

Public School Retirement System
of the School District
of Kansas City, Missouri

Actuarial Report as of
January 1, 2008

For Year Ending
December 31, 2008

December 2008

Introduction

Purpose of the report

This report is submitted in accordance with Section 169.291-15 Revised Statutes of Missouri (R.S. Mo.) 1986 and amendments which require the actuary to make an annual valuation of the assets and liabilities of the system. The purpose of the actuarial valuation is twofold: (1) to determine the employers' annual required contribution and (2) to develop information to measure the relative financial condition of the system.

The employers' required annual contribution to the retirement system is computed in accordance with the principles of GASB Statement No. 25 and generally accepted actuarial standards. The amount of the annual required contribution is stated in section 2 of this report. Details regarding the computation of the contribution are in section 4. A description of the actuarial cost method and assumptions appears in section 3. A summary of provisions of the current law upon which this report is based may be found in exhibit A.

Information concerning the financial condition and factors affecting it will be found throughout the report. There is no generally accepted single measure or standard for determining whether or not a retirement system is "actuarially sound." The financial health of a retirement system is measured best on a relative basis. Results are compared over a period of years to determine whether adequate progress is being made in the funding of the system's liabilities. Another relative measure is the stability of the contribution rate, with recognition for changes in funding requirements due to changes in benefit provisions. The actuarial balance sheet also provides an indication of the relative financial condition of the plan.

Comments

This report is based on the retirement system's benefits, assets and membership as of January 1, 2008. It is based on the same actuarial assumptions and methods as were used in the prior actuarial valuation. Unlike prior years' actuarial valuations, this valuation does not reflect a COLA, 13th check, or cumulative future COLA.

Actuarial experience for 2007 resulted in a decrease in the cumulative maximum COLA to 6%. The net effect was to reduce the annual required contribution rate for the 2008 plan year to 1.89% of covered payroll from 5.78% for the 2007 plan year. The 2008 rate is below the statutory 7.50% which became effective January 1, 1999.

Under the actuarial funding method used to determine the contribution, actuarial gains (or losses) result in a decrease (or increase) in the Unfunded Actuarial Accrued Liability (UAAL). Actuarial gains (or losses) result from differences between the actual experience of the system and the expected experience projected by the actuarial assumptions. The assumptions are based on the long-term expected experience of the system. Actuarial gains (or losses) reflect short-term deviations between actual and expected experience. Since the UAAL is redetermined on an annual basis, the contribution required to amortize the UAAL will usually fluctuate from year to year.

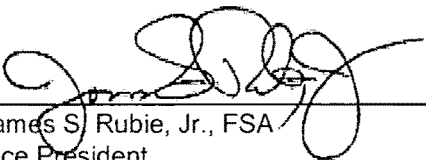
The funded status of the system increased to a negative \$72,839,554 on January 1, 2008 as compared to a negative \$6,275,430 on January 1, 2007. The primary source of the increase in the funded status was the elimination of the anticipation of future COLAs. This resulted in an

increase of \$55,022,605. Investment experience was neutral for 2007. The actuarial value of assets had a 7.99% rate of return or a loss of \$100,210. Experience from non-investment sources was favorable and resulted in a modest overall net gain of \$7,855,220. Modest percentage deviations from expected increases in the present value of benefits or assets, resulting from favorable or unfavorable experience, can result in significant decreases or increases in the UAAL. Thus, with a system as well funded as this system, significant fluctuations in the UAAL can be expected.

The annual employer required contribution rate is 1.89% of covered payroll, which is below the statutory rate of 7.50%. As is the case with the UAAL, the annual required rate is subject to fluctuation as the result of deviations in experience. The rate could increase significantly should there be a significant change in the active membership of the system.

In our opinion, the retirement system has been and will continue to be funded on a sound actuarial basis provided the required statutory contributions are made.

JPMorgan



James S. Rubie, Jr., FSA
Vice President

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Section 1

**Summary of Principal Valuation Results
and Comparison with the Prior Year**

	Actuarial valuation as of	
	January 1, 2008	January 1, 2007
1. Plan participants:		
a. Active participants	4,862	4,757
b. Retired participants and beneficiaries	3,283	3,198
c. Inactive participants*	1,924	1,877
Total participants in valuation	10,069	9,832
2. Annual covered compensation	\$202,311,837	\$199,221,110
3. Actuarial present value of future benefits	934,406,349	985,105,648
4. Actuarial present value of projected accrued benefits	789,958,054	823,787,090
5. Unfunded actuarial accrued liability	(72,839,554)	(6,275,480)
6. Assets		
a. Actuarial value	854,123,580	824,302,795
b. Market value	853,722,741	835,998,471
7. Employer normal cost – due December 31	10,302,392	12,080,814
As a % of covered compensation	5.09%	6.06%
8. Annual required employer contribution		
a. Due December 31	\$ 3,832,178	\$ 11,523,380
b. As a % of covered compensation	1.89%	5.78%
9. Projected actual – due December 31 of the following year	\$ 15,173,388	\$ 14,941,583
As a % of covered compensation	7.50%	7.50%
10. Ratio of assets to actuarial present value of projected accrued benefits		
a. At actuarial value	108%	100%
b. At market value	108%	101%

*Includes former participants entitled to a refund of contributions

Section 2

Actuarial Methodology

Introduction

The actuarial valuation of a defined benefit retirement plan is comprised of two separate processes.

First, the actuarial present value, as of the valuation date, of both current and projected benefits to be paid under the plan is determined. In determining the actuarial present value of these benefits, actuarial assumptions must be made as to the number of participants eventually receiving benefits, the amount of benefits to be paid, and the portion of the benefit obligation to be covered by future investment earnings.

Second, the financing of these benefit obligations on an advance basis is established. An actuarial cost method is applied to establish the normal cost, which is the rate at which future costs will accrue annually after the valuation date. The actuarial cost method is applied to determine the actuarial accrued liability, which is the amount of cost that has accrued as of the valuation date.

Actuarial assumptions

The true cost of a participant's retirement benefit is not known until he or his beneficiary has received the final benefit payment. Consequently, the exact cost of plan benefits for the current employee group will not be determinable for 50 to 75 years. Since provisions for this cost must be made prior to the exact determination, a model is established that will estimate the future cost of plan benefits. The model utilizes parameters which require assumptions as to the future occurrences of various events affecting the demographic profile of the employee group and the assets of the plan. Such actuarial assumptions include death, retirement, termination, and investment return. Current and long-term economic factors, the nature of the employer's business and significant features of the plan must be considered in the selection of a set of actuarial assumptions to assure the reasonableness of the results predicted by the assumptions.

While care is taken in the selection of actuarial assumptions, actual experience is expected to deviate from these assumptions over the short term. The suitability of actuarial assumptions is measured by how closely the experience of the plan, on a long-term basis, conforms to projected results. Thus, actuarial assumptions must be continually monitored for reasonableness and subsequent cost estimates may be modified accordingly. While individual assumptions are intended to be representative, it is the aggregate effect of all actuarial assumptions working together that determines their appropriateness.

Actuarial liabilities

Actuarial liabilities include the actuarial present value of all future benefits and expenses. To determine the actuarial present value of all future benefits, the probability of future events which establish benefit payments is forecast utilizing the actuarial assumptions. Plan provisions and current participant data are used to forecast the amount of benefits to be paid. Assumptions for survival among retired participants and beneficiaries are used to estimate the duration of these benefit payments. Each probable benefit payment is then discounted to the valuation date using the actuarial assumption for investment return. These discounted payments are then summed to arrive at the total actuarial present value of benefits.

Actuarial assets

The actuarial assets at any time are equal to the sum of present assets, valued on an actuarial basis, plus future assets. Future assets will result from future contributions and future investment return on all assets.

Asset valuation method

Effective January 1, 1999, the actuarial value of assets is determined using the assumed yield method. Under this method, an expected actuarial asset value is determined by taking the actuarial value of assets as of the previous valuation, increased by deposits and decreased by withdrawals, and adjusted by the valuation interest rate to the current valuation date. The expected actuarial asset value is compared to the market value and 20% of the difference between (a) expected assets and (b) market value of assets reduced by the addition to the investment stabilization reserve on the valuation date is added to the expected value. The result is the actuarial value of assets.

The purpose of developing the actuarial value of assets is to smooth fluctuations in market value between successive valuations, thereby also smoothing contribution requirements. Assets were valued at market value as of January 1, 1999. In order to protect the system's funding requirements against a significant shortfall in the rate of return, the board of trustees adopted a policy establishing an investment stabilization reserve effective January 1, 2000.

Actuarial cost method

To determine the funding requirements of the system, it is necessary to employ an actuarial cost method. The choice of the cost method does not affect the balance sheet financial status, which is a function only of the system provisions, actuarial assumptions, member data and assets.

However, the actuarial cost method has a direct impact on the incidence of the funding requirements. The actuarial cost method allocates the actuarial present value of future employer contributions between the past and future, and thus establishes the unfunded actuarial accrued liability and the normal cost.

The actuarial cost method used is commonly referred to as the "entry age actuarial cost method." Entry age is determined at the date each member would have entered the system. On each actuarial valuation date, the annual cost accruals (individual normal costs for each member) are determined as a level percentage of pay for each year from entry age until retirement or termination. The sum of these individual normal costs for all active members whose attained ages are under the assumed retirement age is the normal cost for the plan year. The excess of all normal costs falling due prior to the actuarial valuation date, accumulated with interest, over the actuarial value of plan assets is the unfunded actuarial accrued liability.

The funding requirements, or annual required contribution, for each plan year is equal to the sum of the "normal contribution rate" and the "unfunded accrued liability rate." The normal contribution rate is equal to the normal cost of the plan divided by covered compensation. The unfunded accrued liability rate is equal to the annual payment necessary to amortize the unfunded accrued actuarial liability over 30 years from the actuarial valuation date, divided by covered compensation.

Section 3

Results of the Actuarial Valuation as of January 1, 2008

This section of the report shows the development of the principal elements of the actuarial valuation and the analyses of the various elements affecting the results. The actuarial valuation is based on:

- Participant data as of January 1, 2008 – This data is summarized in exhibits F, G and H.
- The statutes in effect on January 1, 2008 – A summary of the principal provisions governing the system appears in exhibit A.
- Actuarial assumptions and methods – The assumptions appear in exhibits B through E. The actuarial cost method is described in section 2.
- System assets as of January 1, 2008 – Fund values and summaries of fund activities and investment performance during 2007 are described later in section 4 under valuation of the system's assets.

Determination of the annual contribution levels

The annual required contribution is comprised of two elements — the "normal cost contribution" and the "unfunded actuarial accrued liability contribution." The determination of the annual required contribution follows in table A.

Table A

Determination of Annual Required Contribution

1. Actuarial present value of all future benefits:	
a. Active participants	
i. Retirement benefits	\$375,413,226
ii. Vested withdrawal benefits	33,483,171
iii. Refund of contributions	9,131,169
iv. Survivor benefits	12,441,958
v. Disability benefits	<u>11,663,723</u>
Total	\$ 442,133,247
b. Retired participants and beneficiaries	484,041,632
c. Inactive participants*	<u>8,231,470</u>
d. Total actuarial present value of future benefits	\$ 934,406,349
2. Employer normal cost as of January 1, 2008	9,539,193
3. Total covered compensation	202,311,837
4. Employer normal cost rate, (2) / (3)	4.7151%
5. Actuarial present value of future covered compensation of current participants	\$1,253,550,100
6. Actuarial present value of future employer normal costs, (4) x (5)	59,106,066
7. Actuarial present value of future participant contributions	94,016,258
8. Actuarial accrued liability, (1) – (6) – (7)	781,284,025
9. Actuarial value of assets as of January 1, 2008	854,123,580
10. Unfunded actuarial accrued liability, (8) – (9)	(72,839,554)
11. Payment to amortize the unfunded actuarial accrued liability over 30 years from January 1, 2008	(6,470,151)
12. Normal cost contribution due by December 31, 2008: (2) adjusted for interest at 8%	10,302,329
13. Annual required contribution due December 31, 2008: as a % of covered compensation, (12) / (3)	5.09%
14. Annual required contribution due December 31, 2008	3,832,178
15. Contribution rate, (14) / (3)	1.89%

*Includes former members entitled to refunds.

Table B

Actuarial Balance Sheet as of January 1, 2008

Actuarial assets

Actuarial value of present assets		\$ 854,123,580
Actuarial present value of future participant contributions		94,016,258
Actuarial present value of future employer contributions		<u>94,016,258</u>
Total present and future assets		\$1,042,156,095

Actuarial liabilities

Actuarial present value of benefits now payable		\$ 484,041,632
Actuarial present value of benefits payable in the future:		
Active participants – Plan A	\$ 35,755	
Inactive participants – Plan B	442,097,492	
Terminated participants	<u>8,231,470</u>	
Total payable in the future		<u>450,364,717</u>
Total liabilities for benefits		\$ 934,406,349
Actuarial surplus/(deficiency)		\$ 107,749,746

Table C

Determination of Actuarial Gains / (Losses)

Actuarial gain / (loss) experience is measured by comparing the expected unfunded actuarial accrued liability to the actual unfunded actuarial accrued liability. As is shown below, the retirement system experienced a net gain during 2007. Favorable investment experience combined with unfavorable non-investment experience increased the UAAL by about \$7.8 million.

1. Unfunded actuarial accrued liability as of January 1, 2007	\$ (6,275,480)
2. Employer normal cost for the 2007 plan year	11,185,939
3. Interest on (1) and (2) to December 31, 2007	392,837
4. Employer contribution paid in the 2007 plan year	15,365,235
5. Interest on (4) to December 31, 2007	0
6. Increase/(decrease) due to change in benefits and/or actuarial assumptions	(55,022,605)
7. Expected unfunded actuarial accrued liability on January 1, 2008, (1) + (2) + (3) – (4) – (5) + (6)	(65,084,544)
8. Actual unfunded actuarial accrued liability on January 1, 2008	(72,839,554)
9. Actuarial gain / (loss) for the 2007 plan year, (7) – (8)	7,755,010
10. Investment gain / (loss)	(100,210)
11. Actuarial gain / (loss) from non-investment experience, (9) – (10)	7,855,220

Table D

Projected Benefit Obligation Funded Status

As of January 1, 2008 the projected benefit obligation was:

1. Retired participants and beneficiaries currently receiving benefits and terminated participants not yet receiving benefits	\$492,273,102
a. Current active participants	
i. Accumulated member contributions, including interest	140,844,707
ii. Employer-financed vested benefits	<u>156,840,245</u>
Total projected benefit obligation	\$789,958,054

As of January 1, 2008 the projected benefit obligation was funded as follows:

1. Net assets available for benefits at actuarial value	\$854,123,580
2. Unfunded projected benefit obligation at actuarial value	(64,165,526)
3. Actuarial value funding ratio	108%
4. Net assets available for benefits at market value	\$853,722,741
5. Unfunded projected benefit obligation at market value	(63,764,687)
6. Market value funding ratio	108%

Table E

Prioritized Solvency Test

The funding objective of the retirement system is to meet long-term benefit promises through contributions that remain approximately level from year to year as a percentage of covered compensation. If the contributions are level in concept and realistically determined, the system will pay all benefits when due — the ultimate test of financial soundness. Testing for level contribution rates is the long-term solvency test.

A prioritized solvency test is an additional means of checking a system's progress under its funding program. In a prioritized solvency test, the plan's present assets (cash and investments) are compared with:

- Active participant contributions, accumulated with interest;
- The liabilities for future benefits to present inactive participants and beneficiaries; and
- The liabilities for service already rendered by active members.

In a system that has been following the discipline of level percent of payroll financing, the liabilities for active participant accumulated contributions (liability 1) and the liabilities for future benefits to inactive participants and beneficiaries (liability 2) will be fully covered by assets (except in unusual circumstances). In addition, the liabilities for service already rendered by active participants (liability 3) are normally partially covered by the remainder of the present assets. Generally, if the system has been using level cost financing, the funded portion of liability 3 will increase over time. Liability 3 being fully funded does not necessarily result from level percent of payroll funding methods.

The schedule on the following page illustrates the history of the liabilities of the system and is indicative of the system following the discipline of level percent of compensation funding.

Table E
Prioritized Solvency Test

Valuation date January 1	Active participant's accumulated contributions	Retirants, beneficiaries and inactive participants	Active participants (employer-financed)	Valuation assets	Percent covered by valuation assets		
	(1)	(2)	(3)		(1)	(2)	(3)
1987	54,703,473	60,096,766	45,027,324	157,538,001	100%	100%	95%
1988	60,631,019	68,133,929	45,164,333	172,932,203	100%	100%	98%
1989	68,032,000	72,476,675	50,436,314	192,074,767	100%	100%	102%
1990	77,843,936	79,855,895	52,384,902	220,844,765	100%	100%	121%
1991	86,392,672	77,212,948	62,859,420	241,369,537	100%	100%	124%
1992	91,688,784	101,408,720	69,055,820	278,065,508	100%	100%	123%
1993	98,482,791	102,336,338	61,479,865	307,050,085	100%	100%	173%
1994	99,547,061	123,475,760	121,674,513	336,466,320	100%	100%	93%
1995	110,658,079	144,027,489	124,562,502	353,451,344	100%	100%	79%
1996	108,123,636	177,617,507	117,169,151	389,103,803	100%	100%	88%
1997	104,554,877	231,762,583	91,329,968	428,419,710	100%	100%	101%
1998	115,847,655	228,328,855	108,592,620	482,599,919	100%	100%	127%
1999	117,478,379	274,442,924	172,607,724	624,225,667	100%	100%	135%
2000	113,334,820	343,382,932	184,049,309	660,830,255	100%	100%	111%
2001	115,781,706	389,055,603	184,779,937	696,071,310	100%	100%	103%
2002	119,968,776	406,094,033	187,309,245	718,703,692	100%	100%	103%
2003	112,468,027	435,548,298	165,766,206	717,681,067	100%	100%	102%
2004	125,754,562	430,145,689	179,264,397	738,612,110	100%	100%	102%
2005	127,221,118	431,366,177	201,836,083	763,684,602	100%	100%	102%
2006	133,811,729	477,844,206	177,531,611	788,788,666	100%	100%	100%
2007	136,978,872	498,841,373	187,966,845	824,302,795	100%	100%	100%
2008	140,844,707	492,273,102	156,840,245	854,123,580	100%	100%	141%

Table F
Information Required for Accounting Purposes

The following information is required to satisfy the reporting requirements of the Governmental Accounting Standards Board Statement No. 25 on Financial Reporting for Deferred Benefit Plans.

Actuarial valuation date	Actuarial value of assets	Actuarial accrued liability	Unfunded actuarial accrued liability (UAAL)	Funded ratio	Covered payroll	UAAL as a % of payroll ((b) - (a)) / (c)
	(a)	(b)	(b) - (a)	(a) / (b)	(c)	
1/1/1995	\$353,329,957	\$368,874,780	\$ 33,544,823	91.3%	\$185,374,096	18.1%
1/1/1996	389,103,803	409,428,594	20,324,791	95.0%	171,262,008	11.9%
1/1/1997	428,419,710	429,517,108	1,097,398	99.7%	161,802,480	0.7%
1/1/1998	482,599,919	442,614,693	(39,985,225)	102.3%	168,328,728	-23.8%
1/1/1999	624,225,667	564,056,509	(60,169,158)	110.7%	153,733,920	-39.1%
1/1/2000	660,830,255	640,614,688	(20,215,567)	103.2%	151,091,616	-13.4%
1/1/2001	696,071,310	682,531,577	(13,539,734)	102.0%	165,795,367	-8.2%
1/1/2002	718,703,692	701,725,938	(16,977,755)	102.4%	171,523,233	-9.9%
1/1/2003	717,681,067	701,114,370	(16,566,697)	102.4%	168,391,474	-9.8%
1/1/2004	738,612,110	716,126,707	(22,485,404)	103.1%	186,528,530	-12.1%
1/1/2005	763,684,602	747,711,194	(15,973,408)	102.1%	195,866,663	-8.2%
1/1/2006	788,788,666	780,663,389	(8,125,277)	101.0%	187,445,140	-4.3%
1/1/2007	824,302,795	818,027,315	(6,275,480)	100.8%	199,221,110	-3.2%
1/1/2008	854,123,580	781,284,025	(72,839,554)	109.3%	202,311,837	-36.0%

Year ended 12/31	Annual required contribution	Percentage contributed
1995	\$11,011,221	31.7%
1996	9,443,721	110.0%
1997	7,055,431	121.0%
1998	5,999,525	164.9%
1999	5,249,589	222.3%
2000	9,309,354	154.3%
2001	10,996,382	110.7%
2002	12,133,966	111.4%
2003	10,984,595	122.3%
2004	12,338,049	113.5%
2005	12,769,634	112.8%
2006	11,774,051	122.6%
2007	11,523,380	133.3%
2008	3,832,178	*

*To be determined at the end of the year.

Section 4

Valuation of the System's Assets

This section of the report shows the development of the actuarial value of the assets of the system and provides information regarding investment results and the various assets of the system.

The amount of assets used in the actuarial valuation is known as the "actuarial value of assets." The method is discussed in section 3 and the development of the actuarial value of assets is shown in table G.

As shown in table G, the fund had a rate of return of 7.99% on an actuarial value basis and 6.80% on a market value basis, as compared to the assumed rate of return of 8.00% for 2007. The market value of assets is greater than the actuarial value of assets, resulting in a positive adjustment to the expected actuarial value of assets. Since the rate of return was between 7.00% and 9.00%, no transfer is made to/from the investment stabilization reserve. The rate of return on an actuarial value basis is intended to be a stable rate of return and fluctuate less than rates of return on a market value basis. Thus, the rate of return on an actuarial basis is not always a fair measure of the investment performance of the fund. A better indicator of actual performance during the year is the rate of return on a market value basis, also presented in table G.

Table G

Development of the Actuarial Value of Assets

	Expected	Market	Actuarial
1. Assets on January 1, 2007	\$824,302,795	\$832,799,089	\$824,302,795
2. Contributions			
a. Participants	15,055,452	15,055,452	15,055,452
b. Employers	15,365,235	15,365,235	15,365,235
3. Benefits paid			
a. Retired participants & beneficiaries	55,534,728	55,534,728	55,534,728
b. Refunds to withdrawn participants	4,254,521	4,254,521	4,254,521
4. Expenses			
a. Administrative	1,304,588	1,304,588	1,304,588
b. Investment	3,373,600	3,373,600	3,373,600
5. Investment increment	<u>63,967,744</u>	<u>54,970,402</u>	<u>63,867,535</u>
6. Assets on January 1, 2008	\$854,223,789	\$853,722,741	\$854,123,580
7. Yield for the 2007 plan year	8.00%	6.80%	7.99%
Development of the actuarial value of assets as of January 1, 2008			
8. Expected value of assets on January 1, 2008			\$854,223,789
9. Addition to investment stabilization reserve			0
10. Investment stabilization reserve			0
11. Market value of assets on January 1, 2008			853,722,741
12. Excess of market value over expected value, (11) – (8) – (10)			(501,048)
13. Additional investment increment, 20% x (12)			(100,210)
14. Actuarial value of assets on January 1, 2008, (8) – (9) + (13)			\$854,123,580

Section 5

Exhibits

Exhibit A

Summary of Plan Provisions

Effective date

January 1, 1944, amended in 1978, 1981, 1982, 1984, 1990, 1993, 1994, 1995, 1996, 1998, 2000, 2001, 2003, and 2004.

Eligibility for coverage

All regular employees of the School District of Kansas City, Missouri, the library district or the retirement system and certain employees of charter schools become participants as a condition of employment. Regular employment means working at least five hours per day, five days per week, nine months per year. Temporary and part-time employees are excluded.

Service

Creditable service is participant service, which is service for which required contributions have been made.

For Plan A participants, creditable service will not exceed 40 years.

For Plan B participants, there is no cap on creditable service. Prior to 1990, creditable service could not exceed 35 years.

Annual compensation

A participant's annual compensation level will be the regular compensation shown on the salary and wage schedules, excluding extra pay, overtime pay, or any pay not on the schedule.

For Plan A participants, annual compensation is limited to \$3,000.

For Plan B participants, annual compensation will be limited to the scheduled level for a principal with a master's degree for all years prior to 1989. For years after 1988, there is no limitation on annual compensation.

Average final compensation

For Plan A participants, the average final compensation is the average annual compensation paid in the five years of creditable service when earnings have been highest, subject to a maximum of \$3,000.

For Plan B participants, the average final compensation is the highest average annual compensation paid during any four consecutive years of service.

Normal retirement

Eligibility

1. Plan A participants may retire after the completion of five years of creditable service and the attainment of age 62.
2. Plan B participants may retire after a. the completion of five years of creditable service and the attainment of age 60, or b. having a total of at least 75 credits, with each year of creditable service and year of age, both prorated for fractional years, equal to one credit.

Benefit

1. For a Plan A participant, the normal retirement benefit payable monthly equals one twelfth of 1.25% of his average final compensation multiplied by his years of creditable service.
2. For a Plan B participant, the normal retirement benefit payable monthly equals one twelfth of 2.00% (1.75% for participants who retired prior to June 30, 1999) of the participant's average final compensation multiplied by years of creditable service, subject to a maximum of 60% of average final compensation. Any participant whose years of creditable service exceeds 34.25 years on August 28, 1993 shall have a maximum greater than 60%, which shall be equal to 1.75% times the participant's years of creditable service on August 28, 1993.

Minimum benefit

Effective January 1, 1996, any participant with at least 20 years of creditable service at retirement is entitled to a minimum benefit of \$300 per month, or the actuarial equivalent of \$300 if an option was elected. Any participant with at least ten years of creditable service, but less than 20 years, is entitled to a minimum benefit of \$150 per month, plus \$15 for each full year of creditable service in excess of ten years, or its actuarial equivalent if an option was elected. Beneficiaries of deceased participants who elected an option and who retired with at least ten years of creditable service receive the actuarial equivalent of the minimum benefit.

Under both Plan A and Plan B, if a participant's accumulated contributions provides more than one-half of the participant's retirement benefit (under the actuarial assumptions adopted by the Board of Trustees), the participant's benefit will be increased by this excess.

Early retirement

Eligibility

A participant with 30 years of creditable service and under the age of 50 may retire early at any time.

Benefit

A participant eligible for early retirement will receive a reduced benefit, calculated as for normal retirement and recognizing service and compensation to actual retirement date. The reduction in benefit will provide a benefit which is actuarially equivalent to the normal retirement benefit that would be payable at the participant's minimum normal retirement date.

Disability retirement

Eligibility

A participant with at least five years of creditable service who is certified to be totally incapacitated for performance of duty by the Medical Board is eligible for a disability retirement.

Benefit

A disabled participant will receive an unreduced benefit, calculated as for normal retirement, based on service and average final compensation at actual retirement date. The minimum disability retirement benefit will be the lesser of a. 25% of the participant's average final compensation, or b. the participant's service retirement allowance calculated on the participant's average final compensation and the maximum number of years of creditable service the participant would have earned had the participant remained an employee until age 60.

Disability benefits are payable immediately.

Vested termination benefits

Eligibility

A participant who has at least five years of creditable service earns a vested interest in his or her accrued benefit, provided the participant leaves his or her contributions in the system. Prior to 1990, there was also a minimum vesting eligibility age of 40.

Benefit

The vested benefit is calculated as a normal retirement benefit based on service and average final compensation at date of termination and is payable at minimum normal retirement date.

Non-vested benefits

Benefit

If the participant's termination is for reasons other than death or retirement and if the participant has not met the vesting or retirement requirements, the participant's contributions with interest will be refunded.

Death benefit

Prior to retirement

For a participant who dies while actively employed, the participant's accumulated contributions with interest will be paid to the participant's designated beneficiary.

If an active Plan B participant dies, or an inactive Plan B participant dies before retirement and while eligible to retire, the participant's designated dependent beneficiary has the option of selecting a monthly benefit under option 1 or receiving a refund of contributions accumulated with interest. The dependent beneficiary is either the participant's spouse or person determined by the Board of Trustees to have been dependent upon the deceased participant. If the beneficiary elects option 1, such benefit shall be calculated as if the deceased participant had at least ten years of creditable service at the time of death. If the beneficiary is a child, the benefit is only payable until age nineteen (19).

Postretirement

The optional form of benefit payment selected under either Plan A or B will determine what, if any, benefits are payable upon death after retirement.

Plan B participants are guaranteed to receive at least their accumulated contributions at retirement, if they die before electing an option.

Optional forms of benefit payments

Plan B participants may elect from the following optional forms of benefit payment:

Option 1

Upon a retirant's death, the retirant's designated beneficiary will receive for life, the same level of monthly retirement benefit. In the event the retirant's designated beneficiary predeceases the retirant, the retirant's monthly retirement benefit will be adjusted to the amount it would have been, had the retirant not elected an option.

Option 2

Upon a retirant's death, the retirant's designated beneficiary will receive for life, a monthly benefit equal to one-half of the retirant's retirement benefit. In the event the retirant's designated beneficiary predeceases

the retirant, the retirant's monthly retirement benefit will be adjusted to the amount it would have been, had the retirant not elected an option.

Option 3

Upon a retirant's death, no benefits are payable to the retirant's estate or any beneficiary. Retirement benefits payable under this option will be actuarially increased from the normal form.

Each of the above options produces benefits which are actuarially equivalent to the normal form of benefit which is a monthly annuity payable for the lifetime of the retirant. These options are not available under disability retirement, only service retirement.

Cost-of-living allowances

The Board of Trustees shall determine annually whether or not the system can provide an increase in benefits for those retirants who, as of the January 1 preceding the date of such increase, have been retired at least one (1) year (three (3) years prior to January 1, 2002). Any such increase also applies to optional retirement allowances paid to a retirant's beneficiary. The Board makes its determination as follows:

1. The actuary recommends to the Board what portion of the investment return is available for increases and the amount available to be paid on the first day of the 14th month following the end of the valuation year. The actuary's recommendation is subject to the following safeguards:
 - a. The system's funded ratio as of the January 1st of the year preceding the year of the proposed increase must be at least 100% after adjusting for the effect of proposed increase. The funded ratio is the ratio of assets to the pension benefit obligation.
 - b. The actuarially required contribution rate, after adjusting for the effect of the proposed increase, may not exceed the statutory contribution rate.
 - c. The actuary must certify that the proposed increase will not impair the actuarial soundness of the system.
2. The Board reviews the actuary's recommendation and shall, in their discretion, determine if an increase may be granted. In accordance with Board policy, if an increase is permissible, the amount of the increase will be equal to the lesser of 3% or the percentage increase in the CPI for the preceding year, subject to a cumulative increase of 100% subsequent to December 31, 2000.
3. This provision does not guarantee an annual increase to any retired participant.

Administration of the retirement system

The Board of Trustees is responsible for the general administration and proper operation of the retirement system. The Board consists of 12 members - four members appointed by the Board of Education, one member appointed by the Board of Trustees of the library district, four members elected by and from the participants of the retirement system, two members elected by and from the retirants of the retirement system, and the Superintendent of Schools of the School District of Kansas City, Missouri.

Administrative expenses are paid out of the general reserve fund.

Employee contributions

Plan A participants contribute 5% of earnable annual compensation up to \$3,000, for a maximum contribution of \$150 per year.

Plan B participants contribute 7.5% of earnable annual compensation. Prior to January 1, 1999, Plan B participants contributed 5.9%. Prior to 1990, Plan B participants contributed 5.0% of earnable annual compensation plus 2.0% of earnable annual compensation in excess of \$6,500, the contribution earnings base.

Employer contributions

The employers of participants contribute at the rate of 1.99% of covered compensation effective July 1, 1993; 3.99% effective July 1, 1995; 5.99% effective July 1, 1996; and 7.50% effective January 1, 1999. Prior to July 1, 1993, employer contributions were actuarially determined.

Exhibit B

Actuarial Assumptions

The following actuarial assumptions were used in the valuation:

Interest

8% per annum.

Expenses

The rate of interest assumed is net of total expenses. Administrative and other expenses are assumed to equal 0.5% of covered compensation.

Mortality

The RP-2000 Combined Healthy Lives Mortality Table is used for active participants and retired participants and beneficiaries. Rates are shown in exhibit C.

Disability mortality

The RP-2000 Combined Healthy Lives Mortality Table is used for active participants and retired participants and beneficiaries. Rates are shown in exhibit C.

Withdrawal

Withdrawals are assumed to occur at rates based on actual experience of the retirement system. During the first four years of membership, withdrawals are assumed to occur at the following rates:

Year of membership	Non-charter school employees	Charter school employees
1 st	25.0%	75.0%
2 nd	20.0%	50.0%
3 rd	15.0%	25.0%
4 th	12.5%	20.0%
5 th	10.0%	15.0%
6 th	9.0%	12.5%
7 th	8.0%	10.0%
8 th	7.5%	7.5%

The rates used after the first eight years of membership are shown in exhibit E.

Salary scale

Salaries are assumed to increase at the rate of 5% per year.

Disability

Disabilities are assumed to occur at rates based on the actual experience of the retirement system. The rates used are shown in exhibit E.

Retirement

Retirements are assumed to occur at rates based on 40% electing to retire when first eligible. Thereafter, retirements occur at rates based on the actual experience of the retirement system. The age-related rates used are shown in exhibit E.

Family structure

All participants are assumed to be married and female spouses are assumed to be five years younger.

Usage of cash-out option

Participants terminating in vested status are given the option of taking a refund of their accumulated participant contributions (and thereby forfeiting the employer-provided benefit) or deferring their vested benefit. Terminating vested participants are assumed to take a refund, unless the refund is less than the actuarial present value of their vested deferred benefit.

Exhibit C

Mortality Rates for Active Lives and Retired Participants and Beneficiaries

Death rate			Death rate		
Male	Age	Female	Male	Age	Female
.000345	20	.000191	.014409	66	.010954
.000357	21	.000192	.016075	67	.012163
.000366	22	.000194	.017871	68	.013445
.000373	23	.000197	.019802	69	.014860
.000376	24	.000201	.022206	70	.016742
.000376	25	.000207	.024570	71	.018579
.000378	26	.000214	.027281	72	.020665
.000382	27	.000223	.030387	73	.022970
.000393	28	.000235	.033900	74	.025458
.000412	29	.000248	.037834	75	.028106
.000444	30	.000264	.042169	76	.030966
.000499	31	.000307	.046906	77	.034105
.000562	32	.000350	.052123	78	.037595
.000631	33	.000394	.057927	79	.041506
.000702	34	.000435	.064368	80	.045879
.000773	35	.000475	.072041	81	.050780
.000841	36	.000514	.080486	82	.056294
.000904	37	.000554	.089718	83	.062506
.000964	38	.000598	.099779	84	.069517
.001021	39	.000648	.110757	85	.077446
.001079	40	.000706	.122797	86	.086376
.001142	41	.000774	.136043	87	.096337
.001215	42	.000852	.150590	88	.107303
.001299	43	.000937	.166420	89	.119154
.001397	44	.001029	.183408	90	.131682
.001508	45	.001124	.199769	91	.144604
.001616	46	.001223	.216605	92	.157618
.001734	47	.001326	.233662	93	.170433
.001860	48	.001434	.250693	94	.182799
.001995	49	.001550	.267491	95	.194509
.002138	50	.001676	.283905	96	.205379
.002449	51	.001852	.299852	97	.215240
.002667	52	.002018	.315296	98	.223947
.002916	53	.002207	.330207	99	.231387
.003196	54	.002424	.344556	100	.237467
.003624	55	.002717	.358628	101	.244834
.004200	56	.003090	.371685	102	.254498
.004693	57	.003478	.383040	103	.266044
.005273	58	.003923	.392003	104	.279055
.005945	59	.004441	.397886	105	.293116
.006747	60	.005055	.400000	106	.307811
.007676	61	.005814	.400000	107	.322725
.008757	62	.006657	.400000	108	.337441
.010012	63	.007648	.400000	109	.351544
.011280	64	.008619	.400000	110	.364617
.012737	65	.009706			

Exhibit D

Disabled Life Mortality Rates

Death rate			Death rate		
Male	Age	Female	Male	Age	Female
.000376	20	.000207	.017871	63	.013445
.000378	21	.000214	.019802	64	.014860
.000382	22	.000223	.022206	65	.016742
.000393	23	.000235	.024570	66	.018579
.000412	24	.000248	.027281	67	.020665
.000444	25	.000264	.030387	68	.022970
.000499	26	.000307	.033900	69	.025458
.000562	27	.000350	.037834	70	.028106
.000631	28	.000394	.042169	71	.030966
.000702	29	.000435	.046906	72	.034105
.000773	30	.000475	.052123	73	.037595
.000841	31	.000514	.057927	74	.041506
.000904	32	.000554	.064368	75	.045879
.000964	33	.000598	.072041	76	.050780
.001021	34	.000648	.080486	77	.056294
.001079	35	.000706	.089718	78	.062506
.001142	36	.000774	.099779	79	.069517
.001215	37	.000852	.110757	80	.077446
.001299	38	.000937	.122797	81	.086376
.001397	39	.001029	.136043	82	.096337
.001508	40	.001124	.150590	83	.107303
.001616	41	.001223	.166420	84	.119154
.001734	42	.001326	.183408	85	.131682
.001860	43	.001434	.199769	86	.144604
.001995	44	.001550	.216605	87	.157618
.002138	45	.001676	.233662	88	.170433
.002449	46	.001852	.250693	89	.182799
.002667	47	.002018	.267491	90	.194509
.002916	48	.002207	.283905	91	.205379
.003196	49	.002424	.299852	92	.215240
.003624	50	.002717	.315296	93	.223947
.004200	51	.003090	.330207	94	.231387
.004693	52	.003478	.344556	95	.237467
.005273	53	.003923	.358628	96	.244834
.005945	54	.004441	.371685	97	.254498
.006747	55	.005055	.383040	98	.266044
.007676	56	.005814	.392003	99	.279055
.008757	57	.006657	.397886	100	.293116
.010012	58	.007648	.400000	101	.307811
.011280	59	.008619	.400000	102	.322725
.012737	60	.009706	.400000	103	.337441
.014409	61	.010954	.400000	104	.351544
.016075	62	.012163	.400000	105	.364617

Exhibit E

Active Participant Rates of Decrement and Salary Increase

Attained age	Withdrawal rate	Disability rate	Retirement rate
20	18.00%	.00%	-
21	17.10	.01	-
22	16.20	.02	-
23	15.30	.03	-
24	14.40	.04	-
25	13.50	.05	-
26	12.60	.06	-
27	11.70	.07	-
28	10.80	.08	-
29	9.90	.09	-
30	9.00	.10	-
31	8.64	.10	-
32	8.28	.10	-
33	7.92	.10	-
34	7.56	.10	-
35	7.20	.10	-
36	6.84	.10	-
37	6.48	.10	-
38	6.12	.10	-
39	5.76	.10	-
40	5.40	.10	-
41	5.22	.11	-
42	5.04	.12	-
43	4.86	.13	-
44	4.68	.14	-
45	4.50	.15	2.0%
46	4.32	.17	2.0
47	4.14	.19	2.0
48	3.96	.21	2.0
49	3.78	.23	2.0
50	3.60	.25	2.0
51	3.51	.28	2.0
52	3.42	.31	2.0
53	3.33	.34	2.0
54	3.24	.37	2.0
55	3.15	.40	2.0
56	3.06	.42	2.0
57	2.97	.44	2.0
58	2.88	.46	2.0
59	2.79	.48	2.0
60	2.70	.50	10.0
61	0.00	.50	10.0
62	0.00	.50	25.0
63	0.00	.50	10.0
64	0.00	.50	10.0

Public School Retirement System of the School District of Kansas City, Missouri

Attained age	Withdrawal rate	Disability rate	Retirement rate
65	0.00	.00	40.0
66	0.00	.00	30.0
67	0.00	.00	30.0
68	0.00	.00	30.0
69	0.00	.00	30.0
70	0.00	.00	100.0

Exhibit F

Age – Service Distribution as of January 1, 2008

School District

Age group	Years of service										Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45+	
20 – 24	91	0	0	0	0	0	0	0	0	0	91
25 – 29	224	43	0	0	0	0	0	0	0	0	267
30 – 34	180	76	12	0	0	0	0	0	0	0	268
35 - 39	177	69	52	9	0	0	0	0	0	0	307
40 – 44	139	88	55	52	17	0	0	0	0	0	351
45 – 49	211	127	79	80	88	11	0	0	0	0	596
50 – 54	227	136	88	100	114	36	19	0	0	0	720
55 – 59	172	126	88	135	96	27	32	14	0	0	690
60 – 64	110	84	65	72	66	13	14	25	3	0	452
65 – 69	29	21	25	17	19	4	6	7	7	0	135
70 +	<u>9</u>	<u>9</u>	<u>9</u>	<u>8</u>	<u>9</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>2</u>	<u>2</u>	<u>53</u>
Total	1,569	779	473	473	409	93	73	47	12	2	3,930

**Exhibit F
(Continued)**

Age – Service Distribution as of January 1, 2008

Library

Age group	Years of service										Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45+	
20 – 24	1	0	0	0	0	0	0	0	0	0	1
25 – 29	7	2	0	0	0	0	0	0	0	0	9
30 – 34	9	3	1	0	0	0	0	0	0	0	13
35 - 39	2	4	1	1	0	0	0	0	0	0	8
40 – 44	7	3	2	1	1	0	0	0	0	0	14
45 – 49	7	4	5	2	1	2	0	0	0	0	21
50 – 54	9	6	3	4	2	2	2	0	0	0	28
55 – 59	2	3	6	2	4	1	0	3	0	0	21
60 – 64	0	4	5	3	2	4	1	3	0	0	22
65 – 69	0	0	3	1	0	0	0	0	0	0	4
70 +	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total	44	29	26	14	10	9	3	6	0	0	141

**Exhibit F
(Continued)**

Age – Service Distribution as of January 1, 2008

Charter Schools

Age group	Years of service										Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45+	
20 – 24	35	0	0	0	0	0	0	0	0	0	35
25 – 29	119	1	0	0	0	0	0	0	0	0	120
30 – 34	118	15	1	0	0	0	0	0	0	0	134
35 - 39	109	19	0	0	0	0	0	0	0	0	128
40 – 44	61	14	0	0	0	0	0	0	0	0	75
45 – 49	55	8	0	0	0	0	0	0	0	0	63
50 – 54	62	12	0	0	0	0	0	0	0	0	74
55 – 59	79	20	0	0	0	0	0	0	0	0	99
60 – 64	37	10	0	0	0	0	0	0	0	0	47
65 – 69	6	1	0	0	0	0	0	0	0	0	7
70 +	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
Total	682	101	1	0	0	0	0	0	0	0	784

Exhibit G

**Active Participants
Annual Earnings by Age Groups
as of January 1, 2008**

School District

Age group	Number of participants	Annual earnings	
		Total	Average
0 - 24	91	\$ 2,163,000	\$23,769
25 - 29	267	7,935,000	29,719
30 - 34	268	8,719,000	32,534
35 - 39	307	11,408,000	37,160
40 - 44	351	13,689,000	39,000
45 - 49	596	24,676,000	41,403
50 - 54	720	32,376,000	44,967
55 - 59	690	33,974,000	49,238
60 - 64	452	22,993,000	50,869
65 - 69	135	6,583,000	48,763
70+	53	1,971,000	37,189
Total	3,930	166,487,000	42,363

**Exhibit G
(Continued)**

**Active Participants
Annual Earnings by Age Groups
as of January 1, 2008**

Library

Age group	Number of participants	Annual earnings	
		Total	Average
0 - 24	1	\$ 38,000	\$38,000
25 - 29	9	331,000	36,778
30 - 34	13	494,000	38,000
35 - 39	8	294,000	36,750
40 - 44	14	637,000	45,500
45 - 49	21	970,000	46,190
50 - 54	28	1,133,000	40,464
55 - 59	21	1,082,000	51,524
60 - 64	22	1,105,000	50,227
65 - 69	4	162,000	40,500
70+	0	0	0
Total	141	6,246,000	44,298

**Exhibit G
(Continued)**

**Active Participants
Annual Earnings by Age Groups
as of January 1, 2008**

Charter Schools

Age group	Number of participants	Annual earnings	
		Total	Average
0 - 24	35	\$ 1,122,000	\$32,057
25 - 29	120	4,143,000	34,525
30 - 34	134	5,043,000	37,634
35 - 39	128	4,724,000	36,906
40 - 44	75	2,974,000	39,653
45 - 49	63	2,216,000	35,175
50 - 54	74	2,760,000	37,297
55 - 59	99	4,044,000	40,848
60 - 64	47	1,880,000	40,000
65 - 69	7	255,000	36,429
70+	2	76,000	38,000
Total	784	29,237,000	37,292

Exhibit H

Retired Participants and Beneficiaries
as of January 1, 2008

Number of participants and beneficiaries				
Option	Service retirements	Disability retirements	Survivors & beneficiaries	Total
None	2,490	107	184	2,781
1	327	5	0	332
2	166	4	0	170
Total	2,983	116	184	3,283

Amount of monthly benefits				
Option	Service retirements	Disability retirements	Survivors & beneficiaries	Total
None	\$3,691,444	\$104,443	\$273,621	\$4,069,508
1	479,008	4,467	0	483,475
2	298,941	4,168	0	303,109
Total	\$4,469,393	\$113,078	\$273,621	\$4,856,092

Appendix

Definitions of Actuarial Terms

Accrued benefit

The benefit earned by a participant as of the date at which the determination is made payable in the form of an annual benefit commencing at normal retirement age. The accrued benefit also includes the eligibility provisions, factors and optional forms of payment associated with it.

Accumulated plan benefits

The accrued benefits and any other benefits, whether vested or not, that have been earned by the participants covered by the plan as of the date at which the determination is made. These other benefits include any death, early retirement or disability benefits provided under the plan. The present value of accumulated plan benefits as of the valuation date is determined for purposes of financial reporting.

Actuarial accrued liability

Equal to the actuarial present value of future benefits less the present value of future annual normal costs. (See annual normal cost.)

Actuarial assumptions

The bases for estimates of future events affecting pension costs. These assumptions include projections of mortality, withdrawals, disability, ages at retirement, rates of investment earnings, plan expenses and other relevant factors.

Actuarial cost method

The method for allocating the actuarial present value of a pension plan's benefits and expenses to various time periods. The allocation is usually in the form of an annual normal cost and amortization of an actuarial accrued liability. An actuarial cost method is also referred to as a funding method.

Actuarial gain/(loss)

The difference between the plan's actual experience and that expected based upon a set of actuarial assumptions. It is determined in accordance with a particular actuarial cost method for the period between two actuarial valuation dates. A gain occurs when the experience of the plan is more favorable (in terms of cost) than the assumptions projected; a loss occurs when experience is less favorable.

Actuarial gains/(losses) are also referred to as experience gains/(losses).

Actuarial present value

See present value.

Actuarial valuation

The determination, as of a valuation date, of the annual normal cost, actuarial accrued liability, actuarial value of assets and related actuarial present values for a pension plan.

Actuarial value of assets

The value of cash, investments and other property belonging to a pension plan determined by the actuary for the purpose of an actuarial valuation.

Amortization

The spreading of a present value or a cost over a period of years. A plan's unfunded actuarial accrued liability is amortized over a period of years.

Annual normal cost

That portion of the actuarial present value of pension plan benefits and expenses which is allocated to a valuation year by the actuarial cost method. The annual normal cost may differ depending upon the actuarial cost method used.

Contribution amounts

- a. The minimum contribution* is the contribution required for a plan year in order to ensure funding which satisfies the funding requirements of ERISA. It normally consists of the annual normal cost plus the amortization payment for the unfunded actuarial accrued liability as determined by the actuarial cost method. The absolute minimum contribution is the contribution required to avoid a funding deficiency in the funding standard account.
- b. The maximum deduction* is the largest contribution to the plan which is currently deductible. The law limits how rapidly the unfunded actuarial accrued liabilities may be amortized. The maximum deduction normally consists of the annual normal cost plus the amortization payment (limit adjustment) based on the shortest period permitted by law.

Credit balance*

The cumulative excess of credits over charges to the funding standard account.

Current liability*

The present value of all liabilities to participants and beneficiaries under the plan determined as if the plan terminated and based on the plan's actuarial assumptions including reasonable withdrawal and mortality rates. The interest rate used to determine current liability must be within a specified permissible range and may or may not equal the actuarial assumed rate of interest for purposes of determining contribution amounts.

ERISA

The Employee Retirement Income Security Act of 1974, as amended to date--the primary federal act governing pension and welfare plans.

Fiscal year

The year on which the plan sponsor maintains its financial records.

Funded

Provided by plan assets. A liability is fully funded when assets exceed or equal the liability.

Funding deficiency*

An excess of cumulative charges over credits in the plan's funding standard account. The deficiency must be eliminated, under penalty of an excise tax, unless the Internal Revenue Service grants a funding waiver under special procedures.

Funding standard account*

The account a plan is required to maintain in compliance with the minimum funding standards set by ERISA.

Future service

Service with the employer after the valuation date.

Maximum deduction*

See contribution amounts.

Member

See participant.

Minimum contribution*

See contribution amounts.

Normal retirement age

An age defined in the plan for purposes of establishing when benefits must be paid and the amount of benefit that is to be treated as nonforfeitable.

Normal retirement benefit

The benefit payable when it commences at the normal retirement age.

Offsettable bases*

The charge and credit amortization bases which are established as the result of the establishment of the plan and plan amendments. Bases created as a result of actuarial gains/(losses) or changes in actuarial assumptions are not offsettable bases.

Participant

A person covered by a pension plan in accordance with its terms including active participants, retired participants and beneficiaries, vested terminations and vested transfers.

Plan year

The year on which the plan maintains its financial records.

Present value

The value of an amount or series of amounts payable at various times, determined as of a given date by the application based on a particular set of actuarial assumptions. It is a single sum which reflects the time value of money (through discounts for investment yield) and the probabilities of payment (taking into account death, disability, withdrawal and age at retirement).

Rate of return

The actual or expected investment income (including interest, dividends, realized gains/(losses) and unrealized appreciation/(depreciation)) as a percentage of a plan's average assets. The rate can be measured on various bases--for example, an actuarial rate based on the actuarial value of assets, a market rate based on the market value of assets, etc.

Unfunded

Means not provided by the value of assets.

Unfunded actuarial accrued liability

The excess of the actuarial accrued liability over the actuarial value of assets.

Unfunded old liability*

The unfunded current liability of the plan as of the beginning of the first plan year beginning after 1987, determined without regard to any plan amendment adopted after October 16, 1987, that increases plan liabilities.

Unfunded old liability amount*

The amount necessary to amortize the unfunded old liability under the plan in equal annual installments over a period of 18 plan years beginning with the first plan year beginning after 1988.

Valuation

See actuarial valuation.

Valuation date

The date as of which the actuarial status of the plan is determined.

Vested benefit

A benefit that is not forfeited if the participant has a permanent break in service.

*--These terms are used primarily for private plans covered by ERISA.