

PENSION BOARD CONSULTANTS, INC.
CONSULTING, ACTUARIAL & ADMINISTRATIVE SERVICES

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October 31, 2016

Mr. Timothy Johnson, Executive Director
Jacksonville Police and Fire Pension Fund
One West Adams Street, Suite 100
Jacksonville, Florida 32202-3616

October 1, 2016 DRAFT Actuarial Valuation

Dear Tim:

Attached are the 2016 valuation results.

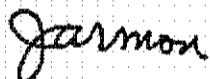
The \$44 million cost increase is due to the State payroll growth increase rules and adoption of FRS mortality tables.

This large increase may possibly be mitigated by:

1. Requesting the State to allow a staggered adoption of payroll growth increase rates over several years, and/or;
2. The new law moving the amortization period from current average of 20 years to 30 years, if agreement with the unions is reached before 9/30/2018.

Please advise me how the Trustees wish to proceed.

Cordially yours,



Jarmon Welch, A.S.A.
Consulting Actuary

cc: Board of Trustees
Mr. Devin Carter
Ms. Kelly Shelton

DRAFT

**JACKSONVILLE POLICE
AND FIRE PENSION FUND**

**Actuarial Valuation Report
as of October 1, 2016**

**(Determining costs for the Plan Year
beginning October 1, 2017)**

Prepared by:

Pension Board Consultants, Inc.
195 Fourteenth Street, Suite 2307
Atlanta, Georgia 30309
(404) 702-7802

DRAFT

October 31, 2016

Board of Trustees
Jacksonville Police and Fire Pension Fund
One West Adams Street, Suite 100
Jacksonville, Florida 32202-3616

Actuarial Valuation as of October 1, 2016

Gentlemen:

We are pleased to forward our report on the 2016 Actuarial Valuation of the Jacksonville Police and Fire Pension Fund. The minimum required City contribution for the Plan Year beginning October 1, 2017 is 149.46% of covered payroll.

The valuation results were based on participant data as of July 1, 2016, provided by the City. Fund assets and the Plan as of September 30, 2016, were reported by the Plan Administrator. Valuation Pay is the annualized sum of reported rate of pay, upgrade pay and shift pay as of July 1st. All of this data has been reviewed for consistency with prior data and for general reasonableness.

Per Part VII, Chapter 112.64(5)(a) of Florida Statutes, the payroll growth assumption used for amortization of the unfunded liability is not allowed to exceed the average annual payroll growth for the preceding ten years. As a result, for amortization purposes only, the payroll growth assumption was lowered from 2.50% to 0.067% in this valuation. The State waived this requirement for the previous valuation.

Statement by Actuary

This actuarial valuation and/or cost determination was prepared and completed by me or under my direct supervision, and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate, and in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the Plan and/or paid from the Plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends that may require material increases in Plan costs or required contribution rates have been taken into account in the valuation.

I am a member of the American Academy of Actuaries and meet its Qualification Standards to render the actuarial opinion contained herein.

Jarmon Welch, A.S.A. _____ Date
PENSION BOARD CONSULTANTS, INC.

14 - 1108
Enrollment Number

JACKSONVILLE POLICE AND FIRE PENSION FUND

Actuarial Report for the Plan Year Beginning October 1, 2016

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NOTE:

GASB 67 and 68 along with the State of Florida Information will be provided when final assets are reported by the City.

JACKSONVILLE POLICE AND FIRE PENSION FUND

Derivation of City Minimum Required Contribution as of October 1, 2016

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	<u>10/1/2015</u> with <u>Asset Revisions</u>	<u>10/1/2016</u> with <u>FRS Mortality</u>
Covered October 1 Payroll	\$132,735,243	\$135,599,741
1. Actuarial Accrued Liabilities		
a. Active Participants	\$732,810,115	\$768,461,161
b. Inactive Participants	<u>\$2,409,418,097</u>	<u>\$2,577,054,098</u>
c. Total (a. + b.)	\$3,142,228,212	\$3,345,515,259
2. Market Value of Assets		
a. Gross Market Value	\$1,437,907,379	\$1,610,000,000
b. Reserve Accounts	\$79,499,720	\$92,000,000
c. Sr. Staff Plan Assets	<u>\$4,002,294</u>	<u>\$4,000,000</u>
d. Net Market Value (a. - b. - c.)	\$1,354,405,365	\$1,514,000,000
3. Unfunded Actuarial Accrued Liability (1.c. - 2.d.)	\$1,787,822,847	\$1,831,515,259
4. Costs		
a. UAAL Amortization Payment	\$122,360,258	\$164,372,810
b. Normal Cost (Individual EA)	\$44,087,089	\$45,257,077
c. Annual Expense	<u>\$9,926,208</u>	<u>\$11,000,000</u>
d. Total Cost BOY (a. + b. + c.)	\$176,373,555	\$220,629,887
5. Contributions		
a. Members (including DROPs)	\$11,410,245	\$11,695,758
b. Chapter Funds Allocation	\$5,268,927	\$5,340,312
c. Court Fines	\$920,774	\$920,774
d. City Minimum (4.d. - (5.a. + 5.b. + 5.c.))		
1. Dollars on October 1	\$158,753,609	\$202,673,043
2. % Covered Payroll on October 1	119.60%	149.46%
3. Dollars on December 1 next year = d.1. x payroll growth x 1.07 ^{2/12}	\$165,771,919	\$205,108,739

Reconciliation

The October 1 City minimum contribution increased \$43,919,434 due to:

1. Increase of \$3,976,708 for 3.25% increase in prior year amortization payment.
2. Expense increase of \$1,073,792.
3. Actual earnings (10.0%) were \$45 million higher than expected, decreasing costs \$2,400,156.
4. Lowering 3.25% payroll growth assumption to 2.50% based on experience study increased costs \$8,000,000. The current unfunded amortization costs increased \$25,676,758 as a result of State required lowering of 2.50% to 0.067% (actual 10 year average). No waiver approved.
5. State required use of FRS special risk mortality tables increased costs \$8,517,200.
6. The initial base established in 1987 is fully amortized decreasing costs \$494,479.
7. Experience deviations (primarily salary) from expected decreased costs \$430,389.

JACKSONVILLE POLICE AND FIRE PENSION FUND

Amortization of the Unfunded Actuarial Accrued Liability

October 1	<u>UAAL</u>	<u>Amortization Payment</u>	<u>7% Interest</u>	<u>Supplemental Payments</u>	<u>Accumulation with 7% Interest</u>
2016	\$1,831,515,259	\$164,867,288	\$116,665,358	\$10,000,000	\$10,000,000
2017	1,783,313,329	164,482,939	113,318,127	20,000,000	30,700,000
2018	1,732,148,518	161,627,692	109,936,458	30,000,000	62,849,000
2019	1,680,457,284	158,453,373	106,540,274	40,000,000	107,248,430
2020	1,628,544,184	158,472,681	102,905,005	40,000,000	154,755,820
2021	1,572,976,508	158,578,858	99,007,836	40,000,000	205,588,728
2022	1,513,405,486	159,230,251	94,792,266	40,000,000	259,979,938
2023	1,448,967,501	159,336,936	90,274,140	40,000,000	318,178,534
2024	1,379,904,705	159,443,691	85,432,271	40,000,000	380,451,032
2025	1,305,893,285	159,550,519	80,243,994	40,000,000	447,082,604
2026	1,226,586,760	141,033,916	75,988,699	40,000,000	518,378,386
2027	1,161,541,542	134,808,072	71,871,343	40,000,000	594,664,873
2028	1,098,604,813	135,633,045	67,408,024	40,000,000	676,291,414
2029	1,030,379,792	135,723,920	62,625,911	0	723,631,813
2030	957,281,783	135,814,855	57,502,685	0	774,286,040
2031	878,969,613	135,110,639	52,070,128	0	828,486,063
2032	795,929,102	135,201,163	48,250,956	0	886,480,087
2033	706,978,895	116,697,934	41,319,667		
2034	631,600,627	116,776,122	36,037,715		
2035	550,862,221	116,854,362	30,380,550		
2036	464,388,409	105,285,104	25,137,231		
2037	384,240,537	105,355,645	19,521,942		
2038	298,406,834	83,091,930	15,072,043		
2039	230,386,948	83,147,601	10,306,754		
2040	157,546,101	83,203,310	5,203,995		
2041	79,546,786	35,719,983	3,067,876		
2042	46,894,680	12,268,855	2,423,808		
2043	37,049,632	15,352,435	1,518,804		
2044	23,216,001	19,537,289	257,510		
2045	3,936,222	3,936,222	0		
2046	0				

As of 2032, the payments enclosed in the box above are covered by the \$886,480,087 accumulation of supplemental payments.

JACKSONVILLE POLICE AND FIRE PENSION FUND
Development of UAAL by Components as of October 1, 2016

Date Established	Initial Amount	UAAL as of 10/1/2016	Remaining Period 10/1/2015	Required Amortization 10/1/2016	UAAL as of 10/1/2017
1-Oct-87	\$3,868,562	\$494,479	1.00	\$494,479	\$0
1-Oct-88	\$17,910,698	\$5,731,075	2.00	\$2,961,481	\$2,963,466
1-Oct-89	\$19,019,326	\$9,205,010	3.00	\$3,276,020	\$6,344,019
1-Oct-90	\$508,620	\$314,247	4.00	\$86,623	\$243,558
1-Oct-92	(\$4,444,031)	(\$2,773,474)	6.00	(\$542,959)	(\$2,386,651)
1-Oct-96	\$126,129,419	\$139,393,826	10.00	\$18,499,182	\$129,357,269
1-Oct-97	\$44,127,813	\$50,485,796	11.00	\$6,273,943	\$47,306,683
1-Oct-98	(\$5,280,089)	(\$8,213,142)	12.00	(\$728,771)	(\$5,868,277)
1-Oct-01	\$6,296,677	\$7,701,912	15.00	\$787,262	\$7,398,876
1-Oct-03	\$158,527,905	\$192,871,274	17.00	\$18,383,302	\$186,702,130
1-Oct-06	\$111,179,581	\$130,915,921	20.00	\$11,492,566	\$127,782,990
1-Oct-08	\$230,168,269	\$261,850,935	22.00	\$22,007,619	\$256,632,348
1-Oct-11	\$550,672,339	\$586,326,249	25.00	\$46,749,688	\$577,346,920
1-Oct-12	\$280,879,031	\$293,659,681	26.00	\$23,069,800	\$289,531,173
1-Oct-13	(\$37,626,922)	(\$38,974,454)	27.00	(\$3,020,245)	(\$38,471,004)
1-Oct-14	(\$52,239,546)	(\$53,540,809)	28.00	(\$4,097,008)	(\$52,904,867)
1-Oct-15	\$199,887,331	\$202,471,799	29.00	\$15,313,808	\$200,258,050
1-Oct-16	\$51,594,934	\$51,594,934	30.00	\$3,860,498	\$51,075,847
	\$1,701,179,907	\$1,831,615,259		\$164,867,288	\$1,783,313,330

JACKSONVILLE POLICE AND FIRE PENSION FUND
Reconciliation of Accounts October 1, 2015 through September 30, 2016

	<u>CBSA</u>	<u>EBA</u>	<u>UALPA</u>	<u>Supplemental Payments Accumulation</u>
Account Value, 10/1/2015	\$4,623,000	\$5,118,623	\$69,758,097	\$0
Annual Retiree Bonus paid December 2, 2015		(\$1,999,747)		
Share Plan Contribution paid December 2, 2015		(\$3,289,180)		
Account Value, 12/2/2015		(\$57,694) ²		
Annual Earnings (10%)	\$462,300	(\$4,500) ³	\$6,975,810	\$0
Transfer on 9/30/16			(\$5,000,000)	\$10,000,000
Account Value, 9/30/16	\$5,085,300 ¹	(\$62,194)	\$71,733,907	\$10,000,000 ⁴
Chapter Funds receivable		\$5,340,312		
Account Value with receivable		\$5,278,118		

¹ Reduced by City contribution shortfall

² $(\$5,118,623 * 1.022) - (\$1,999,746 + \$3,289,180)$

³ $(10\% - 2.2\%) * (\$57,694)$

⁴ Includes \$5,000,000 supplemental payment from City

Ordinance 2015-304E Supplemental Payments

<u>Fiscal Year</u>	<u>CITY</u>	<u>UALPA</u>
2016	\$5,000,000	\$5,000,000
2017	\$10,000,000	\$10,000,000
2018	\$15,000,000	\$15,000,000
2019-2028	<u>\$32,000,000</u>	<u>\$8,000,000</u>
TOTAL	\$350,000,000	\$110,000,000

JACKSONVILLE POLICE AND FIRE PENSION FUND

Actuarial Assumptions and Methods

The actuarial assumptions were updated after an experience study for the four years ending September 30, 2015

Economic Assumptions

Investment Yield:	7% annually
Salary Increases:	3.5% annually
Annual COLA:	Group I: 3% annually reduced to 2.5% for future service for actives with less than 20 years of service on June 19, 2015 Group II: 1.5% annually
DROP Load:	2% on active and DROP liabilities for interest greater than 7%
Payroll Increase:	0.067% annually, actual 10 year average (2.5% cola increase when allowed, adopted after the above experience study)

Demographic Assumptions

Mortality:	<u>Pre- and Post-Retirement:</u> All using RP-2000 Generational, Scale BB, with Female: 100% Annuitant White Collar Male: 10% Annuitant White Collar/90% Annuitant Blue collar <u>Post-Disablement:</u> Female: 60% RP2000 Disabled Female set forward two years/40% Annuitant White Collar with no setback, no projection scale Male: 60% RP2000 Disabled Male setback four years/40% Annuitant White Collar with no setback, no projection scale		
Turnover:	No vested refunds or disability recoveries		
	<u>Age</u>	<u>Withdrawal Rate</u>	<u>Disability Rate per 1,000</u>
	25	.036	0.36
	35	.009	0.48
	45	.000	1.20
Married:	75% actives, 50% retirees (tax status), wives 3 years younger		
Retirement:	Group I: 40% at 20 years, 30% thereafter to 30 years (or age 61) Group II: 15% at 25 years, then 5% per year to 30 years (or age 61)		

Actuarial Methods Cost: Individual Entry Age Assets: Market Value

Changes Since the October 1, 2015 Valuation:

Changed payroll growth assumption, added Group II assumptions, adopted FRS mortality

JACKSONVILLE POLICE AND FIRE PENSION FUND

Plan Outline

GROUP I active on June 19, 2015

Credited Service	full time from date of employment including buybacks
Benefit Percentage	3% for first 20 YOS plus 2% for additional 10 YOS (max 80%)
Final Average Earnings	final 2 years (<5 YOS on June 19, 2015, final 4 years)
Normal Retirement Date	20 YOS
Vesting	5 years
Employee Contributions	8% (10% when certain pay raises occur)
Early Retirement	N/A
Normal Form Of Payment	Joint and 75%
Retiree COLA	3% annually January after retirement if ≥ 20 YOS on June 19, 2015 If not, 3% annually for service accrued as of June 19, 2015 and SS COLA (min 0%, max 6%) on service accrued after June 19, 2015
Disability	Permanent & Total: 60% of FAE, Temporary: available
DROP	up to 5 YOS Interest: ≥ 20 YOS on June 19, 2015, 8.4% interest for 5 years and thereafter; < 20 YOS on June 19, 2015, actual return (min 2%, max 14.4%) 2% employee contributions
Pre Retirement Death	< 20 YOS 75% of (60% of FAE) >20 YOS 75% of normal benefit In addition: \$200/month per child, (total 75% of normal benefit if orphan)
Health Supplement	\$5.00 / month for each YOS (maximum 30 YOS)
Chapter Funds	50% credited as a City contribution for 15 years, balance to a share plan and holiday bonus

JACKSONVILLE POLICE AND FIRE PENSION FUND

Plan Outline

GROUP II

Impact on New Hires after June 19, 2015

1. Credited Service for retirement increased from 20 to 30 years (steep reductions for early retirement after 25 years).
2. Earnings Base computed as average of last 5 years.
3. Three year delay in annual Cost of Living increases (reduced from 3% to 1.5% maximum Social Security).
4. Disability benefit reduced to 50% of Earnings Base from 60%.
5. Vesting changed from NRA&5 to age 62&10 (2% accrual rate).
6. Benefit percentage reduced from 3.0% to 2.5%.
7. Back-Drop implemented, no DROP.
8. Employee contributions are 10% of pay.
9. Group II costs 22% of pay.

Changes Since the October 1, 2015 Valuation: None

JACKSONVILLE POLICE AND FIRE PENSION FUND

Historical Key Statistics

Class of Participant	Valuation Date				
	10/01/12	10/01/13	10/01/14	10/01/15	10/1/2016
Continuing Actives (excluding DROP)	2,203	2,082	2,034	2,072	2,087
Pay Increase %	0.4%	2.9%	3.0%	3.8%	2.2%
Active					
Number	2,213	2,150	2,237	2,202	2,294
Average Age	39.9	40.2	40.0	39.9	39.4
Average Annual Pay	\$60,523	\$61,082	\$60,276	\$60,511	\$59,270
Average Service	11.2	11.5	11.2	11.1	10.6
Retired					
Number	1,556	1,618	1,710	1,785	1,910
Average Age	65.7	65.5	65.3	65.3	65.0
Average Annual Benefit	\$53,042	\$54,461	\$55,940	\$57,674	\$59,056
Disabled					
Number	57	56	55	54	55
Average Age	61.4	61.4	61.5	62.1	62.3
Average Annual Benefit	\$32,403	\$33,958	\$35,600	\$37,029	\$37,814
Surviving Spouses					
Number	401	418	431	425	423
Average Age	72.6	72.8	73.3	73.5	74.0
Average Annual Benefit	\$28,075	\$29,677	\$31,227	\$32,843	\$34,371
Children					
Number	31	31	32	29	23
Average Age	13.1	13.5	13.5	13.9	13.1
Average Annual Benefit	\$3,254	\$3,267	\$3,261	\$3,252	\$3,183
Terminated Vested					
Number	52	60	62	72	77
Average Age	44.0	43.8	43.2	43.2	43.4
Average Annual Benefit	\$18,072	\$19,128	\$18,015	\$18,540	\$17,864
DROP					
Number	550	542	511	541	475
Average Age	50.1	50.3	50.5	50.5	50.7
Average Annual Benefit	\$49,221	\$50,581	\$51,240	\$50,478	\$50,267

JACKSONVILLE POLICE AND FIRE PENSION FUND

Reconciliation of Number of Participants by Status

	<u>Actives</u>	<u>Retirees</u>	<u>Vested Terminations</u>	<u>Disabilities</u>	<u>Surviving Spouses</u>	<u>Children</u>	<u>DROP</u>
Number on 07/01/15 Used for 10/01/15 Reporting	2,202	1,786	71	54	425	29	541
New Entrants/Rehire	225		(1)				(5)
Transfers from GEPP/Corrections							
Non-Vested/Refunded Terminations	(30)						
Vested Terminations	(10)		10				
Retirees	(4)	153	(5)				(144)
Disabilities	(3)			3			
Deaths with no Survivors		(12)	(1)	(1)	(19)		
Payments Stopped (Age 18 or Remarried)						(7)	
Deaths with Survivors	(1)	(16)		(1)			
New Beneficiaries					17	1	
New DROP Retirees	(83)						83
Data Corrections	(2)	(1)	3				
Number on 07/01/16 Used for 10/01/16 Valuation	<u>2,294</u>	<u>1,910</u>	<u>77</u>	<u>55</u>	<u>423</u>	<u>23</u>	<u>475</u>

JACKSONVILLE POLICE AND FIRE PENSION FUND
Active Age and Service Distribution as of October 1, 2018

Cell Format: Number In Each Group, Average Age, Average Service, And Average Salary

Age	Service												ALL	
	<1	>=1 <2	>=2 <3	>=3 <4	>=4 <5	>=5 <10	>=10 <15	>=15 <20	>=20 <25	>=25 <30	>=30 <35	>=35 <40		>=40
<25	23 22.93 0.51 36,187	29 23.78 1.38 38,556	7 23.86 2.41 41,503	3 24.02 3.33 39,719	1 24.12 4.02 37,286	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	83 23.50 1.31 38,054
>=25 <30	44 27.62 0.60 37,021	50 27.22 1.49 38,792	83 27.52 2.50 42,343	28 27.90 3.45 47,012	4 28.00 4.31 44,488	41 28.39 6.87 51,249	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	250 27.67 2.82 42,714
>=30 <35	31 32.05 0.57 37,095	27 32.36 1.52 39,743	53 32.05 2.56 42,513	27 32.26 3.43 46,022	7 33.11 4.29 42,234	175 32.66 7.99 57,172	79 33.31 11.47 64,709	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	399 32.62 6.57 52,981
>=35 <40	12 36.96 0.67 37,337	19 36.91 1.31 38,120	34 37.44 2.56 41,761	13 37.25 3.39 45,026	3 36.58 4.38 43,357	118 37.15 8.21 57,896	219 37.47 12.45 64,410	32 38.47 16.31 72,336	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	450 37.40 9.76 59,022
>=40 <45	5 42.58 0.45 36,629	13 42.55 1.47 38,785	7 42.94 2.45 42,507	3 41.67 3.57 44,335	1 42.49 4.50 45,000	65 42.19 8.31 56,036	207 42.34 12.85 63,475	153 42.72 17.46 69,904	31 43.62 20.78 71,365	1 44.89 25.79 147,300	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	486 42.54 13.57 63,785
>=45 <50	0 0.00 0.00 0	1 49.82 1.16 38,441	5 46.53 2.88 38,996	4 46.58 3.40 43,097	0 0.00 0.00 0	38 47.13 8.07 56,287	101 47.08 12.86 62,034	139 47.18 18.00 71,365	98 47.54 21.24 80,691	13 47.83 26.46 89,201	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	399 47.26 16.39 69,662
>=50 <55	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	23 52.32 8.08 57,437	82 52.29 12.55 60,493	72 52.12 18.19 69,535	28 52.01 20.69 73,441	7 51.96 26.89 83,258	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	182 52.18 15.84 66,236
>=55 <60	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	5 55.91 8.29 56,727	11 57.72 13.28 60,668	21 56.56 17.99 68,416	6 57.17 20.51 77,448	4 58.25 27.16 84,274	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	47 58.98 16.96 67,862
>=60 <65	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	1 62.41 6.74 56,302	2 62.18 13.31 60,120	5 61.32 19.11 63,956	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	8 61.67 18.11 62,040
>=65	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0
ALL	115 29.50 0.57 36,890	139 30.42 1.45 38,816	189 31.51 2.53 42,172	78 32.31 3.43 45,754	16 32.51 4.31 42,870	486 37.21 8.00 56,610	681 41.84 12.51 63,379	422 46.38 17.72 70,362	163 47.92 21.03 77,553	25 50.59 26.86 89,072	0 0.00 0.00 0	0 0.00 0.00 0	0 0.00 0.00 0	2,294 39.65 10.86 59,270