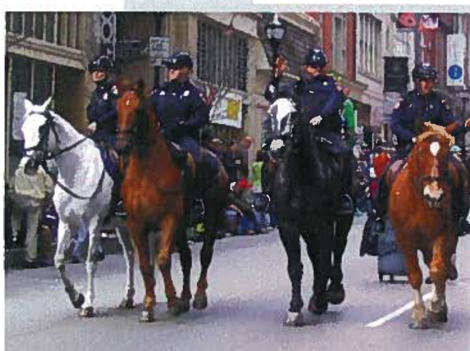
FIRE & POLICE
EMPLOYEES' RETIREMENT SYSTEM
City of Baltimore, Maryland



Comprehensive Annual Financial Report

A Component Unit of the
City of Baltimore, Maryland
Year Ended June 30, 2007

Photos courtesy of W. H. Hackley, retired officer of the Baltimore Police Department

Many thanks to the Baltimore Police Department – Special Operations Section

Design by Barbara Gwynn, Printing & Graphics and Felicia T. Knight, F&P staff

FIRE & POLICE
EMPLOYEES' RETIREMENT SYSTEM
City of Baltimore, Maryland

Comprehensive Annual Financial Report

A Component Unit of the
City of Baltimore, Maryland
Year Ended June 30, 2007

Prepared by:
Thomas P. Taneyhill, CPA
Executive Director

David A. Randall
Accounting Manager

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
Comprehensive Annual Financial Report
For the Year Ended June 30, 2007

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Introductory Section

The Baltimore Police Department's Special Operations Section consists of the following highly trained units: Inner Harbor, Marine, Mounted, SWAT, K-9, Aviation, Special Events, Emergency Services, and Traffic. The Marine Unit was created in 1860. The Harbor Patrol Unit, known today as the Inner Harbor Unit, was established in 1885.

Certificate of Achievement for Excellence in Financial Reporting

Presented to

Fire and Police Employees' Retirement System, City of Baltimore, Maryland

For its Comprehensive Annual
Financial Report
for the Fiscal Year Ended
June 30, 2006

A Certificate of Achievement for Excellence in Financial Reporting is presented by the Government Finance Officers Association of the United States and Canada to government units and public employee retirement systems whose comprehensive annual financial reports (CAFRs) achieve the highest standards in government accounting and financial reporting.

President

Executive Director

CITY OF BALTIMORE

SHEILA DIXON, Mayor

FIRE AND POLICE EMPLOYEES' RETIREMENT SYSTEM

THOMAS P. TANEYHILL, CPA, Executive Director
7 E. Redwood Street
19th Floor
Baltimore, Maryland 21202

December 24, 2007

The Honorable Members of the Board of Trustees
Fire and Police Employees' Retirement System
Baltimore, Maryland

The Fire and Police Employees' Retirement System of the City of Baltimore (F&P, Plan, System) has just completed its forty-fifth year of service to the uniformed officers of the Baltimore City Fire and Police Departments. On behalf of the dedicated staff that serves the System's membership, I am pleased to submit the Comprehensive Annual Financial Report of the F&P for the fiscal year ended June 30, 2007. The System's administration is responsible for both the accuracy of the data and the completeness of the presentation, including all disclosures. To the best of my knowledge and belief, the enclosed data is accurate in all material respects and is reported in a manner designed to present fairly the financial position and results of operations of the F&P. The F&P is a component unit of the City of Baltimore.

This report consists of five sections: the Introductory Section contains the Letter of Transmittal, the Chairman's Report, the identification of the Board of Trustees (Board), the Organization Chart, and the identification of the professionals who provide services to the Board; the Financial Section contains the Independent Auditor's Report, the Management's Discussion and Analysis, the financial statements of the System and certain required supplementary information; the Investment Section contains the Investment Advisor's Report on Investment Activity, Investment Objectives and Policies, Investment Results, various investment schedules, and a Schedule of Investment Professionals; the Actuarial Section contains the independent Actuary's Disclosure Certification, assumption tables, schedules of valuation data, and a Summary of Plan Provisions; and the Statistical Section includes data pertaining to active and retired members of the System and benefit expenses.

Established July 1, 1962, by City ordinance, the F&P is a defined benefit plan that covers all uniformed officers of the Baltimore City Fire and Police Departments. The plan also covers certain Maryland Aviation Administration firefighter/paramedics and certain Maryland Transportation Authority police officers. These State of Maryland employees were grandfathered to F&P plan coverage by State law.

All System-related administrative and benefit provisions are established by City ordinance, as contained in Article 22 of the Baltimore City Code, and may be amended only by the Mayor and City Council. The plan provisions provide a contractual relationship for the membership, unless specifically excepted, whereby benefits may not be diminished or impaired in any way.

The F&P provides normal service retirement benefits for members who attain age fifty, regardless of service, or who acquire twenty years of membership service, regardless of age. Employees who become members of the F&P on or after July 1, 2003, must have, in conjunction with the aforementioned, at least ten years of service as contributing F&P members. Coverage for line-of-duty disability benefits is immediate upon entry into the System. Disability benefits for non-duty-related injury or illness are provided after the attainment of five years of membership. Line-of-duty death benefits are provided upon membership for any member whose death results from an injury occurring in the actual performance of duty. After one year of System service, members are also covered for non-duty-related death benefits. Members who do not reach service retirement benefit eligibility remain vested only in their accumulated member contributions and interest credits, which are payable to the member upon termination from employment. A Deferred Retirement Option Plan (DROP) is available to members who attain twenty or more years of service. More complete information on DROP can be found in the Summary of Plan Provisions beginning on page 65.

Major Initiatives

The Department of Finance and the Department of Human Resources initiated the implementation of a new human resource/payroll system to replace the forty-plus year old paper driven "legacy" payroll system. An internationally known out-source payroll provider was selected for the replacement software and implementation control. The F&P became immersed in the payroll project because, while the new system offered decentralized electronic entry of payroll data, a tremendous improvement over the existing paper driven processes, expanded data elements, and capabilities beyond the "legacy" system, the system was not adequately equipped for retirement payroll processing and Form 1099R production. The F&P core implementation team members contributed functional and technical expertise to the implementation process while also assisting with complicated data conversions and quality assurance functions for both active and retired member files. The F&P core team also designed custom data screens and scripted detailed specifications for mandatory and voluntary contribution deduction requirements for the active employee payroll, and basis recovery method and post-retirement increase requirements for the retired member payroll. The basis recovery methodologies were brought into real-time processing, allowing for the streamlining of year-end 1099R processing. The new system was successfully placed into "live" production in August 2007, approximately one year after project inception. The F&P core team members are to be congratulated for their relentless efforts working with the software implementation staff to enhance the new system processes.

F&P's Information Technology staff initiated modernization projects to include a reorganization of the hardware and operating software infrastructure, a "paperless" records management system, and a pension benefits management system. Installation of a modern attendance monitoring and reporting system, and a state of the art office security system were completed.

The Board examined its investment allocation targets and adopted a plan to reallocate assets to classes with greater return expectations. The reallocation plan comprised: 1) the reduction of the overall fixed income allocation, which included reducing the core fixed income target, establishing an absolute return target, and increasing the existing high yield allocation; 2) an equal weight reduction to the domestic large cap equity allocation and increase to the international developed markets target; and 3) an increase to the hedge fund allocation. The new asset allocation plan was implemented during the fiscal year.

The F&P Deferred Retirement Option Plan (DROP), established July 1, 1996, included a cost review requirement, known as the "DROP Test." The DROP provisions mandated that, during fiscal year 2005, the System's actuary calculate the past and future costs of the DROP benefits. The provisions further allowed that if the costs of the DROP exceeded the assets allocated to pay for the benefits, the City of Baltimore could enact legislation to reduce or eliminate the costs of DROP, but only with respect to members who had not yet entered the DROP. The "DROP Test" concluded that the costs exceeded the assets allocated to fund the benefit. The City administration opted to evaluate cost saving alternatives to the existing DROP provisions. In April 2006, new DROP provisions, known as "DROP 2," were introduced for consideration by the City Council. DROP 2 would cover those members not yet eligible for the existing DROP. As proposed, DROP 2 would lower the interest credits on the members' DROP accounts and would extend certain time frames over which members could recover enhanced retirement benefits. A hearing on the proposed DROP 2 provisions was conducted by the City Council Taxation and Finance Committee in November 2006. Due to objections to the DROP 2 provisions and amendments offered by representatives of the membership, a work session was held in January 2007 by the Council Committee to reconcile the differences. The Council Committee adopted amendments that negated the intent of the DROP 2 bill and reduced the potential savings to the City from $5 to $9 million per year, down to approximately $1 million per year. Because the savings sought with the bill were so drastically reduced, the administration requested that the bill be withdrawn from consideration by the City Council. The Council withdrew the bill in June 2007.

The System's actuary again reported to the Board that because of lower long-term earnings expectations, the current post-retirement increase provisions could have a detrimental impact on the funded status of the plan and on the City's annual required contribution. The actuary recommended either lowering the assumed rate of return for post-retirement assets from 6.8% to 5% or lower, or amending the post-retirement provisions. Lowering the assumed earnings rate would increase the City annual contribution by an unacceptable $54 million per year. The post-retirement increase provisions allocate "excess" investment earnings above a 7.5% threshold, as determined each fiscal year, to provide increases to eligible retirees and beneficiaries. When investment earnings do not exceed the threshold in a given year, the retirees are not provided an increase, and the retirees do not participate in those below threshold earnings, i.e. the retiree benefits are not reduced. Increases, when provided, are not guaranteed by the City; only the base retirement benefits calculated at retirement are guaranteed. Amendments to the post-retirement increase provisions were drafted for consideration by the Board and included establishing a guaranteed minimum annual fixed increase rate for those who have been retired for two or more years as of each June 30, plus an additional rate based on a percentage of accumulated average investment earnings in excess of 8.0%. As of the date of this report, these proposals have not been submitted to the administration and the City Council for consideration.

Financial Information

This report has been prepared in accordance with the principles of governmental accounting and reporting promulgated by the Governmental Accounting Standards Board. The accrual basis of accounting is used to record assets and liabilities, revenues and expenses. Revenues are recorded when earned, regardless of the date of collection. Expenses are recorded when liabilities are incurred, regardless of when payment is made.

Accounting principles generally accepted in the United States require that management provide a narrative introduction, an overview, and an analysis to accompany the basic financial statements in the form of Management's Discussion and Analysis (MD&A). This letter of transmittal is designed to complement the MD&A and should be read in conjunction with it. The F&P's MD&A begins on page 18 immediately following the report of the independent auditor in the Financial Section of this report.

The System's administration is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the F&P are protected from loss, theft, or misuse and to ensure that adequate accounting data are compiled to allow for the preparation of financial statements in conformity with accounting principles generally accepted in the United States. The internal control structure is designed to provide reasonable, but not absolute, assurance that these objectives are met. The concept of reasonable assurance recognizes that the cost of a control should not exceed the benefits likely to be derived, and that the valuation of costs and benefits requires estimates and judgments by the System's management.

Sufficient internal accounting controls exist to provide reasonable assurance regarding the safekeeping of assets and the fair presentation of the financial statements and supporting schedules.

Investments

As provided for in the plan provisions, the Board of Trustees is authorized to invest the System's assets and to take appropriate action regarding the investment, management, and custodianship of plan assets. The investment responsibilities of the Board include establishing reasonable investment objectives, developing investment policy guidelines, selecting investment managers, and evaluating performance results to assure adherence to guidelines and the achievement of objectives.

An investment authority known as the "prudent person rule" governs the Board's investment of System assets. The "prudent person rule" establishes a standard for all fiduciaries, which includes anyone who has authority with respect to the fund. The "prudent person rule" states that fiduciaries shall discharge their duties solely in the interest of the plan participants and beneficiaries, and with the degree of diligence, care, and skill that prudent men and women would ordinarily exercise under similar circumstances in a like position.

The Board recognizes that the objective of a sound and prudent policy is to produce investment results that will preserve the plan's assets and maximize the earnings of the System consistent with its long-term needs. Furthermore, through the diversification of plan assets over various investment classifications, the Board recognizes the need to maintain a balanced investment approach to not only maximize investment results, but to also reduce risk. For fiscal years 2007 and 2006, investments provided rates of return of 19.8% and 12.0%, respectively. The System earned annualized rates of return of 14.6% over the past three years, 12.0% over the last five years, and 8.2% over the past 10 years.

Plan Funding

A ten-year history of the System's funding progress is presented on page 34. This schedule compares the actuarial value of assets to the actuarial accrued liability. This schedule is required for presentation because it illustrates the System's funding method which smoothes the recognition of investment gains and losses by releasing net actuarial investment gains and losses at the rate of 20% each year to the actuarial value of assets. The smoothing method is employed so that the City's contribution remains stable as a percentage of member compensation and so that the City's required contribution to the F&P does not change dramatically from year to year due to investment market volatility. Because the actuarial value of assets excludes certain legislated actuarial reserves, as explained in the following paragraph, this schedule understated the funded status of the F&P when investment gains were realized and it now overstates the Plan funded status as realized investment losses were segregated and were not released to the actuarial value of assets according to the normal five year smoothing method.

In fiscal year 1996, the System's funding method was modified by legislation that established actuarial reserves in which "excess unallocated earnings" (gains and losses) were accumulated each year separate from the reserves maintained for funding purposes. The accumulated gains and losses were shared by the City and the members according to a formula in the provisions. Specific reserved investment gains could be utilized by the City to reduce or eliminate its required contributions to the F&P. Similarly, members could elect to utilize specific reserves to improve benefits. For the first several years, excess gains were accumulated which were utilized by the City to take contribution reductions and by the members to "purchase" benefit improvements. Beginning with fiscal year 2001 and through fiscal year 2003, losses were accumulated in the separate reserves due to the extraordinary downturn in the global equities markets. As of June 30, 2005, accumulated net losses amounting to $412.8 million remained. The legislation that established the separate actuarial reserves had a June 30, 2005 sunset provision which required the Board of Trustees to apply the losses in accordance with an "appropriate asset valuation method." This caveat effectively removed the members from the sharing of the remaining losses which then became the responsibility of the plan and the City.

Since amortization of the accumulated losses has a direct impact on the contributions due from the City, the Board sought concurrence from the City administration on the period over which to amortize the accumulated losses. With the June 30, 2005 actuarial valuation, five-year and ten-year amortization schedules were presented for consideration by the City. After extensive discussions between the administration and the Board of Trustees, the ten-year amortization period was selected for the release of the accumulated losses to the actuarial value of assets commencing with the June 30, 2005 actuarial valuation. At June 30, 2007, $284.1 million in losses remain in the segregated reserves and will be released to the actuarial value of assets at the rate of $40.6 million per year over the remaining seven years of the amortization period. At this time, the City remains dedicated to making the contributions necessary for the amortization of accumulated losses in the segregated actuarial reserves.

The Board of Trustees
Fire and Police Employees' Retirement System
Baltimore, Maryland

December 24, 2007

Independent Audit

The Baltimore City Code stipulates that the Board of Estimates shall select an independent auditor for the F&P and that the auditor shall report his findings annually to the Board of Estimates and to the Board of Trustees. The Board of Estimates elected to have the City Auditor render his opinion as to the fairness of the System's financial statements. The auditor's report is contained in the Financial Section of this report.

Professional Services

The Board of Trustees appoints consultants and investment managers subject to approval by the City's policy making and approval body, the Board of Estimates. These professionals have been chosen based on their ability to provide services that are essential to the effective and efficient operation of the System. All of the professionals who provide service to the Board of Trustees are listed in the Introductory Section on page 14 and in the Investment Section on pages 53 and 54.

Certificate of Achievement

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to the Fire and Police Employees' Retirement System, City of Baltimore, Maryland for its comprehensive annual financial report for the fiscal year ended June 30, 2006. This was the twenty-fourth consecutive year (fiscal years 1983-2006) that the F&P has achieved this prestigious award. In order to be awarded a Certificate of Achievement, a governmental unit must publish an easily readable and efficiently organized comprehensive annual financial report. This report must satisfy both accounting principles generally accepted in the United States and applicable legal requirements.

A Certificate of Achievement is valid for a period of one year only. I believe that this current report continues to meet the Certificate of Achievement Program requirements. I am submitting it to the GFOA to determine its eligibility for another certificate.

Acknowledgments

The preparation of this report could not be accomplished without the dedicated efforts of the System's Accounting staff. I would like to express my appreciation to all who assisted and contributed to its preparation.

This report is intended to provide complete and reliable information as a basis for making management decisions, as a means of determining compliance with legal provisions, and as a means for determining responsible stewardship for the assets contributed by the members and the City of Baltimore.

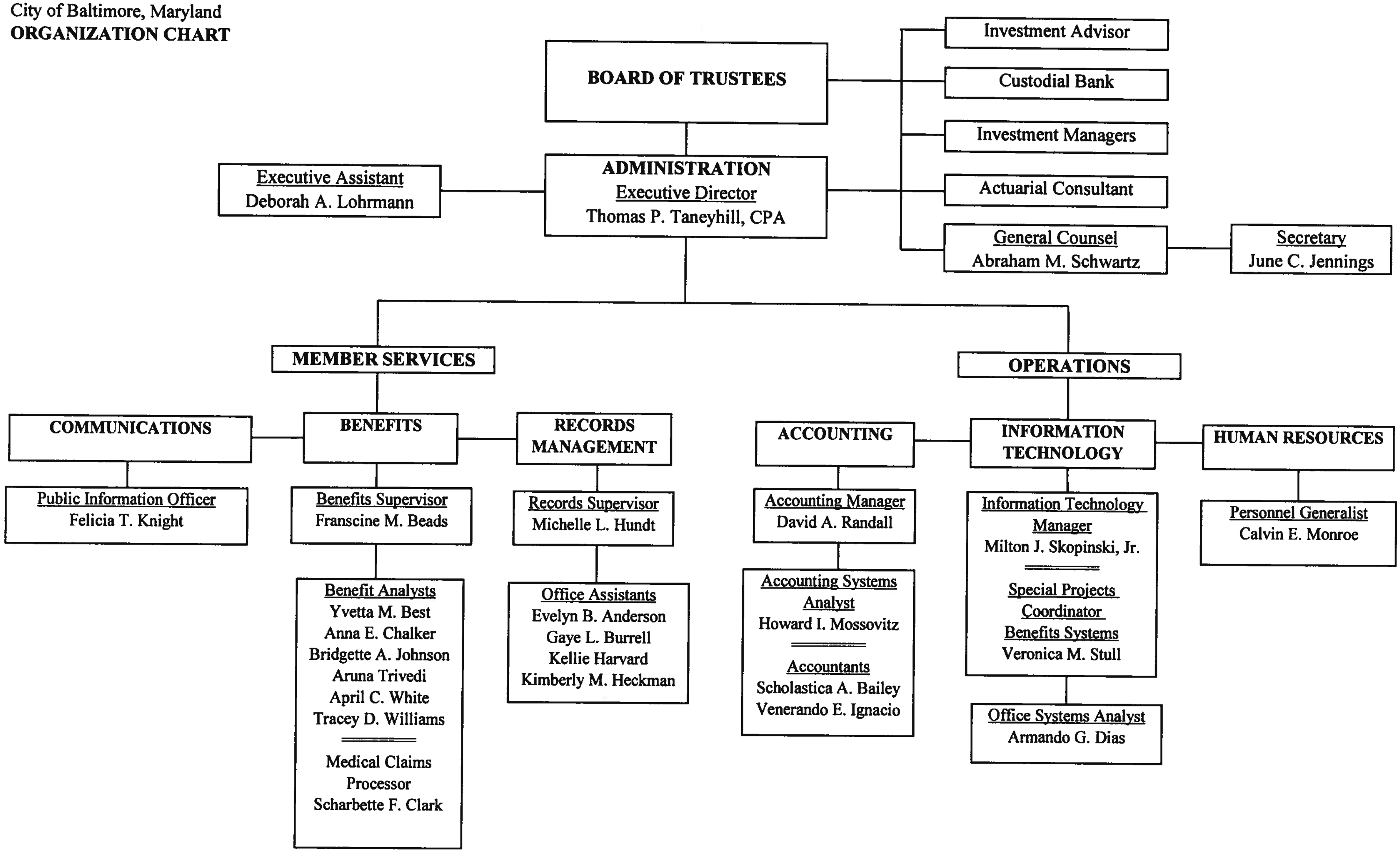
This report is being forwarded to the Mayor, the Comptroller, the President of the City Council, and other members of the Board of Estimates, to all members of the City Council, and to the Fire and Police Departments so that all members of the F&P will have the opportunity to review it. Hopefully, the administration of the City and the membership of the System will find this report both informative and helpful.

I would like to take this opportunity to express my gratitude to the Board of Trustees, the F&P's dedicated staff, the System's consultants, investment managers and advisors, all of whom have worked diligently to assure the successful operation of the System.

Respectfully submitted,

Thomas P. Taneyhill, CPA
Executive Director

Fire and Police Retirement System
City of Baltimore, Maryland
ORGANIZATION CHART



Fire and Police Employees' Retirement System
City of Baltimore, Maryland
BOARD OF TRUSTEES

The ex-officio members to the Board are the City Comptroller, the Police Commissioner and the Fire Chief, all of whom may appoint a Deputy to represent her or him on the Board. Elected active and retired member Trustees serve four-year terms. There are no term limits for elected Trustees. Trustees appointed by the Mayor serve terms concurrent with the Mayor's term. Appointed Trustees continue to serve until replaced by the Mayor, or until the expiration of two consecutive full terms. The Board Chairman, Vice-Chairman, and members of the Investment Committee are elected by the members of the Board of Trustees.

CITY OF BALTIMORE

SHEILA DIXON, Mayor

FIRE AND POLICE EMPLOYEES' RETIREMENT SYSTEM

THOMAS P. TANEYHILL, CPA, Executive Director
7 E. Redwood Street
19th Floor
Baltimore, Maryland 21202

December 13, 2007

To All Members, Retirees, and Beneficiaries
Fire and Police Employees' Retirement System

On behalf of the Board of Trustees, I am once again pleased and proud to write as Chairman in this Annual Report of the Fire & Police Employees' Retirement System. The fiscal year ending June 30, 2007, represented herein, closed with an overall net investment return of 19.8 percent placing our Fund in the top ten percent of U.S. Public Pension Funds. Though such a significant return on investments garners the most attention and is perhaps the easiest understood of measurements, a less celebrated but equally significant factor is careful and attentive management of investment risk. On both sides of the "risk vs. return" equation, our General Consultant, Daniel J. Holmes of Summit Strategies Group has provided nothing short of masterful advice and we all owe Mr. Holmes and Summit our sincere appreciation and gratitude. September of '07 marked the end of the fifth year of the original five-year contractual agreement with Summit and the Board has already executed the first of two one-year extensions and we look forward to continuing our collaboration for many years to come.

Once again and as always, the operational functions of our Retirement System rank among the best in the Public Pension Fund universe and though there exists no fiscal year performance measurement as on the investment side, operations faces no less a challenge. Indeed, it could be argued that without some annual time-frame or defined performance measurement, operations has a never-ending standard to meet and "performance" is no better or worse than what happened on any given day for any given member, retiree or beneficiary. The responsibility for active member accounting and tracking from the date of hire to the date of retirement is clearly critical and very much individual specific and the sheer time-frame of that obligation leaves little room for error. The timely and accurate production of retiree and beneficiary benefits is literally life-sustaining for many and, once again, our Fund is second to none in terms of accuracy, timeliness and attention to detail. All of that does not happen by accident and it is our Executive Director, Mr. Thomas P. Taneyhill and his staff that keep the wheels turning in the right direction. Mr. Taneyhill continues to have the unanimous and unqualified support of the Board of Trustees and, as with our view of Mr. Holmes and Summit, we are ALL very fortunate to have such a dedicated and competent Executive Director.

As reported in this document last year and the year before, we anticipate changes to our DROP as well as the current structure of our Variable Annuity which calculates post-retirement benefits and it might well be that we will report on the detail of those changes next year rather than the anticipation thereof. It should also be noted that ANY proposed change to the benefits structure of our Fund takes the form of a legislative initiative which includes public hearing and an opportunity for input and testimony either in favor of or opposed to said changes. We encourage our members to be involved in that process and we would simply add that the Board's over-riding concern and singular focus is to maintain our Fund in a fiscally sound and sustainable manner.

To All Members, Retirees, and Beneficiaries
Fire and Police Employees' Retirement System

December 13, 2007

Finally, this year also witnessed a transition of three of our Board members and we would like to take the time to acknowledge and thank them. First, Deputy Commissioner Errol L. Dutton who served on behalf of the Police Commissioner has retired and we wish him well and thank him for his dedicated service to the Board. His replacement is newly promoted Deputy Commissioner Deborah L. Owens who will also serve on behalf of the Commissioner Bealefeld. Second, Deputy Chief Theodore G. Saunders, serving on behalf of Chief Goodwin, has also retired and been replaced by recently re-assigned Deputy Chief Gregory B. Ward who will assume the role as Chief Goodwin's representative. We wish Chief Saunders well and thank him for his service to the Board. And finally, we have lost one of the most knowledgeable, honorable and dependable Mayoral appointees ever to have served in Mr. Robert W. Schaefer, Executive Director of the France-Merrick Foundation. Mr. Schaefer accepted an appointment to the State of Maryland Retirement Board and his continued service on the Fire & Police Board would have created a conflict for him personally. We deeply regret his leaving but will be forever grateful for his nearly seven years of selfless service to all of those we represent and we trust his guidance and advice will continue to be sought if only in an unofficial manner. Mayor Sheila Dixon has not yet named a replacement for Mr. Schaefer but we anticipate that will happen very soon and look forward to an equally competent and professional successor.

Sincerely,

Stephan G. Fugate
Chairman
Board of Trustees

LEGAL AND GENERAL COUNSEL, ACTUARY, AND INDEPENDENT AUDITOR

LEGAL COUNSEL

Law Department
City of Baltimore
George Nilson, Esq.
Richard E. Kagan, Esq.

GENERAL COUNSEL

Fire and Police Employees' Retirement System
City of Baltimore
Abraham M. Schwartz, Esq.

ACTUARY

Mercer
Douglas L. Rowe, F.S.A.
Baltimore, Maryland

INDEPENDENT AUDITOR

Department of Audits
City of Baltimore
Robert L. McCarty, Jr., CPA

See pages 53 and 54 in the Investment Section for a list of investment professionals.

Financial Section

Before there were patrol cars, there were horses. The first patrol wagon went into service on October 25, 1885. The Mounted Patrol Unit has been in existence since 1888. The Mounted Unit normally patrols the downtown area for crowd control and crime prevention. The unit is also used for parades, ceremonies, and community-based events.

CITY OF BALTIMORE

SHEILA DIXON, Mayor

DEPARTMENT OF AUDITS

ROBERT L. McCARTY, JR., CPA
City Auditor

Room 321, City Hall
Baltimore, Maryland 21202
Telephone: 410-396-4783
Telefax: 410-545-3961

December 24, 2007

Honorable Joan M. Pratt, Comptroller
And Other Members of the
Board of Estimates of the
City of Baltimore
Board of Trustees of the
Fire and Police Employees' Retirement System

INDEPENDENT AUDITOR'S REPORT

We have audited the accompanying basic financial statements of the Fire and Police Employees' Retirement System of the City of Baltimore, Maryland, a component unit of the City of Baltimore, as of and for the year ended June 30, 2007, as listed in the table of contents. These financial statements are the responsibility of the Fire and Police Employees' Retirement System's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. We were not engaged to perform an audit of the Fire and Police Employees' Retirement System's internal control over financial reporting. Our audit included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fire and Police Employees' Retirement System's internal control over financial reporting. Accordingly, we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the plan net assets of the Fire and Police Employees' Retirement System as of June 30, 2007, and the changes in plan net assets for the year then ended, in conformity with accounting principles generally accepted in the United States.

In accordance with *Government Auditing Standards*, we have also issued our report, dated December 24, 2007, on our consideration of the Fire and Police Employees' Retirement System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

The Management's Discussion and Analysis, as listed in the table of contents, is not a part of the basic financial statements but is supplementary information required by the Governmental Accounting Standards Board. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the Management's Discussion and Analysis. However, we did not audit the information and express no opinion on it.

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Fire and Police Employees' Retirement System's basic financial statements. The introductory section, required supplementary information and supporting schedules, investment section, actuarial section and statistical section, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements. The required supplementary information and supporting schedules have been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole. The introductory section, investment section, actuarial section and statistical section have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we express no opinion on them.

Robert L. McCarty, Jr., CPA
City Auditor

We are pleased to provide this overview and analysis of the financial activities of the Fire and Police Employees' Retirement System (F&P, Plan, System) for the fiscal year ended June 30, 2007. Readers are encouraged to consider the information presented here in conjunction with additional information furnished in the Transmittal Letter, which begins on page 5 of this report.

Financial Highlights

- The net assets held in trust for pension benefits increased by $249.2 million during the fiscal year from $2,093.9 million at June 30, 2006, to $2,343.1 million at June 30, 2007.
- The managed investment portfolio total rate of return for the fiscal year ended June 30, 2007 was 19.8%.
- The F&P's total rate of return of 19.8% exceeded the total fund policy index of 17.7% and the median public fund performance of 16.3% for the fiscal year ended June 30, 2007.
- When compared to other public pension plans reported in the Independent Consultants' Cooperative Public Fund Universe, the F&P's investment performance for the one, three, and five year periods ended June 30, 2007 ranked in the 3rd percentile, the 4th percentile, and the 20th percentile, respectively.
- The F&P's international equity composite led the fiscal year 2007 investment performance with a 31.3% rate of return, followed by the domestic equity composite with a 21.2% rate of return.
- The F&P's funding objective is to meet benefit obligations through employer and member contributions and by achieving an 8.25% investment rate of return over the long-term. As of June 30, 2007, the date of the system's last actuarial valuation, the System's funded ratio was 91.9% on an actuarial value of assets basis.
- Additions to Plan Net Assets (Revenues) for the year were $423.4 million, an increase of $179.4 million from the prior year revenues of $244.0 million.
- Deductions from Plan Net Assets (Expenses) were $174.1 million in the current year, an increase of $7.9 million from the prior year expenses of $166.2 million.
- Capital assets, which are recorded at cost, include capitalized costs relating to leasehold improvements, computer equipment and office furniture.

Overview of Financial Statements

The following discussion and analysis are intended to serve as an introduction to the F&P financial statements and the Financial Section of this report. The statements and the notes are in conformity with accounting principles generally accepted in the United States. These principles require certain financial statement presentations and disclosures including the use of the accrual basis of accounting to record assets and liabilities, and revenues and expenses.

The **Statement of Plan Net Assets** provides a snapshot of the financial position of the F&P at June 30, 2007, the end of the plan's financial year. It indicates the total assets and total liabilities at June 30, 2007, and the net assets available for future payment of retirement benefits and operating expenditures. The assets comprise cash and cash equivalents, which are fixed income instruments with one year or less to maturity; receivables, which are mainly from investment activity; investments at fair market value; securities lending collateral; and capital assets, which includes leasehold improvements, computer equipment, and office furniture. Securities traded on national or international exchanges are valued at the last reported sale price at current exchange rates. Purchases and sales of investments are recorded on a trade date basis. The fair value of real estate holdings is based primarily on appraisals by third-party appraisers. The liabilities comprise payables for securities lending collateral, certain investment activity, lump sum distributions payable to members and administrative expenses.

The **Statement of Changes in Plan Net Assets**, on the other hand, summarizes the F&P financial activities that occurred during the plan's financial year from July 1, 2006 through June 30, 2007. Employer contributions are recognized when a formal commitment has been made by the employer to provide the contributions. Member contributions are recognized in the period in which the contributions are due. All investment gains and losses are recorded at trade date. Both realized and unrealized investment gains and losses are recorded. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan provisions.

The **Notes to the Basic Financial Statements** provide additional information that is essential to a full understanding of the data provided in the financial statements. The notes are an integral part of the financial statements and include detailed information not readily evident in the basic financial statements.

The Statement of Plan Net Assets and the Statement of Changes in Plan Net Assets can be found on pages 23 and 24 of this report.

The **Required Supplementary Information** that follows immediately after the notes to the basic financial statements provides two schedules illustrating ten-year historical trend information. The first schedule, concerning the funded status of the F&P, compares the actuarial value of assets to the actuarial accrued liability. The second schedule provides a history of required contributions made by the employer. See the Required Supplementary Information beginning on page 34 of this report.

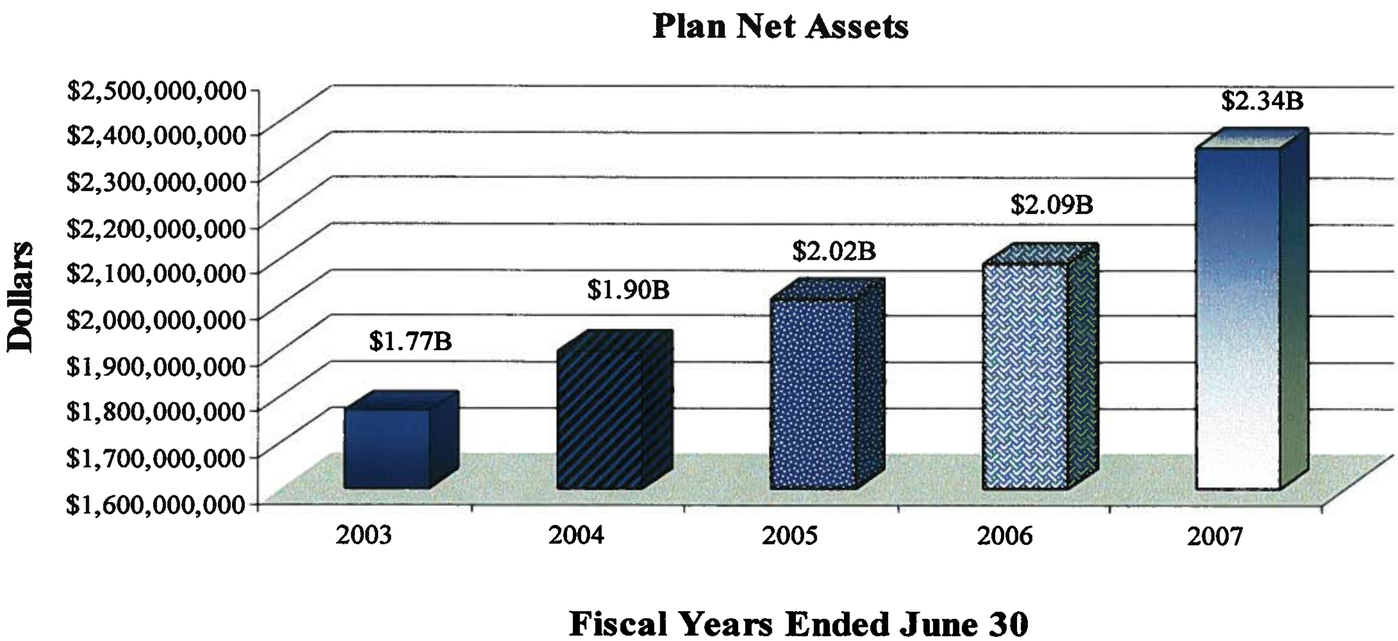
The remaining supplemental schedules provide additional detailed information concerning operating expenses, investment expenses and payments to consultants. All of this information is considered useful in understanding and evaluating the financial activities of the F&P.

Financial Analysis

The examination of plan net assets over time may serve as a useful indicator of the financial position of the F&P. At June 30, 2007, assets exceeded liabilities by $2.3 billion, an increase of $249.3 million over the prior year. All of the net assets are available to meet the ongoing obligations to the F&P participants and beneficiaries. As of June 30, 2007, total assets increased by 17.1% over the prior year primarily due to the increase in the fair value of the System's international equity, domestic equity, and real estate portfolios. Total liabilities increased mainly due to investment activity.

Plan Net Assets
For the Fiscal Years ended June 30, 2007 and 2006

	2007	2006	Increase (Decrease)	Percentage Change
Current assets	$ 141,851,537	$ 65,142,131	$ 76,709,406	117.8%
Capital assets	1,705,614	1,914,850	(209,236)	(10.9)
Investments at fair value	2,715,648,436	2,373,934,934	341,713,502	14.4
Total Assets	**2,859,205,587**	**2,440,991,915**	**418,213,672**	**17.1**
Current liabilities	516,063,609	347,104,529	168,959,080	48.7
Total Liabilities	**516,063,609**	**347,104,529**	**168,959,080**	**48.7**
Net Assets	**$2,343,141,978**	**$2,093,887,386**	**$249,254,592**	**11.9%**



Investment Assets

The F&P's investment assets totaled $2.3 billion at the fiscal year ended June 30, 2007, and are allocated to two separate investment portfolios: the "managed" portfolio and the "dedicated" portfolio. The majority of the assets, $1,964 million, comprise the "managed" portfolio for which investment rates of return are calculated and tracked. The "managed" assets are allocated to various classes according to the Board's assets allocation targets, as reported in the financial section of this report, and are measured against benchmarks established for the management style within the particular asset class. The composite rate of return for the "managed" portfolio is calculated and is disclosed throughout this report.

The remainder of the assets, $388 million as of June 30, 2007, are separately invested from the Board's asset allocation targets and are managed in fixed income portfolios dedicated to immunize post-retirement increase liabilities. The Board's policy is to conservatively invest the dedicated assets in fixed income securities that are managed to match or immunized the payout streams of the post-retirement increases. The increases are not guaranteed by the City and the Board has chosen to immunize those benefit payments to assure their continuation. Since the "dedicated" portfolio is managed to immunize the benefit liabilities and it is not managed to the Board's general asset allocation, the rate of return for those assets is not included in the rates of return disclosed in this report. However, the "dedicated" assets are included and reported in the System's financial statements along with the "managed" assets.

All investments are stated at fair value rather than at cost and include the recognition of unrealized gains and losses in the current period. The rate of return on "managed" assets for the year ended June 30, 2007 was 19.8%, which was attributed to a strong performance in the international equity and domestic equity portfolios. The total portfolio annualized rates of return for the last three-year, five-year, and ten-year periods ended June 30, 2007, were 14.6%, 12.0%, and 8.2% respectively. The diversification of the F&P's "managed" assets across multiple classes and strategies lowers investment risk and maximizes opportunities to achieve the Board's investment objectives to fund plan benefits and reduce required employer contributions. The F&P's long-term actuarial investment return assumption is 8.25%.

The F&P invests in domestic and international equities, domestic fixed income, hedge fund of funds, private equity fund of funds, and real estate limited partnerships. The System also participates in a securities lending program that is managed by the System's custodian bank. External investment management firms selected by the Board of Trustees and approved by the Board of Estimates, the City's policy making body, manage all assets. BNY Mellon Asset Servicing, the F&P's custodian bank, holds all marketable securities in custody.

Beginning on page 42 of this report, the Investment Section gives detailed information on the F&P investment policies. See page 49 for the comparison of the "managed" asset allocation targets established by the Board of Trustees to the actual asset allocation at June 30, 2007.

Liabilities

The current liabilities are payables incurred mainly by the transaction activity of the investment assets, the lump sum benefits payable to members, and the operating expenses of the F&P office.

Changes in Plan Net Assets
For the Fiscal Years Ended June 30, 2007 and 2006

	2007	2006	Increase (Decrease)
Additions			
Net investment income	$347,068,360	$178,616,240	$168,452,120
Employer contributions	60,128,727	49,661,627	10,467,100
Member contributions	15,438,649	15,157,898	280,751
Net securities lending income	756,603	561,649	194,954
Total Additions	**423,392,339**	**243,997,414**	**179,394,925**
Deductions			
Retirement allowances	155,639,508	147,353,252	8,286,256
Lump sum DROP payments	12,950,280	14,025,599	(1,075,319)
Administrative expenses	2,818,795	2,552,458	266,337
Refunds of member contributions	2,007,222	1,708,619	298,603
Death benefits	721,942	520,214	201,728
Total Deductions	**174,137,747**	**166,160,142**	**7,977,605**
Net Increase (Decrease)	**$249,254,592**	**$ 77,837,272**	**$171,417,320**

Investment Income and Contributions

In fiscal year 2007, the F&P's "managed" investment portfolio benefited from the growth in the global equity markets and the U.S. real estate markets. In general, the international equity markets outperformed the U.S. equity markets; global emerging markets outperformed all equity markets by a substantial margin. In the domestic markets, large cap value stocks outperformed large cap growth stocks, and large cap stocks outperformed small cap stocks. Domestic high yield fixed income securities outperformed treasury and investment grade corporate securities. For the current fiscal year, the F&P's international equity and domestic equity portfolios returned 31.3% and 21.2%, respectively. The real estate portfolio returned 19.0% in fiscal year 2007. The System's hedge fund of funds performed very well by returning 15.0% and exceeded the Board's LIBOR plus 400 basis points objective of 9.6%. The System's "managed" fixed income portfolio returned 7.2% for the year and was led by the high yield fixed income portfolio with a return of 10.8%.

The System's "dedicated" fixed income portfolio, as explained above, returned 6.3% for the year. The cash flow of the dedicated fixed income portfolio is matched to the benefit payment streams of the post-retirement increases.

The investment income is reduced by investment expenses, which decreased from $8.1 million in fiscal year 2006 to $7.6 million for fiscal year 2007.

In fiscal year 2007, employer contributions increased $10.4 million, from $49.7 million in the prior year to $60.1 in the current year because of the release of accumulated investment losses to the actuarial value of assets.

By fiscal year end June 30, 2007 the covered member compensation had increased as well as member contributions from the prior year to the current year due to higher income levels for uniformed police and fire personnel.

Retirement Benefits and Administrative Expenses

The F&P was created to provide lifetime service retirement and permanent disability benefits to eligible members and their beneficiaries, and death benefits to eligible survivors. The cost of such programs includes recurring retirement benefit payments and post-retirement benefit increases, lump-sum payments to Deferred Retirement Option Plan (DROP) participants, lump sum death benefits, refunds of accumulated member contributions and interest to terminated members, and the cost of administering the System.

The primary expense during fiscal year 2007 was for the payment of continuing retirement benefits totaling $155.6 million, an increase of $8.3 million over the $147.3 million in retirement allowances paid in fiscal year 2006. Retirement allowances increased due to the January 2007 post-retirement increase of 2.6% made to eligible retirees and beneficiaries. Administrative expenses increased because of higher personnel costs, increased lease payments for office space, and technology system support costs. Leasehold improvements and office furniture are depreciated on a straight-line basis over 15 years, the life of the building lease. Computer equipment is depreciated on a straight-line basis over a 5 year useful life.

Requests for Information

This report is designed to provide a general overview of the F&P's financial activity. Questions concerning any of the information provided in this report or requests for additional financial information should be addressed to:

Thomas P. Taneyhill, CPA
Executive Director
Fire and Police Employees' Retirement System
7 East Redwood Street, 19th Floor
Baltimore, Maryland 21202

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
STATEMENT OF PLAN NET ASSETS
June 30, 2007

Assets		
Cash and Cash Equivalents		$ 32,035,092
Receivables		
Investments sold	$ 102,886,616	
Accrued income	6,926,295	
Other receivables	3,534	
Total Receivables		109,816,445
Investments, at fair value		
Stocks	1,241,943,696	
Bonds	715,995,571	
Real estate	209,748,142	
Hedge funds	136,262,170	
Private equity funds	16,220,607	
Total Investments		2,320,170,186
Capital Assets, net of depreciation		
Leasehold improvements	1,131,996	
Office furniture	327,408	
Computer Equipment	246,210	
Total Capital Assets, net of depreciation		1,705,614
Securities Lending Collateral		395,478,250
Total Assets		2,859,205,587
Liabilities		
Securities lending collateral	395,478,250	
Investments purchased	116,103,198	
Investment management fees payable	1,918,844	
Other accounts payable	1,016,998	
Retirement allowances payable	873,627	
Administrative expenses payable	416,540	
Lump sums payable to members	256,152	
Total Liabilities		516,063,609
Net Assets Held in Trust for Pension Benefits		$2,343,141,978

The schedule of funding progress is presented on page 34.

The notes to the basic financial statements are an integral part of this statement.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
STATEMENT OF CHANGES IN PLAN NET ASSETS
For the Year Ended June 30, 2007

Additions		
Contributions		
Employers	$60,128,727	
Plan members	15,438,649	
Total Contributions		$ 75,567,376
Investment Income		
Net appreciation in fair value of investments	304,558,027	
Interest and dividends	43,640,920	
Real estate income	6,495,965	
Less: Investment expenses	(7,626,552)	
Net Investment Income		347,068,360
Securities lending income	1,022,294	
Less: Securities lending expenses	(265,691)	
Net Securities lending income		756,603
Total Additions		423,392,339
Deductions		
Retirement allowances	155,639,508	
Lump sum DROP payments	12,950,280	
Administrative expenses	2,818,795	
Refunds of member contributions	2,007,222	
Death benefits	721,942	
Total Deductions		174,137,747
Net Increase		249,254,592
Net Assets Held in Trust for Pension Benefits		
July 1, 2006		2,093,887,386
June 30, 2007		$2,343,141,978

The notes to the basic financial statements are an integral part of this statement.

1. Plan Description:

The Fire and Police Employees' Retirement System of the City of Baltimore (F&P, Plan, System) is the administrator of a single employer defined benefit local government retirement plan. Established July 1, 1962, the plan covers all uniformed personnel of the Baltimore City Fire and Police Departments. In addition, the plan includes twenty-two fire and police officers who are employees of the State of Maryland; this contingent emanated from when the City of Baltimore owned the Baltimore/Washington International Thurgood Marshall Airport. Based on criteria established by the Governmental Accounting Standards Board, the F&P is a component unit of the City of Baltimore and is included in the City's financial report as a public employees retirement system (PERS).

At June 30, 2007, the F&P membership consisted of:

Retirees and beneficiaries currently receiving benefits	5,828
Active plan members	4,578
Total	10,406

The F&P provides normal service retirement benefits, as well as, death and disability benefits in accordance with Article 22 of the Baltimore City Code, which may be amended only by the Mayor and City Council. The reduction of benefits is precluded by the City Code. Membership in the System is mandatory upon employment. The System does not have a vested benefit plan.

Post retirement benefit increases are provided to those eligible retirees and beneficiaries when the plan is determined at June 30 to have excess investment earnings, as specified by law. See the description of the Paid Up Benefit Reserve and the Contingency Reserve as noted under "Contributions and Reserves" in Note 3.

2. Summary of Significant Accounting Policies:

Basis of Presentation:
The accounting and financial reporting policies of the F&P included in this report conform to accounting principles generally accepted in the United States and reporting standards as promulgated by the Governmental Accounting Standards Board, which designates accounting principles and financial reporting standards applicable to PERS. This report includes solely the accounts of the F&P, a component unit of the City of Baltimore.

There are no component units of the F&P based on the nature of operational or financial relationships.

Basis of Accounting:
These financial statements have been prepared on the accrual basis of accounting, whereby revenues are recorded when they are earned, expenses are recorded when liabilities are incurred, and investment purchases and sales are recorded as of their trade date. Member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Method Used to Value Investments:
Investments are reported at fair value. Securities traded on national or international exchanges are valued at the last reported sales price at the current exchange rates. The real estate holdings are based on the most recent appraisal (either internal to the manager or third party) as then presently available. Investments that do not have an established market are reported at estimated fair value.

3. Contributions and Reserves:

F&P members are required to contribute 6% of their regular compensation through payroll deduction. The employer contributions are determined through an actuarial valuation. In fiscal year 2007, the City contributed an additional $5.5 million to reduce the unfunded liability. According to the plan provisions, contribution requirements of the plan members and the City are established and may be amended by the Mayor and City Council. The valuation method is stipulated in the plan provisions. Administrative costs of the F&P are paid from investment earnings.

The plan provisions, Article 22 of the Baltimore City Code, established the following reserves:

Annuity Savings Reserve - Accumulated in this reserve are members' contributions inclusive of interest credits, less amounts distributed upon termination of employment or death, or transferred to another reserve for retirement.

Annuity Reserve - Upon retirement, the accumulated contributions of members are transferred to this reserve. From this reserve, the members' accumulated contributions are paid as a life annuity.

Pension Accumulation Reserve - Employer contributions are credited and accumulated with earnings in this reserve. DROP benefits and certain death benefits are paid from here. In addition, when a member retires, an amount equal to the member's pension reserve is transferred from this reserve to the Pension Reserve.

Pension Reserve - From this reserve is paid the pension portion of the retirement allowance. The pension represents benefits for life derived from employer contributions and investment income.

Paid Up Benefit Reserve – Credited to this reserve are a portion of excess investment earnings, as defined by the plan provisions, and all earnings on the investments of this reserve. Post-retirement benefit increases provided by the excess earnings are paid from this reserve.

Contingency Reserve – Credited to this reserve are a portion of excess investment earnings, as defined by the plan provisions, and all earnings on the investments of this reserve. The Contingency Reserve was created to insure payment of benefit increases payable from the Paid Up Benefit Reserve. In the event of a deficit in the Paid Up Benefit Reserve, assets would be transferred to that reserve from the Contingency Reserve.

At June 30, 2007, the balances in the legally required reserves are as follows:

Reserves	Balance
Annuity savings reserve	$ 214,167,284
Annuity reserve	229,893,753
Pension accumulation reserve	253,451,753
Pension reserve	1,161,965,629
Paid up benefit reserve	448,867,074
Contingency reserve	34,796,485
Total Reserves	$ 2,343,141,978

The annuity savings reserve, annuity reserve, pension accumulation reserve and pension reserve comprise the managed portfolio totaling $1,859,478,419. The paid up benefit reserve and contingency reserve comprise the dedicated portfolio totaling $483,663,559.

At June 30, 2007, the actuarially determined accrued liability exceeded the assets in the Pension Accumulation Reserve by $235,155,485.

4. Securities Lending:

The Board of Trustees entered into a Securities Lending Authorization Agreement with the System's custodian bank, BNY Mellon Asset Servicing. All individual securities which are readily marketable and which are not restricted due to an outstanding short option are eligible for loan at the discretion of the custodian bank. The investment manager may loan securities held in custody of commingled accounts if authorized in the manager's contract with the F&P.

Collateral received in exchange for securities loaned is collected in an escrow account for the F&P's benefit for the duration of the loan. At no time will the System lose custody of the loaned securities. Collateral in exchange for the principal loaned may be in the form of cash, or securities issued or guaranteed by the U.S. government, its agencies or instrumentalities. Irrevocable Letters of Credit from banks approved by the custodian may not be used as collateral. The minimum levels of collateral will be set at 102% of the market value of domestic securities loaned, including all accrued income, and 105% of the market value of international securities loaned, including all accrued income. If the market value of the collateral falls below 100% of the loaned securities, additional collateral will be collected to maintain the appropriate minimum level. All collateral amounts will be marked to market daily. The F&P does not have the right to sell or pledge securities received as collateral without borrower default.

At June 30, 2007, the F&P had no credit risk exposure to borrowers because the amounts the F&P owed borrowers exceeded the amounts the borrowers owed the F&P. The market value of securities on loan at June 30, 2007, was $384,937,359 and the market value of the collateral received for those securities on loan was $395,478,250. The F&P did not impose any restrictions during the fiscal year on the amount of loans the custodian made on its behalf. The terms of the Securities Lending Authorization Agreement require that the custodian indemnify the F&P against: (1) the failure to demand adequate and appropriate collateral from a borrower; (2) the failure to comply with the investment guidelines in connection with the investment and reinvestment of cash collateral; (3) the failure to obtain and perfect a security interest or rights equivalent thereto in and to the collateral; and (4) the failure to make a reasoned determination of the creditworthiness of any borrower. There were no such failures by any borrowers during the fiscal year. Moreover, there were no losses during the fiscal year resulting from default of the borrower or the custodian.

Substantially all securities loans can be terminated on demand either by the custodian or by the borrower, although generally the average term of these loans is one week. Cash collateral is invested in the custodian's short-term investment pool. The short-term investment pool guidelines specify that a minimum of 20% of the invested cash collateral is to be available each business day and the dollar weighted average maturity of holdings should not exceed 90 days.

5. Cash and Investments:

The System's cash deposits are entirely covered by federal depository insurance at all times.

The Board of Trustees (the Board) of the F&P is authorized by the Baltimore City Code to make investments in accordance with the guidelines and limitations set forth in the Code. The Board accomplishes the daily management of the System's investments through an external investment advisor who acts as a fiduciary for the System and through external investment managers. The Board invests the assets of the F&P using the "prudent person standard" which allows the Board to consider the probable safety of investments, avoid speculative investments, and invest as people of prudence, discretion, and intelligence would in a similar situation. The Board has adopted an investment policy and guidelines to formally document its investment objectives and responsibilities.

Governmental Accounting Standards Board (GASB) Statement No. 40 updates and/or supersedes portions of GASB Statement No. 3. GASB Statement No. 40 establishes more comprehensive disclosure requirements related to investment risks: foreign currency risk exposure, interest rate risk and credit risk by quality.

The F&P invested assets at June 30, 2007 are presented below:

Investment Type	Fair Value
Debt Securities:	
U.S. Government agency bonds	$ 276,712,014
Corporate bonds	185,971,575
Lehmann aggregate index	104,177,041
Absolute return strategic funds	88,896,873
U.S. treasury notes & bonds	60,238,068
Money mutual funds	32,035,092
Total debt securities	748,030,663
Other:	
Domestic equities	849,097,731
International equities	392,845,965
Real estate	209,748,142
Hedge funds	136,262,170
Private equity funds	16,220,607
Total other	1,604,174,615
Total investments	2,352,205,278
Less: cash and cash equivalents	32,035,092
Total net investments	$2,320,170,186

Foreign Currency Risk Exposure

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. It is the Board's policy that external managers demonstrate sensitivity to foreign currency risk. The foreign currency exposure of the System may be hedged back to the U.S. dollar using forward foreign exchange contracts. From 0% to 100% of the foreign currency exposure of a portfolio may be hedged. Cross-hedging to currency other than the U.S. dollar may reach 25% of the total portfolio. Currency speculation is not permitted.

The F&P exposure to foreign currency risk is presented on the following table:

Currency	Market Value
Euro Currency Unit	$ 98,993,087
British Pound Sterling	55,664,204
South Korean Won	27,145,369
Japanese Yen	26,222,414
Hong Kong Dollar	25,826,094
Swiss Franc	17,265,053
Brazil Real	15,992,653
Taiwan Dollar	15,053,625
South African Comm Rand	12,368,514
Mexican New Peso	11,814,954
Thailand Baht	10,637,181
Canadian Dollar	8,958,322
Malaysian Ringgit	6,973,942
Australian Dollar	6,711,133
Norwegian Krone	5,119,581
Swedish Krona	4,753,080
Singapore Dollar	4,280,429
Chilean Peso	3,509,043
Israeli Shekel	3,083,588
Polish Zloty	2,645,746
Indonesian Rupian	1,167,729
Egyptian Pound	951,390
Total Foreign Currency	$365,137,131
U.S. Dollars (held in International Equity)	$ 27,708,834

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates of debt investments will adversely affect the fair value of an investment. F&P uses the Option Adjusted Duration as a measure of interest rate sensitivity for bonds. Duration is a measure of the approximate sensitivity of a bond's value to interest rate changes. The Board's fixed income interest rate policy states that the effective duration of a portfolio may not exceed 120% of the effective duration of the underlying Lehman Aggregate benchmark.

Asset Type	Option Adjusted Duration	Fair Value
U.S. Government agency bonds	8.80	$276,712,014
Corporate bonds	3.96	185,971,575
Lehmann aggregate index	4.97	104,177,041
Absolute return strategic funds	3.39	88,896,873
U.S. treasury and bonds	3.81	60,238,068
Money mutual funds	0.08	32,035,092
Total debt securities		$748,030,663

Credit Risk by Quality

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligation. The Board has not adopted a formal policy to limit credit risk. The F&P's rated debt investments as of June 30, 2007 were rated by a nationally recognized statistical rating agency and are presented below using the Standard and Poor's rating scale:

Asset Type	Fair Value	Quality Ratings			
		AAA thru A	BBB thru B	CCC thru C	Not rated
U.S. Government agency bonds	$276,712,014	$250,254,598			$26,457,416
Corporate bonds	185,971,575	96,032,026	$80,376,082	$2,275,095	7,288,372
Lehmann aggregate index	104,177,041	104,177,041			
Absolute return strategic funds	88,896,873	88,896,873			
U.S. treasury and bonds	60,238,068	59,199,312			1,038,756
Money mutual funds	32,035,092				32,035,092
Total debt securities	$748,030,663	$598,559,850	$80,376,082	$2,275,095	$66,819,636

6. Capital Assets:

Capital Assets consisting of furniture and equipment, computer equipment and leasehold improvements are recorded at cost. Depreciation on computer equipment is calculated on a straight-line basis over a five year useful life; depreciation on leasehold improvements and office furniture is calculated on a straight-line basis over fifteen years, the life of the building lease. Accumulated depreciation for computer equipment is $301,688; for office furniture is $49,561; for leasehold improvements is $174,153.

Asset	June 2006 Balance	Additions	Depreciation	June 2007 Balance
Computer Equipment	$ 343,238	$11,728	$108,756	$ 246,210
Office Furniture/Equipment	352,539		25,131	327,408
Leasehold improvements	1,219,073		87,077	1,131,996
Totals	$1,914,850	$11,728	$220,964	$1,705,614

7. Funding:

Funding of the System is accomplished through member and employer contributions and the investment earnings. The System uses the projected unit credit funding method. The required schedule of funding progress presents multi-year trend information about whether the actuarial value of plan assets is increasing or decreasing over time relative to the actuarial accrued liability for benefits. This schedule can be found on page 34. Since early implementation is encouraged under GASB 50, Pension Disclosures, the following is a schedule of funding progress as of the actuarial valuation date of June 30, 2007.

Actuarial Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	Unfunded AAL as a percentage of Covered Payroll ((b-a)/c)
$2,658,735,035	$2,893,890,517	$235,155,482	91.9%	$254,489,308	92.4%

The information presented above and in the required supplementary schedules was derived from the annual actuarial valuations prepared as of each June 30. Additional information from the latest actuarial valuation dated June 30, 2007 follows:

Actuarial cost method:	Projected unit credit
Amortization method:	Level dollar, open
Amortization period:	20 year period; only one amortization base.
Asset valuation method:	Market value adjusted for investment surpluses and deficits relative to investment assumptions, phased-in at 20% each year.
Actuarial assumptions:	
Investment rate of return	
Pre-retirement	8.25%
Post-retirement	6.80%
Projected salary increases	4.00% to 8.50%, includes inflation at 3.00%
Post-retirement cost-of-living adjustments	Dependent upon investment performance which must exceed 7.50% as calculated each fiscal year end.

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Required Supplementary Information and Supporting Schedules

Photo courtesy of Lt. Therman Reed, K-9 Unit – Special Operations Section

On March 1, 1956, the Canine (K-9) Unit became a permanent part of the Baltimore Police Department. The Baltimore Police Canine Training Unit is the only federally certified Canine Training Center in the United States. It has assisted in the training of Canine Units for 35 American Police Departments or Federal agencies and police departments from 15 other countries.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
Required Supplementary Information
SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date June 30	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) Projected Unit Cost (b)	Unfunded (Excess of) AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL (Excess of) as a Percentage of Covered Payroll ((b-a)/c)
1998	$1,913,979,734	$1,850,539,972	$(63,439,762)	103.4%	$185,816,956	(34.1)%
1999	1,974,471,134	1,919,288,493	(55,182,641)	102.9	183,068,111	(30.1)
2000	2,078,331,195	2,029,568,487	(48,762,708)	102.4	191,003,156	(25.5)
2001	2,098,740,595	2,096,802,530	(1,938,065)	100.1	209,527,825	(0.9)
2002	2,127,393,333	2,173,188,430	45,795,097	97.9	227,785,032	20.1
2003	2,205,205,652	2,286,873,035	81,667,383	96.4	245,711,363	33.2
2004	2,320,027,717	2,395,522,699	75,494,982	96.8	241,245,198	31.3
2005	2,464,821,382	2,560,984,795	96,163,413	96.2	244,814,891	39.3
2006	2,505,470,848	2,709,929,913	204,459,065	92.5	248,558,248	82.3
2007	2,658,735,035	2,893,890,517	235,155,482	91.9	254,489,308	92.4

See notes to basic financial statements.

SCHEDULE OF EMPLOYER CONTRIBUTIONS

The Schedule of Employer Contributions presents the required contributions due from the City of Baltimore and the State of Maryland. In addition, the schedule presents the amount of excess earnings elected by the City to reduce the contributions payable to the F&P.

Fiscal Year Ended June 30	City Contribution Per Actuarial Valuation	Contributions Required From State of Maryland	Addition To (Reduction In) City Contributions Due To Excess/Deficit Earnings	Total Contributions Required	Total Contributions Made	Percentage Contributed
1998	$23,501,118	$329,487	$(10,000,000)	$13,830,605	$13,830,605	100%
1999	30,439,954	268,139	(30,439,954)	268,139	268,139	100
2000	27,074,061	235,272	(27,074,061)	235,272	235,272	100
2001	27,297,688	217,340	(27,297,688)	217,340	217,340	100
2002	29,192,803	252,220	(29,192,803)	252,220	252,220	100
2003	34,415,552	263,326		34,678,878	34,678,878	100
2004	42,387,801	311,365		42,699,166	42,699,166	100
2005	48,321,205	345,496		48,666,701	48,666,701	100
2006	49,248,316	413,311		49,661,627	49,661,627	100
2007	54,092,757	530,750	5,505,220	54,623,507	60,128,727	110

See notes to required supplementary information and notes to financial statements.

1. Ordinance 97-164 of 1997 allows the City to utilize excess earnings to reduce or eliminate its required employer contribution. For fiscal year 1998, the City elected to apply $10.0 million of excess earnings to reduce the amount of required employer contribution.

2. Changes in actuarial assumptions, which included a slight reduction in the salary scale, a reduction in the mortality rates for line-of-duty deaths and for service retirements, lowering withdrawal rates by 10% for ages 30-39 for non-officers, lowering disability rates, and changes in DROP and retirement assumptions increased the June 30, 1999, actuarial accrued liability by $10.2 million. These changes in actuarial assumptions increased employer contributions by $1.1 million.

   As provided in the plan provisions, the City can utilize excess earnings to reduce or eliminate its required employer contribution. For fiscal year 1999, the City elected to apply $30.4 million of the excess earnings to eliminate having to make its required employer contribution.

3. Ordinance 00-49 of 2000 provided for plan benefit improvements for active members and most retirees and beneficiaries. The improvements which included a one percent increase to retirees and beneficiaries who were receiving retirement benefits as of June 30, 2000, a reduction in the member contribution for one year, an increase in the accrual rates for Intermediate and Full Deferred Retirement Option Plan (DROP) retirement benefits, and a reduction in the time period to attain eligibility for a Full DROP retirement benefit, increased the June 30, 2000 actuarial accrued liability by $61.7 million. Ordinance 97-164 of 1997, allows the use of excess earnings to reduce the cost of plan benefit improvements. For fiscal year 2000, $61.7 million of excess earnings were used to offset the increase in the actuarial accrued liability due to these plan benefit improvements.

4. Ordinance 03-576 of 2003 provided amendments and clarifications to the plan provisions that affect current and future active members. The ordinance clarified the provisions regarding service credit while members are on military leave of absence to conform to federal and state laws. The improvements amended or added provisions to allow certain members to purchase previous service credits lost due to separation from service, to allow members to purchase up to 6 months of Maryland Police Corps training time for service credit, and to allow members to transfer certain service credits from former federal and state governmental pension and retirement systems outside the state of Maryland. The ordinance also placed restrictions on how much service credit can be transferred to the F&P from other qualified plans based on whether the service was in a uniformed position or civilian position. In addition, the ordinance added restrictions to the service retirement requirements and to the eligibility requirements to enter the Deferred Retirement Option Plan for members who enter the F&P on or after July 1, 2003, and required a minimum of ten years of service as a member of the F&P and as an employee paid by the Mayor and City Council of Baltimore. The ordinance did not have a material financial impact on the System.

5. Preceding the preparation of the June 30, 2005 Actuarial Valuation Report, the System's actuary performed an Actuarial Experience Study for the three year period ended June 30, 2005. As a result of the Experience Study, the Board of Trustees adopted changes in actuarial assumptions which included increases to the salary scale for most ages, reductions to pre-retirement and post-retirement mortality rates, increases to withdraw rates for members under age 50, decreases to withdraw rates for members over age 50, reductions to non-line-of-duty disability rates for members age 40 and above, increases to line-of-duty disability rates for ages 44 and below, an increase to the DROP participation rate, and changes to both DROP and non-DROP retirement rates. These assumption changes, which were incorporated into the June 30, 2005 actuarial valuation, increased the actuarial accrued liability $39.5 million. The Board approved utilization of $34.3 million of excess investment earnings to reduce the increase in the unfunded accrued liability.

6. A plan provision that required that excess earnings be credited and deficit earnings be charged to certain actuarial reserves, expired on June 30, 2005. The purpose of the reserves, established June 30, 1996, was to segregate excess positive earnings that could then be utilized by the City to reduce its required employer contributions to the plan and by the plan membership to "purchase" benefit improvements. The reserves were initially utilized for those two purposes. Subsequently, however, because of the downturn in the global equity markets in fiscal years 2001 through 2003, the reserves have instead accumulated net deficit earnings of $412.8 million as of June 30, 2005. The plan provision requires that the Board of Trustees apply the deficit in the reserves in accordance with an appropriate asset valuation method. The City Administration requested that a 10-year amortization of the accumulated net deficit be utilized. It is expected that the City's employer contributions to the plan will substantially increase in future years due to this deficiency.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF ADMINISTRATIVE EXPENSES
For the Year Ended June 30, 2007

Salaries and Wages:		
Permanent full-time salaries	$1,222,336	
Overtime	5,447	
Total Salaries and Wages		$1,227,783
Other Personnel Costs:		
Medical insurance and health care	184,165	
Retirement	121,657	
Social security	77,525	
Other employee benefits	12,885	
Total Other Personnel Costs		396,232
Contractual Services:		
Technology systems support	318,498	
Lease payments	215,469	
Retirement payroll processing	153,544	
Actuarial services	115,359	
Financial audit fees	26,000	
Printing	23,529	
Trustee education	22,213	
Dues and publications	17,326	
Postage	13,777	
Staff training	12,888	
Equipment rental	9,090	
Equipment maintenance	6,851	
Other professional services	5,623	
Telephone systems	4,543	
Total Contractual Services		944,710
Depreciation expense		220,964
Office supplies		23,450
Computer equipment		5,656
Total Administrative Expenses		$2,818,795

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF INVESTMENT EXPENSES
SCHEDULE OF PAYMENTS TO CONSULTANTS
For the Year Ended June 30, 2007

Schedule of Investment Expenses

Investment Expenses	**Fees**
Investment management fees	$7,217,462
Securities lending fees	265,691
Investment advisor fees	235,000
Custodial fees	174,090
Total Investment Expenses	**$7,892,243**

Schedule of Payments to Consultants

Firm	Fees	Nature of Service
Mercer	$115,359	Actuarial services
Baltimore City Department of Audits	26,000	Financial audit

Note: A schedule of fees and commissions is also illustrated in the Investment Section on page 52.

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Investment Section

The Motor Unit is a subunit of the Traffic Unit of the Special Operations Section consisting of one lieutenant, two sergeants, and sixteen officers. For maneuverability in the crowded downtown and Inner Harbor areas, small Honda motorcycles were introduced in 1974. Today, the officers in the Motor Unit drive Harley Davidson FLHTP motorcycles.

Summit Strategies Group
8182 Maryland Avenue, 6th Floor
St. Louis, Missouri 63105
telephone 314/727-7211
fax 314/727-6068
www.summitstrategies.com

October 23, 2007

To the Board of Trustees of the
Fire & Police Employees' Retirement System of the City of Baltimore

Introduction

This report, prepared for the Fire & Police Employees' Retirement System of the City of Baltimore (System) by Summit Strategies Group (Summit) is based on information supplied by the System's custodian, BNY Mellon (Mellon). Mellon provides Summit with beginning and ending market values, cash flows, securities transactions and positions for the System as well as each manager, where applicable. Mellon audits the information contained in its monthly accounting reports. Summit uses Mellon's monthly reports to calculate performance returns for the System and the Trustees.

Distinction of Responsibilities

The System's Board of Trustees (the Trustees) is responsible for the investment and administration of System assets. This includes establishing the strategic asset allocation that, over time, is the primary determinant of investment return on assets. A thorough understanding of both the System's assets and liabilities is essential for determining an appropriate asset allocation. The key drivers of this analysis are the projections of the System's liabilities and the projections of expected future returns and risk (as measured by standard deviation of returns) for each asset class as well as correlation between asset classes. The liabilities include all key dimensions of the System's pension plan: membership, benefits, liabilities, assets, and funding requirements. In May 2006, the Trustees adopted a modified target asset allocation, which is shown in the table below. This was the target allocation in place during fiscal year 2007.

Investment Policy/Structure

The asset allocation adopted by the Trustees is included in the System's investment policy. The System employs various investment managers to implement the asset allocation within the guidelines and limitations contained in the investment policy. System assets are invested using numerous investment managers so as to diversify the System's assets among multiple asset classes and investment styles. Each investment manager is delegated full investment discretion for its respective portfolio including the discretion to purchase and sell individual securities, and control industry and economic sector exposure.

The System's investment policy is designed to provide broad diversification among asset classes in order to maximize return at an appropriate level of risk and to minimize the risk of large losses to the System. In addition, asset allocation ranges, target allocations and a process of periodic rebalancing are used to maintain compliance with the investment policy and to increase the likelihood that the System will achieve its long-term risk and return objectives. The following table outlines the System's long-term target asset allocation:

Asset Class	Allocation Target
U.S. Equity	40%
International Equity	20%
Private Equity	5%
Total Equity	***65%***
U.S. Fixed Income	18%
Real Estate	10%
Alternative Strategies	7%
Total Portfolio	***100%***

Within each asset class, the Trustees employ several investment managers to further diversify the investment approach and to minimize style biases. The Trustees employ both active and passive investment strategies to obtain the desired asset allocation mix in a cost effective and efficient manner.

Investment Objectives

The System's investment policy contains the following objectives:

1. To preserve the inflation-adjusted capital value of the System;
2. To ensure adequate liquidity to meet benefit liabilities as they fall due;
3. To meet the actuarial interest rate assumptions; and
4. To exceed the investment return objective without unduly jeopardizing objectives 1-3.

The investment return objective is a hypothetical policy portfolio constructed as follows: 45% Russell 3000 Index, 20% MSCI All Country World Ex-US Index, 25% Lehman Aggregate Index, and 10% NCREIF Index. In addition, the System's investment performance is evaluated relative to the Independent Consultant's Cooperative Universe for Public Funds, a performance universe representing the performance of more than 156 public plans (3,673 portfolios) with an aggregate market value of nearly $856 billion as of June 30, 2007. In addition, each investment manager is measured and evaluated against its relevant broad market index and style peer universe.

Market Overview

The US economy continued its fourth year of expansion during fiscal year 2007. GDP finished the fiscal year with a 4.7% growth rate. At the same time, consumer prices increased 2.7% over the fiscal year, reflecting higher food but mainly energy prices. US unemployment improved during the year, decreasing to 4.5% at June 30, 2007. On the other hand, the US housing market continued to stumble during the fiscal year, with new housing starts decelerating and the inventory of unsold homes climbing. Rising mortgage rates and stricter lending rules portend more fallout in the capital markets, will impede the recovery of the housing sector, and slow overall economic growth going forward.

Against a backdrop of global economic growth and improved corporate profits, equity indices posted strong returns. Large cap stocks, as measured by the S&P 500 Index, returned 20.6% for the fiscal year. Small cap stocks, as measured by the Russell 2000 Index, returned 16.4% over the same period. International stocks, helped by a declining US dollar, returned 27.5%, as measured by the MSCI EAFE Index, while its emerging markets counterpart returned 45% for the fiscal year, as measured by the MSCI Emerging Markets Index.

Also during fiscal year 2007, the Federal Reserve held short-term rates at 5.25%, having finished its 17th consecutive rate increase on June 29th, 2006 at which time they were tightened to 5.25%. The treasury yield curve declined slightly and remained very flat during the fiscal year, with the 6-month to 2-year part of the curve remaining slightly inverted. Domestic investment grade bonds returned 6.1% while high yield bonds returned 11.6%, as measured by the Lehman High Yield Credit Index.

Investment Performance

The System continued to enjoy the benefits of the strategy used to implement the target asset allocation, as well as the changes in investment managers and expanded list of asset classes that began three years ago. This included the replacement of underperforming managers, the increased weight to mid cap and international equity and real estate, as well as the addition of a hedge fund portfolio managed by two diversified fund-of-fund managers. These actions by the System's Board of Trustees, combined with a continued strong global equity and real estate market, helped the System continue its improved relative ranking in the System's peer Universe and continued achievement of investment goals.

For investment performance measurement purposes, the total investment portfolio is split between "actively managed" accounts and "other" assets. The "other" assets consist of the Cash Reserve, held for the payment of benefits and administrative expenses, and "Post Retirement" assets held in immunized portfolios dedicated solely for the purpose of paying post retirement benefit increases. It is only the actively managed assets that are displayed below. In past annual reports, Summit has calculated and reported all returns in accordance with AIMR Performance Presentation Standards. The new performance standards used by the industry now are the Global Investment Performance Standards (GIPS). As an investment consultant, Summit is prohibited from stating that investment performance is shown "in compliance with" or "in accordance with" GIPS, as GIPS compliance is reserved solely for use by investment management firms. However, Summit strives to uphold and maintain the guiding principles underlying the GIPS standards, both ethically and in its performance calculation methodology. Accordingly, all performance returns are calculated using a time-weighted methodology known as the Modified Dietz method. This algorithm attempts to eliminate the effects of cash flows and geometrically links period returns.

For the fiscal year ended June 30, 2007, the System's rate of return was 19.8%. The System has compounded at annual rates of return of 14.6% and 12.0% for the last 3 and 5 years, respectively. The System ranked in the 3rd percentile of the ICC Public Fund Universe for the fiscal year, and the 5th, 4th, 7th, and 20th percentiles respectively for the 2-, 3-, 4- and 5-year trailing periods. The Fund outperformed its benchmark return of 17.7% by 2.1% for the fiscal year and ranked in the top decile of the peer universe, due in part to:

- High relative weight to international equities and emerging markets within international equities.
- High relative weight to domestic equities and mid-large cap stocks within domestic equities.
- High relative weight to real estate and value added strategies in real estate.
- High relative weight to hedge funds.
- Investment performance of certain individual investment managers such that every asset class composite outperformed its index.

The market value of the actively managed accounts increased from $1.73 billion on June 30, 2006, to $1.93 billion on June 30, 2007. The increase in value is primarily attributable to investment related gains across both domestic and international equities as well as real estate and hedge funds. At the end of fiscal year 2007, the System's assets were allocated as follows:

			Fiscal Year Rate of Return	
	Market Value ($ in millions)	**Percent of Total**	**System**	**Benchmark**
US Equity	$849.1	44.0%	21.2%	20.1%
International Equity	$392.8	20.3%	31.3%	30.1%
US Fixed Income	$325.6	16.9%	7.2%	6.1%
Hedge Funds	$136.3	7.1%	15.0%	9.6%
Real Estate	$209.7	10.9%	19.0%	17.2%
Private Equity	$ 16.2	0.8%	N/A	N/A
Total Managed Assets	$1,929.7	100.0%	19.8%	17.7%

Of Note

Pending at the end of the fiscal year was: replacement of the emerging market equity manager, search for a new private equity fund of fund manager, additional commitments to value-added real estate, consideration of portable alpha strategies by the Trustees, and review of certain actuarial assumptions and plan provisions.

It is a pleasure to serve the System, and work with its Staff and Trustees. I look forward to the continued search for competitive investment returns in the current challenging capital market environment.

Sincerely,

Daniel J. Holmes
Managing Director

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
OUTLINE OF INVESTMENT OBJECTIVES AND POLICIES

Investment Objectives

The primary investment objectives of the Board of Trustees (Board) of the Fire and Police Employees' Retirement System (F&P, System) are set forth below. It is recognized that maximizing any one objective may compromise the achievement of other objectives. For example, maximizing liquidity may reduce investment return; seeking maximum investment return may subject capital preservation to higher risk. Accordingly, the investment objectives are given in descending order of priority:

1. To preserve the capital value of the System assets adjusted for inflation;
2. To ensure adequate System liquidity to meet benefit liabilities as they fall due;
3. To meet the actuarial interest rate assumptions; and
4. Without unduly jeopardizing the above objectives, to exceed the investment return objective by the astute management of funds.

General Investment Policy

The Board must comply with investment restrictions imposed by the laws of the City of Baltimore and any other State or Federal laws dealing with investment of public retirement plan assets. System investment managers are expected to familiarize themselves with these laws.

Investment policy for the System relates to the portfolio of all assets that comprise the total holdings of the System. The Board recognizes that the objective of a sound and prudent policy is to produce investment results that will preserve the assets of the System, as well as to maximize earnings of the F&P consistent with its long-term needs. These long-term needs have been ascertained through various studies performed on behalf of the Board by its actuary and its investment advisor. Investment policy and the long-term average allocation of plan assets to which they refer are deemed to be consistent with the projected pattern of cash flows to the F&P and its projected benefit payments. Should the projected finances of the System change significantly, the applicable Federal or State statutes be amended, or changes in the System's asset valuation methods be adopted, these policies and average asset allocations will be reviewed and modified by the action of the Board, if appropriate.

The Board recognizes that its investment portfolio must be diversified over several different asset classifications in order to reduce risk. The following asset allocation has been established as an overall objective for the total holdings of the System:

	Percentage of Total Fund at Market Value
Asset Category	Target
Domestic Equity	40%
International Equity	20%
Private Equity	5%
Domestic Fixed Income	18%
Real Estate	10%
Alternative Strategies	7%

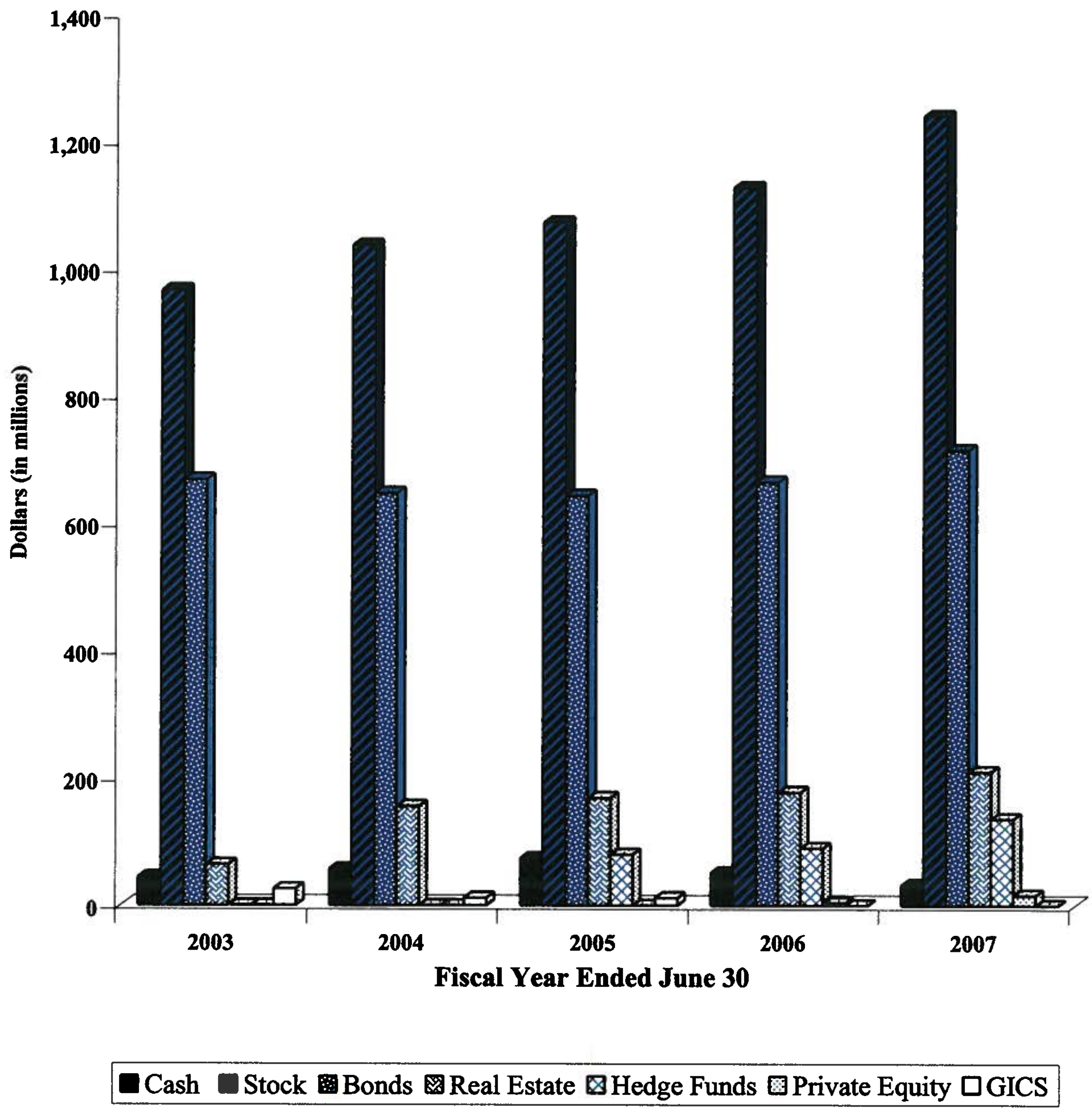
Within each major asset classification, investments are further diversified. Excessive concentration in any particular security, company or industry is to be avoided. Investment guidelines have been supplied to each of the System's investment managers. Subject to these objectives and guidelines, and the System laws, the investment managers have full discretion in investment decisions. Managers are advised to notify the Board in writing if these objectives cannot be met or if the guidelines constrict performance. The investment managers are encouraged to suggest changes to the guidelines at any time.

Proxy Voting

Pursuant to a U.S. Department of Labor directive, the Board has a long standing policy that, when solicitations of proxies with respect to securities are received by an investment manager, the decisions as to whether and how to vote such proxies are delegated to that investment manager.

The Board also recognizes, however, that the investment manager's decisions must be made in accordance with applicable legal standards and that the Board has an obligation to ensure that those standards are being observed. Therefore, the Board requests that annually (June 30) each management firm furnish the System with a written statement of their policy and practices with respect to the voting of securities held in their employee benefit plan asset portfolios, together with their written assurance that such policies and practices are being followed. These statements and assurances will be included, and will be given appropriate weight, in the Board's continuing evaluation of each manager's overall investment performance.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
TOTAL PORTFOLIO COMPOSITION
MARKET VALUE OF INVESTMENTS



	2003		2004		2005		2006		2007	
Cash	$ 44	2%	$ 57	3%	$ 74	4%	$ 51	3%	$ 32	1%
Stock	967	55	1,038	54	1,074	52	1,129	54	1,242	53
Bonds	669	38	648	34	644	31	666	31	716	30
Real Estate	64	4	156	8	169	8	178	8	210	9
Hedge Funds	0	0	0	0	80	4	90	4	136	6
Private Equity	0	0	0	0	0	0	4	0	16	1
GICS	26	1	12	1	12	1	0	0	0	0
Total	$ 1,770	100%	$ 1,911	100%	$ 2,053	100%	$ 2,118	100%	$ 2,352	100%

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
INVESTMENT RESULTS - TIME WEIGHTED RATE OF RETURN

		Annualized		
Total Returns	**FY 2007**	**3 Years**	**5 Years**	**10 Years**
TOTAL PORTFOLIO	19.8%	14.6%	12.0%	8.2%
Composite Benchmark	18.2	12.9	11.5	8.5
DOMESTIC EQUITIES	21.2	13.5	12.1	7.1
S&P 500 Index	20.6	11.7	10.7	7.1
Russell 1000	20.4	12.3	11.3	7.6
Russell 2000	16.4	13.4	13.9	9.1
Russell 3000	20.1	12.4	11.5	7.6
INTERNATIONAL EQUITIES	31.3	27.8	20.0	10.6
MSCI ACWI Free Ex-US	30.1	25.0	19.9	8.6
DOMESTIC FIXED INCOME	7.2	4.4	4.7	6.5
Lehman Government/Credit	6.0	3.8	4.7	6.1
Lehman Aggregate	6.1	4.0	4.5	6.0
HEDGE FUND	15.0	n/a	n/a	n/a
Libor + 400	9.6	8.3	7.1	n/a
REAL ESTATE	19.0	18.8	13.4	13.9
NCREIF Property Index	17.2	18.0	14.4	13.0

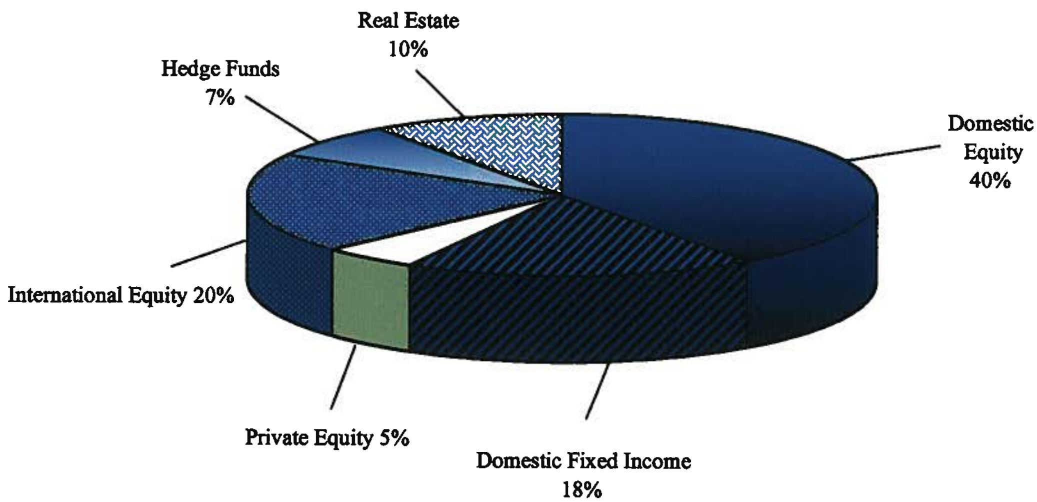
Notes:
The calculations above were prepared by the System's investment advisor, using a time weighted rate of return based on market value.

The Composite Benchmark exhibits the overall rate of return for a sample unmanaged portfolio. Commencing with the Fiscal Year 2007, the Composite Benchmark is comprised of 45% Russell 3000, 20% MSCI ACWI Free Ex-US, 25% Lehman Aggregate, and 10% NCREIF Property Index.

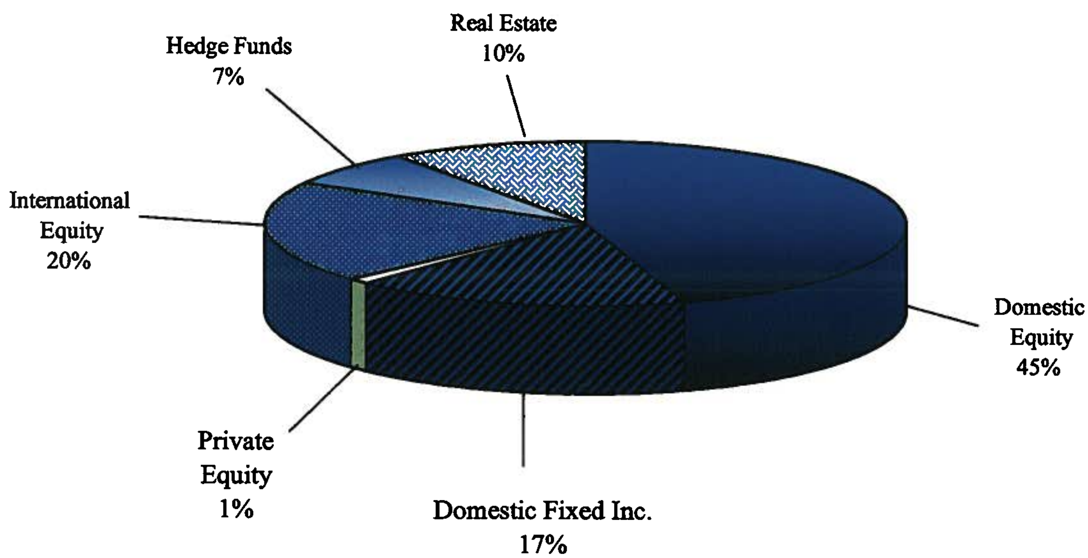
This schedule illustrates the investment results of the "managed" investment portfolio which excludes assets of the paid up benefit reserve, contingency reserve and the operating cash reserve.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
ASSET ALLOCATION - ACTIVELY MANAGED ACCOUNTS
For the Year Ended June 30, 2007

TARGET ASSET ALLOCATION



ACTUAL ASSET ALLOCATION



Note: For asset allocation purposes, only actively managed accounts are included. Assets of the Paid Up Benefit Reserve and the Contingency Reserve are not included in this illustration. The assets of these reserves are invested separately for the sole purpose of providing post retirement benefit increases. Assets in the cash reserve are also excluded from this illustration. These assets are held for the purpose of providing cash for the payment of benefits and administrative expenses.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
TOP TEN DOMESTIC AND INTERNATIONAL STOCK HOLDINGS BY MARKET VALUE
TOP TEN BOND HOLDINGS BY MARKET VALUE
June 30, 2007

Top Ten Domestic Stock Holdings

	Shares	Stock	Market Value
1)	290,039	J P Morgan Chase & Co	$14,052,390
2)	316,500	General Electric Co	12,115,620
3)	22,050	Google Inc	11,525,535
4)	213,900	Citigroup Inc	10,970,931
5)	261,069	AT&T Inc	10,834,364
6)	372,200	Pfizer Inc	9,517,154
7)	133,800	Amazon.Com Inc	9,153,258
8)	107,580	Exxon Mobil Corp	9,023,810
9)	100,100	Morgan Stanley	8,396,388
10)	201,100	Verizon Communications	8,279,287

Top Ten International Stock Holdings

	Shares	Stock	Market Value
1)	9,190	Samsung Electronics Kswn5000	$5,629,980
2)	339,600	Banco Do Brasil Sa	4,917,676
3)	113,203	AXA Eur2.29	4,893,891
4)	4,183,000	China National Offshore Oil Corp. Ltd Hkdo.02	4,740,580
5)	33,513	Unified Energy System	4,532,633
6)	31,320	Siemens AG NPV	4,485,833
7)	130,952	British American Tobacco	4,461,250
8)	2,000,239	Nan Ya Plastic	4,406,295
9)	1,062,000	Ericsson L.M.	4,252,832
10)	190,500	Cia Energetica	4,059,252

Top Ten Bond Holdings

	Par	Bonds	Market Value
1)	$30,000,000	Israel St U S Government NTS 11/15/2013	$21,670,200
2)	38,700,000	U S Treasury Strip 08/15/2020	19,485,450
3)	20,000,000	U S Treasury Notes 4.625% 11/15/2016	19,388,000
4)	54,020,000	U S Treasury Strip 05/15/2030	16,773,210
5)	14,800,000	U S Treasury Bonds 6.000% 02/15/2026	16,159,750
6)	16,000,000	Israel St U S Government NTS 09/15/2010	13,649,920
7)	19,875,000	U S Treasury Strip 02/15/2015	13,550,775
8)	13,000,000	U S Treasury Strip 05/15/2012	10,383,100
9)	21,309,000	Federal National Mortgage Association Zero Cpn 10/01/2020	10,244,941
10)	18,700,000	Israel St U S Government NTS 08/15/2021	8,631,172

A complete list of portfolio holdings is available upon request

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
INVESTMENT SUMMARY
June 30, 2007

	Market Value	Percent of Total Investments
Stock:		
Common Stock		
Financial	$ 193,289,576	8.33%
Technology	169,570,275	7.31
Consumer services	95,473,907	4.12
Capital goods	92,746,895	4.00
Health care	84,237,986	3.63
Energy	49,722,069	2.14
Basic industries	47,309,335	2.04
Consumer nondurables	39,883,983	1.72
Consumer durables	36,681,973	1.58
Utilities	28,370,903	1.22
Transportation	11,810,829	0.51
Total Common Stock	849,097,731	36.60
Other		
International Stock	392,845,965	16.93
Total Stock	**1,241,943,696**	**53.53**
Bonds:		
U.S. Securities and Agencies		
U.S. Agencies	276,712,014	11.93
Treasury Notes and Bonds	60,238,068	2.60
Total U.S. Securities and Agencies	336,950,082	14.53
Corporate		
Financial	97,952,843	4.22
Industrial	61,564,837	2.65
Utilities	16,988,129	0.73
Transportation	9,465,766	0.41
Total Corporate	185,971,575	8.01
Lehmann Aggregate Index	104,177,041	4.49
Absolute Return Strategic Funds	88,896,873	3.83
Total Bonds	**715,995,571**	**30.86**
Other Investments:		
Real Estate	209,748,142	9.04
Hedge Funds of Funds	136,262,170	5.87
Private Equity Funds	16,220,607	0.70
Total Other Investments	**362,230,919**	**15.61**
Total Investments	**$2,320,170,186**	**100.00%**

Note: This schedule includes all plan assets including the assets of the Paid Up Benefit Reserve and the Contingency Reserve.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SUMMARY SCHEDULE OF FEES AND COMMISSIONS
For the Year Ended June 30, 2007

	Assets Under Management	Fees
Investment Managers' Fees		
Domestic equity	$858,024,371	$3,932,295
International equity	401,042,796	2,171,165
Fixed income	722,950,633	615,714
Real estate	209,748,142	498,288
Securities lending		265,691
Total Investment Managers' Fees		**$7,483,153**
Other Investment Service Fees:		
Custodial fees		$174,090
Investment advisor fees		235,000
Total Other Investment Service Fees		**$409,090**

Brokerage Fees

Broker's fees on investment transactions for the year ended June 30, 2007 amounted to $1,258,219. Brokerage firms receiving more than $9,500 in fees are listed below.

Brokerage Firms	Fees Paid	Brokerage Firms	Fees Paid
Ridge Clearing & Outsourcing Servs.	$84,557	Credit Lyonnais Securities, Inc.	$15,189
UBS	70,781	Needham & Co	14,549
Merrill Lynch	69,437	Stifel Nicolaus	13,927
Citigroup GBL Markets	59,772	Morgan J P Securities Inc.	13,219
Mesirow & Co.	59,418	Liquidnet Inc.	13,092
Credit Suisse First Boston	52,366	Investment Technology Group	12,740
BNY	48,853	Cantor Fitzgerald & Company	12,663
Pershing Securities	45,037	Cazenove & Company	12,312
Lehman Brothers Inc.	39,005	ING Baring Securities, LTD	12,259
Deutsche Banc Alex Brown Inc.	35,882	National Financial Service	11,748
Instinet	30,701	Weeden & Company	11,634
Morgan Stanley	29,117	Rosenblatt Securities Inc.	11,157
Bear Stearns & Co. Inc.	23,777	ABN AMRO Bank	10,619
Jefferies & Company	21,963	Nomura Securities Co., LTD	10,618
Goldman Sachs	20,128	Guzman & Company	10,308
Williams Capital Group	18,747	BOE Securities	9,565

Brokerage Commissions

Because of the highly visible nature of the Fire and Police Employees' Retirement System, it is important that the investment managers have best execution as their primary objective. While the managers are permitted to direct a portion of brokerage commissions for research, it is expected that each manager will receive commission discounts which are commensurate with current discount practice. Investment managers are expected to give preference whenever possible to brokerage firms with offices located in the Baltimore Metropolitan Area. However, the managers are expected to negotiate commission rates, and local brokerage firms should be given preference only when commission rates and transaction services are competitive with those available from other firms.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
INVESTMENT PROFESSIONALS

DOMESTIC EQUITY MANAGERS

Large Cap

INTECH
Russell Bjorkman
Palm Beach Gardens, Florida

Mellon Capital Management
Greg Kolling
Pittsburgh, Pennsylvania

Legg Mason Capital Management
Kyle P. Legg
Baltimore, Maryland

TCW Asset Management
Steve Burlingame
New York, New York

The Edgar Lomax Company
Randall Eley
Springfield, Virginia

Small and Mid Cap

Pinnacle Associates, Ltd.
Peter Marron
New York, New York

Rothschild Asset Management Inc
T. Radey Johnson
New York, New York

Hotchkis & Wiley Capital Management
Sheldon Lieberman
Los Angeles, California

INTERNATIONAL EQUITY MANAGERS

William Blair & Co.
George Greig
Chicago, Illinois

Lloyd George Management
Robert Lloyd George
London, England

Causeway Capital Management, LLC
Sarah Ketterer
Los Angeles, California

ALTERNATIVE STRATEGIES

Union Bancaire Privee Asset Management, LLC
Peter Barcia
New York, New York

Cadogan Management, LLC
Michael Waldron
New York, New York

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
INVESTMENT PROFESSIONALS

FIXED INCOME MANAGERS

Loomis Sayles & Company, L.P.
Clifton Rowe
Boston, Massachusetts

MacKay Shields
Michael Kimble
New York, New York

Utendahl Capital Management, L.P.
Tom Mandel
New York, New York

Mellon Capital Management
Susan Ellison
San Francisco, California

Western Asset Management Company
Steve Walsh
Pasadena, California

REAL ESTATE MANAGERS

Principal Global Investors
John Berg
De Moines, Iowa

Apollo Real Estate Advisors
Steven M. Wolf
Atlanta, Georgia

LaSalle Investment Management, Inc.
James Hutchinson
Chicago, Illinois

Alex Brown Realty
John M. Prugh
Baltimore, Maryland

Blackrock Realty
Barry Ziering, Jay Alexander
Florham Park, New Jersey
San Francisco, California

ING Clarion
Stephen Hansen
New York, New York

PRIVATE EQUITY

Pantheon
Jay Pierrepont
San Francisco, California

Adams Street Partners
Miguel F. Gonzalo
Chicago, Illinois

VENTURE CAPITAL

Maryland Venture Capital Trust
Baltimore, Maryland

SECURITIES LENDING

BNY Mellon Asset Servicing
Stephen R. Crosby
Pittsburgh, Pennsylvania

GLOBAL CUSTODIAN

BNY Mellon Asset Servicing
Arlene Sefcik
Pittsburgh, Pennsylvania

INVESTMENT ADVISOR

The Summit Strategies Group
Daniel Holmes
St. Louis, Missouri

Actuarial Section

The Baltimore Police Department's Aviation Unit, known as "Foxtrot," began operations in November 1970. It was re-established July 2, 2001 after being grounded in 1998. The Aviation Unit has four Eurocopter EC-120 helicopters loaded with high-tech equipment such as Forward Looking Infra-Red (FLIR), a means of detection using temperature variation; Auto Stabilization and Tracking, used to lock onto a suspect or vehicle; Airborne Lojack Auto Recovery System; MetaMAP, a computer-generated street and address display system, just to name a few. The Aviation Unit plays an important role in assisting ground officers in dangerous situations, as well as acting as a crime deterrent.

MERCER

MARSH MERCER KROLL
GUY CARPENTER OLIVER WYMAN

October 31, 2007

Board of Trustees
Fire & Police Employees' Retirement System
Baltimore, Maryland

Honorable Members of the Board of Trustees:

Mercer performs an actuarial valuation of the System at the end of each fiscal year. The most recent valuation was as of June 30, 2007, and it determined the employer's contribution for the plan year beginning July 1, 2007. Since the contribution is always accrued, the contribution plus interest will be made during the 2009 fiscal year.

The funding method used in the annual valuation is the Projected Unit Credit Cost method. This method will tend to produce level contributions as a percentage of covered payroll as long as the average age of the active members does not change. If the average age were to increase because of a decline in the number of new members being added to the plan, the Normal Cost portion of the employer's contribution would begin to increase as a percentage of covered payroll. The employer's contribution is increased or decreased to amortize over 20 years the difference between the actuarial value of assets and the Actuarial Accrued Liability. For the plan years beginning July 1, 1997 through July 1, 2001, this amortization decreased the employer's contribution. Since the plan year beginning July 1, 2002, this amortization increased the employer's contribution. The employer's contribution may also be decreased based on the excess of the market value of assets over the actuarial value of assets. This decrease has not occurred for several years and is unlikely to occur for several years.

The types of events that tend to cause some volatility in the contribution rates include favorable/unfavorable investment returns, benefit improvements, and actuarial gains or losses resulting from differences between actual experience and the assumed rates of retirement, disability, pay increases, etc.

The valuation is based on actuarial assumptions recommended by the actuary and approved by the Board of Trustees. The assumptions and methods used for funding purposes meet the parameters set for the disclosures presented in the financial section by Government Accounting Standards Board Statement No. 25. Some actuarial assumptions are incorporated into Article 22 of the Baltimore City Code. The plan provisions require a periodic review of the assumptions by the Actuary. Changes in assumptions based on a periodic review of 2002-2005 experience were incorporated in the June 30, 2005 valuation. Based on past experience with the System's variable benefit structure for retired members, the assumptions represent a reasonable estimate of the anticipated experience of the System. However, changes in financial markets make the repetition in the future of that past experience very uncertain.

The valuation is based on a closed group of members; no new hires are assumed. The actuarial value of assets equals the market value adjusted for investment performance above or below the assumed rate of return. Membership data used for the actuarial valuation is supplied by the Retirement System. The data is examined by the actuary for reasonableness and consistency with the prior year's data. Asset information is provided on an unaudited basis.

All supporting schedules in the Actuarial Section and the Schedule of Funding Progress and the Schedule of Employer Contributions in the Financial Section have been prepared by the System and reviewed by me. I meet the qualification standards of the American Academy of Actuaries to render the actuarial opinion contained in this letter and the actuarial valuation report.

Respectfully submitted,

Douglas L. Rowe

Douglas L. Rowe, FSA, MAAA, EA

Consulting. Outsourcing. Investments.

Actuarial Funding Method

Method of Funding: (Effective 6/30/1988)	The Projected Unit Credit Cost Method is used. Normal Cost is calculated as that portion of projected pension cost allocated to the participant's upcoming year of service less the amount of anticipated employee contributions. No new entrants are assumed. This is a closed group valuation. Effective July 1, 1992, the current Unfunded Actuarial Liability is open-ended and amortized over 20 years. Gains and losses are reflected in the Unfunded Actuarial Liability.
Asset Valuation: (Effective 6/30/1982)	The actuarial value of assets is equal to the market value, adjusted for interest surpluses and deficits over a five-year period, and less (plus) any accumulated excess (deficit) earnings. Effective 6/30/05, the accumulated deficit will be recognized in investment earnings over 10 years. Earnings above or below the assumed return are released into the actuarial value of assets at the rate of 20% per year. This moderates fluctuations in contributions considerably.
Post Retirement Benefit Increases: (Effective 6/30/1983)	The liability for these increases is assumed to be equal to the assets of the Paid Up Benefit Reserve plus the Contingency Reserve. If the actuary feels that these funds are insufficient, additional reserves will be calculated. If the actuary believes that the assets in the Paid Up Benefit Reserve and Contingency Reserve are more than the liabilities for post retirement benefits, the excess is not used to reduce any other liability but simply held as excess funds to back up future post retirement benefit payments.

Actuarial Assumptions

Investment return: (Effective 6/30/1995)	8.25% compounded annually until retirement and 6.8% after retirement. According to Article 22 of the Baltimore City Code, regular member accumulations earn 5.50% and DROP account accumulations earn 8.25%.
Expenses:	Expenses are paid from the fund. It is assumed that the fund will have sufficient earnings to pay these expenses and meet the interest assumption.

Salary Scale:
(Effective 6/30/2005)

Salary increases are assumed to vary with age. Sample rates are as follows:

Age	Annual Rate of Salary Increase
20	.0850
25	.0725
30	.0650
35	.0550
40	.0475
45	.0475
50	.0450
55	.0450
60	.0400
64	.0400

The interest rate and salary assumptions are based on an inflation rate of 3.0%.

Additional Assumptions:
(Effective 7/1/1989)

Spouse Age:	Husband assumed 4 years older than wife
Remarriage Rates:	None
Children:	Joint and survivor benefits loaded 4% for children
Percent Married:	Males 75%, females 75%

Mortality Rates for
Retired and Disabled
Members and Beneficiaries
(Effective 6/30/2007)

Retirees and Beneficiaries

	Service Members		Disabled Members	
Age	Male	Female	Male	Female
55	0.005040	0.002526	0.007168	0.003267
60	0.009001	0.004845	0.011857	0.005459
65	0.016304	0.009427	0.021219	0.009337
70	0.026700	0.014987	0.034532	0.018033
75	0.041741	0.024988	0.057392	0.032959
80	0.068738	0.043263	0.090670	0.054555

The mortality rates for service members are based on the 1994 Uninsured Pensioners Generational Mortality table increased by a 5-year projection in 2006. The GAM 1983 table is set forward four years and reduced by 10 percent for disabled members.

ACTUARIAL ASSUMPTIONS AND METHODS

Mortality and Morbidity Rates for Active Members:
Sample rates for all mortality and morbidity are as follows (Effective 6/30/2005):

Age	Withdrawal[1]	Non-Line-of-Duty Disability	Line-of-Duty Disability	Non-Line-of-Duty Death	Line-of-Duty Death[2]
20	0.070083	0.000228	0.000691	0.000283	0.000076
25	0.054430	0.000232	0.000910	0.000287	0.000119
30	0.031211	0.000594	0.001433	0.000389	0.000164
35	0.018943	0.001914	0.002816	0.000591	0.000253
40	0.010828	0.001840	0.003990	0.000893	0.000385
45	0.003026	0.002651	0.004515	0.002060	0.000433
50	0.037573	0.002800	0.004600	0.003185	0.000372
55	0.048033	0.001446	0.004664	0.004404	0.000300
60	0.084338	0.001162	0.006208	0.006011	0.000159
64	0.100843	0.000812	0.006353	0.006414	0.000062

All probabilities shown on this page were based on the June 30, 2005 actuarial experience study.

[1]Withdrawal decrements are reduced to zero when participant is eligible to retire.
[2]Benefit loaded 0.50% for post-disability line-of-duty death benefit.

ACTUARIAL ASSUMPTIONS RETIREMENT RATES

The retirement rates are assumed to be affected by whether or not a member participates in DROP. Members that do not join DROP are assumed to have retirement rates that vary by service until age 50. Thereafter, they are assumed to vary solely by age. It is assumed that 90% of members will elect to participate in DROP. Retirement rates are as follows and reflect possibilities of retirement with and without DROP rates (Effective 6/30/2005):

Non-DROP Rates Until Age 50 (with 90% reduction)

Years of Service	Non-DROP Retirement Rates
20	4.00%
21	0.76
22	0.76
23	0.97
24	1.13
25 or more	1.13

Non-DROP Rates After Age 50 (with 90% reduction)

Age	Non-DROP Retirement Rates
50	1.27 %
51	0.93
52	0.93
53	0.94
54	1.17
55	1.46
56	1.38
57	1.38
58	1.38
59	1.39
60	2.12
61	1.72
62	2.55
63	2.55
64	3.23
65	100.00

Full DROP Rates

Years After Electing DROP	DROP Retirement Rates
1	4.00 %
2	3.00
3	10.00
4	4.00
5	35.00
6	18.00
7+	40.00

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF ACTIVE MEMBER VALUATION DATA

Valuation Date June 30	Number	Annual Payroll	Annual Average Pay	% Increase In Average Pay
1998	4,835	$185,816,956	$38,432	4.3%
1999	4,635	183,068,111	39,497	2.8
2000	4,667	191,003,156	40,926	3.6
2001	4,871	209,527,825	43,015	5.1
2002	4,875	227,785,032	46,725	8.6
2003	4,875	245,711,363	50,402	7.9
2004	4,778	241,245,198	50,491	0.2
2005	4,690	244,814,891	52,199	3.4
2006	4,627	248,558,248	53,719	2.9
2007	4,578	254,489,308	55,590	3.5

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF RETIREES AND BENEFICIARIES ADDED TO AND REMOVED FROM ROLLS

	Added to Rolls		Removed from Rolls		Rolls - End of Year			
Year Ended June 30	No.	Annual Allowances*	No.	Annual Allowances	No.	Annual Allowances	% Increase in Annual Allowances	Average Annual Allowances
1998	154	$ 9,740,814	139	$2,310,306	4,655	$ 94,439,820	8.5 %	20,288
1999	467	16,829,266	158	2,775,264	4,964	108,493,822	14.9	21,856
2000	255	7,315,414	141	2,406,524	5,078	113,402,712	4.5	22,332
2001	202	5,744,867	151	2,706,188	5,129	116,441,391	2.7	22,703
2002	211	5,317,804	168	2,988,395	5,172	118,770,800	2.0	22,964
2003	241	7,127,894	160	3,209,861	5,253	122,688,833	3.3	23,356
2004	345	11,813,675	168	3,261,435	5,430	131,241,073	7.0	24,170
2005	314	14,678,942	166	3,213,125	5,578	142,706,890	8.7	25,584
2006	309	12,062,518	171	3,540,124	5,716	151,229,284	6.0	26,457
2007	287	12,085,575	175	3,750,941	5,828	159,563,918	5.5	27,379

* Includes post-retirement adjustments.

SOLVENCY TEST

The Retirement System's funding objective is to meet long-term benefit promises through contributions which spread the cost over the employees' service base. If the contributions to the System are soundly executed, the System will pay all promised benefits when due - the ultimate test of financial soundness.

A short-term solvency test is one means of examining a system's progress under its funding program. In a short-term solvency test, the plan's present assets are compared with: 1) Active member contributions on deposit; 2) The liabilities for future benefits to present retired lives; and 3) The liabilities for service already rendered by active members. In a system which has been following the discipline of allocating cost on a consistent basis to valuation years, the liabilities for active member contributions on deposit (liability 1) and the liabilities for future benefits to present retired lives (liability 2) will be fully covered by present assets (except in rare circumstances). In addition, the liabilities for service already rendered by active members (liability 3) will be partially covered by the remainder of present assets. Generally, the funded portion of liability 3 will increase over time. Liability 3 being fully funded is rare.

The schedule below illustrates the System's history of liability 3.

	Aggregate Accrued Liabilities For				Portion of Accrued Liabilities Covered by Reported Assets		
Valuation Date June 30	(1) Active Member Contributions	(2) Retirees and Beneficiaries	(3) Active Members (Employer Financed Portion)	Valuation Assets	(1)	(2)	(3)
1998	$165,570,101	$1,105,270,486	$579,699,385	$1,913,979,734	100%	100%	110.9%
1999	158,048,531	1,223,035,179	538,204,783	1,974,471,134	100	100	110.3
2000	164,329,116	1,258,254,621	606,984,750	2,078,331,195	100	100	108.0
2001	175,086,388	1,281,344,804	640,371,338	2,098,740,595	100	100	100.3
2002	187,770,301	1,308,031,625	677,386,504	2,127,393,333	100	100	93.2
2003	197,937,017	1,368,638,818	720,297,200	2,205,205,652	100	100	88.7
2004	197,462,032	1,502,541,087	695,519,580	2,320,027,717	100	100	89.1
2005	200,799,034	1,653,513,286	706,672,475	2,464,821,382	100	100	86.4
2006	206,295,261	1,731,864,189	771,770,463	2,505,470,848	100	100	73.5
2007	214,167,284	1,875,522,941	804,200,292	2,658,735,032	100	100	70.8

Gains and Losses in Accrued Liabilities During Fiscal Year
Resulting from Differences Between Assumed Experience and Actual Experience

Type of Activity	Gain or (Loss) for Fiscal Year 2006	Gain or (Loss) for Fiscal Year 2007
Age and Service Retirements If members retire at older ages or with lower final average pay than assumed, there is a gain. If younger ages or higher pays, a loss.	$ (29,381,435)	$ (4,615,243)
Disability Retirements If disability claims are less than assumed, there is a gain. If more claims, a loss.	(18,285,097)	(5,251,616)
Death-in-Service Benefits If survivor claims are less than assumed, there is a gain. If more claims, there is a loss.	219,352	(1,321,787)
Withdrawal From Employment If more liabilities are released by withdrawals than assumed, there is a gain. If smaller releases, a loss.	(3,703,913)	1,052,001
Pay Increases If there are smaller pay increases than assumed, there is a gain. If greater increases, a loss.	3,100,524	4,308,343
Investment Income If there is greater investment income than assumed, there is a gain. If less, a loss.	(43,105,515)	(24,135,850)
Death After Retirement If retirees live longer than assumed, there is a loss. If not as long, a gain.	1,056,122	879,615
New Entrants New entrants create a loss because they were not assumed in the previous evaluation.	(1,196,366)	(2,045,812)
Other Miscellaneous gains and losses resulting from data adjustments, timing of financial transactions, valuation methods, etc.	(19,043,217)	(3,911,720)
Gain or (Loss) During Year From Financial Experience	$(110,339,545)	$(35,042,069)

1. **EFFECTIVE DATE:**

The System was established July 1, 1962, and has been amended periodically.

2. **ELIGIBILITY:**

Any uniformed officer of the Police or Fire Departments shall become a member as a condition of employment.

3. **MEMBER CONTRIBUTIONS:**

Members contribute at the rate of 6% of regular compensation for their entire period of service. Contributions are treated as made by the employer and are made to the System pre-tax according to Section 414(h)(2) of the Internal Revenue Code.

Members of the Employees' Retirement System who transferred to this System after July 1, 1967, and did not make up the contributions which would have been made from July 1, 1962, are to have their retirement allowance reduced by the actuarial equivalent of the deficient contributions with interest.

4. **AVERAGE FINAL COMPENSATION:**

Average Final Compensation (AFC) shall mean the average annual compensation based on eighteen consecutive months of service during which the member's compensation was highest.

5. **MILITARY SERVICE CREDIT:**

(A) **Military Service Prior to Employment:** A maximum of three years service credit is granted provided the member has acquired:

(1) 10 years of service and attained the age of 50; or

(2) 20 years of service, regardless of age.

(B) **Military Service Within Employment:** Upon retirement or death, any member who had a break in employment due to military duty, shall receive service credit for the period of absence as provided by the Veterans' Reemployment Rights Act.

6. **SERVICE RETIREMENT BENEFIT:**

(A) **Eligibility Requirements:**

(1) For members as of June 30, 2003:

(a) age 50, regardless of years of service credit; or

(b) regardless of age, 20 years of service credit.

(2) For members who entered the System on or after July 1, 2003:

(a) age 50, with at least 10 years of service as a contributing member of this System; or

(b) regardless of age, 20 years of service with at least 10 years as a contributing member of this System.

(B) **Benefit Amount:** The sum of:

(1) an annuity of the actuarial equivalent of the member's accumulated contributions and interest; plus

(2) a pension, which together with the annuity, shall be equal to 2.5% of the member's average final compensation for each of the first 20 years of service; plus

(3) 2% of the member's average final compensation for each year of service in excess of 20 years.

7. **NON-LINE-OF-DUTY DISABILITY RETIREMENT BENEFIT:**

(A) **Eligibility Requirements:** Five years of membership service and determined by a hearing examiner to be mentally or physically incapacitated for the performance of duty and that such incapacity is likely to be permanent.

(B) **Benefit Amount:** The sum of:

(1) an annuity of the actuarial equivalent of the member's accumulated contributions and interest; plus

(2) a pension which together with the annuity, shall equal 2.5% of the member's average final compensation for each year of service up to 20 years; plus

(3) 2.0% of the member's average final compensation for each year of service in excess of 20 years.

(4) the total of this benefit shall not be less than 25% of the member's average final compensation.

(C) **Offset to Retirement Allowance:** This allowance is offset by workers' compensation, if the member entered the System after July 1, 1970.

8. **LINE-OF-DUTY DISABILITY RETIREMENT BENEFIT:**

(A) **Eligibility Requirements:** Immediate eligibility upon membership in the System and determined by a hearing examiner to be incapacitated for the further performance of duty, and the incapacity resulted from an injury occurring while in the actual performance of such duty without willful negligence.

Should such disability further result in extensive brain damage causing total incapacity or in the loss of or the use of both hands or both arms or both feet or both legs or both eyes or any two thereof, an additional pension will be payable.

(B) **Benefit Amount:**

(1) The sum of:

(a) an annuity of the actuarial equivalent of the member's accumulated contributions and interest; plus

(b) a pension equal to 66.667% of the member's average final compensation.

(2) If the member's disability results in extensive brain damage causing total incapacity or in the loss of or the use of both hands or both arms or both feet or both legs or both eyes or any two thereof, an additional pension is paid so that the retirement allowance is equal to 100% of the member's current annual compensation at the time of retirement.

(C) **Offset to Retirement Allowance:** This allowance is offset by workers' compensation, if the member entered the System after July 1, 1970.

9. **TERMINATION OF EMPLOYMENT:**

(A) **Eligibility Requirements:** If removed from a position without fault upon acquiring 15 years of service, the member is eligible for an immediate benefit; otherwise a refund of accumulated contributions and interest if not eligible for any other benefits.

(B) **Benefit Amount:** Determined the same as if the member had retired on a non-line-of-duty disability retirement allowance.

10. **MAXIMUM ALLOWANCE AND OPTIONAL METHODS OF RECEIVING BENEFIT PAYMENTS:**

(A) **Maximum Allowance:** Upon death, 50% of the retiree's maximum allowance is paid to the spouse provided they had been married for at least one year prior to retirement or five years beginning before or after retirement. A spouse remains eligible for the maximum benefit unless she or he remarries or until death. If there is no eligible spouse, the allowance will be paid to any minor and unmarried children until the last child marries, dies, or attains age 18 or age 22 if a full-time student. All other options will result in a lesser amount paid.

(B) **Reserve Guarantee Option:** Upon retiree's death, a cash refund to retiree's designated beneficiary based on present value of allowance at retirement less payments made.

(C) **100% Joint and Survivor Option:** Upon retiree's death, 100% of retiree's allowance to continue to designated beneficiary.

(D) **50% Joint and Survivor Option:** Upon retiree's death, 50% of retiree's allowance to continue to designated beneficiary.

(E) **100% Pop-up Joint and Survivor Option:** Upon retiree's death, 100% of retiree's allowance to continue to designated beneficiary. If the beneficiary predeceases member, the member's benefit "pops up" to the maximum allowance.

(F) **50% Pop-up Joint and Survivor Option:** Upon retiree's death, 50% of retiree's allowance to continue to designated beneficiary. If the beneficiary predeceases member, the member's benefit "pops up" to the maximum allowance.

(G) **Specific Benefit Option:** Upon the retiree's death and subject to the approval of the Board of Trustees, the member's designated beneficiary will receive:

(1) a specific lump sum amount; or

(2) a specific periodical allowance.

These options are available for service, termination, non-line-of-duty disability, and line-of-duty disability retirement. The option and/or beneficiary may be changed within thirty days after retirement.

11. **NON-LINE-OF-DUTY DEATH BENEFITS:**

(A) **Eligibility Requirements:** Member who dies while actively employed but whose death does not qualify as a line-of-duty death.

(B) **Benefit Amount:**

(1) Lump-sum benefit: The member's accumulated contributions and interest and if the member has one or more years of service, 50% of the greater of the member's current annual compensation or average final compensation shall be payable to the member's designated beneficiary or as specified by the plan provisions.

(2) 25% plus benefit: In lieu of (1) above, if the member had at least two years of continuous service, an annual sum equal to 25% of the member's current annual compensation, plus 1.5% of the member's current annual compensation for each year of service in excess of two years. This benefit is not to exceed 50% of the member's current annual compensation. This benefit shall be payable to:

(a) the member's spouse unless the spouse remarries or dies; or

(b) the member's minor and unmarried children equally until the last child marries, dies or attains age 18 or age 22 if a full-time student.

(3) 100% Survivorship benefit: If the member was eligible for a service retirement and the member's designated beneficiary is his spouse to whom he was married for at least one year prior to the date of death, or surviving parent, such beneficiary may elect to receive in lieu of (1) and (2) above, an allowance equal to the amount that would have been paid under the 100% Joint and Survivor Option.

(C) **Offset to Retirement Allowance:** This allowance is offset by workers' compensation, if the member entered the System after July 1, 1970.

12. **LINE-OF-DUTY DEATH BENEFIT:**

(A) **Eligibility Requirements**:

(1) Immediate eligibility upon membership in the System and determined by a hearing examiner that the member's death arose out of and in the course of the performance of duty, without willful negligence on the part of the member; or

(2) A member has been granted a line-of-duty disability and dies within five years as a result of the last injury that resulted in a line-of-duty disability retirement.

(B) **Benefit Amount:** This benefit will consist of:

(1) A refund of the member's accumulated contributions and interest to the member's designated beneficiary or as specified by the plan provisions, and

(2) A pension of 100% of member's current annual compensation to be paid to:

(a) the member's surviving spouse to continue for life; or

(b) if no surviving spouse or the spouse dies, then equally to the member's minor and unmarried children equally until the last child marries, dies or attains age 18 or age 22 if a full-time student; or

(c) if no surviving spouse or eligible minor child or children, then to the member's surviving dependent parents to continue for life.

(C) **Offset to Retirement Allowance:** This allowance is offset by workers' compensation, if the member entered the System after July 1, 1970.

13. **DEFERRED RETIREMENT OPTION PLAN (DROP):**

(A) **Eligibility:**

(1) For members as of June 30, 2003, a member must have acquired 20 or more years of service, regardless of age.

(2) For members who entered the System on or after July 1, 2003, a member must have acquired 20 or more years of service with at least 10 years as a contributing member of this System, regardless of age.

(3) An application must be filed not less than 30 days nor more than 90 days prior to the date the DROP participation will begin.

(4) A member who terminates employment immediately becomes ineligible to participate or to continue to participate in the DROP.

(B) **Term of DROP:**

The maximum period of time that a member can participate in the DROP is a single term of three consecutive years beginning on the member's DROP start date.

(C) **No Service Credit While in DROP:**

A DROP participant remains a member of the F&P but is not credited with F&P service.

Except for Intermediate DROP Retirement Benefits, compensation during the member's DROP participation period shall be disregarded in calculating the member's AFC.

(D) **Discontinuation of DROP Participation:**

(1) If a member terminates service anytime during or at the end of the three-year DROP period, participation in the DROP ends automatically.

(2) A member may elect to end participation in the DROP on either the first or second anniversary of the DROP participation start date. The election must be made by filing an application with the System not less than 30 days and no more than 90 days in advance of the first or second anniversary of the member's DROP start date.

(3) A member who continues employment after terminating participation in the DROP shall resume earning service credit in the F&P.

(4) Once a member terminates participation in the DROP, the member cannot again participate in the DROP at a later date.

(5) If a member retires at the end of the participation in the DROP, begins receiving DROP retirement benefits, and is then re-employed in a position covered by the F&P, all DROP retirement benefit payments will be suspended until the member's later retirement.

(E) **DROP Account:** The member's DROP account shall consist of:

(1) For each full year of a member's DROP participation, an amount equal to the annual service retirement allowance the member would have received had the member retired from service and began receiving the maximum retirement allowance;

(2) For each partial year of a member's DROP participation, an amount equal to a member's pro-rated annual service retirement allowance;

(3) A separate sub-account consisting of the member's regular mandatory contributions: and

(4) Interest compounded annually at 8.25% until the member terminates from service.

(F) **DROP Retirement Benefit:**

(1) Basic DROP Retirement Benefit:

A member who terminates service during or at the conclusion of the DROP participation period will receive:

(a) the service retirement benefit the member would have received if the member had retired on the date the DROP participation began; and

(b) the balance in the member's DROP account.

(2) Intermediate DROP Retirement Benefit:

A member who continues working following the conclusion of the DROP period and terminates service within 18 months after the DROP participation period has ended will receive:

(a) all benefits under the Basic DROP Benefit;

(b) 3.5% of the member's AFC for each year of service credit earned by employment following the DROP participation period (taking into account the member's annual compensation while in DROP), not to exceed 18 months; and

(c) 2% of the member's AFC for each year of service not already included in the calculation of the member's retirement benefit under (a) and (b).

(3) Full DROP Retirement Benefit:

A member who continues working following the conclusion of the DROP participation period and terminates service 18 or more months after the DROP participation period has ended will receive:

(a) the full service retirement as of the member's actual date of retirement, excluding the member's time while in the DROP; plus

(b) 1.5% of the member's AFC for each year of service credit earned by employment following DROP, not to exceed four years; and

(c) the balance in the member's DROP account.

(4) Non-Line-of-Duty Disability Retirement Benefit:

(a) any member who retires on account of a non-line-of-duty disability during or at the end of the DROP participation period will receive the Basic DROP Retirement Benefit.

(b) any member who retires on account of a non-line-of-duty disability within 18 months after the end of the DROP participation period will receive the Intermediate DROP Retirement Benefit.

(c) any member who retires on account of a non-line-of-duty disability 18 or more months after the end of the DROP participation period will receive the Full DROP Retirement Benefit.

(5) Line-of-Duty Disability Retirement Benefit:

Any member who retires on account of a line-of-duty disability during or after the DROP participation period will receive the line-of-duty disability retirement benefit consisting of: an annuity of the member's accumulated contributions and interest, plus 66.667% of current AFC. This benefit will be paid instead of any DROP retirement benefits and the member will not receive the balance in the DROP account.

(6) Non-Line-of-Duty Death Benefits:

Due to the non-line-of-duty death of a member who dies during or after participation in DROP, the beneficiary will receive the non-line-of-duty death benefit, which in addition will consist of:

(a) Lump-sum benefit: The beneficiary of a deceased DROP participant must also receive the balance of the deceased member's DROP account in a lump sum payment; or

(b) 25% plus benefit: In lieu of (a) above, the beneficiary of a deceased DROP participant can elect to receive the 25% plus benefit. This benefit shall be payable to:

(i) the member's spouse marries or dies; or

(ii) the member's minor and unmarried children equally until the last child marries, dies or attains age 18 or age 22 if a full-time student.

The beneficiary can elect to receive the balance of the deceased member's DROP account in a lump sum or in periodic payments.

(c) 100% survivorship benefit: If a spouse or surviving parent of a deceased DROP member elects to receive the non-line-of-duty death retirement benefit, such beneficiary can elect to receive the balance of the deceased member's DROP account in a lump sum payment or in periodic payments.

(7) Line-of-Duty Death Benefit:

The line-of-duty death benefit payable due to the death of a member who dies during or after participation in

DROP will equal either of the following as elected by the member's beneficiary:

(a) the non-line-of-duty death benefit including DROP benefits as described above; or

(b) the line-of-duty death benefit payable as though the member had never participated in the DROP.

(8) Benefits for Re-employed DROP Participants:

(a) if a member receiving DROP retirement benefits is re-employed in a position covered by the F&P or any Baltimore City sponsored retirement system and then later receives a service or disability retirement, the member will resume receiving the DROP benefits which had been suspended at the time of re-employment. Additionally, the member will receive 2% of the member's AFC for each year of service credit earned during the re-employment period.

(b) if a member receiving DROP retirement benefits is re-employed in a position covered by the F&P, and then dies during employment, the member's beneficiary will receive a non-line-of-duty death benefit. This re-employment death benefit also applies to line-of-duty death.

(G) **DROP Post-Retirement Benefit Increases:**

(1) A member who retires during or at the end of a DROP participation period will have that DROP participation period credited toward the eligibility requirement for post-retirement benefit increases.

(2) A member who continues working at the end of a DROP participation period will not have that DROP participation period credited toward the eligibility requirement for post-retirement benefit increases.

(3) Post-retirement benefit increases for former DROP participants are applied prospectively.

(H) **Form of Payment of Benefits from DROP Account:**

A member (or a beneficiary after the death of the member in service) can choose to receive the total balance of the DROP account as:

(1) One lump sum after the member's retirement; or

(2) Periodic payments in the same form as the member's retirement benefit.

14. **POST-RETIREMENT BENEFIT INCREASES:**

Post retirement benefit increases are automatically provided to certain retirees and beneficiaries when investment performance determined as of each June 30 exceeds 7.5%. Retirees and beneficiaries who have been receiving periodic benefit payments for two or more years as of the June 30 determination date are eligible for the increase. An exception exists for DROP participants who retire during or at the end of their DROP participation period. Basic DROP retirees will have their DROP participation period credited toward the eligibility requirements for post-retirement benefit increases. The actuarially determined increase is payable as equal percentage increases commencing in the January following the June 30 investment performance determination date.

Statistical Section

One of the latest crime-fighting tools of the Baltimore Police Department is the Mobile Command Center. The Mobile Command Center was unveiled June 12, 2002. The MT-55 Freightliner is 13 feet tall, 45 feet long and 7 feet wide. It is equipped with all of the necessary technology and equipment to allow full function ability within the field. The command vehicle also has the capability to work in coordination with Foxtrot, the department's helicopter.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
CHANGES IN PLAN NET ASSETS

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Additions										
Net investment income	$361,140,063	$200,443,433	$153,861,543	$ (91,538,575)	$(116,309,906)	$ 44,013,099	$ 222,184,012	$ 218,297,510	$178,616,240	$ 347,068,360
Employer contributions	13,830,605	268,139	235,272	217,340	252,220	34,678,878	42,699,166	48,666,701	49,661,627	60,128,727
Member contributions	7,428,959	8,381,576	9,470,800	11,526,631	14,241,040	15,159,112	15,421,154	15,359,931	15,157,898	15,438,649
Net securities lending income			754,867	810,855	819,795	624,204	536,506	389,616	561,649	756,603
Total Additions	382,399,627	209,093,148	164,322,482	(78,983,749)	(100,996,851)	94,475,293	280,840,838	282,713,758	243,997,414	423,392,339
Deductions										
Retirement allowances	91,824,789	98,715,496	114,825,783	115,816,317	118,137,697	120,442,353	126,884,291	135,950,256	147,353,252	155,639,508
Lump sum DROP payments	1,346,863	25,901,332	12,934,599	11,148,700	7,545,984	12,147,757	24,494,758	22,253,341	14,025,599	12,950,280
Administrative expenses	1,367,835	1,476,168	1,087,798	1,284,702	1,520,942	1,562,487	1,905,163	2,143,390	2,552,458	2,818,795
Refunds of member contributions	849,414	877,485	1,078,875	804,084	800,898	1,059,150	1,093,504	1,403,449	1,708,619	2,007,222
Death benefits	500,304	425,789	669,134	531,714	540,949	126,270	551,962	620,679	520,214	721,942
Total Deductions	95,889,205	127,396,270	130,596,189	129,585,517	128,546,470	135,338,017	154,929,678	162,371,115	166,160,142	174,137,747
Net Increase (Decrease)	$286,510,422	$ 81,696,878	$ 33,726,293	$(208,569,266)	$(229,543,321)	$(40,862,724)	$ 125,911,160	$ 120,342,643	$ 77,837,272	$ 249,254,592

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
REVENUES BY SOURCE

Fiscal Year	Net Investment Income	Employer Contributions Amount	Employer Contributions % of Covered Payroll	Member Contributions	Total
1998	$ 361,140,063	$13,830,605	7.4%	$ 7,428,959	$382,399,627
1999	200,443,433	268,139	0.1	8,381,576	209,093,148
2000	154,616,410	235,272	0.1	9,470,800	164,322,482
2001	(90,727,720)	217,340	0.1	11,526,631	(78,983,749)
2002	(115,490,111)	252,220	0.1	14,241,040	(100,996,851)
2003	44,637,303	34,678,878	14.1	15,159,112	94,475,293
2004	222,720,518	42,699,166	17.7	15,421,154	280,840,838
2005	218,687,126	48,666,701	19.9	15,359,931	282,713,758
2006	179,177,889	49,661,627	20.0	15,157,898	243,997,414
2007	347,824,963	60,128,727	23.6	15,438,649	423,392,339

Note: Employer contributions were made in accordance with actuarially determined contribution requirements.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
EXPENSES BY TYPE

Fiscal Year	Retirement Benefits	DROP Payments	Refunds	Administrative Expenses	Total
1998	$ 92,325,093	$ 1,346,863	$ 849,414	$1,367,835	$ 95,889,205
1999	99,141,285	25,901,332	877,485	1,476,168	127,396,270
2000	115,494,917	12,934,599	1,078,875	1,087,798	130,596,189
2001	116,348,031	11,148,700	804,084	1,284,702	129,585,517
2002	118,678,646	7,545,984	800,898	1,520,942	128,546,470
2003	120,568,623	12,147,757	1,059,150	1,562,487	135,338,017
2004	127,436,253	24,494,758	1,093,504	1,905,163	154,929,678
2005	136,570,935	22,253,341	1,403,449	2,143,390	162,371,115
2006	147,873,466	14,025,599	1,708,619	2,552,458	166,160,142
2007	156,361,450	12,950,280	2,007,222	2,818,795	174,137,747

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF ACTIVE MEMBERS BY YEARS OF SERVICE

Years of Credited Service	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
0-4	1,022	947	968	1,124	1,153	1,179	1,114	1,084	1,019	1,017
5-9	979	1,101	1,048	1,079	1,034	933	912	885	931	949
10-14	767	757	856	820	777	861	991	935	948	902
15-19	803	716	623	606	640	679	696	773	717	661
20-24	367	366	447	584	642	668	581	507	473	514
25-29	572	504	444	380	329	244	233	279	345	348
30+	325	244	281	278	300	311	251	227	194	187
Total Members	4,835	4,635	4,667	4,871	4,875	4,875	4,778	4,690	4,627	4,578
Average Service Credit	13.78	13.13	12.94	12.60	12.81	12.88	12.56	12.48	12.46	12.52
Average Age	38.53	38.99	38.42	38.37	38.26	38.75	38.55	38.66	38.73	39.00

Fire and Police Employees' Retirement System
City of Baltimore, Maryland

SCHEDULE OF CURRENT ACTIVE MEMBERS BY YEARS OF SERVICE AND DEPARTMENT

SCHEDULE OF CURRENT ACTIVE DROP MEMBERS BY YEARS OF SERVICE AND DEPARTMENT

For the Year Ended June 30, 2007

Schedule of Current Active Members By Years of Service and Department

Years of Credited Service	Police Department	Fire Department	School Crossing Guards	Airport Employees	Total
0-4	627	390			1,017
5-9	645	304			949
10-14	691	211			902
15-19	420	235		6	661
20-24	290	215		9	514
25-29	189	155		4	348
30+	87	94	4	2	187
Total Members	2,949	1,604	4	21	4,578

Schedule of Current Active DROP Members By Years of Service and Department

Years of Credited Service	Police Department	Fire Department	School Crossing Guards	Airport Employees	Total
20-24	213	149		9	371
25-29	187	153		4	344
30+	87	93	1	2	183
Total DROP Members	487	395	1	15	898

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF CURRENT ACTIVE DROP MEMBERS BY FISCAL YEAR OF DROP ENTRY AND DEPARTMENT

Year of DROP Entry	Police Department	Fire Department	School Crossing Guards	Airport Employees	Total
7/1/96 - 6/30/97	77	80		2	159
7/1/97 - 6/30/98	7	4			11
7/1/98 - 6/30/99	15	8	1		24
7/1/99 - 6/30/00	34	45		2	81
7/1/00 - 6/30/01	46	34		1	81
7/1/01 - 6/30/02	54	41			95
7/1/02 - 6/30/03	37	35		1	73
7/1/03 - 6/30/04	50	15		2	67
7/1/04 - 6/30/05	33	34		1	68
7/1/05 – 6/30/06	81	53		4	138
7/1/06 - 6/30/07	53	46	_	2	101
Total DROP Members	487	395	1	15	898

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF RETIREES BY ATTAINED AGE AND TYPE OF RETIREMENT
For the Year Ended June 30, 2007

		TYPE OF RETIREMENT*				
Age	Number of Recipients	0	2	3	4	9
25-29	4				4	
30-34	31			6	25	
35-39	56	2	1	13	40	
40-44	165	52	9	19	84	1
45-49	266	194	2	17	52	1
50-54	409	332	1	21	55	
55-59	710	626	1	21	62	
60-64	809	691		36	82	
65-69	587	474		36	75	2
70-74	511	389		43	79	
75-79	473	336		47	89	1
80-84	276	201		32	42	1
85 and up	137	109	–	8	20	–
Totals	4,434	3,406	14	299	709	6
Average Annual Benefit	$31,430	$33,007	$29,959	$17,418	$29,632	$50,411

*Type of Retirement
0 - Normal retirement for age and service
2 - Discontinued service
3 - Non-line-of-duty disability
4 – Line-of-duty disability
9 – Line-of-duty disability, 100% of compensation

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF BENEFICIARIES BY ATTAINED AGE AND TYPE OF RETIREMENT
For Year Ended June 30, 2007

Age	Number of Recipients	TYPE OF RETIREMENT* 0	2	3	4	6	7a	7b	8
0-24	32	3		4	5			14	6
25-29									
30-34	1							1	
35-39	7							1	6
40-44	12	3		2	3		1		3
45-49	40	27		1	5	4		1	2
50-54	67	38		11	5	5	3	1	4
55-59	107	62	1	7	5	13	8	2	9
60-64	128	72		11	14	9	11	1	10
65-69	161	88		22	27	10	8		6
70-74	203	90		46	39	16	8		4
75-79	239	99		42	63	22	3		10
80-84	217	125		35	36	8	2	1	10
85 and up	180	106	—	27	31	10	2	—	4
Totals	1,394	713	1	208	233	97	46	22	74
Average Annual Benefit	$14,492	$13,263	$11,364	$9,923	$12,076	$22,041	$10,864	$17,759	$38,209

*Type of Retirement
0 - Normal retirement for age and service
2 - Discontinued service
3 - Non-line of duty disability
4 - Line of duty disability
6 - Non-line-of-duty death, member eligible for service retirement at death
7a - Non-line-of-duty death, 25% of compensation
7b - Non-line-of-duty death, 25% of compensation, plus 1.5% of compensation for each year in excess of two years
8 – Line-of-duty death

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
SCHEDULE OF DROP RETIREES BY ATTAINED AGE AND TYPE OF RETIREMENT
SCHEDULE OF DROP BENEFICIARIES BY ATTAINED AGE AND TYPE OF RETIREMENT
For the Year Ended June 30, 2007

Schedule of DROP Retirees by Attained Age and Type of Retirement

		TYPE OF RETIREMENT*	
Age	Number of Recipients	0	4
40-44	21	21	
45-49	138	135	3
50-54	225	219	6
55-59	379	371	8
60-64	310	306	4
65-69	138	137	1
70-74	42	42	—
Totals	1,253	1,231	22
Average Annual Benefit	$38,354	$38,331	$39,621

Schedule of DROP Beneficiaries by Attained Age and Type of Retirement

		TYPE OF RETIREMENT*					
Age	Number of Recipients	0	3	4	6	7b	8
40-44							
45-49	1			1			
50-54	4	4	1				
55-59	11	5			3		2
60-64	12	7	1		3	1	
65-69	3	1	—	—	2	—	—
Totals	31	17	2	1	8	1	2
Average Annual Benefit	$19,338	$11,255	$15,094	$28,727	$26,866	$23,059	$55,628

*Type of Retirement
0 - Normal retirement for age and service
3 - Non-line-of-duty disability
4 - Line-of-duty disability, no DROP account paid.
6 - Non-line-of-duty death, member eligible for service retirement at death
7b - Non-line-of-duty death, 25% of compensation, plus 1.5% of compensation for each year in excess of two years.
8 – Line-of-duty death, no DROP account paid.

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
BENEFIT EXPENSES BY TYPE

Year	Age and Service Benefits		Death Benefits			Disability Benefits			
						Retirees			
Ending	Retirees	Beneficiaries	Duty	Non-Duty	Lump Sum	Duty	Non-Duty	Beneficiaries	Total
1998	$ 61,442,983	$4,224,214	$1,745,775	$2,484,204	$357,147	$14,697,630	$5,401,437	$3,318,566	$ 93,671,956
1999	90,590,660	4,942,201	2,036,030	2,650,538	169,938	15,341,618	5,591,684	3,719,948	125,042,617
2000	90,685,753	5,667,627	2,208,325	2,818,393	637,708	16,325,621	5,888,643	4,197,446	128,429,516
2001	86,485,377	6,515,936	2,469,426	3,121,856	378,886	17,523,788	6,140,540	4,860,922	127,496,731
2002	88,370,371	6,641,581	2,367,554	2,835,013	114,338	16,031,594	5,462,832	4,401,347	126,224,630
2003	94,740,211	7,191,867	2,366,651	2,764,583	22,790	15,944,128	5,259,650	4,426,500	132,716,380
2004	112,012,174	7,250,029	2,365,946	2,847,450	251,077	16,124,695	5,019,237	6,060,403	151,931,011
2005	119,001,250	7,783,462	2,482,341	2,904,441	394,961	16,792,991	5,027,007	4,437,823	158,824,276
2006	118,470,165	8,380,341	2,564,442	2,853,866	258,136	19,654,354	5,107,533	4,610,228	161,899,065
2007	123,111,432	9,121,591	2,736,442	3,026,112	335,991	20,835,183	5,367,831	4,777,148	169,311,730

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
AVERAGE MONTHLY SERVICE RETIREMENT BENEFIT PAYMENTS

Retirement Effective Dates	Years of Credited Service				
From July 1, 1997 to June 30, 2007	10-15	16-20	21-25	26-30	31+
Period 7/1/97 to 6/30/98					
Average Monthly Benefit	$ 1,155	$ 1,322	$ 1,946	$ 2,171	$ 2,885
Average-Average Final Compensation	37,023	38,305	42,632	44,316	45,500
Number of Active Retirees	1	1	14	19	17
Period 7/1/98 to 6/30/99					
Average Monthly Benefit	1,921	1,473	1,788	2,283	2,815
Average-Average Final Compensation	37,803	39,180	38,640	41,256	48,364
Number of Active Retirees	3	2	77	129	110
Period 7/1/99 to 6/30/00					
Average Monthly Benefit		1,873	1,918	2,308	2,782
Average-Average Final Compensation		50,632	44,344	44,888	46,816
Number of Active Retirees		4	53	43	63
Period 7/1/00 to 6/30/01					
Average Monthly Benefit			2,103	3,041	3,670
Average-Average Final Compensation			45,043	48,864	51,345
Number of Active Retirees			33	36	31
Period 7/1/01 to 6/30/02					
Average Monthly Benefit	1,446	2,008	2,496	3,501	4,180
Average-Average Final Compensation	43,978	47,757	48,948	56,103	60,767
Number of Active Retirees	1	3	43	28	18

Fire and Police Employees' Retirement System
City of Baltimore, Maryland
AVERAGE MONTHLY SERVICE RETIREMENT BENEFIT PAYMENTS (Concluded)

	Years of Credited Service				
	10-15	16-20	21-25	26-30	31+
Period 7/1/02 to 6/30/03					
Average Monthly Benefit		$ 2,119	$ 2,673	$ 3,956	$ 4,216
Average-Average Final Compensation		51,415	55,580	63,309	58,133
Number of Active Retirees		1	38	49	41
Period 7/1/03 to 6/30/04					
Average Monthly Benefit	866	2,359	2,570	3,822	4,359
Average-Average Final Compensation	48,937	55,083	57,040	61,335	61,267
Number of Active Retirees	1	3	56	49	78
Period 7/1/04 to 6/30/05					
Average Monthly Benefit	1,293	2,301	2,786	3,655	4,406
Average-Average Final Compensation	54,254	59,831	59,991	61,690	63,948
Number of Active Retirees	1	3	81	31	36
Period 7/1/05 to 6/30/06					
Average Monthly Benefit		2,019	2,758	3,444	3,841
Average-Average Final Compensation		53,983	59,994	59,098	62,665
Number of Active Retirees		2	71	25	45
Period 7/1/06 to 6/30/07					
Average Monthly Benefit		3,518	2,941	3,651	3,573
Average-Average Final Compensation		100,170	62,489	64,576	63,410
Number of Active Retirees		2	57	12	76
Period 7/1/97 to 6/30/07					
Average Monthly Benefit	1,336	2,110	2,398	3,183	3,673
Average-Average Final Compensation	44,399	55,151	51,470	54,544	56,222
Number of Active Retirees	7	21	523	421	515

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