	60	21	\$2,992	\$35,899	\$1,508	\$18,095	47%
	1996	2,291	59	21	\$3,053	\$36,636	\$1,587	\$19,043	48%
	1997	2,819	59	21	\$3,109	\$37,305	\$1,914	\$22,965	57%
	1998	4,221	59	22	\$3,297	\$39,564	\$2,282	\$27,379	65%
	1999	4,263	59	21	\$3,448	\$41,381	\$2,390	\$28,678	65%
	2000	1,927	58	20	\$3,400	\$40,801	\$2,302	\$27,626	63%
	2001	2,891	58	21	\$3,712	\$44,542	\$2,565	\$30,774	66%
	2002	4,243	58	23	\$3,993	\$47,916	\$2,835	\$34,014	68%
	2003	7,106	58	23	\$4,055	\$48,663	\$2,773	\$33,271	66%
	2004	2,997	58	22	\$4,160	\$49,916	\$2,370	\$28,439	55%
	2005	2,347	58	21	\$4,247	\$50,963	\$2,206	\$26,468	51%
	2006	2,686	59	21	\$4,305	\$51,663	\$2,225	\$26,698	50%
	2007	2,961	59	22	\$4,534	\$54,404	\$2,380	\$28,558	51%
	2008	3,226	60	22	\$4,687	\$56,240	\$2,488	\$29,854	52%
	2009	3,578	60	23	\$4,820	\$57,835	\$2,583	\$31,001	53%
	2010	3,252	61	22	\$4,894	\$58,727	\$2,373	\$28,471	48%
	2011	4,185	61	23	\$5,055	\$60,658	\$2,591	\$31,097	50%
Average Totals:		69,402	59	22	\$3,684	\$44,205	\$2,090	\$25,074	54%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	1,767	60	21	\$2,423	\$29,074	\$1,005	\$12,059	44%
	1991	2,213	60	22	\$2,468	\$29,618	\$1,032	\$12,390	44%
	1992	2,225	60	22	\$2,651	\$31,812	\$1,163	\$13,957	47%
	1993	2,553	60	22	\$2,783	\$33,401	\$1,215	\$14,575	47%
	1994	3,026	60	22	\$2,936	\$35,232	\$1,308	\$15,702	48%
	1995	2,625	60	22	\$2,940	\$35,277	\$1,298	\$15,573	47%
	1996	2,291	59	21	\$2,937	\$35,246	\$1,305	\$15,660	48%
	1997	2,819	59	21	\$2,992	\$35,901	\$1,552	\$18,630	56%
	1998	4,221	59	23	\$3,350	\$40,200	\$2,023	\$24,281	65%
	1999	4,263	58	22	\$3,478	\$41,735	\$2,076	\$24,916	65%
	2000	1,927	58	20	\$3,411	\$40,926	\$1,848	\$22,173	60%
	2001	2,891	58	22	\$3,725	\$44,699	\$2,124	\$25,486	64%
	2002	4,243	58	24	\$4,016	\$48,193	\$2,557	\$30,689	69%
	2003	7,106	58	24	\$4,100	\$49,200	\$2,536	\$30,437	66%
	2004	2,997	57	23	\$4,192	\$50,306	\$2,095	\$25,141	54%
	2005	2,347	58	21	\$4,274	\$51,292	\$1,820	\$21,843	47%
	2006	2,686	58	21	\$4,278	\$51,336	\$1,840	\$22,085	44%
	2007	2,961	59	22	\$4,519	\$54,234	\$1,969	\$23,633	45%
	2008	3,226	59	23	\$4,618	\$55,415	\$2,094	\$25,130	47%
	2009	3,578	60	24	\$4,772	\$57,265	\$2,203	\$26,441	47%
	2010	3,252	61	22	\$4,749	\$56,991	\$1,958	\$23,501	41%
	2011	4,185	61	24	\$4,997	\$59,964	\$2,165	\$25,985	43%
Median Totals:		69,402	59	22	\$3,601	\$43,217	\$1,903	\$22,837	47%

Members with Variable Accounts at pre-retirement, all service years

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	197	59	25	\$2,989	\$35,868	\$1,664	\$19,972	54%
	1991	252	58	25	\$3,097	\$37,163	\$1,710	\$20,526	53%
	1992	325	58	24	\$3,295	\$39,542	\$1,934	\$23,206	57%
	1993	435	59	24	\$3,313	\$39,757	\$1,927	\$23,126	55%
	1994	588	58	25	\$3,434	\$41,211	\$2,013	\$24,153	56%
	1995	396	58	24	\$3,722	\$44,665	\$2,139	\$25,671	55%
	1996	395	58	23	\$3,544	\$42,528	\$2,076	\$24,911	56%
	1997	563	58	22	\$3,666	\$43,997	\$2,461	\$29,528	63%
	1998	726	58	23	\$3,768	\$45,217	\$2,767	\$33,199	70%
	1999	702	57	22	\$3,916	\$46,991	\$2,837	\$34,050	69%
	2000	444	57	21	\$3,827	\$45,923	\$2,792	\$33,503	69%
	2001	474	58	22	\$4,128	\$49,540	\$2,975	\$35,701	70%
	2002	499	57	24	\$4,361	\$52,327	\$3,084	\$37,004	70%
	2003	538	57	24	\$4,585	\$55,022	\$3,160	\$37,921	68%
	2004	518	57	22	\$4,536	\$54,430	\$2,665	\$31,983	57%
	2005	342	57	22	\$4,506	\$54,077	\$2,467	\$29,603	53%
	2006	245	58	23	\$4,853	\$58,232	\$2,834	\$34,003	58%
	2007	341	58	23	\$4,984	\$59,804	\$2,768	\$33,215	55%
	2008	231	59	24	\$5,052	\$60,622	\$2,869	\$34,432	56%
	2009	207	60	24	\$5,434	\$65,207	\$2,883	\$34,591	52%
	2010	168	60	23	\$5,151	\$61,818	\$2,529	\$30,346	50%
	2011	175	61	24	\$5,424	\$65,091	\$2,756	\$33,073	49%
	Average Totals:	8,761	58	23	\$4,163	\$49,956	\$2,514	\$30,169	59%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	197	58	29	\$3,019	\$36,231	\$1,690	\$20,278	58%
	1991	252	58	26	\$3,102	\$37,223	\$1,714	\$20,568	54%
	1992	325	59	25	\$3,256	\$39,073	\$1,860	\$22,314	59%
	1993	435	58	25	\$3,358	\$40,302	\$1,940	\$23,286	58%
	1994	588	58	25	\$3,448	\$41,372	\$2,030	\$24,365	59%
	1995	396	58	26	\$3,694	\$44,323	\$2,088	\$25,052	58%
	1996	395	58	24	\$3,634	\$43,609	\$1,961	\$23,535	55%
	1997	563	58	23	\$3,686	\$44,228	\$2,229	\$26,745	62%
	1998	726	58	24	\$3,840	\$46,085	\$2,712	\$32,542	71%
	1999	702	57	23	\$3,920	\$47,037	\$2,662	\$31,944	70%
	2000	444	56	22	\$3,911	\$46,928	\$2,302	\$27,618	68%
	2001	474	58	23	\$4,176	\$50,110	\$2,742	\$32,906	71%
	2002	499	57	25	\$4,417	\$53,001	\$3,086	\$37,026	72%
	2003	538	57	25	\$4,605	\$55,262	\$3,251	\$39,016	70%
	2004	518	56	24	\$4,607	\$55,285	\$2,507	\$30,089	57%
	2005	342	57	23	\$4,529	\$54,353	\$2,276	\$27,312	49%
	2006	245	58	25	\$4,937	\$59,246	\$2,912	\$34,940	58%
	2007	341	58	24	\$4,954	\$59,447	\$2,498	\$29,975	53%
	2008	231	59	25	\$5,028	\$60,341	\$2,414	\$28,970	52%
	2009	207	60	25	\$5,071	\$60,854	\$2,507	\$30,080	46%
	2010	168	60	23	\$4,887	\$58,648	\$2,213	\$26,552	47%
	2011	175	61	24	\$5,211	\$62,531	\$2,351	\$28,209	44%
	Median Totals:	8,761	58	25	\$4,048	\$48,573	\$2,326	\$27,914	58%

Members without Variable Accounts at pre-retirement, all service years

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	1,669	59	21	\$2,395	\$28,735	\$1,129	\$13,552	43%
	1991	2,125	60	21	\$2,517	\$30,198	\$1,186	\$14,233	44%
	1992	2,107	60	21	\$2,650	\$31,804	\$1,352	\$16,228	47%
	1993	2,309	60	21	\$2,763	\$33,160	\$1,376	\$16,517	46%
	1994	2,710	59	21	\$2,928	\$35,139	\$1,489	\$17,869	47%
	1995	2,431	59	21	\$2,960	\$35,520	\$1,458	\$17,495	46%
	1996	2,082	59	21	\$3,068	\$36,817	\$1,569	\$18,826	47%
	1997	2,544	59	21	\$3,151	\$37,806	\$1,908	\$22,894	56%
	1998	3,841	59	22	\$3,322	\$39,864	\$2,268	\$27,218	65%
	1999	3,942	58	21	\$3,491	\$41,889	\$2,383	\$28,594	64%
	2000	1,668	57	20	\$3,418	\$41,022	\$2,256	\$27,077	61%
	2001	2,672	58	21	\$3,755	\$45,060	\$2,573	\$30,872	65%
	2002	4,106	58	23	\$4,049	\$48,592	\$2,857	\$34,289	68%
	2003	7,093	58	23	\$4,112	\$49,347	\$2,811	\$33,726	66%
	2004	2,741	58	21	\$4,224	\$50,685	\$2,397	\$28,767	55%
	2005	2,206	58	21	\$4,347	\$52,161	\$2,266	\$27,191	51%
	2006	2,707	58	21	\$4,424	\$53,086	\$2,291	\$27,497	50%
	2007	2,885	59	21	\$4,614	\$55,369	\$2,423	\$29,072	51%
	2008	3,249	59	22	\$4,778	\$57,338	\$2,539	\$30,468	52%
	2009	3,674	60	23	\$4,934	\$59,202	\$2,659	\$31,909	53%
	2010	3,348	60	22	\$4,998	\$59,978	\$2,450	\$29,404	48%
	2011	4,309	61	23	\$5,166	\$61,987	\$2,669	\$32,023	50%
	Average Totals:	66,418	59	21	\$3,730	\$44,762	\$2,105	\$25,260	53%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	1,669	60	21	\$2,382	\$28,583	\$992	\$11,901	43%
	1991	2,125	60	22	\$2,451	\$29,416	\$1,027	\$12,326	44%
	1992	2,107	60	22	\$2,650	\$31,801	\$1,154	\$13,843	47%
	1993	2,309	60	21	\$2,736	\$32,831	\$1,190	\$14,282	47%
	1994	2,710	60	22	\$2,921	\$35,054	\$1,281	\$15,374	48%
	1995	2,431	60	21	\$2,900	\$34,799	\$1,257	\$15,078	46%
	1996	2,082	59	21	\$2,966	\$35,590	\$1,296	\$15,553	48%
	1997	2,544	59	21	\$3,026	\$36,312	\$1,566	\$18,788	56%
	1998	3,841	59	23	\$3,379	\$40,545	\$2,035	\$24,425	65%
	1999	3,942	58	22	\$3,520	\$42,236	\$2,109	\$25,306	64%
	2000	1,668	57	20	\$3,436	\$41,232	\$1,833	\$21,994	59%
	2001	2,672	58	22	\$3,753	\$45,038	\$2,187	\$26,239	64%
	2002	4,106	58	24	\$4,067	\$48,808	\$2,585	\$31,025	68%
	2003	7,093	58	24	\$4,149	\$49,789	\$2,599	\$31,190	66%
	2004	2,741	57	23	\$4,243	\$50,913	\$2,099	\$25,193	54%
	2005	2,206	58	21	\$4,313	\$51,754	\$1,883	\$22,602	47%
	2006	2,707	58	21	\$4,396	\$52,751	\$1,911	\$22,930	45%
	2007	2,885	59	22	\$4,579	\$54,948	\$1,999	\$23,988	46%
	2008	3,249	59	23	\$4,704	\$56,450	\$2,158	\$25,900	47%
	2009	3,674	60	24	\$4,874	\$58,486	\$2,283	\$27,397	48%
	2010	3,348	60	23	\$4,839	\$58,067	\$2,009	\$24,105	41%
	2011	4,309	61	24	\$5,099	\$61,187	\$2,235	\$26,822	44%
	Median Totals:	66,418	59	22	\$3,636	\$43,637	\$1,955	\$23,459	47%

Members with Replacement Ratios of 100% or more all years of service

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	1	59	37	\$5,556	\$66,667	\$5,684	\$68,202	102%
	1991	3	59	29	\$4,093	\$49,114	\$4,256	\$51,070	104%
	1992	12	60	29	\$3,122	\$37,465	\$3,372	\$40,467	118%
	1993	13	65	36	\$2,747	\$32,960	\$3,198	\$38,377	136%
	1994	11	62	31	\$3,211	\$38,537	\$3,845	\$46,134	129%
	1995	28	66	35	\$3,770	\$45,244	\$4,331	\$51,974	123%
	1996	35	62	31	\$3,530	\$42,365	\$3,962	\$47,542	118%
	1997	233	61	32	\$3,775	\$45,296	\$4,350	\$52,205	116%
	1998	549	59	31	\$3,756	\$45,069	\$4,350	\$52,205	116%
	1999	673	58	30	\$3,935	\$47,217	\$4,619	\$55,424	118%
	2000	333	56	29	\$4,009	\$48,112	\$4,748	\$56,974	119%
	2001	519	57	30	\$4,106	\$49,266	\$4,801	\$57,616	118%
	2002	803	57	30	\$4,263	\$51,151	\$4,958	\$59,495	117%
	2003	1,099	58	30	\$4,129	\$49,553	\$4,826	\$57,915	118%
	2004	178	57	30	\$3,816	\$45,789	\$4,272	\$51,268	113%
	2005	113	56	30	\$3,700	\$44,402	\$4,068	\$48,821	111%
	2006	127	57	31	\$3,855	\$46,263	\$4,363	\$52,361	114%
	2007	158	57	31	\$4,150	\$49,804	\$4,756	\$57,069	115%
	2008	174	58	31	\$4,132	\$49,578	\$4,708	\$56,492	115%
	2009	240	59	32	\$4,313	\$51,758	\$5,219	\$62,629	120%
	2010	151	60	32	\$4,373	\$52,479	\$4,946	\$59,351	114%
	2011	239	61	34	\$4,724	\$56,691	\$5,429	\$65,150	116%
	Average Totals:	5,692	59	31	\$3,957	\$47,490	\$4,503	\$54,034	117%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	1	59	37	\$5,556	\$66,667	\$5,684	\$68,202	102%
	1991	3	62	27	\$4,200	\$50,396	\$4,249	\$50,985	102%
	1992	12	65	35	\$3,551	\$42,607	\$3,864	\$46,367	107%
	1993	13	65	38	\$2,590	\$31,086	\$3,165	\$37,977	114%
	1994	11	64	35	\$3,614	\$43,371	\$3,803	\$45,637	111%
	1995	28	65	34	\$3,401	\$40,813	\$3,633	\$43,602	110%
	1996	35	62	31	\$3,902	\$46,829	\$3,960	\$47,518	107%
	1997	233	60	31	\$3,788	\$45,459	\$4,227	\$50,730	112%
	1998	549	59	30	\$3,783	\$45,397	\$4,296	\$51,548	112%
	1999	673	57	30	\$3,914	\$46,968	\$4,479	\$53,752	112%
	2000	333	56	30	\$4,092	\$49,106	\$4,631	\$55,572	113%
	2001	519	57	30	\$4,184	\$50,207	\$4,744	\$56,928	112%
	2002	803	57	30	\$4,304	\$51,653	\$4,786	\$57,429	111%
	2003	1,099	57	30	\$4,160	\$49,924	\$4,667	\$56,004	112%
	2004	178	56	30	\$3,809	\$45,706	\$4,265	\$51,182	108%
	2005	113	56	30	\$3,704	\$44,448	\$4,132	\$49,584	108%
	2006	127	56	31	\$3,493	\$41,916	\$4,146	\$49,751	109%
	2007	158	57	31	\$4,149	\$49,786	\$4,550	\$54,602	110%
	2008	174	58	31	\$4,058	\$48,692	\$4,607	\$55,279	111%
	2009	240	58	32	\$3,948	\$47,380	\$4,705	\$56,465	110%
	2010	151	59	32	\$4,031	\$48,372	\$4,502	\$54,025	109%
	2011	239	60	34	\$4,845	\$58,144	\$5,384	\$64,612	110%
	Median Totals:	5,692	59	31	\$3,931	\$47,174	\$4,387	\$52,650	110%

Members with Replacement Ratios less than 100% all years of service

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	1,865	59	21	\$2,456	\$29,468	\$1,183	\$14,201	44%
	1991	2,374	60	22	\$2,576	\$30,914	\$1,238	\$14,854	45%
	1992	2,420	60	21	\$2,735	\$32,815	\$1,420	\$17,045	48%
	1993	2,731	60	22	\$2,851	\$34,212	\$1,456	\$17,466	47%
	1994	3,287	59	22	\$3,018	\$36,214	\$1,575	\$18,898	48%
	1995	2,799	59	21	\$3,060	\$36,716	\$1,526	\$18,307	46%
	1996	2,442	59	21	\$3,138	\$37,662	\$1,617	\$19,399	48%
	1997	2,874	59	20	\$3,201	\$38,412	\$1,818	\$21,817	53%
	1998	4,018	59	21	\$3,343	\$40,120	\$2,074	\$24,885	59%
	1999	3,971	58	20	\$3,491	\$41,888	\$2,084	\$25,011	56%
	2000	1,779	57	18	\$3,410	\$40,918	\$1,924	\$23,084	52%
	2001	2,627	58	20	\$3,753	\$45,037	\$2,205	\$26,460	55%
	2002	3,802	58	21	\$4,045	\$48,542	\$2,443	\$29,322	58%
	2003	6,532	58	22	\$4,148	\$49,780	\$2,500	\$30,002	58%
	2004	3,081	58	21	\$4,300	\$51,598	\$2,334	\$28,008	52%
	2005	2,435	58	21	\$4,399	\$52,790	\$2,210	\$26,526	48%
	2006	2,825	58	21	\$4,487	\$53,839	\$2,245	\$26,944	48%
	2007	3,068	59	21	\$4,679	\$56,149	\$2,341	\$28,091	48%
	2008	3,306	59	22	\$4,831	\$57,976	\$2,448	\$29,375	49%
	2009	3,641	60	22	\$5,003	\$60,034	\$2,503	\$30,036	48%
	2010	3,365	60	22	\$5,034	\$60,406	\$2,342	\$28,107	45%
	2011	4,245	61	23	\$5,201	\$62,413	\$2,517	\$30,201	46%
Average Totals:		69,487	59	21	\$3,780	\$45,359	\$2,000	\$24,002	50%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	1,865	60	21	\$2,479	\$29,749	\$1,056	\$12,672	45%
	1991	2,374	60	22	\$2,563	\$30,753	\$1,087	\$13,044	45%
	1992	2,420	60	22	\$2,772	\$33,268	\$1,250	\$15,004	49%
	1993	2,731	60	22	\$2,871	\$34,448	\$1,287	\$15,447	48%
	1994	3,287	59	23	\$3,034	\$36,410	\$1,402	\$16,826	50%
	1995	2,799	59	22	\$3,066	\$36,788	\$1,350	\$16,203	47%
	1996	2,442	59	21	\$3,076	\$36,913	\$1,358	\$16,296	48%
	1997	2,874	59	21	\$3,136	\$37,635	\$1,526	\$18,317	54%
	1998	4,018	58	22	\$3,404	\$40,850	\$1,878	\$22,535	61%
	1999	3,971	58	21	\$3,505	\$42,060	\$1,800	\$21,600	58%
	2000	1,779	58	19	\$3,421	\$41,057	\$1,549	\$18,583	52%
	2001	2,627	58	21	\$3,700	\$44,395	\$1,843	\$22,111	56%
	2002	3,802	58	22	\$4,047	\$48,563	\$2,161	\$25,934	60%
	2003	6,532	58	23	\$4,191	\$50,292	\$2,239	\$26,868	59%
	2004	3,081	57	22	\$4,324	\$51,889	\$2,061	\$24,738	51%
	2005	2,435	58	21	\$4,386	\$52,635	\$1,814	\$21,772	45%
	2006	2,825	58	21	\$4,464	\$53,572	\$1,873	\$22,478	44%
	2007	3,068	59	21	\$4,632	\$55,585	\$1,931	\$23,172	44%
	2008	3,306	59	22	\$4,765	\$57,178	\$2,064	\$24,765	45%
	2009	3,641	60	22	\$4,951	\$59,414	\$2,140	\$25,675	45%
	2010	3,365	60	23	\$4,871	\$58,454	\$1,941	\$23,291	40%
	2011	4,245	61	23	\$5,129	\$61,549	\$2,118	\$25,417	42%
Median Totals:		69,487	59	22	\$3,602	\$43,227	\$1,828	\$21,942	48%

Members Receiving \$100,000 dollars or more in retirement benefits

2012 Replacement
Ratio Study

AVERAGE	Year	Number of Retirements	Average Retirement Age	Average Years of Service	Average Monthly Salary	Average Annual Salary	Average Monthly Gross Benefit	Average Annual Gross Benefit	Average Replacement Ratio
	1990	-	-	-	-	-	-	-	-
	1991	-	-	-	-	-	-	-	-
	1992	-	-	-	-	-	-	-	-
	1993	-	-	-	-	-	-	-	-
	1994	-	-	-	-	-	-	-	-
	1995	2	68	36	\$8,776	\$105,313	\$10,098	\$121,174	115%
	1996	2	66	33	\$10,390	\$124,681	\$8,521	\$102,257	83%
	1997	7	63	32	\$8,736	\$104,837	\$9,300	\$111,605	112%
	1998	13	63	32	\$7,656	\$91,868	\$9,611	\$115,328	131%
	1999	26	62	33	\$7,948	\$95,377	\$10,259	\$123,109	139%
	2000	11	59	33	\$6,883	\$82,601	\$9,586	\$115,028	144%
	2001	21	61	31	\$7,499	\$89,986	\$9,318	\$111,813	132%
	2002	42	61	33	\$8,063	\$96,758	\$10,255	\$123,057	136%
	2003	69	62	32	\$8,489	\$101,873	\$10,138	\$121,654	128%
	2004	8	66	31	\$10,567	\$126,808	\$10,052	\$120,626	102%
	2005	4	58	32	\$11,444	\$137,333	\$11,195	\$134,334	96%
	2006	6	59	34	\$8,439	\$101,267	\$9,941	\$119,292	122%
	2007	18	61	32	\$10,492	\$125,908	\$9,779	\$117,349	105%
	2008	21	60	34	\$11,720	\$140,645	\$10,377	\$124,519	97%
	2009	36	59	32	\$10,193	\$122,318	\$11,275	\$135,298	139%
	2010	36	60	32	\$13,747	\$164,966	\$10,257	\$123,079	87%
	2011	48	62	35	\$12,491	\$149,894	\$10,536	\$126,438	99%
	Average Totals:	370	62	33	\$9,620	\$115,437	\$10,029	\$120,351	116%

MEDIAN	Year	Number of Retirements	Median Retirement Age	Median Years of Service	Median Monthly Salary	Median Annual Salary	Median Monthly Gross Benefit	Median Annual Gross Benefit	Median Replacement Ratio
	1990	-	-	-	-	-	-	-	-
	1991	-	-	-	-	-	-	-	-
	1992	-	-	-	-	-	-	-	-
	1993	-	-	-	-	-	-	-	-
	1994	-	-	-	-	-	-	-	-
	1995	2	68	36	\$8,776	\$105,313	\$10,098	\$121,174	115%
	1996	2	66	33	\$10,390	\$124,681	\$8,521	\$102,257	83%
	1997	7	64	32	\$7,702	\$92,424	\$9,174	\$110,091	119%
	1998	13	62	31	\$7,157	\$85,886	\$9,317	\$111,808	126%
	1999	26	62	32	\$7,948	\$95,377	\$9,665	\$115,975	133%
	2000	11	57	33	\$6,715	\$80,578	\$9,310	\$111,720	150%
	2001	21	63	31	\$7,415	\$88,984	\$9,061	\$108,733	131%
	2002	42	61	33	\$7,594	\$91,123	\$9,572	\$114,859	127%
	2003	69	62	32	\$8,046	\$96,557	\$9,883	\$118,592	123%
	2004	8	64	31	\$10,871	\$130,447	\$9,890	\$118,678	86%
	2005	4	58	32	\$9,515	\$114,179	\$8,637	\$103,643	94%
	2006	6	57	34	\$8,084	\$97,008	\$9,786	\$117,433	116%
	2007	18	62	32	\$9,143	\$109,716	\$9,102	\$109,219	98%
	2008	21	59	33	\$11,611	\$139,326	\$9,412	\$112,944	97%
	2009	36	61	32	\$9,099	\$109,183	\$9,602	\$115,219	111%
	2010	36	60	32	\$12,072	\$144,863	\$9,471	\$113,655	83%
	2011	48	63	34	\$10,315	\$123,777	\$9,493	\$113,911	89%
	Median Totals:	370	62	32	\$8,776	\$105,313	\$9,471	\$113,655	115%