

ALABAMA CLERKS AND REGISTERS SUPERNUMERARY FUND
REPORT OF THE ACTUARY ON THE
ANNUAL VALUATION
PREPARED AS OF SEPTEMBER 30, 2007



Cavanaugh Macdonald
CONSULTING, LLC

The experience and dedication you deserve

January 21, 2009

Retirement Systems of Alabama
Alabama Clerks and Registers Supernumerary Fund
Montgomery, AL

Dear Sir or Madam:

In this report are submitted the results of the annual valuation of the assets and liabilities of the Alabama Clerks and Registers Supernumerary Fund, prepared as of September 30, 2007. The purpose of this report is to provide a summary of the funded status of the Fund as of September 30, 2007, to recommend rates of contribution and to provide accounting information under Governmental Accounting Standards Board Statements No. 25 and 27 (GASB 25 and 27). While not verifying the data at source, the actuary performed tests for consistency and reasonability. On the basis of the valuation, it is recommended that the State make contributions to the Fund at the rate of 78.98% of payroll.

It was determined in 1998 that the definition of a defined benefit pension plan under GASB 25 and 27 includes programs such as the supernumerary program that the State of Alabama operates for Clerks and Registers. The State program consists of the following: (1) pay as you go payments directly from the Administrative Office of Courts to clerks and registers upon election of supernumerary status (retirement), and (2) the Clerks and Registers Supernumerary Fund (CRSF) into which each active clerk and register must contribute six percent (6%) of salary and from which payments are made to surviving spouses of those who meet minimum service requirements.

This valuation, prepared as of September 30, 2007, shows that the State would need to contribute employer contributions of 78.98% of payroll to the CRSF for the year ending September 30, 2010. In conjunction with the required funding, benefits for those clerks and registers in supernumerary status should be paid from the CRSF rather than the Administrative Office of Courts. In order to accomplish this, State law would need to be amended to allow employer contributions to the CRSF and the payment of benefits from the Fund. Because less than the annual required contributions were made under the program, there is a net pension obligation under GASB 25 and 27.

The financing objective of the Fund is to have contribution rates remain relatively level over time as a percentage of payroll. The promised benefits of the Fund are included in the actuarially calculated contribution rates which are developed using the entry age normal cost method. Five year market related value of plan assets is used for actuarial valuation purposes. Gains and losses are reflected in the unfunded accrued liability that is being amortized by regular annual contributions as a level percentage of payroll within a 30-year period, on the assumption that payroll will increase by 4.0% annually. The assumptions recommended by the actuary are in the aggregate reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund and meet the parameters for the disclosures under GASB 25 and 27.



We have prepared the Schedule of Active Member Valuation Data, Schedule of Funding Progress, Trend Information and the Solvency Test for the financial section of the Annual Report.

This is to certify that the independent consulting actuary is a member of the American Academy of Actuaries and has experience in performing valuations for public retirement systems, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the Fund and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the Fund.

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

Since the program is funded primarily on a pay-as-you-go basis, the Fund is not operating in an actuarially prefunded manner. Assuming that contributions to the Fund are made by the employer from year to year in the future at the rates recommended on the basis of the successive actuarial valuations, the sufficiency of the retirement fund to provide the benefits called for under the Fund may be safely anticipated.

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

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'E. Macdonald'.

Edward A. Macdonald, ASA, FCA, MAAA
President

EAM:mjn



TABLE OF CONTENTS

<u>Section</u>	<u>Item</u>	<u>Page No.</u>
I	Summary of Principal Results	1
II	Membership	2
III	Assets	3
IV	Comments on Valuation	4
V	Contributions Payable by Employer	5
VI	Accounting Information	5

Schedule

A	Valuation Balance Sheet and Solvency Test	9
B	Development of the Actuarial Value of Assets	11
C	Summary of Receipts and Disbursements	12
D	Outline of Actuarial Assumptions and Methods	13
E	Actuarial Cost Method	15
F	Summary of Main Plan Provisions as Interpreted for Valuation Purposes	16
G	Tables of Employee Data	19



**ALABAMA CLERKS AND REGISTERS SUPERNUMERARY FUND
REPORT OF THE ACTUARY ON THE
ANNUAL VALUATION
PREPARED AS OF SEPTEMBER 30, 2007**

SECTION I - SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, the principal results of the valuation are summarized below:

VALUATION DATE	September 30, 2007	September 30, 2006
Active clerks and registers:		
Number	73	66
Annual compensation	\$ 5,619,524	\$ 5,490,866
Supernumerary officials:		
Number	65	59
Annual allowances	\$ 3,585,431	\$ 2,842,389
Spouses receiving benefits:		
Number	9	7
Annual allowances	\$ 274,966	\$ 206,630
Former clerks and registers eligible for future benefits		
Number	3	5
Annual allowances	158,131	232,877
Assets:		
Actuarial Value	\$ 8,775,487	\$ 8,456,074
Market Value	8,173,936	7,705,639
Unfunded accrued liability	\$ 55,938,545	\$ 50,588,560
CONTRIBUTIONS FOR FISCAL YEAR ENDING	September 30, 2010	September 30, 2009
Employer Annual Required Contribution Rate (ARC):		
Normal	22.48%	21.13%
Accrued Liability	<u>56.50</u>	<u>52.29</u>
Total	78.98%	73.42%
Employer Contribution Rate	78.98%	73.42%
Employee Contribution Rate	<u>6.00</u>	<u>6.00</u>
Total	84.98%	79.42%
Liquidation Period	30 years	30 years

2. Comments on the valuation results as of September 30, 2007 are given in Section IV and further discussion of the contribution levels is set out in Section V.



3. The valuation reflects the 3.5% pay increase granted effective October 1, 2007. The valuation takes into account the effect of amendments to the Fund through the valuation date. Provisions of the Fund, as summarized in Schedule F, were taken into account in the current valuation.

SECTION II - MEMBERSHIP

1. The following table shows the number of active clerks and registers and their annual compensation as of September 30, 2007 on the basis of which the valuation was prepared.

TABLE 1

THE NUMBER AND ANNUAL COMPENSATION OF ACTIVE CLERKS AND REGISTERS AS OF SEPTEMBER 30, 2007

GROUP	NUMBER	COMPENSATION
Males	40	\$ 3,260,085
Females	<u>33</u>	<u>2,359,439</u>
Total	73	\$ 5,619,524

2. The following table shows a history of active member valuation data

TABLE 2

SCHEDULE OF ACTIVE MEMBER VALUATION DATA

Valuation Date	Number	Annual Payroll	Annual Average Pay	% Increase in Average Pay
9/30/2002	68	\$ 4,809,383	\$ 70,726	N/A
9/30/2003	67	5,024,546	74,993	6.0%
9/30/2005	64	5,053,386	78,959	5.3
9/30/2006	66	5,490,866	83,195	5.4
9/30/2007	73	5,619,524	76,980	-7.5



3. The following table shows the number and annual retirement allowances payable to members in supernumerary status and their beneficiaries on the roll of the Retirement Fund as of the valuation date.

TABLE 3
THE NUMBER AND ANNUAL ALLOWANCES OF CLERKS AND REGISTERS
IN SUPERNUMERARY STATUS AND SPOUSES IN RECEIPT
AS OF SEPTEMBER 30, 2007

GROUP	NUMBER	ANNUAL RETIREMENT ALLOWANCES
Supernumerary Officials	65	\$ 3,585,431
Spouses Receiving Benefits	<u>9</u>	<u>274,966</u>
Total	74	\$ 3,860,397

In addition, there are three former clerks and registers eligible for future benefits totaling \$158,131.

4. Table 1 of Schedule G gives the distribution by age and by years of service of the active clerks and registers included in the valuation, while Table 2 gives the number and annual retirement allowances of supernumerary officials and spouses receiving benefits included in the valuation, distributed by age.

SECTION III - ASSETS

1. As of September 30, 2007 the total market value of assets reported amounted to \$8,173,936.
2. The five-year market related actuarial value of assets as of September 30, 2007 was \$8,775,487.
Schedule B shows the development of the actuarial value of assets.
3. Schedule C shows the receipts and disbursements of the Fund for the two years preceding the valuation date and a reconciliation of the fund balances at market value.



SECTION IV - COMMENTS ON VALUATION

1. Schedule A of this report contains the valuation balance sheet which shows the present and prospective assets and liabilities of the Fund as of September 30, 2007.
2. The valuation balance sheet shows that the Fund has total prospective liabilities of \$79,058,103. Of this amount, \$47,025,078 is for the prospective benefits payable on account of present supernumerary officials, spouses receiving benefits and former clerks and registers eligible for future benefits and \$32,033,025 is for the prospective benefits payable on account of present active clerks and registers. Against these liabilities, the Fund has total present actuarial value of assets of \$8,775,487 as of September 30, 2007. The difference of \$70,282,616 between the total liabilities and the total present actuarial value of assets represents the present value of contributions to be made in the future. Of this amount, \$3,021,740 is the present value of future contributions expected to be made by active clerks and registers, and the balance of \$67,260,876 represents the present value of future contributions payable by the employer.
3. The employer's regular contributions to the Fund consist of normal contributions and accrued liability contributions. The valuation indicates that employer normal contributions at the rate of 22.48% of payroll are required to provide the benefits of the Fund for the average new hire.
4. Prospective normal contributions at the rate of 22.48% have a present value of \$11,322,331. When this amount is subtracted from \$67,260,876, which is the present value of the total future contributions to be made by the employer, there remains \$55,938,545 as the amount of future accrued liability contributions. Annual accrued liability contributions at the rate of 56.50% of payroll will liquidate the unfunded accrued liability within 30 years from the valuation date on the assumption that the aggregate amount of accrued liability contribution will increase by 4.00% each year.



SECTION V - CONTRIBUTIONS PAYABLE BY EMPLOYER

1. On the basis of the actuarial valuation prepared as of September 30, 2007 it is recommended that the employer make contributions at the following rates:

TABLE 5

RECOMMENDED CONTRIBUTION RATES

CONTRIBUTION	PERCENTAGE OF ACTIVE CLERKS' AND REGISTERS' COMPENSATION
Normal	22.48%
Accrued Liability	<u>56.50</u>
Total	78.98%

SECTION VI - ACCOUNTING INFORMATION

1. Governmental Accounting Standards Board Statements 25 and 27 set forth certain items of required supplementary information to be disclosed in the financial statements of the Fund and the employer. One such item is a distribution of the number of employees by type of membership, as follows:

NUMBER OF ACTIVE AND RETIRED MEMBERS AS OF SEPTEMBER 30, 2007

GROUP	NUMBER
Retirees and beneficiaries currently receiving benefits	74
Terminated employees entitled to benefits but not yet receiving benefits	3
Active Members	<u>73</u>
Total	150



2. Another such item is the schedule of funding progress as shown below.

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Entry Age (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
9/30/2001*	\$6,149,508	\$35,775,939	\$29,626,431	17.2%	\$4,538,537	652.8%
9/30/2002	6,672,001	50,038,985	43,366,984	13.3	4,809,383	901.7
9/30/2003	7,192,194	52,664,870	45,472,676	13.7	5,024,546	905.0
9/30/2005	8,025,847	57,579,139	49,553,292	13.9	5,053,386	980.6
9/30/2006	8,456,074	59,044,634	50,588,560	14.3	5,490,866	921.3
9/30/2007	8,775,487	64,714,032	55,938,545	13.6	5,619,524	995.4

*Valuation prepared using actual assets and estimated liabilities.

3. Following is the calculation of the annual pension cost and net pension obligation for the fiscal year ending September 30, 2007.

Annual Pension Cost and Net Pension Obligation for Fiscal Year Ending 9/30/2007

(a)	Employer annual required contribution	\$ 3,858,300
(b)	Interest on net pension obligation	246,800
(c)	Adjustment to annual required contribution	(175,100)
(d)	Annual pension cost: (a) + (b) + (c) as of 9/30/2007	\$ 3,930,000
(e)	Employer contributions made for fiscal year ending 9/30/2007	3,434,000
(f)	Increase (decrease) in net pension obligation: (d) - (e)	\$ 496,000
(g)	Net pension obligation 9/30/2006	3,084,500
(h)	Net pension obligation 9/30/2007: (f) + (g)	\$ 3,580,500



TREND INFORMATION

<u>Year Ending</u>	<u>Annual Pension Cost (APC)</u>	<u>Percentage APC Contributed</u>	<u>Net Pension Obligation</u>
September 30, 2005	\$ 3,559,400	73.7%	\$2,113,000
September 30, 2006	3,764,500	74.2	3,084,500
September 30, 2007	3,930,000	87.4	3,580,500

4. The annual required contribution (ARC) of the employer as a percentage of payroll, determined in accordance with the parameters of GASB 25/27, is shown below. The accrued liability rate is based on amortization of the unfunded actuarial accrued liability over a 30-year period from the valuation date.

**2009/2010 FISCAL YEAR
ANNUAL REQUIRED CONTRIBUTION (ARC)
BASED ON THE VALUATION AS OF SEPTEMBER 30, 2007**

ANNUAL REQUIRED CONTRIBUTION (ARC)	RATE
Normal	22.48%
Accrued liability	<u>56.50</u>
Total	78.98%



5. The information presented in the required supplementary schedules was determined as part of the actuarial valuation at September 30, 2007. Additional information as of the latest actuarial valuation follows.

Valuation date	9/30/2007
Actuarial cost method	Entry age
Amortization method	Level percent open
Remaining amortization period	30 years
Asset valuation method	Five-year market related value
Actuarial assumptions:	
Investment rate of return*	8.00%
Projected salary increases*	4.00%
Cost-of-living adjustments	4.00%
*Includes inflation at	4.00%

**SCHEDULE A**

**VALUATION BALANCE SHEET
SHOWING THE PRESENT AND PROSPECTIVE ASSETS AND LIABILITIES OF
THE ALABAMA CLERKS AND REGISTERS SUPERNUMERARY FUND
AS OF SEPTEMBER 30, 2007**

<u>ASSETS</u>	
Actuarial Value of Present Assets	\$ 8,775,487
Present value of future clerks' and registers' contributions	3,021,740
Present value of future employer contributions	
Normal contributions	\$ 11,322,331
Unfunded accrued liability contributions	<u>55,938,545</u>
Total prospective employer contributions	<u>67,260,876</u>
Total Assets	<u>\$79,058,103</u>
<u>LIABILITIES</u>	
Present value of benefits payable on account of Supernumerary officials, spouses receiving benefits, and former clerks and registers eligible for future benefits	\$47,025,078
Present value of prospective benefits payable on account of present active clerks and registers	<u>32,033,025</u>
Total Liabilities	<u>\$79,058,103</u>

**SCHEDULE A (continued)****SOLVENCY TEST**

Valuation Date	Aggregate Accrued Liabilities For			Reported Assets	Portion of Accrued Liabilities Covered by Reported Asset		
	(1) Active Member Contributions	(2) Retirants and Beneficiaries	(3) Active Members (Employer Financed Portion)		(1)	(2)	(3)
9/30/2001*	\$2,621,962	\$23,800,608	\$ 9,353,369	\$ 6,149,508	100%	15%	0%
9/30/2002	3,114,388	33,167,609	13,756,988	6,672,001	100	11	0
9/30/2003	2,655,132	33,979,239	16,030,499	7,192,194	100	13	0
9/30/2005	3,577,209	37,102,107	16,899,823	8,025,847	100	12	0
9/30/2006	3,980,898	35,689,285	19,374,451	8,456,074	100	13	0
9/30/2007	3,242,432	47,025,078	14,446,522	8,775,487	100	12	0

*Valuation prepared using actual assets and estimated liabilities.



SCHEDULE B

DEVELOPMENT OF SEPTEMBER 30, 2007 ACTUARIAL VALUE OF ASSETS

(1)	Actuarial Value of Assets on September 30, 2006	\$	8,456,074
(2)	Market Value of Assets on September 30, 2007		8,173,936
(3)	Market Value of Assets on September 30, 2006		7,705,639
(4)	Net Cash Flow During the Fiscal Year		
	a. Contributions		306,903
	b. Disbursements		258,963
	c. Net Cash Flow (2)a –(2)b		47,940
(5)	Actual Investment Return (2) - (3) - (4)c		420,357
(6)	Assumed Rate of Return on Assets		8.00%
(7)	Expected Investment Return [(3) * (6)] + [(4)c * .5 * (6)]		618,369
(8)	Investment Gain/(Loss) for the Fiscal Year (5) - (7)		(198,012)
(9)	Phased-In Recognition of Investment Gain/(Loss)		
	a. Current Fiscal Year 0.2 * (8)		(39,602)
	b. Prior Fiscal Year		(39,359)
	c. Second Prior Fiscal Year		(57,125)
	d. Third Prior Fiscal Year		(210,810)
	e. Fourth Prior Fiscal Year		0
	f. Total Recognized Investment Gain/(Loss) for Fiscal Year		(346,896)
(10)	Actuarial Value of Assets on September 30, 2007 (1) + (4)c + (7) + (9)f.	\$	8,775,487



SCHEDULE C

**SUMMARY OF RECEIPTS AND DISBURSEMENTS FOR THE
FISCAL YEARS ENDING SEPTEMBER 30, 2006 AND SEPTEMBER 30, 2007**

<u>Receipts for the Year</u>	September 30, 2006	September 30, 2007
Contributions:		
Members	\$ 307,047	\$ 306,903
Employer	<u>0</u>	<u>0</u>
Total	\$ 307,047	\$ 306,903
Investment Income	173,920	403,468
Unrealized Gain (Loss)	<u>275,022</u>	<u>16,889</u>
TOTAL	\$ 755,989	\$ 727,260
<u>Disbursements for the Year</u>		
Benefit Payments	\$ 168,676	\$ 211,089
Refunds to Members	<u>46,589</u>	<u>47,874</u>
TOTAL	\$ 215,265	\$ 258,963
<u>Excess of Receipts over Disbursements</u>	\$ 540,724	\$ 468,297
<u>Reconciliation of Asset Balances</u>		
Market Value of Assets as of Beginning of Year	\$7,164,915	\$7,705,639
Excess of Receipts over Disbursements	<u>540,724</u>	<u>468,297</u>
Market Value of Assets as of End of Year	<u>\$7,705,639</u>	<u>\$8,173,936</u>



SCHEDULE D

OUTLINE OF ACTUARIAL ASSUMPTIONS AND METHODS

INVESTMENT RATE OF RETURN: 8.00% per annum, compounded annually.

SALARY INCREASES: 4.00% per annum, at all ages, including inflation at 4.00%.

SEPARATIONS BEFORE ELIGIBILITY FOR SUPERNUMERARY STATUS: Representative values of the assumed annual rates of death and disability:

<u>Age</u>	<u>Annual Rate</u>	
	<u>Death</u>	<u>Disability</u>
20	0.06%	0.06%
25	0.08	0.07
30	0.11	0.09
35	0.17	0.11
40	0.25	0.17
45	0.38	0.30
50	0.59	0.50
55	0.93	0.88
60	1.51	1.56
65	2.42	5.00
69	3.48	9.00

RATES OF ATTAINING SUPERNUMERARY STATUS: Representative values of the assumed annual rates of becoming a Supernumerary official are as follows:

<u>Age</u>	<u>Annual Rate*</u>
50	5.0%
55	5.0
60	5.0
62	5.0
65	5.0
70	100.0

* An additional 25% are assumed to retire when first eligible for supernumerary status.

DEATHS AFTER BECOMING A SUPERNUMERARY OFFICIAL: According to the George B. Buck 1979 Table for males rated forward one year and the George B. Buck 1979 Table for females rated back one year for the period after becoming a supernumerary official. Special tables are used for the period after disability retirement.

VALUATION METHOD: Entry age normal cost method. Actuarial gains and losses are reflected in the unfunded actuarial accrued liability.



ASSETS: Actuarial value, as developed in Schedule B. The actuarial value of assets recognizes a portion of the difference between the market value of assets and the expected value of assets, based on the assumed valuation rate of return. The amount recognized each year is 20% of the difference between market value and expected value.

PERCENT MARRIED: 100%.

EXPENSE LOAD: None.

**SCHEDULE E****ACTUARIAL COST METHOD**

1. The valuation is prepared on the projected benefit basis, under which the present value, at the interest rate assumed to be earned in the future (currently 8 percent), of each member's expected benefit payable at retirement or death is determined based on his age, service, sex and compensation. The calculations take into account the probability of a member's death or termination of employment prior to becoming eligible for a benefit, as well as the probability of his terminating with a service, disability or survivor's benefit. Future salary increases are also anticipated. The present value of the expected benefits payable on account of the active members is added to the present value of the expected future payments to retired members and beneficiaries to obtain the present value of all expected benefits payable from the Fund on account of the present group of members and beneficiaries.
2. The employer contributions required to support the benefits of the Fund are determined following a level funding approach, and consist of a normal contribution and an accrued liability contribution.
3. The normal contribution is determined using the "entry age normal" method. Under this method, a calculation is made to determine the uniform and constant percentage rate of employer contribution which, if applied to the compensation of the average new member during the entire period of his anticipated covered service, would be required in addition to the contributions of the member to meet the cost of all benefits payable on his behalf.
4. The unfunded accrued liability contributions are determined by subtracting the present value of prospective employer normal contributions and member contributions together with the current assets held from the present value of expected benefits to be paid from the Fund.



SCHEDULE F

SUMMARY OF MAIN PLAN PROVISIONS AS INTERPRETED FOR VALUATION PURPOSES

The following summary describes the main benefit and contribution provisions of The Alabama Clerks and Registers Supernumerary Fund as interpreted for the valuation.

1 - DEFINITIONS

A "Supernumerary Official" is a former clerk or register who has met the age and service requirements who takes the oath of office as a Supernumerary Clerk or Register. "Service" is the service, prior service, and any other previous service established as creditable in accordance with the provisions of the retirement law.

2 - BENEFITS

Supernumerary Official Status

Condition for Allowance

A clerk or register may become a supernumerary official after he or she has completed 23 years of service at any age, or according to the following table:

<u>Age</u>	<u>Years of Service</u>
55 to 59	18
60	17
61	16
62 to 64	15
65 to 69	12
70	10

Amount of Allowance

A supernumerary official is paid 75% of the State salary payable to the clerk or register on the date he or she attains a supernumerary status. Increases in allowances are granted when active State Employees receive a cost-of-living salary increase.



Disability Allowance

Condition for Allowance

A disability supernumerary allowance may be granted to a member who becomes totally and permanently disabled while in office and who has 5 years or more of service.

Amount of Allowance

75% of the State salary payable to the clerk or register on the date he or she attains supernumerary status.

Benefits Payable on Separation from Service with 12 or more Years of Service

Condition for Allowance

Any clerk or register who ceases to be in service who has met the service eligibility for supernumerary status (12 or more years) is entitled to be commissioned a supernumerary clerk or register upon attaining the specified age.

Amount of Allowance

75% of the State salary payable to the clerk or register on the date he or she attains supernumerary status.

Benefits Payable on Separation From Service with less than 12 Years of Service

Refund employee contributions plus accrued interest.

Benefits Payable upon Death in Active Service

Condition for Allowance

In case of the death of a clerk or register in active service who is eligible for supernumerary status, a spousal benefit is payable to the surviving spouse.

Amount of Allowance

3% at the salary payable from the State treasury for the position of circuit clerk for each year of service, not to exceed 30%.

Benefits Payable upon Death in Supernumerary Status

Condition for Allowance

Surviving spouses of clerks and registers who assume supernumerary status on or after January 16, 1989, are eligible for spousal benefits upon the death of the clerk or register.

Amount of Allowance

3% at the salary payable from the State treasury for the position of circuit clerk for each year of service, not to exceed 30%.



Form of Payment

Modified cash refund.

3 - CONTRIBUTIONS

Member Contributions

Each active clerk and register contributes 6% of his salary.



SCHEDULE G

**NUMBER OF ACTIVE CLERKS AND REGISTERS
BY AGE AND SERVICE AS OF SEPTEMBER 30, 2007**

Age	Years of Service									Total
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 & Up	
Under 30										
30 to 34	1									1
35 to 39	4									4
40 to 44	2	2	1	1						6
45 to 49	6		1	1	1					9
50 to 54	7	1	10	5	4					27
55 to 59	1	1	1	8	3			1		15
60 to 64			2	2						4
65 to 69				3	1	1			1	6
70 & Up						1				1
Total	21	4	15	20	9	2		1	1	73



TABLE 2
NUMBER AND ANNUAL RETIREMENT ALLOWANCES
OF SUPERNUMERARY OFFICIALS AND SPOUSES
RECEIVING BENEFITS AS OF SEPTEMBER 30, 2007

Age	Number of Members	Total Annual Benefits
Under 50	1	\$ 72,923
50 – 54	1	73,096
55 – 59	6	418,137
60 – 64	11	706,409
65 – 69	15	833,697
70 – 74	12	594,947
75 – 79	9	443,100
80 – 84	11	427,492
85 – 89	5	153,012
90 – 94	2	61,205
95 & Over	1	76,379
Total	74	\$ 3,860,397