

Financial Statements and Schedules

April 30, 2007 and 2006

(With Independent Auditors' Report Thereon)



KPMG LLP Suite 1000 1000 Walnut Street Kansas City, MO 64106-2162

Independent Auditors' Report

The Board of Directors Firefighters' Pension System Kansas City, Missouri:

We have audited the accompanying statements of plan net assets of the City of Kansas City, Missouri Firefighters' Pension System (the Plan) as of April 30, 2007 and 2006, and the related statements of changes in plan net assets for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes 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 Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As discussed in note 1, the financial statements present only the City of Kansas City, Missouri Firefighters' Pension System and are not intended to present fairly the financial position of the City of Kansas City, Missouri, and the changes in its financial position for the years then ended in conformity with U.S. generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the City of Kansas City, Missouri Firefighters' Pension System as of April 30, 2007 and 2006, and the changes in its financial position for the years then ended in conformity with U.S. generally accepted accounting principles.



The management's discussion and analysis on pages 3 through 6 and the schedules of funding progress and employer contributions on pages 16 through 18 are not required parts of the basic financial statements, but are supplementary information required by U.S. generally accepted accounting principles. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the schedules. However, we did not audit the information and express no opinion on it.



Kansas City, Missouri October 24, 2007

Management's Discussion and Analysis

April 30, 2007 and 2006

(Unaudited)

The City of Kansas City, Missouri Firefighters' Pension System (the Plan) is a single-employer defined benefit plan covering fire suppression personnel of the City of Kansas City, Missouri (the City). The Plan was established by City ordinance in 1953 and is administered by a seven-person board of trustees (the Board) to provide retirement, disability, death, and survivor benefits to members and beneficiaries. This discussion and analysis of the financial performance of the Plan provides an overview of financial activities for the fiscal years ending April 30, 2007 and 2006 and should be read along with the financial statements and notes to the financial statements.

The basic financial statements presented by the Plan consist of the (1) statements of plan net assets, where net assets equal assets, less liabilities at fiscal year-end and (2) statements of changes in plan net assets in which the net change in net assets is equal to additions, less deductions.

The notes to the financial statements are an integral part of the financial statements and include information not necessarily discernable in the financial statements themselves. Following the notes are required supplemental information and other schedules that may be helpful in evaluating the financial condition of the Plan.

2007 Compared to 2006

Summary comparative information of plan net assets:

		Apr	Percentage	
	-	2007	2006	change
Cash and cash equivalents	\$	10,636,157	11,090,667	(4.10)%
Receivables		2,259,580	3,218,805	(29.80)%
Investments at fair value	_	450,026,168	415,310,456	8.36%
Total assets		462,921,905	429,619,928	7.75%
Due to broker for purchases of investments		1,866,318	3,513,913	(46.89)%
Administrative and investment expenses payable	_	1,053,725	525,097	100.67%
Total liabilities	_	2,920,043	4,039,010	(27.70)%
Plan net assets	\$	460,001,862	425,580,918	8.09%

Management's Discussion and Analysis

April 30, 2007 and 2006

(Unaudited)

Summary comparative information of changes in plan net assets:

	Year ended April 30			Percentage
	_	2007	2006	change
Contributions Investment income, net	\$	15,485,215 44,449,160	14,668,068 64,512,484	5.57% (31.10)%
Total additions		59,934,375	79,180,552	(24.31)%
Benefits paid to participants Refunds of contributions Administrative expenses	_	24,870,247 570,835 72,349	23,886,687 574,435 65,203	4.12% (0.63)% 10.96%
Total deductions	_	25,513,431	24,526,325	4.02%
Net increase		34,420,944	54,654,227	(37.02)%
Plan net assets-beginning of year	_	425,580,918	370,926,691	14.73%
Plan net assets-end of year	\$	460,001,862	425,580,918	8.09%

2007 Financial Highlights

Plan net assets of the Plan, as reported in the statements of plan net assets, totaled \$460,001,862 at April 30, 2007. This represents an increase of \$34,420,944, or approximately 8.09%, from the end of the prior fiscal year. Throughout the period, a favorable investment climate remained in place and all major assets classes registered price gains. Domestic stocks, measured by the Russell 300 Index, rose 14.5%, but non-U.S. stocks (MSCI EAFE Index) gained 19.8%. Fixed income returns were also solid, with the Lehman Aggregate Index rising 7.4%, and a 16.5% increase was realized in the real estate sector (NCRIEF Property Index). As calculated by the Plan's actuary, on a market value basis the Plan's portfolio return was 10.6% net of fees. This exceeded the 8.0% net investment return assumed for actuarial purposes. For the trailing year ended March 31, 2007, according to the Plan's investment consultant, the Plan's 10% return lagged the 11.4% Target Return benchmark because of the relative results posted by the Plan's domestic and developed market non-U.S. equity managers.

The statements of changes in plan net assets reports \$59.9 million of total additions during the year ended. Of this amount, approximately \$44.4 million was net investment income. Contributions, from both the City and members, climbed 5.57% to \$15.5 million. The increase in contributions was due to a combination of a small increase in the number of active employees and salary increases for continuing actives. Benefit payments escalated by 4.12%, to \$24.9 million, driven by ongoing retirements and cost-of-living adjustments. Administrative expenses advanced by 10.96%.

2007 Operational Highlights

Only one investment structure change occurred in the most recent period. The Western Asset Management Index Plus fund was selected to replace the NTQA S&P 500 fund as a core domestic small position. This replacement was made in an effort to earn a premium over the passive index exposure afforded by the S&P 500. The only

Management's Discussion and Analysis

April 30, 2007 and 2006

(Unaudited)

other material operational change made was the selection of Chiron to replace The Segal Company as the plan actuary.

2006 Compared to 2005

Summary comparative information of plan net assets:

		Apr	il 30	Percentage
	-	2006	2005	change
Cash and cash equivalents Receivables	\$	11,090,667 3,218,805	10,921,226 1,336,653	1.55% 140.81%
Investments at fair value	_	415,310,456	360,104,072	15.33%
Total assets		429,619,928	372,361,951	15.38%
Due to broker for purchases of investments Administrative and investment expenses payable	_	3,513,913 525,097	1,074,335 360,925	227.08% 45.49%
Total liabilities	_	4,039,010	1,435,260	181.41%
Plan net assets	\$ _	425,580,918	370,926,691	14.73%

Summary comparative information of changes in plan net assets:

		Year o Apri	Percentage	
	_	2006	2005	change
Contributions Investment income, net	\$	14,668,068 64,512,484	14,352,279 25,110,721	2.20% 156.91%
Total additions		79,180,552	39,463,000	100.65%
Benefits paid to participants Refunds of contributions Administrative expenses	_	23,886,687 574,435 65,203	22,710,137 1,512,048 80,204	5.18% (62.01)% (18.70)%
Total deductions	_	24,526,325	24,302,389	0.92%
Net increase		54,654,227	15,160,611	260.50%
Plan net assets-beginning of year		370,926,691	355,766,080	4.26%
Plan net assets-end of year	\$ _	425,580,918	370,926,691	14.73%

Management's Discussion and Analysis

April 30, 2007 and 2006

(Unaudited)

2006 Financial Highlights

Plan net assets of the Plan, as reported in the statements of plan net assets, totaled \$425,580,918 at April 30, 2006. This represents an increase of \$54,654,227, or approximately 14.73%, from the end of the prior fiscal year. The Plan's emphasis on equity securities helped the overall Plan portfolio, as stock markets across the globe trended steadily upward throughout the period. On a market value basis, the Plan's portfolio return was 17.64%, as calculated by the Plan's actuary, exceeding the 8.00% net investment return assumed for actuarial purposes by a wide margin. To put this in perspective, domestic stocks (measured by the Russell 300 Index) rose 18.1% and U.S. bonds (the Lehman Aggregate Index) gained only 0.7%, as tightening of credit conditions by the Federal Reserve Board exerted pressure on interest rates. Non-U.S. equities (MSCI EAFE Index) climbed by 33.5%, so the Plan's 20% targeted allocation to foreign stocks enhanced performance. Diversification into real estate was also beneficial, as that area continued to produce solid returns.

The statements of changes in plan net assets indicate a \$79,180,552 increase in additions to net assets during the year ended April 30, 2006. A net investment gain of \$64,512,484 resulted from appreciation in the fair value of investments, together with interest and dividend income, due to the aforementioned rise in global equity prices. In aggregate, City and member contributions were \$14,668,068, an increase of approximately 2.20% from the prior period. This was primarily attributable to normal increases in member salaries, as the number of participants did not change materially. Regular retirements and cost-of-living adjustments were responsible for total deductions from net assets rising approximately 1.0%, to \$24,526,325, during the year ended April 30, 2006.

2006 Operational Highlights

No changes to the investment structure of the Plan occurred during the fiscal year ending April 30, 2006. An Actuarial Experience Study was conducted by the Plan's actuary, which resulted in changes to salary increase, withdrawal rate, and mortality assumptions and modification of the method used to determine the actuarial value of assets, all of which are reflected in the May 1, 2006 actuarial valuation.

Statements of Plan Net Assets

April 30, 2007 and 2006

	_	2007	2006
Assets:			
Cash and cash equivalents	\$	10,636,157	11,090,667
Investments at fair value:			
Collective trusts-equities		99,418,604	147,675,544
Collective trusts-fixed income		180,536,109	109,487,737
Collective trusts-real estate		22,340,744	19,310,277
Domestic common stocks	_	147,730,711	138,836,898
Total investments at fair value	_	450,026,168	415,310,456
Receivables:			
Contributions		469,354	418,988
Investment income		165,154	146,335
Due from broker for sales of investments	_	1,625,072	2,653,482
Total receivables	_	2,259,580	3,218,805
Total assets	_	462,921,905	429,619,928
Liabilities:			
Due to broker for purchases of investments		1,866,318	3,513,913
Administrative and investment expenses payable	_	1,053,725	525,097
Total liabilities	_	2,920,043	4,039,010
Net assets held in trust for pension benefits (an unaudited schedule of funding progress is presented in schedule 1)	\$_	460,001,862	425,580,918

See accompanying notes to financial statements.

Statements of Changes in Plan Net Assets

Years ended April 30, 2007 and 2006

	_	2007	2006
Additions:			
Contributions:			
Contributions from the City of Kansas City, Missouri	\$	10,426,335	10,006,610
Contributions from firefighters	_	5,058,880	4,661,458
Total contributions	_	15,485,215	14,668,068
Investment income:			
Interest income		645,706	468,067
Dividend income		1,990,624	1,948,654
Net appreciation in fair value of investments		44,344,709	64,420,850
Less investment expense	_	(2,531,879)	(2,325,087)
Total investment income, net	_	44,449,160	64,512,484
Total additions	_	59,934,375	79,180,552
Deductions:			
Benefits paid to participants		24,850,247	23,850,687
Funeral benefits		20,000	36,000
Refunds:			
Termination		67,592	9,722
Retirement		503,243	564,713
Administrative expenses	-	72,349	65,203
Total deductions	_	25,513,431	24,526,325
Net increase		34,420,944	54,654,227
Net assets held in trust for pension benefits:			
Beginning of year	_	425,580,918	370,926,691
End of year	\$	460,001,862	425,580,918

See accompanying notes to financial statements.

Notes to Financial Statements

April 30, 2007 and 2006

(1) **Description of the Plan**

(a) General

The City of Kansas City, Missouri Firefighters' Pension System (the Plan) is a contributory, singleemployer, defined benefit, public employee retirement system covering all employees of the Firefighting Division of the City of Kansas City, Missouri (the City). The Plan is considered part of the City's financial reporting entity and is included in the City's comprehensive annual financial report as a pension trust fund. Employees should refer to the plan agreement for more complete information.

At May 1, 2007 and 2006, the Plan's membership consisted of the following:

	2007	2006
Retirees and beneficiaries currently receiving benefits		
and terminated employees entitled to benefits but		
not yet receiving them	874	892
Current employees:		
Vested	479	471
Nonvested	449	437
Inactive	9	11
Total	1,811	1,811

(b) Retirement Benefits

Employees with 10 or more years of service are entitled to retirement benefits based on an average of 2.5% of final compensation per year of service up to 80%. If members terminate prior to retirement and before rendering 10 years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to City contributions and are refunded their member contributions with interest. Such refunds result in the forfeiture of all other benefits under the Plan and are reduced by a service charge if the terminated employee has less than five years of service. Members terminating prior to retirement with 10 or more years of service may elect to receive a refund of their member contributions with interest as a lump-sum distribution, or they may elect to receive a deferred pension. An annual cost-of-living adjustment of 3% per year is provided in the Plan. The Plan also provides for a minimum monthly payment of \$600 to all current and future service and disability retirees.

Notes to Financial Statements

April 30, 2007 and 2006

(c) Death Benefits

If an active member dies, the following benefits shall be paid:

- A funeral benefit of \$2,000 to the spouse or named beneficiary.
- To the member's spouse until death, a pension equal to one-half of the member's accrued pension, but not less than 25% of the member's average final compensation. The minimum monthly benefit is \$275 to all spouses. Certain benefit provisions have been established for deaths sustained in the performance of a member's duties, or deaths of active members prior to retirement who have achieved 25 years or more of creditable service.
- To the member's children, an allowance of \$100 a month each until the attainment of age 18, unless certain conditions are met whereby benefits may continue.
- To the member's designated beneficiary or estate, if there is no surviving spouse or qualifying child, any remaining member contributions and interest.

If a retired member dies, the following benefits shall be paid:

- To the member's spouse until death, a retirement benefit equal to one-half of the member's normal retirement benefit.
- To the member's designated beneficiary or estate, if there is no surviving spouse, any remaining member contributions and interest.

(d) Disability Benefits

Disability benefits are available for members and are based on an average final compensation. The Plan provides for a minimum monthly payment of \$600 to all current and future disability retirees.

(e) Health Insurance

Effective May 1, 1991, the Plan established a health insurance subsidy fund (subsidy). The City and active firefighters each contribute 2% and 1% of salary, respectively. Prior to April 1 of each year, the board of trustees of the Plan establishes the dollar value of the monthly subsidy. The monthly subsidy for the years ended April 30, 2007 and 2006 was \$210 and \$200, respectively.

The subsidy is invested in both fixed income and equity securities and is stated at fair value. Investments totaled approximately \$1,770,808 and \$1,800,206 at April 30, 2007 and 2006, respectively.

The May 1, 2007 and 2006 actuarial valuations do not consider the subsidy's plan net assets, which at April 30, 2007 and 2006 were approximately \$1,770,808 and \$1,800,206, respectively. According to the City ordinance that established the subsidy, if the net assets available for the subsidy are zero, the subsidy will no longer be available.

Notes to Financial Statements

April 30, 2007 and 2006

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The financial statements are prepared on the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions to the Plan are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when paid in accordance with the terms of each plan. Certain amounts in the prior year's financial statements have been reclassified for consistent presentation.

(b) Investments

Investments owned are valued at fair value as follows:

- (1) Common and preferred stock:
 - Listed—closing prices as reported on the composite summary of national securities exchanges
 - Over-the-counter—bid prices
- (2) Collective trusts:
 - Represent quoted redemption values determined principally based on quoted market prices of the underlying investments.
 - Where investment securities are not listed on an exchange, quotations are estimated by management based on information obtained from brokerage firms or national pricing services. The estimated value of such investments is subject to uncertainty and therefore, may differ from the value that would have been used had a market for such investments existed.

Investment transactions are accounted for on a trade date basis (date order to buy or sell is executed) and dividend income is recognized on the ex-dividend date. Interest income is recognized on an accrual basis. Realized gains and losses from investments are determined on an average cost basis.

(c) Administrative Expenses

Plan administrative salary, duplicating, telecommunications, and travel expenses are included in the Plan's administrative expenses when incurred. The City provides office space, administrative and clerical services of the Human Resources Department, and accounting services of the Finance Department without any direct charge to the Plan.

Notes to Financial Statements

April 30, 2007 and 2006

(d) Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

(e) Reclassifications

Certain 2006 reclassifications have been made to conform to the 2007 presentation.

(3) **Deposits and Investments**

The City administrative code and ordinances passed by the City Council provide that Plan investments may include, but are not limited to, obligations of the United States Government, state of Missouri, and municipal corporations, including school districts, corporate bonds, real estate mortgages, and common and preferred stocks. The Plan purchases investments from Securities and Exchange Commission registered securities broker-dealers and banks through its investment managers. Investments in United States Treasury obligations are held at the Federal Reserve Bank through the customer account of a financial institution.

(a) Custodial Credit Risk

Custodial credit risk is the risk that, in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The deposits are held by the investment custodian in a short-term money market account and is not insured by the Federal Deposit Insurance Corporation (FDIC). At April 30, 2007 and 2006, all deposits were not insured. The Plan has not established a policy in regard to custodial credit risk.

Notes to Financial Statements

April 30, 2007 and 2006

(b) Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations to the Plan. As of April 30, 2007 and 2006, the Plan's fixed income assets that are not government guaranteed represented 100% of the fixed income portfolio. The Plan has not established a policy in regards to credit risk. The following table summarizes the Plan's fixed income portfolio exposure levels and credit qualities at April 30, 2007:

Average Credit Quality and Exposure Levels of Nongovernment Guaranteed Securities

Fixed income security type	 Fair value April 30, 2007	Percentage of all fixed income assets	Weighted average credit quality	Ratings dispersion requiring further exposure
Collective trusts	\$ 180,536,109	100.00%	Not rated	None

The following table summarizes the Plan's fixed income portfolio exposure levels and credit qualities at April 30, 2006:

Average Credit Quality and Exposure Levels of Nongovernment Guaranteed Securities

Fixed income security type	 Fair value April 30, 2006	Percentage of all fixed income assets	Weighted average credit quality	Ratings dispersion requiring further exposure
Collective trusts	\$ 109,487,737	100.00%	Not rated	None

Each portfolio is managed in accordance with operational guidelines that are specific as to permissible credit quality ranges, exposure levels within individual quality tiers, and the average credit quality of the overall portfolios.

(c) Concentration of Credit Risk

Concentration of credit risk is the risk of loss that may be attributed to the magnitude of a government's investment in a single issue. The Plan's policy for each specific portfolio limits investments in any corporate entity to no more than 5% of the market value of the account for actively managed portfolios. As of April 30, 2007 and 2006, there were no investments in any corporate entity greater than 5%.

Notes to Financial Statements

April 30, 2007 and 2006

(d) Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The Plan has not established a policy in regards to interest rate risk.

Effective Duration of Fixed Income Assets by Security Type at April 30, 2007

Fixed income security type	 Fair value April 30, 2007	Percentage all fixed income assets	Weighted average effective duration (yrs)	risk requiring further exposure
Collective trusts	\$ 180,536,109	100.00%	N/A	None

Effective Duration of Fixed Income Assets by Security Type at April 30, 2006

Fixed income security type A		Fair value April 30, 2006	Percentage all fixed income assets	Weighted average effective duration (yrs)	risk requiring further exposure
Collective trusts	-	109,487,737	100.00%	N/A	None

** A common or commingled collective trust (CCT) is a vehicle that provides for collective investment and reinvestment of assets contributed from the Plan. The trust is maintained by a bank, trust company, or similar institution that is regulated, supervised, and subject to periodic examination by a state or federal agency. The Plan actually owns an interest in the underlying assets of the CCT. The unit value for a CCT is determined by the manager of the CCT based on the fair value of the CCT's underlying assets. The CCT does not have a maturity date, even though its underlying assets do have maturity dates. Therefore, the effective duration of the asset is not applicable.

(4) **Funding Policy**

Funding is provided by contributions from the Plan's members, the City, and earnings on investments. Firefighters contribute 9.55% of their base salary and an additional 1% to fund the health insurance subsidy. The City's contribution is set by the City Council in conjunction with its approval of the City's annual budget, based on information provided by the Plan's consulting actuary and board of trustees.

The recommended contribution rate is determined by the Plan's consulting actuary using the entry age normal actuarial cost funding method. Significant actuarial assumptions used to compute contribution requirements are the same as those used to compute the actuarial accrued liability.

Interest rate

Interest rate

Notes to Financial Statements

April 30, 2007 and 2006

Based upon the May 1, 2005 actuarial valuation, which was the most recent actuarial data available when the budget was developed for the year ended April 30, 2007, the actuary recommended a City contribution rate of 21.46%. The board of trustees recognized a scheduled City contribution rate of 19.6% for 2007. The City Council approved a City contribution rate of 19.6% (and 2% to fund the health insurance subsidy) for the year ended April 30, 2007. The May 1, 2006 actuarial valuation, which calculated the 2007 annual required contribution, recommended a City contribution rate of 20.03%. The City's contribution rate of 19.6% of salary and firefighters' contributions of 9.55% is not expected to fund the normal cost and amortize the unfunded actuarial accrued liability by 2037.

(5) **Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of Plan net assets.

Required Supplementary Information (Unaudited)

Schedule of Funding Progress

Last Six Fiscal Years

Actuarial valuation date	 (a) Actuarial value of assets	(b) Actuarial accrued liability (AAL) entry age	(b)-(a) Unfunded AAL (UAAL)	(a)/(b) Funded ratio	(c) Covered payroll	[(b)-(a)]/(c) UAAL as a percentage of covered payroll
05/01/02	\$ 313,619,727	358,688,291	45,068,564	87.44% \$	41,698,908	108.08%
05/01/03	306,204,360	371,993,884	65,789,524	82.31%	42,315,396	155.47%
05/01/04	318,841,561	384,247,836	65,406,275	82.98%	43,920,060	148.92%
05/01/05	332,415,711	392,856,425	60,440,714	84.62%	45,700,578	132.25%
05/01/06	381,404,249	434,033,285	52,629,036	87.87%	47,022,072	111.92%
05/01/07	412,407,949	447,939,116	35,531,167	92.07%	49,420,823	71.90%

See accompanying independent auditors' report and notes to required supplementary information.

Required Supplementary Information (Unaudited)

Schedule of Employer Contributions

Last Six Fiscal Years

	Annual required contributions	Percentage contributed
Year ended April 30:		
2002	\$ 7,709,082	100.00%
2003	8,215,224	100.00%
2004	9,632,622	87.78%
2005	9,808,923	89.14%
2006	9,807,644	92.70%
2007	9,419,485	100.50%

See accompanying independent auditors' report and notes to required supplementary information.

Notes to Required Supplementary Information

April 30, 2007 and 2006

(Unaudited)

The information presented in the required supplementary schedules 1 and 2 was determined as part of the actuarial valuations as of the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation date	May 1, 2007
Actuarial cost method	Entry age
Amortization method	Level percentage of projected payroll, open
Remaining amortization period	30 years
Actuarial assumptions: Investment rate of return Projected salary increases* Cost-of-living adjustments*	8.0% per annum3.0% to 8.0% per annum, depending on age3.0%, simple per annum
* Includes inflation rate of 3%.	

Actuarial Value of Assets

The Plan has adopted the five-year smoothed market method of valuing assets that recognizes the fair market value of assets. The following represents the components of the asset valuation:

- a. The actuarial value of the beginning of the year; plus
- b. Net new money; plus
- c. Interest at the assumed net rate of investment return on an actuarial basis; plus
- d. 20% of the gain (excess of market value of assets over the preliminary value of assets) for the year plus the sum of the unrecognized gains and losses from each of the four prior years.
 - If the actuarial value of assets is less than 90% or more than 110% of the market value, an adjustment is made to the actuarial value to bring the value within this corridor.