

Five-Y ear Investment C omparison


| (expressed in millions) | F iscal Y ears ending J une 30, |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2001 |  | 2000 |  | 1999 |  | 1998 |  | 1997 |
| U.S. Equities | \$ 2,371.0 | \$ | 2,197.6 | \$ | 2,248.2 | \$ | 2,199.3 | \$ | 1,813.2 |
| Intl. Equities | 607.3 |  | 702.3 |  | 519.2 |  | 520.9 |  | 436.2 |
| U.S. Bonds | 1,483.8 |  | 1,761.4 |  | 1,572.3 |  | 912.7 |  | 982.5 |
| Intl. Bonds | 147.8 |  | 152.9 |  | 102.9 |  | 71.2 |  | 68.3 |
| Real Estate | -* |  | - * |  | 4.9 |  | 13.4 |  | 26.6 |
| Private Investments | 549.2 |  | 708.0 |  | 391.8 |  | 316.1 |  | 280.7 |
| Cash \& Equivalents | 121.5 |  | 141.6 |  | 58.8 |  | 418.5 |  | 185.9 |
| Totals | \$ 5,280.6 | \$ | 5,663.8 | \$ | 4,898.1 | \$ | 4,452.1 | \$ | 3,793.3 |
| *less than $0.1 \%$ under management. Other real estate holdings in the form of $R$ eal Estate Investment T rusts areincluded in equities. |  |  |  |  |  |  |  |  |  |

Note: For these asset classifications, the Pooled Equity and Fixed Income A ccounts are included in their respective equity and fixed income asset classes; and, therefore, are different from the categories used in the financial section on pages 32-33.


# STATE OF DELAWARE 

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A ugust 21, 2001

D ear Board M embers, Participants, and Beneficiaries:
The Board of Pension Trustees Investment C ommittee (Committee) oversees the investment of the retirement funds of the Delaware Public Employees' Retirement System. The Committee's investment oversight includes the nine retirement plans [State Employees', Special, N ew State Police, Judiciary, County \& M unicipal Police/ Firemen's (FICA and N on-FICA ), County \& M unicipal Other Employees', Volunteer Firemen's, Diamond State Port Corporation, and Closed State Police] that the Board administers and the three commingled pension funds [County \& M unicipal Police/ Firemen's C OLA F und, Post-R etirement Increase F und, and D elaware Local G overnment R etirement Investment Pool (D ELRIP)] that the Board manages.

The Committee consists of five members appointed by the Board. The C ommittee operates within the following investment objectives established by the Board:
-To realize a real return of $3 \%$ per year over long periods.
-To control portfolio risk so as to limit downside price fluctuation of the total Fund.
-To realize as high a rate of total return as possible consistent with all of the above.

Investment decisions are further dictated by the Board's internal investment policy which requires a minimum of $20-25 \%$ of the total assets of the System to be invested in fixed income investments, such as bonds, cash equivalents, and certain real estate investments. The C ommittee monitors this policy with the assistance of the Investment A dvisor. A lso, the Committee reviews prospective risk levels and rates of return of all classes of assets. H ence, the Committee assures investment diversification by selecting managers whose demonstrated performance reflects different management styles and asset class expertise. M ost importantly, the Committee closely monitors the performance of all investment managers, not only in relation to specific absolute objectives, but also in relation to other fund managers following the same investment objectives.

## Investment Section

Board M embers, Participants, and Beneficiaries
Page 2
A august 21, 2001

The F ind returned (5.1\%) for fiscal year 2001. The total Fund's annualized rate of return over the last five, ten, and fifteen years was $11.3 \%, 12.7 \%$, and $11.1 \%$, respectively. This long-term return is well in excess of the actuarial assumption rate of $8.5 \%$. A s reported by a major performance ranking comparison service, the System's investment performance ranks above the median for this fiscal year and in the top decile of public funds for the three, five, and ten year periods. F or the period ending June 30, 2001, the Fund market value totaled $\$ 5.3$ billion representing a decrease in assets of $\$ 383.2$ million.

On behalf of our Trustees, we thank our dedicated professional staff at the Office of Pensions, our investment advisor, and our money managers, who all work diligently to assure the successful operation of the Board of Pension Trustees Investment Committee.

Respectfully submitted,


Elva B. Ferrari, Chair
Board of Pension Trustees Investment Committee

## Investment A ctivity

The bond markets performed well, but the U .S. stock markets were weak during the fiscal year ending J une 30, 2001. F or the fiscal year, the S\&P 500 stock index returned (14.8\%) while the L ehman A ggregate bond index returned 11.1\%.

F or the fiscal year, the D elaware Public Employees' R etirement System (System) had a (5.1\%) rate of return. This performance ranks the System above the median of public funds for this fiscal year and in the top decile of public funds for the three, five, and ten year periods.
R eturn data for the total System was calculated on a time-weighted basis in accordance with the standards of the A ssociation for Investment M anagement \& R esearch (A IM R ). Valuations, where available, are based on published national securities exchanges prices.

## Investment Philosophy and 0 bjectives

In the investment of public funds, adequate funding of employee pensions is a paramount concern. Excessive risk taking could jeopardize that funding. A $n$ appropriate balance must be struck between risks taken and returns sought to ensure the long-term health and affordability of the plans involved. For over 20 years, the System has been managed to control the extent of downside risk to which assets are exposed while maximizing the potential for longterm gain.
Specific investment objectives are:

- To realize a real return (Fund less CPI) of 3\% per year over long periods (about 15 years).
- To control portfolio risk so as to limit downside price fluctuation of the total Fund in any 12-month period.
- To realize as high a rate of total return as possible, consistent with all of the above.

To achieve these objectives, these investment policies are employed:

- Allocate a minimum of $20-25 \%$ of assets to fixed income investments such as bonds, cash equivalents, and certain real estate investments.
- M aintain a widely diversified portfolio, so as to minimize the risk of overexposure to any one market sector or investment style.
- Closely monitor the performance of all investment managers against specific absolute objectives and in relation to other managers following the same investment objectives.


## Investment Process

While the objectives and policies have been repeatedly reaffirmed, the implementation process undergoes continuous evolution. The increasing volume of investment information and the complexities of the global marketplace necessitate the ongoing development and use of advanced information systems. Computer technology is now used as a tool in every aspect of investment management, from asset allocation decisions to manager selection and performance measurement.

## G eneral Management

D uring each year, the Committee with Board oversight carries out a number of general management practices to assure that the appropriate policies, controls, and resources are in place. A reas that are reviewed at least annually include:

- Investment objectives and policies based on an analysis of cash flow and liabilities.
- M anagement tools for decision making.
- Long term risk and return levels for various investment options.
- M anager organizations, performance, transaction costs, fees and expenses, proxy voting procedures, and adherence to investment philosophy.
- Fund performance versus externally measured universes of similar funds.
- Internal and external audits.
- Contacts with other leading state investment funds to compare management practices.
- Policy objectives and performance of the Private Program (including venture capital, limited partnerships, and private convertible bonds).


## Investment Section

## Investment Results

In F iscal 2001, the investment process experienced:
-A timeweighted total return of (5.1\%) based on market values.

- Benefit and expense payments exceeded net employer and member contributions by $\$ 96.1$ million.
$\bullet$ - et interest and dividend income of $\$ 160.8$ million.
- $N$ et depreciation of $\$ 447.9$ million.
- D ecrease in total Fund assets from $\$ 5.7$ billion to $\$ 5.3$ billion.
$\bullet$ - verall volatility well below that of an all common stock portfolio.
The System is invested for long-term results and each single year's returns must be viewed in relation to longer periods.

|  | Fiscal Y ears Ending J une 30, |  |  |  |  | Five $Y$ ears <br> Ending $6 / 30 / 01^{*}$ | $\begin{array}{r} \text { Ten Y ears } \\ \text { Ending } \\ 6 / 30 / 01^{*} \end{array}$ | Fifteen $Y$ ears <br> Ending $6 / 30 / 01^{*}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2001 | 2000 | 1999 | 1998 | 1997 |  |  |  |
| Total F und Return | (5.1\%) | 16.8\% | 11.1\% | 18.0\% | 17.8\% | 11.3\% | 12.7\% | 11.1\% |
| Consumer Price Index (CPI) | 3.3\% | 3.7\% | 2.0\% | 1.7\% | 2.3\% | 2.6\% | 2.7\% | 3.3\% |
| F und Real Return | (8.4\%) | 13.1\% | 9.1\% | 16.3\% | 15.5\% | 8.7\% | 10.0\% | 7.8\% |

Chart I on page 59 summarizes the cash flows and total F und returns for each of the last five fiscal years and the cumulative results for 5-year and 10-year periods ending J une 30, 2001.

Chart II on page 59 summarizes the total F und and asset class segment returns for each of the last five fiscal years and the annualized returns for the 3-year and 5-year periods ending J une 30, 2001.
Charts III and IV on page 60 show the quarterly cumulative total Fund performance for the 5 -year and 10 -year periods ending J une 30, 2001 compared to indices representative of some of the asset classes in which the Fund invests.

One investment objective is to achieve an annualized rate of total return over any 15 -year period that is at least 3 percentage points greater than inflation. The most recent 15 -year result is a real rate of return of $7.8 \%$ ( $11.1 \% \mathrm{~F}$ und less $3.3 \% \mathrm{CPI}$ ) measured on a time-weighted basis. During this period, risk as measured by relative volatility, was approximately $51 \%$ of the level that would have been experienced by a fund invested $100 \%$ in the S\&P 500 . The real rate of return from such a $100 \%$ stock portfolio would have been $10.7 \%$ ( $14.0 \%$ S\&P 500 less $3.3 \%$ CPI). These are not typical real rates of return and should not be expected going forward. The last 15 years encompassed periods of exceptional returns in both the bond and stock markets which are unlikely to be repeated.

Periods Ending J une 30, 2001
(All R eturns G reater T han One Y ear A re Annualized)

Total F und R eturn
S\&P 500 Index \% Return
Relative Return vs. S\&P 500 Index
Relative Risk vs. S\&P 500 Index

| Five $Y$ ears | Ten Y ears | Fifteen $Y$ ears |
| ---: | ---: | ---: |
| $11.3 \%$ | $12.7 \%$ | $11.1 \%$ |
| $14.5 \%$ | $15.1 \%$ | $14.0 \%$ |
| $78.3 \%$ | $84.2 \%$ | $79.1 \%$ |
| $55.2 \%$ | $58.5 \%$ | $51.1 \%$ |



[^0]
## C hart III

Total Return Performance C omparison-5 Y ears


Total Return Performance C omparison - 10 Y ears


## List of L argest A ssets Directly Held*

as of J une 30, 2001 (excludes investments in pooled vehicles)

| Equities (I ncludes Convertibles) | $M$ arket V alue | \% of Total F und |  | Shares/ Par (\$) |
| :---: | :---: | :---: | :---: | :---: |
| EQUITY OFFICE PPTYS TRUST | \$ 16,336,501 | 0.31\% |  | 517,436 shares |
| SERACARE INC. WT Exp 02/ 18/ 2005 +5 | 15,604,621 | 0.30\% |  | 2,235,619 shares |
| GENERAL ELECTRIC CO | 15,536,625 | 0.29\% |  | 318,700 shares |
| APARTMENTINVT\& M GMT CO CLA | 12,213,880 | 0.23\% |  | 253,400 shares |
| EQUITY RESIDENTIAL PPTYSTRUST | 9,291,165 | 0.18\% |  | 164,300 shares |
| PFIZER INC | 9,272,576 | 0.18\% |  | 231,525 shares |
| CENTERPOINT PROPERTIES TRUST | 9,041,020 | 0.17\% |  | 180,100 shares |
| M ICROSOFT CORP | 8,431,500 | 0.16\% |  | 115,400 shares |
| CHASE TELECOMMUNICATIONS SrNt 10.0\% 06/ 30/ 2008 With CL A, CL B | 7,895,823 | 0.15\% | \$ | 6,338,280 |
| VORNADO RLTY TRUST | 7,792,384 | 0.15\% |  | 199,600 shares |
| Total | \$ 111,446,095 | 2.12\% |  |  |


| Fixed Income | M arket V alue |  | \% of Total Fund |  | Par (\$) |
| :---: | :---: | :---: | :---: | :---: | :---: |
| U NITED STATES TREAS NTS 5.875\% |  |  |  |  |  |
| 11/ 15/ 2004 | \$ | 26,889,460 | 0.51\% | \$ | 26,000,000 |
| UNITED STATES TREAS NTS 6.250\% |  |  |  |  |  |
| 02/ 28/ 2002 |  | 25,910,295 | 0.49\% | \$ | 25,500,000 |
| U NITED STATES TREAS NTS 5.750\% |  |  |  |  |  |
| 08/ 15/ 2003 |  | 25,710,750 | 0.49\% | \$ | 25,000,000 |
| FEDERAL NATIONAL MTG ASSN NT |  |  |  |  |  |
| 5.125\% 02/ 13/ 2004 |  | 20,092,400 | 0.38\% | \$ | 20,000,000 |
| UNITED STATES TREAS NTS 5.875\% |  |  |  |  |  |
| 09/30/2002 |  | 16,868,610 | 0.32\% | \$ | 16,500,000 |
| FEDERAL HOME LN M TG CORP NT |  |  |  |  |  |
| 5.750\% 07/ 15/ 2003 |  | 16,347,520 | 0.31\% | \$ | 16,000,000 |
| UNITED STATES TREAS NTS 5.875\% |  |  |  |  |  |
| 11/30/ 2001 |  | 16,142,560 | 0.31\% | \$ | 16,000,000 |
| UNITED STATES TREAS NTS 6.250\% |  |  |  |  |  |
| 06/30/2002 |  | 15,848,750 | 0.30\% | \$ | 15,500,000 |
| U NITED STA TES TREAS NTS 6.375\% |  |  |  |  |  |
| 04/30/2002 |  | 10,203,500 | 0.19\% | \$ | 10,000,000 |
| FEDERAL HOME LN BANK BD 5.750\% |  |  |  |  |  |
| 01/ 05/ 2004 |  | 10,118,700 | 0.19\% | \$ | 10,000,000 |
| Total | \$ | 184,132,545 | 3.49\% |  |  |

[^1]
## Investment Section

## Surviving "T he Perfect Storm"

In both the book and the movie, The Perfect Storm tells the story of an unusual combination of bad weather off the coast of New England. A fishing boat and a sailboat are caught in this perfect storm. The fishing boat sinks, and the crew of the sailboat has to be rescued by the Coast G uard. Sometimes unwary investors can also get caught in the perfect storm.

J ust recently, some of the new economy/ internet stocks declined by over $80 \%$. The N asdaq stock index declined by over $60 \%$. How can investors survive the perfect storm? They have to keep part of their portfolio in calm waters. In the investment world, these calm waters are in the bond market.


A ny basic investment textbook, seminar, article or website will talk about stocks and bonds as the primary investment choices. Then virtually all of the subsequent discussion will be about stocks. Like R odney D angerfield, bonds don't get any respect. But bonds are important. Bonds are legally obligated to provide a steady source of cash income - the annual interest payment. Bonds are also a legal obligation to return the principal amount to the investor. These legal obligations for bonds make the investment behavior of bonds much calmer than stocks.

In general, two factors influence the market prices for bonds. One is the credit quality of the borrower. The other is the bond's maturity - the length of time until the principal is paid back.


If the credit quality of the borrower is very high, the market price of their bonds will not be influenced by changes in economic conditions. The best quality is provided by bonds issued by the U.S. government. Because these government bonds have a very low credit risk, they pay the lowest rate of interest. On the other hand, bonds issued by companies affected by economic conditions pay a higher level of interest. But when investors become concerned about getting the principal amount paid back, the market price of the bonds can go down.

A bond's maturity affects its market price because the legal obligations of a bond are fixed. W hen future interest rate levels rise or fall, the interest rate for an existing bond doesn't change. However, the market price of the existing bond does change. If someone owns a bond with an $8 \%$ interest rate, and the future interest rate declines to $6 \%$, the $8 \%$ bond becomes more valuable than the new $6 \%$ bonds. The market price of the $8 \%$ bond will go up. However, if the maturity of the $8 \%$ bond is short, the interest rate advantage will not last very long, and the market price
increase will be small. On the other hand, if the maturity of the $8 \%$ bond is long, the interest rate advantage will continue for a long time, and the market price increase will be larger.

Of course, the opposite can happen. If someone owns a bond with an $8 \%$ interest rate, and the future interest rate increases to $10 \%$, the $8 \%$ bond becomes less valuable. In this case, the market price of the $8 \%$ bond will go down.

The following table, covering the last 30 years, compares the declines in the bond and stock markets.

## Bonds vs. Stocks

(120 Rolling 4-quarter periods, 1971-2001)

|  | Bonds | Stocks |
| :--- | :---: | :---: |
| Number of declining periods | 11 | 21 |
| Percent of declining periods | $9 \%$ | $18 \%$ |
| Average percent decline | $-3.1 \%$ | $-11.2 \%$ |
| Largest percent decline | $-8.6 \%$ | $-39.0 \%$ |

Bonds - Lehman Aggregate Bond Index
Stocks - S\&P 500 Stock Index

Stocks declined twice as often as bonds. The average stock decline was three times larger than bonds. The largest stock decline was almost five times larger than bonds.

The D elaware retirement fund targets $25 \%$ of total plan assets as a minimum level of fixed income investments. At the end of the current fiscal year, J une 30, 2001, the fund held $33 \%$ of total plan assets in fixed income investments.

D espite its occasional declines, the bond market provides calm waters compared to the choppy seas of the stock market - and helps investors survive The Perfect Storm.

## Investment Section

## A sset Allocation

To achieve investment objectives, monies are deployed in diverse asset classes offering the risk and return characteristics desired. The following chart illustrates the diversification of assets at the end of the fiscal year. The accompanying table shows the five-year history and trends in asset allocation. For these asset classifications, the Pooled Equity and Fixed Income A ccounts are included in their respective equity and fixed income asset classes; and, therefore, are different from the asset classes used in the financial section on pages 32-33.

Asset Allocation


|  | Fiscal Y ears ending June 30, |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | ---: |
|  | 2001 | 2000 | 1999 | 1998 | 1997 |
| U.S. E quities | $44.9 \%$ | $38.8 \%$ | $45.3 \%$ | $49.4 \%$ | $47.8 \%$ |
| Intl. E quities | $11.5 \%$ | $12.4 \%$ | $10.5 \%$ | $11.7 \%$ | $11.5 \%$ |
| U.S. Bonds | $28.1 \%$ | $31.1 \%$ | $31.6 \%$ | $20.5 \%$ | $25.9 \%$ |
| Intl. Bonds | $2.8 \%$ | $2.7 \%$ | $2.1 \%$ | $1.6 \%$ | $1.8 \%$ |
| R eal Estate | $-*$ | $-*$ | $0.1 \%$ | $0.3 \%$ | $0.7 \%$ |
| Private Investments | $10.4 \%$ | $12.5 \%$ | $9.2 \%$ | $7.1 \%$ | $7.4 \%$ |
| Cash \& Equivalents | $2.3 \%$ | $2.5 \%$ | $1.2 \%$ | $9.4 \%$ | $4.9 \%$ |
|  |  | *less than $0.1 \%$ under management. Other real estate holdings in |  |  |  |
|  | theform of R eal E state I nvestment T rusts are included in equities. |  |  |  |  |

Individual investment managers are selected for each asset class based on a rigorous set of performance and organizational criteria. In addition to a proven track record of managing a given class of assets, they must have a clearly stated and consistently applied investment policy and decision making process, continuity of personnel, and a well-defined plan for retaining key personnel and controlling growth.

All investment managers are expected to meet and maintain a number of organizational criteria in order to continue as managers. During the fiscal year, existing managers were given additional responsibilities in the areas of private and alternative assets, high yield bonds, and domestic equity. Additionally, three venture capital funds reached their scheduled termination dates. At the end of the fiscal year, the money managers of the F und and their responsibilities were:

## Investment M anager

U.S. Equities

Barclays Global Investors
Cadence Capital M anagement
Fidelity M anagement Trust Co .
Froley, Revy Investment Co.
Lincoln Capital M anagement
M ellon Capital M anagement
Oaktree C apital M anagement
T. Rowe Price A ssociates

Trinity Investment M anagement
International Equities
Barclays G lobal Investors
M ellon Capital M anagement
Oaktree C apital M anagement
U.S. Bonds

Lincoln Capital M anagement M ellon Capital M anagement
T. Rowe Price A ssociates Loomis Sayles \& Company LP

Real Estate
Allegis Realty Investors LLC
Private Investments
Accel Partners
Advanced Technology Ventures
Brentwood A ssociates
The Carlyle G roup
Cherry T ree Ventures
Coller Isnard Ltd.
Equity Linked Investors
M eriTech Capital Partners
Oaktree C apital M anagement
Oaktree Capital M anagement
One Liberty V entures
ON SET Enterprise A ssociates
Pecks Partners
Spectra Enterprise A ssociates
Summit Ventures
T. Rowe Price Recovery Fund
T. Rowe Price Threshold Funds

TCW A sset M anagement
Trident M anagement
W eston Presidio Capital

## Responsibility

Equities
1977
Equities 1989
Real Estate Investment Trusts 1995
Convertible Securities 1984
Equities 1978
Equities 1984
Convertible Securities 1995
Equities 1971
Equities 1982

International Equities 1999
International Equities 1996
International Convertible Securities 1995

Fixed Income 1995
Fixed Income 1984
Fixed Income 1996
Fixed Income 1998

Real Estate 1979

V enture C apital 1984
V enture C apital 1990
Venture Capital 1983
Private Equity 1996
Venture Capital 1984
Venture C apital 1994
Private Equity 1984
Venture Capital 1999
D istressed D ebt 1997
Emerging M arkets 2000
Venture Capital 1982
Venture Capital 1989
Private Equity 1986
Venture C apital 1986
V enture Capital 1988
D istressed Debt 1988
Venture Capital 1984
D istressed D ebt 1990
Venture Capital 1999
Venture Capital 1995
Cash \& Equivalents
T. Rowe Price A ssociates
Cash \& Equivalents ..... 1983

## Investment Section

## Investment Summary

| (D ollar values expressed in thousands) | M arket Value as of June 30, 2001 | Percent of Total Investment A ssets | Total FY 2001 Investment F ees | $\begin{aligned} & \text { Basis } \\ & \text { Points } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: |
| Equities |  |  |  |  |
| U.S. Equities | \$ 2,370,997 | 44.9\% |  |  |
| Intl. Equities | 607,271 | 11.5\% |  |  |
| Sub-Total | 2,978,268 | 56.4\% | \$ 10,680 |  |

Fixed Income
U.S. Bonds

Intl. Bonds

|  | \$ | 1,483,853 | 28.1\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 147,857 | 2.8\% |  |  |
| Sub-Total | \$ | 1,631,711 | 30.9\% | \$ | 2,217 |

## Other A sset A llocations Private I nvestments C ash \& Equivalents <br> Other A sset A llocation Private I nvestments Cash \& E quivalents <br> Other A sset A llocation Private I nvestments Cash \& E quivalents

O ther Investment Services
Custodian/ Investment A dvisor Fees
\$ 1,583
Pension Office Support Staff Expenses

* Other fees include P rivate I nvestment fees detailed on page 42. These fees have been excluded from the basis point calculation since they have already been netted from income. Basis point calculation is the weighted average based on the quarterly fund valuation.


## G lossary Of Terms U sed

Fair Value (M arket V alue):
The value at which an investment could be sold in a transaction between a willing buyer and a willing seller. All assets with regularly traded markets are shown at the fair value as determined by the custodian bank based on quoted market values. All other assets are adjusted to market value monthly except real estate which is adjusted quarterly to appraised values, venture capital which is adjusted quarterly based on individual partnership procedures, and any private placement or partnership participation where values are supplied periodically by the respective management organizations in accordance with established procedures.
Time-W eighted Total Return:
The measure used for judging investment management of the Fund. It is based on market value and minimizes or eliminates any distortion in the rate of return caused by the timing of cash flows into or out of the Fund.

## Private Investments:

Private Investments include investments in Venture C apital, Private Equity, and certain Convertible Securities.

## Schedule of Broker C ommissions

The System has no commission recapture, directed payment, or "soft dollar" arrangements. Broker selection is the responsibility of individual investment managers.
A ppendix A (on page 67) is a schedule of commissions paid during Fiscal 2001 which totaled over $\$ 20,000$.
$A$ ppendix $B$ (pages 68-70) is a complete schedule of all commissions paid during Fiscal 2001.

## A ppendix - A <br> Schedule of Broker C ommissions 0 ver \$20,000

The following is a list of brokers who received \$20,000 or more in commissions during Fiscal Y ear 2001.

| Broker | \# of <br> Shares | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| BEAR STEARNS \& CO INC | 3,362,900 | \$0.05 | \$101,305,072.50 | \$161,798.40 |
| INVESTMENT TECHNOLOGY GROUP | 7,258,284 | \$0.02 | \$195,753,574.27 | \$145,130.08 |
| SMITH BARNEY INC | 2,804,132 | \$0.04 | \$65,707,539.84 | \$116,648.59 |
| LEHMAN BROTHERSINC | 2,546,745 | \$0.04 | \$69,265,850.14 | \$114,468.00 |
| B-TRADE SECURITIES LLC | 4,194,170 | \$0.02 | \$100,862,542.04 | \$83,813.50 |
| CIBC OPPENHEIMER CORP | 1,590,700 | \$0.04 | \$45,569,049.75 | \$70,086.00 |
| GOLDMAN SACHS \& CO | 1,416,450 | \$0.05 | \$41,413,376.91 | \$68,073.48 |
| CSFIRST BOSTON CORPORATION | 1,700,379 | \$0.04 | \$35,523,212.00 | \$64,813.52 |
| WEEDEN \& COMPANY | 1,263,100 | \$0.04 | \$22,998,426.26 | \$56,256.00 |
| SPEAR,LEEDS, \& KELLOGG | 2,014,550 | \$0.03 | \$73,441,951.32 | \$51,780.75 |
| MORGAN STANLEY \& CO | 1,169,812 | \$0.04 | \$41,818,352.12 | \$51,600.07 |
| MERRILL LYNCH PIER FEN SMITH | 1,342,516 | \$0.03 | \$28,448,520.19 | \$46,635.32 |
| LEGG MASON WOOD WALKER | 884,700 | \$0.05 | \$17,299,047.20 | \$44,235.00 |
| JEFFERIES \& COINC | 856,200 | \$0.05 | \$20,667,146.42 | \$40,400.00 |
| INSTINET | 1,498,480 | \$0.03 | \$49,466,152.36 | \$39,949.35 |
| BANC/AMERICA SEC, LCC, | 754,850 | \$0.05 | \$20,736,633.20 | \$37,742.50 |
| AUTRANETINC. | 754,900 | \$0.04 | \$20,917,885.53 | \$29,447.50 |
| PRUDENTIAL SECURITIES, INC | 570,500 | \$0.05 | \$16,506,178.59 | \$28,525.00 |
| JONES A SSOCIATES 4TH | 690,450 | \$0.04 | \$18,347,932.49 | \$26,065.50 |
| DL\&J SECURITIES CORP | 519,700 | \$0.05 | \$12,190,299.78 | \$24,709.00 |
| NEUBERGER \& BERMAN | 493,900 | \$0.05 | \$16,368,045.58 | \$24,695.00 |
| STANDARD \& POOR'S SECURITIESINC | 477,902 | \$0.05 | \$16,108,190.36 | \$23,895.10 |
| LAZARD FRERES \& CO | 446,200 | \$0.05 | \$9,505,139.84 | \$22,310.00 |
| SCHWAB (CHARLES) \& CO | 704,033 | \$0.03 | \$17,600,985.60 | \$21,495.49 |
| UBS WARBURG | 419,200 | \$0.05 | \$14,323,343.01 | \$20,960.00 |

## Investment Section

## A ppendix - B

## Broker C ommission Summary for Fiscal Y ear 2001

| Broker | \# of <br> Shares | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| BANC/AMERICA SEC, LCC, | 754,850 | \$0.05 | \$20,736,633.20 | \$37,742.50 |
| BARING SECURITIESINC. | 89,400 | \$0.05 | \$3,117,409.36 | \$4,470.00 |
| BARRINGTON RESEARCH ASSOCIATES | 5,000 | \$0.05 | \$231,296.29 | \$250.00 |
| BEAR STEARNS \& COINC | 3,366,900 | \$0.05 | \$101,460, 123.22 | \$161,998.40 |
| BERNSTEIN SANFORD \& COINC | 246,500 | \$0.05 | \$9,866,245.03 | \$12,325.00 |
| BLACK AND COMPANY | 11,800 | \$0.05 | \$551,403.54 | \$590.00 |
| BLAIR (WILLIAM) \& CO | 131,900 | \$0.05 | \$5,049,789.60 | \$6,595.00 |
| BMO NESBITT BURNSINC | 1,100 | \$0.03 | \$8,517.34 | \$35.20 |
| BRIDGE TRADING CO. | 151,300 | \$0.05 | \$4,931,328.04 | \$7,095.00 |
| B-TRADE SECURITIES LLC | 4,194,170 | \$0.02 | \$100,862,542.04 | \$83,813.50 |
| CANACCORD CAPITAL CORP | 127,000 | \$0.05 | \$998,633.20 | \$6,350.00 |
| CANADIAN IMPERIAL BK OF COMMERCE | 10,000 | \$0.05 | \$274,490.83 | \$500.00 |
| CANTOR FITZGERALD \& CO | 476,700 | \$0.04 | \$10,156,242.23 | \$18,940.00 |
| CAPITALINSTITUTIONAL SERVICES | 2,400 | \$0.05 | \$79,084.32 | \$120.00 |
| CHAPIN DAVIS | 37,800 | \$0.05 | \$2,583,112.79 | \$1,890.00 |
| CIBC OPPENHEIMER CORP | 1,800,605 | \$0.05 | \$47,202,921.06 | \$83,324.83 |
| CITATION GROUP, THE | 210,100 | \$0.05 | \$3,765,855.16 | \$10,505.00 |
| CJS SECURITIES | 5,000 | \$0.05 | \$120,567.47 | \$250.00 |
| CLEARY,GULL,REILAND \& M CDEVITT | 29,800 | \$0.05 | \$800,898.99 | \$1,490.00 |
| CONNING \& CO/BCC CLRG | 30,900 | \$0.05 | \$716,455.28 | \$1,545.00 |
| CORRESPONDENT SERVICES CORP | 12,400 | \$0.03 | \$204,667.60 | \$404.00 |
| COWEN \& COMPANY | 248,300 | \$0.05 | \$5,503,047.72 | \$12,415.00 |
| CSFIRST BOSTON CORPORATION | 1,700,379 | \$0.04 | \$35,523,212.00 | \$64,813.52 |
| DAIN RAUSCHER INCORPORATED | 74,400 | \$0.05 | \$2,008,282.52 | \$3,720.00 |
| DAVIDSON, D.A., \& COM PANY, INC | 221,200 | \$0.05 | \$4,099,818.29 | \$11,060.00 |
| DB CLEARING SECURITIES \#80122 | 68,800 | \$0.05 | \$1,945,974.02 | \$3,440.00 |
| DEUTSCHE BANC ALEX BROWN INC | 110,100 | \$0.05 | \$3,378,596.68 | \$5,505.00 |
| DL\&J SECURITIES CORP | 519,700 | \$0.05 | \$12,190,299.78 | \$24,709.00 |
| DRESDNER SECURITIES (USA) INC | 15,200 | \$0.05 | \$402,779.17 | \$760.00 |
| EDW ARDSA G\& SONSINC | 64,200 | \$0.05 | \$1,571,435.21 | \$3,210.00 |
| ERNST \& CO | 3,500 | \$0.05 | \$146,808.24 | \$175.00 |
| ESI SECURITIES COM PANY | 33,982 | \$0.04 | \$1,277,795.77 | \$1,359.28 |
| FACTSET DATA SY STEM S IN C/ BCC CLR | 32,500 | \$0.05 | \$1,874,550.60 | \$1,625.00 |
| FIDELITY CAPMKTS (DIV OF NFSC) | 132,300 | \$0.05 | \$3,303,072.08 | \$6,337.00 |
| FIRST ALBANY CORP | 55,900 | \$0.05 | \$2,079,518.29 | \$2,795.00 |
| FIRST A A LYSIS SECURITIES CORP | 2,500 | \$0.05 | \$141,708.02 | \$125.00 |
| FIRST TENNESSEE SEC CORP | 63,300 | \$0.05 | \$910,874.00 | \$3,165.00 |
| FIRST UNION CAPITAL MARKETS | 251,300 | \$0.05 | \$6,114,260.55 | \$12,565.00 |
| FOX-PITT,KELTON,INC | 76,850 | \$0.05 | \$2,768,041.05 | \$3,842.50 |
| FRIEDMAN BILLINGS \& RAMSEY | 151,800 | \$0.05 | \$2,391,165.69 | \$7,590.00 |
| FROST SECURITIESINC | 63,600 | \$0.05 | \$2,481,833.64 | \$3,180.00 |
| GERARD KLAUER MATTISON \& CO | 99,900 | \$0.05 | \$2,467,316.95 | \$4,995.00 |
| GOLDMAN SACHS \& CO | 1,416,450 | \$0.05 | \$41,413,376.91 | \$68,073.48 |
| GREEN STREET ADVISORSINC | 5,000 | \$0.05 | \$48,948.00 | \$250.00 |
| GRUNTAL \& COMPANY INC | 25,900 | \$0.05 | \$617,797.08 | \$1,295.00 |
| HOAK BREEDLOVE WESNESKI \& CO | 46,350 | \$0.05 | \$1,743,777.86 | \$2,317.50 |
| HOWARDWEIL,LABOUISSE,FRIEDRICHS | 56,500 | \$0.05 | \$1,987,550.49 | \$2,825.00 |
| HSBC SECURITIESINC | 538,700 | \$0.00 | \$828,549.50 | \$1,993.25 |
| IN STINET | 1,498,480 | \$0.03 | \$49,466,152.36 | \$39,949.35 |
| INTERSTATEJOHNSON LANE CORP | 1,400 | \$0.05 | \$37,489.90 | \$70.00 |
| INVESTEC ERNST \& CO | 118,200 | \$0.04 | \$4,396,012.96 | \$5,030.00 |
| INVESTMENT TECHNOLOGY GROUP | 7,258,284 | \$0.02 | \$195,753,574.27 | \$145,130.08 |

Broker C ommission Summary (continued)

| Broker | $\begin{array}{r} \text { \# of } \\ \text { Shares } \end{array}$ | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| ISI GROUP, INC. C/T BEAR STEARNS | 23,700 | \$0.05 | \$895,321.67 | \$1,185.00 |
| ISLAND EXECUTION SERVICESLLC | 500 | \$0.01 | \$3,125.65 | \$5.00 |
| J B WERE | 53,500 | \$0.02 | \$251,168.90 | \$1,262.17 |
| JANNEY MONTGOMERY SCOTT INC | 23,900 | \$0.05 | \$148,036.60 | \$1,195.00 |
| JEFFERIES \& COINC | 856,200 | \$0.05 | \$20,667,146.42 | \$40,400.00 |
| JOHNSON RICE \& CO. | 6,000 | \$0.05 | \$238,121.27 | \$300.00 |
| J ONESASSOCIATES 4TH | 690,450 | \$0.04 | \$18,347,932.49 | \$26,065.50 |
| KEEFE BRUYETTE \& WOODSINC | 104,800 | \$0.05 | \$2,848,147.81 | \$5,240.00 |
| KNIGHT SEC BROADCORT CAP CLEAR | 2,600 | \$0.05 | \$16,302.00 | \$130.00 |
| LAZARD FRERES \& CO | 446,200 | \$0.05 | \$9,505,139.84 | \$22,310.00 |
| LEERINK SWANN \& CO | 42,300 | \$0.05 | \$1,525,628.15 | \$2,115.00 |
| LEGG MASON WOOD WALKER | 884,700 | \$0.05 | \$17,299,047.20 | \$44,235.00 |
| LEHMAN BROTHERSINC | 2,546,745 | \$0.04 | \$69,265,850.14 | \$114,468.00 |
| LEWCO SEC/AGT HAMBRECHT \& QUIST | 22,000 | \$0.05 | \$1,457,674.58 | \$1,100.00 |
| LIQUIDNETINC | 14,800 | \$0.02 | \$587,203.33 | \$296.00 |
| LYNCH JONES \& RYAN INC/JEFFERIES | 6,400 | \$0.05 | \$317,184.60 | \$320.00 |
| M ACQUARIE EQUITIES (USA)INC | 25,000 | \$0.02 | \$113,312.11 | \$398.58 |
| MCDONALD \& CO | 93,000 | \$0.05 | \$2,836,516.75 | \$4,650.00 |
| MERRILL LYNCH PIER FEN SMITH | 1,342,516 | \$0.03 | \$28,448,520.19 | \$46,635.32 |
| MERRILLLYNCH PROF CLRG CORP | 90,300 | \$0.05 | \$3,225,850.95 | \$4,515.00 |
| MORGAN (J.P.) SECURITIESINC | 276,800 | \$0.05 | \$9,540,580.87 | \$13,840.00 |
| MORGAN KEEGAN \& COINC | 17,200 | \$0.05 | \$401,920.11 | \$860.00 |
| MORGAN STANLEY \& CO | 1,169,812 | \$0.04 | \$41,818,352.12 | \$51,600.07 |
| NESBITT BURNS SECURITIES, INC | 54,500 | \$0.03 | \$626,763.89 | \$1,860.92 |
| NEUBERGER \& BERMAN | 493,900 | \$0.05 | \$16,368,045.58 | \$24,695.00 |
| O'NEIL WILLIAM \& CO INC/ BCC CLRG | 10,000 | \$0.05 | \$337,893.33 | \$500.00 |
| PAINE WEBBER JACKSON/CURTISINC | 76,600 | \$0.05 | \$1,989,833.45 | \$3,830.00 |
| PCS SECURITIESINC | 26,700 | \$0.05 | \$1,111,409.14 | \$1,335.00 |
| PFORZHEIMER (CARLH.) \& CONYC | 10,000 | \$0.05 | \$466,053.69 | \$500.00 |
| PRUDENTIAL SECURITIES, INC | 570,500 | \$0.05 | \$16,506,178.59 | \$28,525.00 |
| PULSE TRADING LLC | 6,400 | \$0.05 | \$193,920.00 | \$320.00 |
| PUTNAM LOVELL DE GUARDIOLA \& THO | 4,300 | \$0.05 | \$63,815.44 | \$215.00 |
| QUAKER SECURITIESINC/SLK | 66,600 | \$0.02 | \$1,239,743.05 | \$1,573.00 |
| RAGEN MACKENZIEINC | 8,000 | \$0.05 | \$309,025.55 | \$400.00 |
| RAYMOND JAMES \& ASSOC | 60,100 | \$0.05 | \$1,457,738.90 | \$3,005.00 |
| ROBB,PECK,M CCOOEY CORP | 80,905 | \$0.05 | \$2,276,011.61 | \$4,045.25 |
| ROBERTSON, STEPHENS \& CO | 232,000 | \$0.05 | \$4,423,451.63 | \$11,600.00 |
| ROBINSON HUM PHREY COINC | 131,900 | \$0.05 | \$4,002,624.74 | \$6,595.00 |
| ROCHDALE SECURITIES CORP | 11,000 | \$0.05 | \$232,720.50 | \$550.00 |
| RYAN BECK \& CO | 38,700 | \$0.05 | \$1,222,751.25 | \$1,935.00 |
| SALOM ON SMITH BARNEY INC. | 150,900 | \$0.05 | \$3,881,737.22 | \$7,545.00 |
| SANDERS M ORRIS M UNDY | 22,200 | \$0.05 | \$877,550.86 | \$1,110.00 |
| SANDLER O'NEILL \& PARTNERS, LP | 178,312 | \$0.05 | \$5,109,219.52 | \$8,915.60 |
| SCHWAB (CHARLES) \& CO | 704,033 | \$0.03 | \$17,600,985.60 | \$21,495.49 |
| SCOTIA CAPITAL M KTS (USA)INC | 129,000 | \$0.05 | \$1,074,544.06 | \$5,995.80 |
| SCOTT \& STRINGFELLOW | 5,400 | \$0.05 | \$248,238.00 | \$270.00 |
| SHERWOOD SECS / BROADCORT CAP | 18,800 | \$0.05 | \$381,313.72 | \$940.00 |
| SIM M ONS \& CO INTERNATIONAL | 21,700 | \$0.05 | \$710,031.78 | \$1,085.00 |
| SMITH BARNEY INC | 2,804,132 | \$0.04 | \$65,707,539.84 | \$116,648.59 |
| SOUNDVIEW TECHNOLOGY GROUP INC | 122,800 | \$0.05 | \$4,303,236.99 | \$6,140.00 |
| SOUTHCOAST CAPITAL LLC | 109,500 | \$0.05 | \$2,220,738.89 | \$5,475.00 |
| SPEAR,LEEDS, \& KELLOGG | 2,014,550 | \$0.03 | \$73,441,951.32 | \$51,780.75 |
| STANDARD \& POOR'S SECURITIESINC | 477,902 | \$0.05 | \$16,108,190.36 | \$23,895.10 |

## Investment Section

## Broker C ommission Summary (continued)

| Broker | \# of <br> Shares | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| STATE ST BROKERAGE SVCSINC | 39,800 | \$0.05 | \$1,008,876.92 | \$1,990.00 |
| STUART FRANKEL \& CO | 235,500 | \$0.05 | \$12,250,619.81 | \$11,775.00 |
| SUNTRUST EQUITABLE SECURITIESCL | 51,500 | \$0.05 | \$1,345,010.80 | \$2,575.00 |
| SUTRO AND COM PANY INCORPORATED | 8,400 | \$0.05 | \$317,545.00 | \$420.00 |
| THOMAS WEISEL PARTNERS, LLC | 172,800 | \$0.05 | \$4,358,875.27 | \$8,640.00 |
| TROSTER SINGER CORP | 4,900 | \$0.05 | \$144,795.00 | \$245.00 |
| U.S. BANCORP PIPER JAFFRAY INC | 116,600 | \$0.05 | \$2,386,064.27 | \$5,830.00 |
| U.S. CLEARING INST TRADING | 1,500 | \$0.05 | \$48,669.45 | \$75.00 |
| UBS WARBURG | 419,200 | \$0.05 | \$14,323,343.01 | \$20,960.00 |
| VAN KASPER \& CO | 93,800 | \$0.05 | \$1,850,988.17 | \$4,690.00 |
| WARBURG DILLON READ INC | 257,900 | \$0.04 | \$7,111,840.59 | \$10,243.71 |
| WEEDEN \& COMPANY | 1,263,100 | \$0.04 | \$22,998,426.26 | \$56,256.00 |
| WEISS PECK \& GREER | 83,100 | \$0.05 | \$1,491,569.58 | \$4,089.00 |
| WR HAMBRECHT \& COM PANY LLC | 15,700 | \$0.05 | \$221,301.19 | \$785.00 |
| TOTALS | 48,188,757 | \$0.037 | \$1,282,761,771.73 | \$1,793,615.34 |

A verage cents/ share $=\mathbf{\$ 0 . 0 3 7 2 2}$

This report was prepared by Pension Office Staff with input from the B oard of Pension T rustees and the Investment Committee.

The County \& Municipal Police/Firefighter's Pension Plan covers individuals employed by municipalities that have become part of the plan. This plan provides retirement, disability, and survivor benefits to covered participants.

During Fiscal Year 1986, the City of Dover Police department was the first agency to join the plan. Since then, the plan has grown to cover the employees of the police departments of Dagsboro, Delmar, Dewey Beach, Felton, Georgetown, Harrington, Millsboro, New Castle, Wilmington, and New Castle County, as well as fire department employees of New Castle County and the City of Wilmington.


The City of Wilmington Police Department joined the County Municipal Police/Firefighters' Pension Plan in 1991. This scene from 1915 depicts a Wilmington Police truck. The City police force has grown to its current compliment of 289 authorized positions.


Photo courtesy City of Dover Police Department
In 1985, the City of Dover Police were the first to join this Plan. The City recently completed an expansion of its police department facility.

In June, 1986, the plan covered 17 officers of the City of Dover Police Department. At that time, plan participants were, on average, 27 years old, and were credited with an average 2.75 years of service and an average salary of $\$ 18,300$. Currently, the Plan covers 483 participants, who average 32 years of age, and earn an average salary of $\$ 40,000$. There are 11 pensioners/survivors who are an average 38 years of age, and receive an average monthly benefit of $\$ 800$.

## County \& Municipal Other Employees' Pension Plan

The employees of the Sussex Conservation District were the first to be covered under the County \& Municipal Other Employees’ Pension Plan. This Plan includes county or municipal employees who are not enforcement officers or fire fighters.

The first agency to join the County \& Municipal Other Employees' Pension Plan was the Sussex Conservation District (SCD). This picture from the 1950s shows two SCD technicians surveying ditch construction. Over the past decades, the SCD has significantly improved Sussex County lands through improved drainage and erosion control projects.


Since entering the plan in 1987, the Sussex Conservation District has been joined by the covered employees of the towns of Georgetown and Millsboro, the City of New Castle, and the Middletown, Harrington, Townsend, and Felton fire companies.

At its start, the plan covered 17 employees of the Sussex Conservation District, who were an average 39 years old. Those employees were credited with an average 9 months of service and an average annual salary of $\$ 17,300$. There were no pensioners or survivors receiving benefits.

The Plan has grown to cover 85 participants, who average 43 years of age, and earn an average annual salary of $\$ 27,000$. There are 10 pensioners/survivors who are an average 66 years of age and receive an average monthly benefit of $\$ 216$.


The Town of Millsboro joined the Plan in 1999. Pictured above is the Millsboro Town Hall which includes facilities utilized by many programs and citizens.


[^0]:    * A benchmark for establishing the Total F und real return.
    ** Includes convertible securities and private equity; excludes equity portion of tactical asset allocation portfolios.
    *** Excludes fixed income and cash segments of tactical asset allocation portfolios.
    **** Comprises investment accounts which tactically rebalance among stocks, bonds and cash (including foreign stocks, bonds and cash beginning in 1997) to optimize the risk/ return characteristics of the mix.
    The underlying assets in these accounts are generally passively invested in index vehicles.

[^1]:    *A completelist of portfolio holdings is available for review upon request.

