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The State of Wisconsin

Local Income Continuation Insurance Plan Actuarial Review as of December 31, 2003

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I. Overview

The purpose of this report is to summarize our review of the Local Income Continuation Insurance Plan. Included is a brief review of the Plan's experience during 2003, an estimate of the Plan's liability as of December 31, 2003, and an analysis of current funding levels.

In preparing this report, we have relied on claim information provided by Core, Inc. and the Department of Employee Trust Funds. We have not audited this information, but have relied on it as submitted after making reasonableness checks, as we deemed appropriate under the circumstances.

The results of this review indicate that the Local Income Continuation Insurance program is in a very strong financial position with assets of $14,715,244 and estimated liabilities of $2,295,121. The asset balance does not include 1.3 million in deferred market losses which will be smoothed over the next five years. The large net fund balance is due to a valuation methodology change, which took place at December 31, 1996. This change is discussed further on Page 3.

We do not recommend a change in premium rate at this time.

The remainder of this report summarizes the review in more detail. A number of assumptions have been made in estimating the Plan's liability, which are described throughout the report and summarized in Exhibit 1.

II. 2003 Experience Review

Fund Balance

During 2003, the fund balance increased from $13,087,280 to $14,715,244; Investment earnings were $991,409 with paid claims and administrative expenses totaling $583,041. These components are shown in the following table along with figures for the previous three years for comparison purposes.

	2003	2002	2001	2000
Beginning Balance	13,087,280	12,006,137	9,747,684	8,212,070
Closing Adjustments	(16,278)	(44,481)	802,223	0
Adjusted Beginning Balance	**13,071,002**	**11,961,656**	**10,549,907**	**8,212,070**
Revenues				
Contributions	1,235,874	1,112,957	1,129,346	995,456
Investment Earnings	991,409	610,950	928,679	856,728
Total	**2,227,283**	**1,723,907**	**2,058,025**	**1,852,184**
Expenses				
Paid Claims	476,675	496,277	504,059	262,140
Administrative Expenses	106,367	102,006	97,735	54,430
Total	**583,041**	**598,283**	**601,794**	**316,570**
Net Income	**1,644,242**	**1,125,623**	**1,456,231**	**1,535,614**
Ending Balance	**14,715,244**	**13,087,280**	**12,006,137**	**9,747,684**
Investment Earnings/Mean Balance	**7.4%**	**5.0%**	**8.6%**	**10.0%**

During 2003, 48 claims were closed. A total of 33 claims incurred in 2003 were reported. The following table shows the number of open and closed claims by year incurred and the average net monthly benefit.

	Open Claims		Closed Claims		All Claims	
Year Incurred	**Number**	**Average Benefit**	**Number**	**Average Benefit**	**Number**	**Average Benefit**
2003	7	1,340	26	1,914	33	1,792
2002	7	1,501	16	1,636	23	1,595
2001	4	1,957	6	1,312	10	1,570
2000	5	877	0	NA	5	877
1999	1	797	0	NA	1	797
1998	0	NA	0	NA	0	NA
1997	1	1,008	0	NA	1	1,008
1996	1	163	0	NA	1	163
1995	0	NA	0	NA	0	NA
1994	0	NA	0	NA	0	NA
1993	1	389	0	NA	1	389
1992 & Prior	0	NA	0	NA	0	NA
Total	**27**	**1,276**	**48**	**1,746**	**75**	**1,577**

While performing the valuation for December 31, 1996, it was determined that the criteria for including claimants in the Local I.C.I. plan used for prior valuations was not correct. After reviewing the criteria used in prior valuations and after discussions with United Wisconsin Group, it was determined that participants from the Long-Term Disability Insurance Plan had probably been included in the valuation. In order to gain additional comfort with the data used in this valuation, we compared the claims paid from the trust to the claims paid according to the CORE claims data. The group presented for the December 31, 2003 valuation shows total claims paid for the year reasonably close to the Trust reported total.

The information for the group of participants is presented in the following table for December 31, 2003. While the data from years 1995 and prior are not necessarily directly comparable, the corresponding information for these years is presented here for illustration.

	Open Claims		Closed Claims		All Claims	
Plan Year	**Number**	**Average Benefit**	**Number**	**Average Benefit**	**Number**	**Average Benefit**
2003	27	1,276	48	1,746	75	1,577
2002	34	1,569	46	1,299	80	1,414
2001	33	1,643	14	1,479	47	1,594
2000	24	1,326	60	1,256	84	1,276
1999	21	919	43	1,041	64	1,001
1998	27	1,147	54	888	81	974
1997	24	923	36	1,118	60	1,040
1996	20	719	44	1,144	64	1,011
1995	72	734	40	922	112	801
1994	55	682	30	904	85	760
1993	25	697	10	1,224	35	848

III. Estimated Liability as of December 31, 2003

The Plan's liability for outstanding claims under the Local Income Continuation Insurance program was estimated in two parts — reported claims and incurred but unreported claims. The following paragraphs summarize the method used and results.

Reported Claims

Disabled life reserve factors were calculated using the 1987 Commissioner's Group Basic Disability table adjusted for the State's own termination experience. These factors represent the present value of future payments, at 8% interest, to a disabled person with a monthly benefit of $100. An 8% interest assumption was used to be consistent with WRS valuations. The WRS valuation rate was reduced to 7.8% on February 1, 2004. We will reduce this rate accordingly for the December 31, 2004 valuation. The factors are indexed by age at disablement, duration of disablement, and duration to the end of the benefit period.

CORE, Inc. provided a listing of those persons known to be disabled as of December 31, 2003. The age at disablement, duration of disability, and duration to expiry was calculated for each individual. The appropriate factors were then multiplied by the amount of benefit for each disabled person. The results were summarized by year incurred and in total.

For disabilities that last over one year, a supplement of $75 per month is included in the normal benefit amount for the purpose of defraying medical costs. This benefit was effective January 1, 2002 for all claims in pay status.

Incurred But Unreported Claims

In addition to those claims reported as of December 31, 2003, there presumably are other claims incurred prior to that date but which are not as yet reported. The Plan's liability for long-term disability claims begins on the date an employee is disabled, even though the employee is not eligible for payments during the waiting period or has not yet filed a claim. Thus, it is necessary to estimate the additional liability for claims incurred but not reported as of the valuation date.

Besides the waiting period, delays in the reporting and processing of claims normally occur. From the State's experience, we observed that approximately 25% of claims open and closed during the previous twelve months are unreported as of year end. Thus, the Plan's liability for claims incurred but not yet reported was calculated as the estimated number of incurred but not yet reported claims times an average open liability for claims using the previous five years of data.

Results

The total estimated liability as of December 31, 2003 for the Local Income Continuation Insurance program is $2,295,121, developed as follows:

Reported Claim Liability	$1,739,677
$75 Supplement	13,143
Total Reported Liability	1,752,820
Incurred But Not Reported Liability	542,301
Total Liability	$2,295,121

This total liability is 12.2% lower than the liability determined as of December 31, 2002. The decrease is the result of fewer open claims at the end of 2003.

IV. Analysis of Funding Levels

The Local Income Continuation Insurance program continues to be in a strong financial position with assets of $14,715,244 and estimated liabilities of $2,295,121 which produces a net fund balance of $12,420,123.

A reasonable long-term objective would be to maintain a net fund balance of more than 100% of the estimated liabilities as a hedge against future adverse experience. Substantial year-to-year fluctuations can occur under disability income programs, particularly for the relatively small size of this program. Thus, in the near term, it is prudent to maintain a large fund balance in excess of estimated liabilities — perhaps 200%. The excess now represents 541% of the estimated liabilities. From the following table, which shows the net fund balance as a percentage of the estimated liability by year, it is clear that this excess fluctuates from year to year.

Net Fund Balance as Percentage of Estimated Liability by Year

	2003	2002	2001	2000	1999	1999
Assets	14,715,244	13,087,280	12,006,137	9,747,684	8,212,070	6,681,944
Estimated Liability	2,295,121	2,612,916	2,559,500	1,613,195	922,951	1,201,687
Net Fund Balance	12,420,123	10,474,364	9,446,637	8,134,489	7,289,119	5,480,257
Percentage	541%	401%	369%	504%	790%	456%

The employer's premium contribution rate was reduced from .375% of covered payroll to .25% effective March 1, 2002. A $75 Supplemental Add-on benefit was also added effective January 1, 2002. We will continue to monitor the experience under the revised plan. We do not recommend additional benefit or premium rate changes at this time.

Exhibit 1

Elimination Period — 90 days average. Actual waiting period can vary between 30 and 180 days.

Benefit Period — The maximum duration of benefits for disabled insured employees is:

Age at Disablement	Maximum Duration of Benefits in Years
61 or Younger	To age 65
62	3.50 years
63	3.00 years
64	2.50 years
65	2.00 years
66	1.75 years
67	1.50 years
68	1.25 years
69	1.00 years

In no event are benefits payable beyond the 70th birthday.

Termination Rates — Percentage of the 1987 Commissioner's Basic Disability Table three month elimination period termination rates based on the State's own experience, as shown below:

Duration of Disablement	Termination Rate Adjustment
First Year	280%
Second Year	260%
Third Year	240%
Fourth Year	220%
Fifth Year	200%
Sixth Year	180%
Seventh Year	160%
Eighth Year	140%
Ninth Year	120%
Tenth Year & Later	100%

Interest — 8.0% per year.

Contingency Margins — None.

Exhibit 2

Reported Claim Liability by Year of Disability

Open Claims as of December 31, 2003						
Year of Disability	**Number**	**Gross Benefit**	**Offset Amount**	**Net Benefit**	**Average Benefit**	**Estimated Liability**
2003	7	15,013	7,248	7,765	1,109	198,601
2002	7	16,652	5,285	11,366	1,624	629,222
2001	4	9,800	2,342	7,458	1,864	433,589
2000	5	11,813	7,427	4,386	877	354,416
1999	1	1,500	703	797	797	13,266
1998	0	0	0	0	NA	0
1997	1	1,008	0	1,008	1,008	88,289
1996	1	525	362	163	163	11,605
1995	0	0	0	0	NA	0
1994	0	0	0	0	NA	0
1993	1	833	444	389	389	23,832
1992	0	0	0	0	NA	0
1991	0	0	0	0	NA	0
1990	0	0	0	0	NA	0
Total	**27**	**57,144**	**23,811**	**33,332**	**1,235**	**1,752,820**

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