Joint Committee on Public Employee Retirement

2007

Annual Report to the Missouri General Assembly

Jefferson City, MO - January 2007

STATE OF MISSOURI
JOINT COMMITTEE ON
PUBLIC EMPLOYEE RETIREMENT

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January, 2007

Dear Colleague:

The Joint Committee on Public Employee Retirement (JCPER) respectfully submits its Annual Report for plan year 2005. We hope the information contained in this report is helpful in assessing the financial condition of Missouri's public pension plans.

The majority of plans in Missouri are in good condition, funded at an aggregate level of 85.4%. Benefit payments of $2.43 billion maintained the retirement security of our public employees in 2005. These benefits have become a vital part of Missouri's economy resulting in increasing tax revenue for state programs.

The positive market performance in 2005 has resulted in increased funding levels and stabilization of contribution rates previously impacted by the decline in equity markets and benefit improvements made over the last decade. However, state and local subdivisions continue to face fiscal constraints affecting the total fringe benefit package. The JCPER will continue to monitor plan experience and address funding policies to ensure the preservation of Missouri's public pension plans.

Sincerely,

Senator Chuck Gross
Chairman

93RD GENERAL ASSEMBLY
2ND REGULAR SESSION

HOUSE MEMBERS

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RONDA STEGMANN, PENSION ANALYST
SHERI MENTEER, ADMINISTRATIVE ASSISTANT

FOREWARD

This 2007 Annual Report by the Joint Committee on Public Employee Retirement contains statistical and analytical data pertaining to the 118 public employee retirement plans within the State of Missouri.

In measuring the funding status and progress for each individual plan, the assets are stated using market value, or a "smoothed" market value and the liabilities are stated using the Actuarial Accrued Liability in compliance with the reporting requirements of Statement 25 of the Governmental Accounting Standards Board. The data obtained from the surveys, actuarial valuations and financial statements is based on Plan Year 2005 information and there have been significant changes in the statistical data since the last reporting date and the printing of this report.

The Joint Committee members and staff would like to thank each individual plan for their adherence to the statutes regarding reporting and their cooperation with the committee staff.

The Joint Committee members and staff would also like to express appreciation to the following staff offices for assistance in compiling this report:

SENATE INFORMATION SYSTEMS

SENATE COMMUNICATIONS

SENATE PRINTING

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BACKGROUND

In response to growing concern about the fiscal integrity of Missouri's public employee retirement systems (PERS) in 1983 the First Regular Session of the 82nd General Assembly passed legislation creating a permanent pension review and oversight body, the Joint Committee on Public Employee Retirement (JCPER) consisting of six Senators appointed by the President Pro Tem and six members of House of Representatives, appointed by the Speaker. Prior to the creation of the committee there was no centralized reporting agency concerning these plans for the purpose of gathering, analyzing and recording information. The JCPER is governed by provisions in Chapter 21 and 105 of the Revised Statutes of Missouri (RSMo). These statutes require:

Chapter 21, the committee shall:

(1) Make a continuing study and analysis of all state and local government retirement systems;

(2) Devise a standard reporting system to obtain data on each public employee retirement system that will provide information on each system's financial and actuarial status at least biennially;

(3) Determine from its study and analysis the need for changes in statutory law;

(4) Make any other recommendations to the General Assembly necessary to provide adequate retirement benefits to state and local government employees within the ability of taxpayers to support their future costs.

Chapter 105, public retirement plans:

(1) Are to be held in trust and shall not be co-mingled with any other funds,

(2) Are considered fiduciaries and may invest according to prudent person provisions,

(3) Must submit to the JCPER an actuarial cost statement for proposed changes to a plan,

(4) Must submit to the JCPER a comprehensive annual financial report within 6 months of a plan's fiscal year end,

(5) May participate in cooperative agreements providing portability of public employee benefits,

(6) Shall have an actuarial valuation performed (at least biennially) in compliance with the recommended standards of the Governmental Accounting Standards Board (GASB).

(7) Shall file proposed rules with the JCPER. Plans not required to file rules with the Secretary of State's office shall submit any proposed rule with the JCPER within 10 days of adoption.

ACTIVITIES

The following is a brief summary of the activities of the Joint Committee on Public Employee Retirement in 2006:

Analysis and Maintenance of Database Information The Joint Committee on Public Employee Retirement (JCPER) maintains vast amounts of financial data and other information required from Missouri's 118 public employee retirement systems. The information accumulated includes such important information as benefit levels, assets, liabilities, membership, investment allocation, advisors, custodial and broker fees. Surveys are completed by the PERS annually. This information, along with the actuarial valuations and financial statements, is reviewed and analyzed by the JCPER staff. The appendix of this report contains the summarized information for the individual PERS. The policy of the JCPER in evaluating a plan is to compare the progress of the individual plan from one year to the next.

The survey is designed to be in compliance with the reporting requirements of Statement 25 of the Governmental Accounting Standards Board (GASB). Liability numbers are reported using the Actuarial Accrued Liability (AAL) and assets are reported at market value or an actuarial value. If it appears that a plan's financial stability may be questionable, the JCPER contacts the plan to request additional information and conducts further analysis which is presented to the Committee.

The JCPER implemented an on-line reporting pilot program for Missouri's largest 15 plans. Plans were assigned a username and code to update the annual survey on-line. Upon review of its implementation, additional plans will be added to this process.

Assistance to the General Assembly The committee staff monitored the progress of 60 retirement related bills as they moved through the legislative process in the 2006 session of the Missouri General Assembly. Five of these bills passed and were signed into law. In total, four pension systems were affected by the passage of these laws. Twenty-two bills required actuarial cost statements which were received and filed appropriately. The JCPER staff continues to provide assistance to members of the General Assembly and legislative staff.

Assistance to Local PERS Since the creation of the JCPER, the staff has provided assistance to PERS throughout the state. The committee believes this to be one of our most important functions. The staff also provides plan comparisons and analysis to the local political subdivisions. In 2006, twelve plans implemented benefit modifications which are discussed further in this report.

Assistance to Resource Groups An aging workforce along with budget and funding constraints are issues most states are currently facing. The JCPER staff continues to serve as a resource for benefit information. The staff has provided resource information to the Missouri State Government Review Commission, the State Retirement Consolidation Commission, the Ad Hoc Task Force on Total Compensation, the Public Safety Retirement Advisory Commission, the State Retirement Advisory Commission and the Missouri Commission on Total Compensation. The JCPER continues in its commitment to promote awareness and education in the area of public employee benefit issues.

Internet Access Information regarding the JCPER is also available via our internet website, *www.jcper.org*. Maintained by the Senate Information Systems staff, the website provides access to information regarding the JCPER committee members, statutes governing the JCPER, current state retirement legislation being monitored by the JCPER staff and the Annual Report.

MISSOURI'S PUBLIC EMPLOYEE RETIREMENT SYSTEMS

As of December 2006, there were 118 government entities in the state of Missouri providing retirement benefits. The following is a distribution of Missouri's PERS indicating the number of active, retired (non-active) members and assets by category for plan year 2005:

PERS	Total	Members Active	Members Non-Active	Assets (In Thousands)
Municipalities	51	18,031	15,585	4,103,611
Fire Protection Districts	30	1,400	256	212,069
Hospitals & Health Centers	8	5,448	1,671	215,833
Statewide	7	109,798	65,016	11,347,891
Transit Authorities	6	2,475	2,397	173,468
Public Schools & Universities	5	147,963	100,119	29,878,401
Counties	3	5,543	4,588	536,866
Public Libraries	1	364	258	29,673
Drainage & Levee Districts	1	10	0	240
Public Water Supply Districts	3	43	6	3,051
Sewer Districts	1	819	705	157,822
Other	2	28	5	2,993
Total	**118**	**291,922**	**190,606**	**$46,661,924**

A complete list of the individual PERS is contained in the appendix of this report.

There are two common types of public sector retirement plans. The first of these is the "defined contribution" plan in which benefits are based on the amount accumulated in an individual's account at the time of termination. The benefit paid to a member from this type of plan would depend solely upon: 1) the contributions made by the employer and/or member, and 2) any income earned on these investments. Because of the design, no liability in a defined contribution plan typically exists above that of the assets accumulated with the employee bearing any risk; for that reason, this type of plan is popular in the private sector and has gained some ground in the public sector.

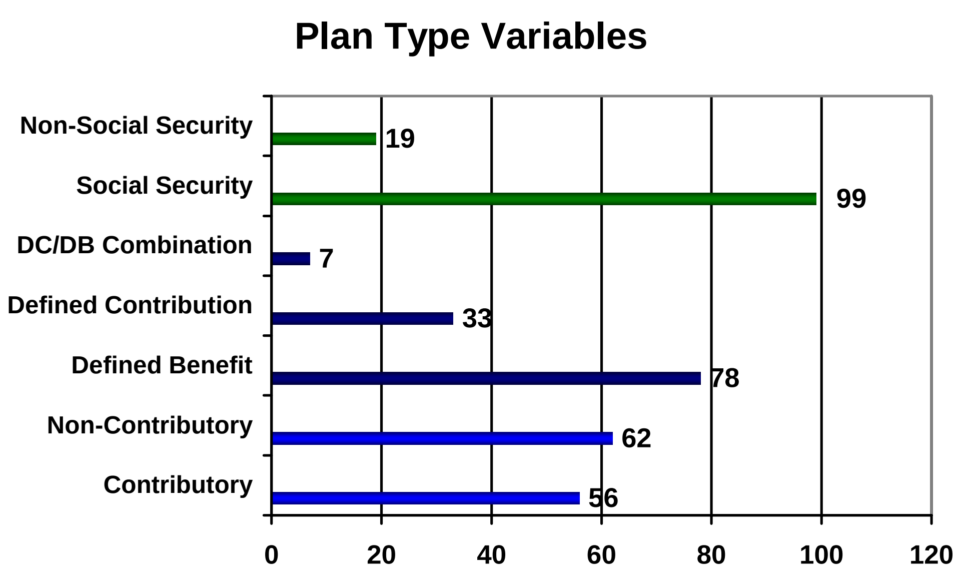
The benefit plan prevalent in the public sector is the "defined benefit" plan. In a defined benefit plan, the benefit is normally calculated on a certain percentage (varying from 1.5% to 2.5%) of final average compensation (typically 3-5 years) for each year of creditable service. Eighty-eight (88%) percent of Missouri's state and local government employees are covered under a defined benefit plan. Some public safety plans provide a percentage of a given career position (one-half of the pay of the highest rank attained) or a flat dollar amount for each year of service ($20 per month for each year of service). To compensate for non-Social Security status, these plans typically have a higher benefit formula.

Although the numbers are not significant, Missouri's defined contribution plans have increased from 27 in 1990 to 33 in 2005. As the chart below indicates, Missouri's public employers remain committed to providing a defined benefit with 78 plans. There are seven plans offering a combined defined benefit/defined contribution plan. These plans include Cedar Hill FPD, County Employees Retirement Fund, Creve Coeur FPD, Creve Coeur Employees, Florissant Employees, Mid-County FPD and Monarch FPD.

PERS are also characterized by two additional plan variables. The first is whether the retirement plan is "contributory" or "non-contributory." Contributory plans are those in which the employee makes contributions to the retirement plan in addition to contributions by the employer; non-contributory plans are those in which the employee does not make such contributions.

Another variable is participation in Social Security. While the vast majority of political subdivisions participate, certain employee groups, teachers and public safety personnel, opted out of Social Security participation in 1956. There are currently 19 non-Social Security covered plans comprising 79,480 active and 42,295 retired members. Due to non-Social Security coverage, these plans provide a higher benefit formula and most often have earlier age and service requirements.

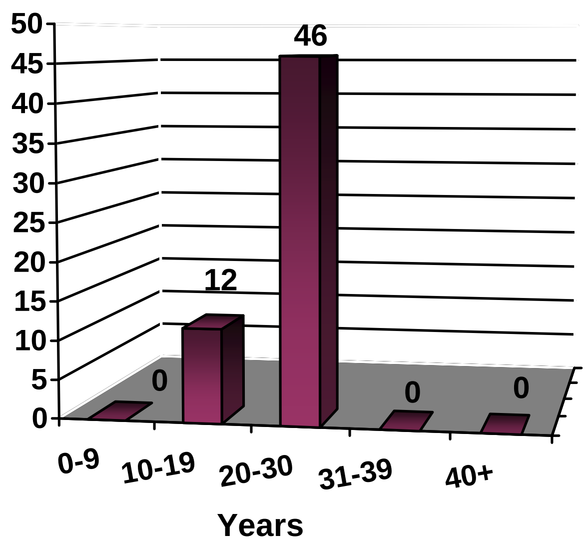
A breakdown of the 3 plan variables for the 118 plans is displayed in the graph below.



Under a defined benefit plan structure, unfunded liabilities are incurred when a PERS provides for benefit enhancements. These unfunded liabilities must be funded or "amortized" into the future. Benefit enhancements were implemented throughout the 1990's as plan assets increased in correlation with the equity markets. These enhancements have had a significant impact on plan liabilities.

With this increase in plan liabilities, JCPER staff has been monitoring the amortization periods. Increased amortization periods along with other factors have the effect of increasing the overall costs of benefits impacting future taxpayers and participants.

Past Service Liabilities Amortization



Effective June 15, 2006, the Governmental Accounting Standards Board (GASB) requires, through Statements 25 and 27, a reduction in the maximum period for amortization of unfunded liabilities from 40 to 30 years. As indicated in the above chart, Missouri's public plans have met the GASB amortization requirements. The JCPER continues to advocate Missouri's PERS not pursue amortization periods greater than the GASB recommended limit of 30 years.

POST-EMPLOYMENT COST OF LIVING ADJUSTMENTS

Most large public sector plans provide protection against inflation by providing cost-of-living adjustments (COLAs). A COLA is almost exclusive to defined benefit plans. Benefits are adjusted by either a fixed rate or a pre-defined amount usually tied to the consumer price index. Of the 40 fixed rate or pre-defined COLA plans, 19 have a cap ranging from 20% to 80% which is tied to the member's original benefit.

A COLA is the most costly benefit enhancement to add to a benefit program. As a result, some plans provide sporadic "ad hoc" increases dependent on the fiscal health of the system. Currently, there are 6 plans who utilize the ad hoc COLA option.

Deferred Retirement Option / Partial Lump Sum Option Plans

In the 1980's, in an effort to retain long-term experienced employees, public sector employers adopted an optional form of benefits known as Deferred Retirement Option Plans (DROPs). Similar options, known as Partial Lump Sum Option Plans (PLOPs) were later adopted as well.

DROP This plan provides two options, 1) Forward DROP and 2) BackDROP. In both instances, an employee elects a specified time period beyond normal retirement eligibility to receive a portion of the retirement benefit in a lump sum payment. With a Forward DROP, the employee selects to participate in the DROP prior to actual participation. In a BackDROP, the employee can elect participation after the period is completed. Normally, any service credit or salary increases experienced during the DROP period are not used in the retirement annuity calculation.

PLOP This plan is similarly designed as the DROP in that an employee receives a lump sum distribution for a portion of their annuity depending on the number of years worked beyond normal retirement eligibility. A notable exception is that a PLOP allows service accrued during the PLOP period and any salary increases to be used in the calculation of the retirement annuity. The employee's annuity is usually actuarially reduced as a result of participation.

These options have provided retention of a skilled workforce and given employees the flexibility of enhancing their long-term retirement goals. **Thirteen** public plans in Missouri offer some version of a DROP or PLOP to their members. Benefit options providing cost neutrality may increase as membership age rises and retention of experienced employees becomes a priority.

Lump Sum Options and its Effect on Plan Assets

Unlike DROPs and PLOPs, lump sum options allow participants to take 100% of their benefits in a single lump sum payment upon retirement. While fairly common in the private sector, lump sum distributions are limited to a few public safety plans in Missouri.

When properly funded, lump sum options are not inherently good or bad. That is, in an adequately funded plan, a decrease in plan liability is directly correlated to the cash payout. There are occasions, however, in which lump sum distributions may be detrimental to the economic health of a plan:

-The discount rate used to determine the cash out amount is less than the interest rate used to fund benefits. The loss can be avoided if the lump sum settlement rate is explicitly recognized in the valuation.

-In a mature plan which is only partially funded, lump sum distributions may deplete plan assets and further impact its underfunded status.

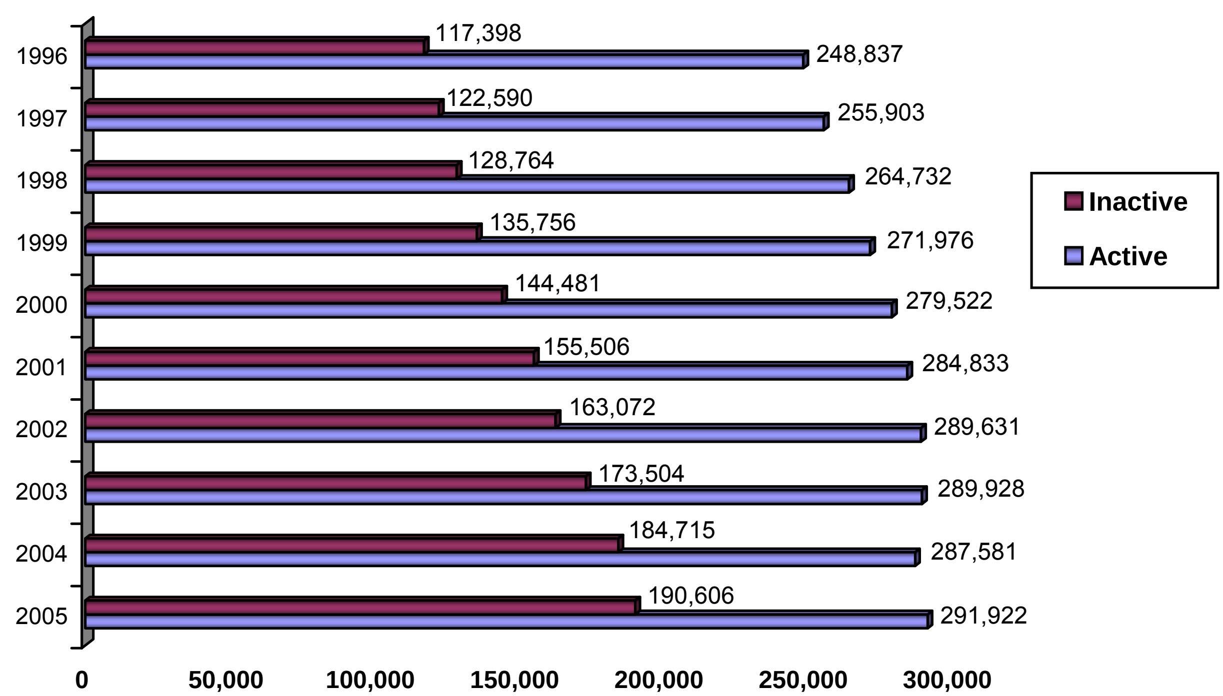
Down markets combined with lump sum cash outs and limited funding sources tend to further exacerbate the issues noted above. As a result, plans with lump sum options must be closely monitored to ensure assets do not deteriorate to the point that promised benefits are jeopardized. **In 2006, two plans eliminated lump sum options as part of their benefit package.**

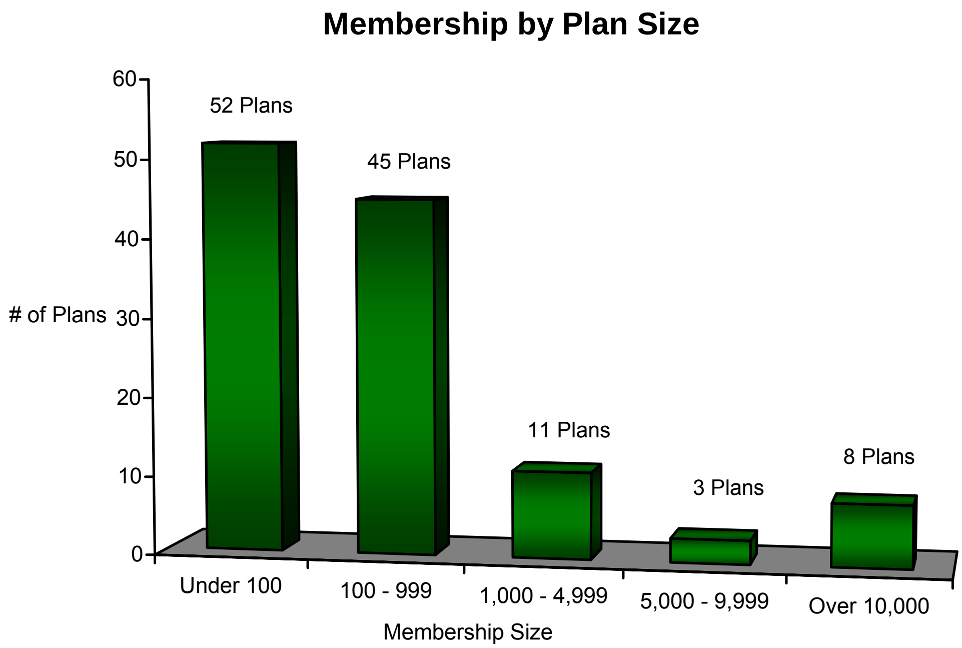
MEMBERSHIP

Nationwide there are approximately 2,656 state & local government pension plans with over $2.66 trillion in assets as of 2005. This equates to approximately 7 million retirees and beneficiaries receiving $141 billion in benefits annually. In Missouri, PERS active membership remained level in 2005 at 291,327. A slight increase was noted due to the addition of a plan to the JCPER monitoring process. Inactive membership in 2005 grew from 184,715 to 190,393. Total benefits paid in 2005 equaled $2.43 billion representing an 8% increase.

U.S. Census data indicates that the percent of the general population over the age of 65 in Missouri is 12.8% compared to the national percentage of 12.1%. The University of Missouri's Office of Social and Economic Data Analysis projects that by 2020, eighteen percent of Missourians will be age 65 or older. Missouri may be more profoundly affected by the impacts of an aging population than most states as retirement benefits increase dramatically with Baby Boomer retirements.

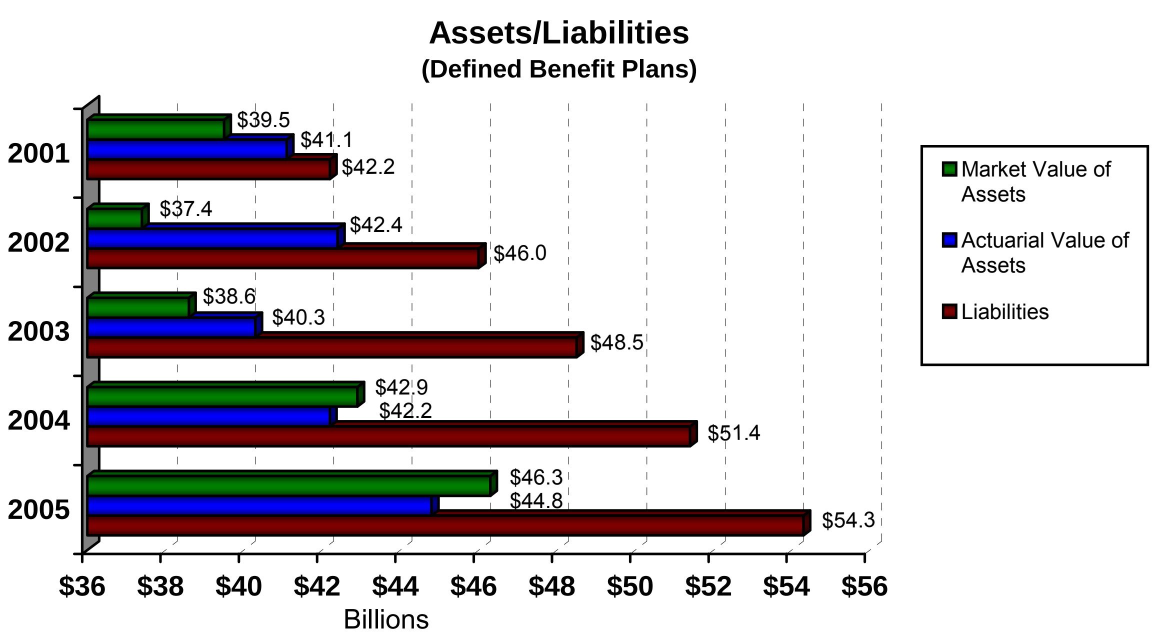
MEMBERSHIP CHANGES
1996-2005





FUNDING OF MISSOURI'S PERS

In determining the fiscal stability of Missouri's PERS, the JCPER monitors the assets, funding levels and other financial data over a number of years to establish a trend. The chart below provides asset and liability trend data over the five year period from 2001 to 2005. While the liability stream has risen considerably during this period, asset values have lagged behind considerably. The end result has been increasing contribution payments.



2005 TRENDS

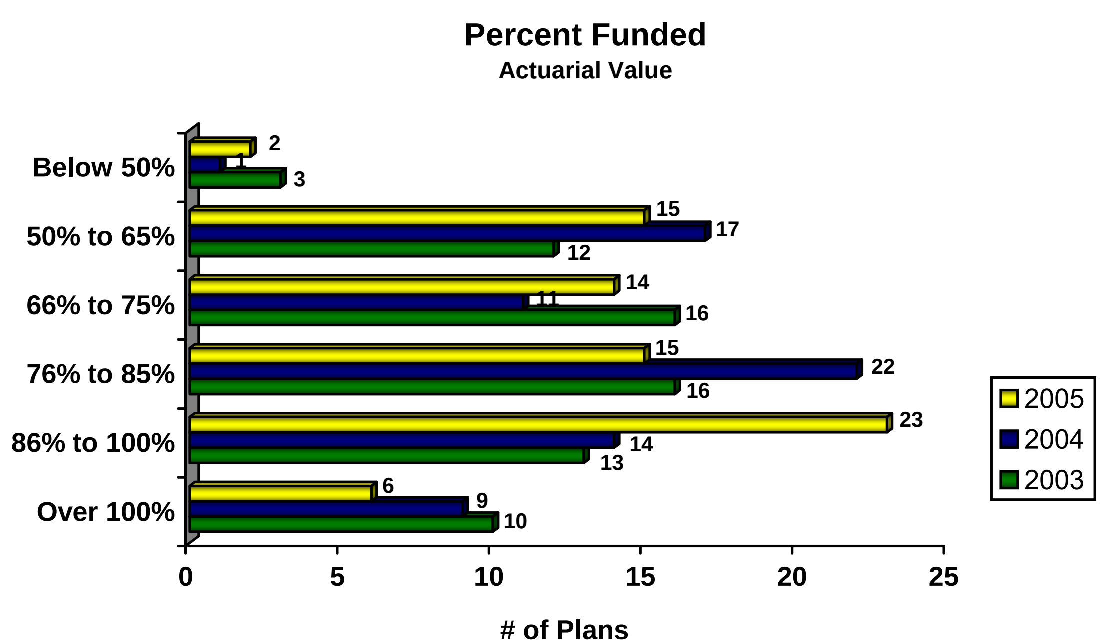
ACTUARIAL VALUES

Two measures are used to assess the funded status of a plan; the actuarial value of assets as a percentage of the actuarial accrued liability (funded ratio) and the unfunded accrued liability as a percentage of payroll. These measures are then used to establish a trend. In a plan following good funding standards, the funded ratio will go up, while the unfunded liability as a percent of payroll will go down. The JCPER has always been primarily concerned with the establishment of a trend, not the comparison of one plan's funded ratio to another. In compliance with GASB Statement No. 25, the JCPER reports all assets using the market or smoothed market value and liabilities using the actuarial accrued liability. Due to the "smoothing" process, the funded ratios on an actuarial basis can differ considerably from that based on market value. This is most obvious during successive periods of investment losses. The asset/liability chart on page 8 provides an accurate depiction of the smoothing effect.

As indicated below, in 2005 most plans were within the 86% to 100% funded range on an actuarial basis marking an improvement from 2004 reporting which saw the majority in the 76% to 85% range. This shift is attributed to the positive market performance with many plans smoothing out past losses. It is anticipated plan funding levels will continue to improve.

On an actuarial basis, 6 plans were greater than 100% funded. Two of these plans deferred making the normal cost contribution payment due to their fully funded status.

It should be noted that 9 (down from 11 in 2004) defined benefit plans used the "aggregate" cost method in 2005. While the aggregate method has been an accepted method according to GASB standards, however as noted on page 16 of this report GASB is modifying standards relative to reporting associated with the aggregate method. The JCPER no longer finds this method acceptable when the required contributions are not being met. These plans have been excluded from the funded ratio calculations noted above and the chart below.

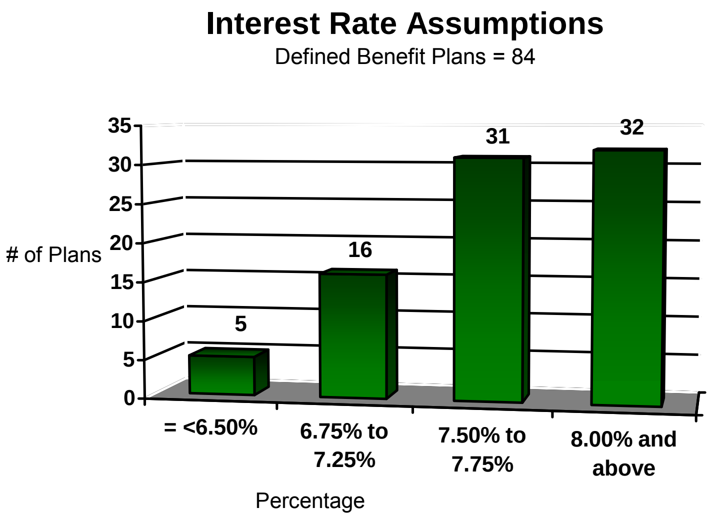


INVESTMENT RATES OF RETURN

With the market boom of the 1990's, most plans reevaluated their investment strategies and moved away from more conservative investment allocations into more moderate investments. In response to positive investment returns, plans increased their assumed rates of return to reflect plan experience.

However, beginning in Plan Year 2000, plans experienced negative investment income and returns fell significantly short of assumptions. The trend continued thru the next 3 plan years. As boards of management recognized this reversal in trends in market conditions, some plans reevaluated this assumption. The result has been an overall reduction of the average assumed rate of return from 7.71% in 2001 to **7.54%** in 2005.

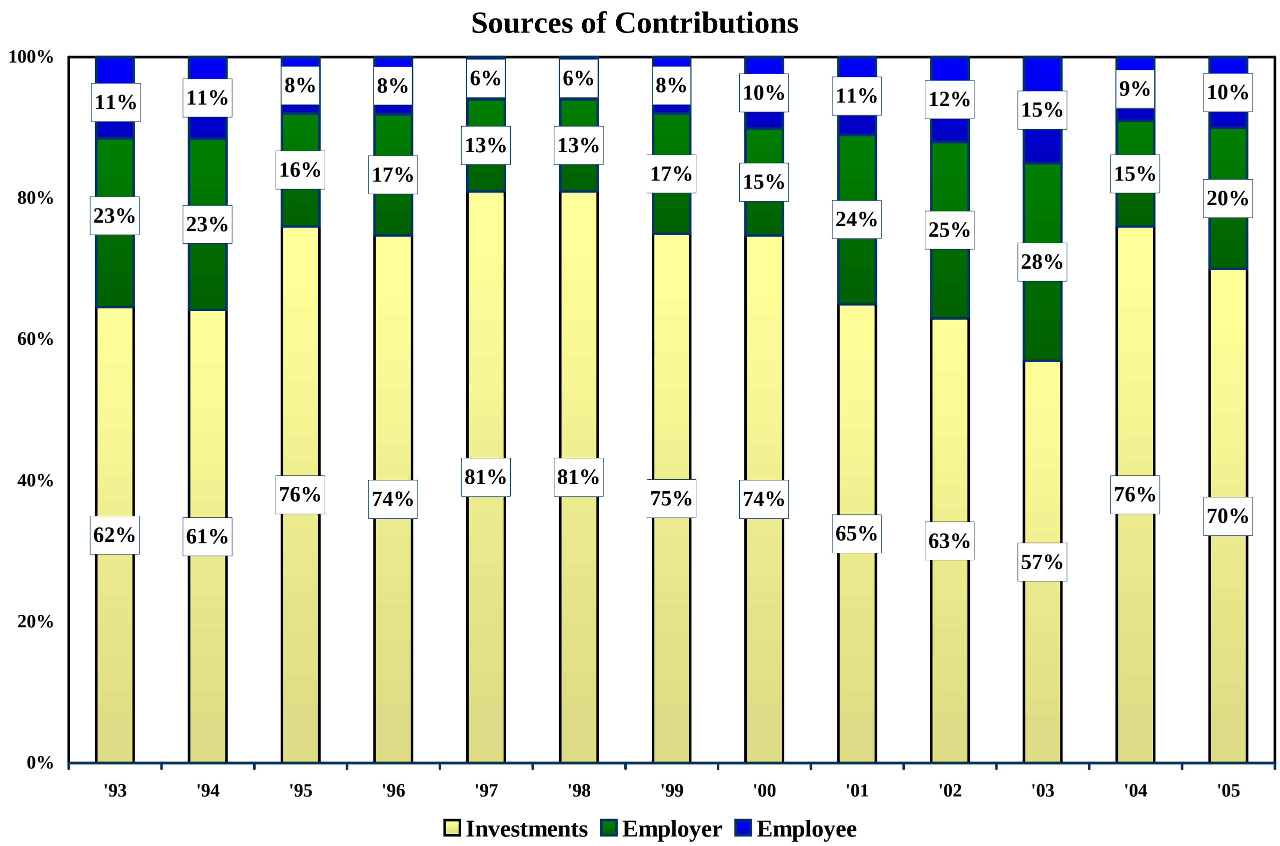
The chart below provides the breakdown of the investment rate of return assumptions for the 84 defined benefit plans.



CONTRIBUTION RATES

In all PERS, the ultimate test of soundness is whether or not the retirement plan pays all benefits when promised in perpetuity. This can only be ensured by proper contributions being made to the plan on an annual basis.

A trend emerged in 2002 indicating sponsors were facing difficulty in meeting the minimum required contribution payments which continued into Plan Year 2005. There were **33** plans failing to meet the full required contribution in 2005. The reason for increased contribution rates vary by plan. While almost all plans were impacted by past negative investment returns, there were a combination of other factors, such as greater than assumed retirements, adoption of benefit enhancements and failure to recognize longevity or compensation increases. As the chart below indicates, in plan year 2005 investment income comprised 70% of plan contributions.



As a result of increased employer contributions, **7** plans provided notification in 2006 of benefit downgrades in future plan benefits. The modifications included a benefit multiplier reduction, a decrease in the benefit maximum, final average salary period from 3 to 5 years, reduced COLA maximums, age requirement increases, employee contribution increases and cessation of lump sum benefits. These modifications were implemented due to budgetary concerns and the governing bodies' desire to maintain plan sustainability.

ACTUARIAL SALARY ASSUMPTIONS

It is important that all PERS have reasonable actuarial assumptions in relation to employee salary increases. If assumed salary projections are not consistent with actual experience, plans will find their annual contribution amounts rising markedly on a year to year basis. Past experience indicates municipal and public safety plans provided salary increases significantly greater than the actuarially assumed rate (in some instances more than 3.5 times the assumed). Reporting for 2005 indicates less negative plan experience relative to the salary rate with **4** plans exceeding the assumption.

The effect of unanticipated salary increases can have significant impact on plan liabilities, and are particularly formidable if coupled with poor investment returns. For this reason, JCPER staff will continue to monitor "greater than assumed salary increases" when this information is provided in plan actuaries.

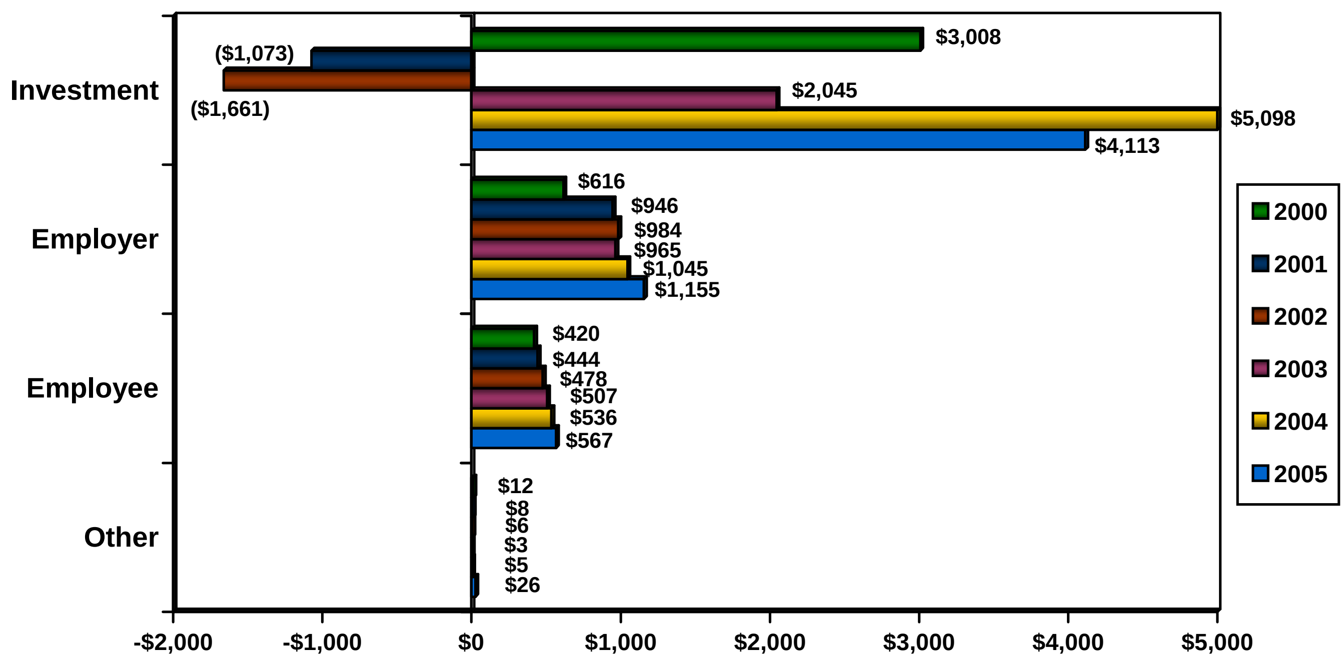
PERS REVENUES AND EXPENSES

Changes in the revenue sources and applications from 2000 to 2005 are shown on the charts on page 13. Missouri's plans experienced a second robust year of market performance equaling a $4.1 billion gain in 2005.

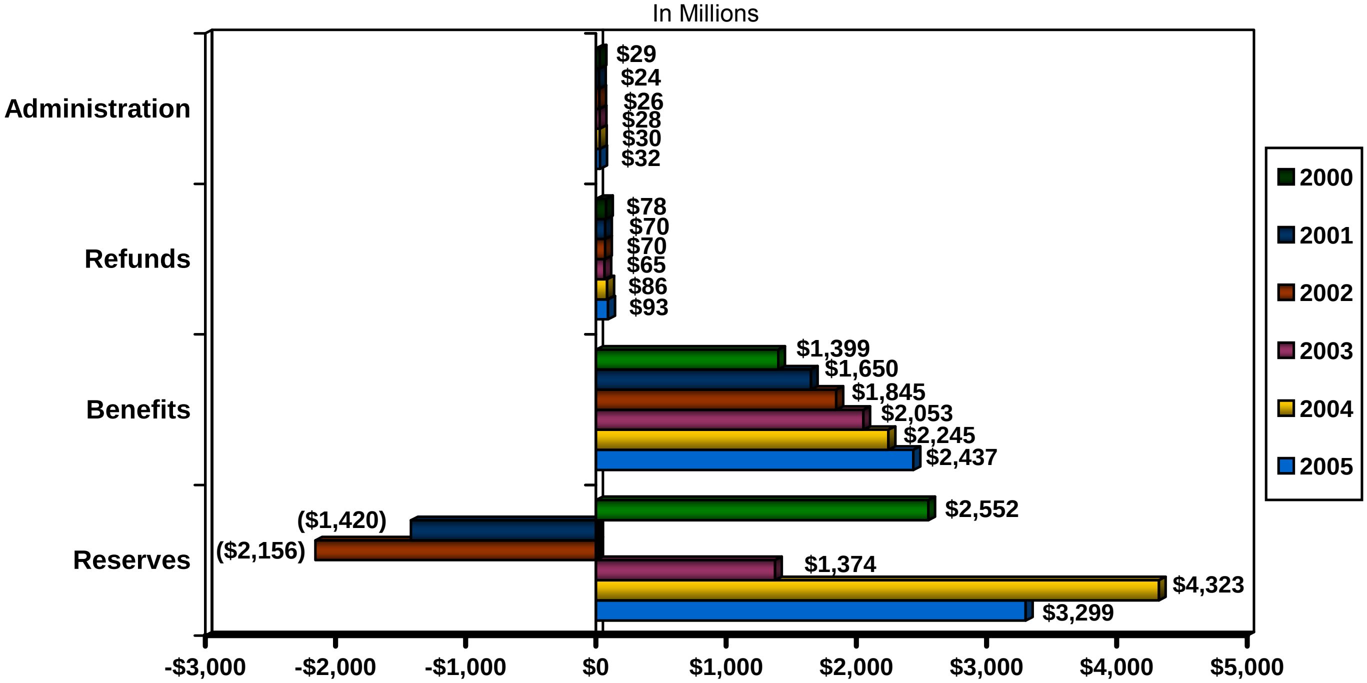
Historically, PERS have relied on 75% to 80% of their revenue from investment income to provide contribution payments. As can be viewed in the chart on the previous page, this clearly was not the case for three consecutive plan years with plan year 2003 marking the lowest percentage of "income from investments" levels recorded since 1994. Reduced income from investment returns have required plans to draw from asset reserves and increase contributions to pay benefits to participants. Contributions from employees have also grown over the past several plan years, from a low of 6% of contributions in 1998 and peaking in the 13 year trend data to 14% in 2003. Plan year 2005 resulted in a 10% employee contribution with employer and employee contributions totaling approximately $1.72 billion in 2005.

PERS continue to face steady increases in benefits paid to plan participants. Benefit payments in 2005 totaled $2.43 billion, an increase of $188 million over the previous year. This trend will persist in future reporting as more Baby Boomers exit the workforce and begin drawing their retirement benefits.

Sources
In Millions



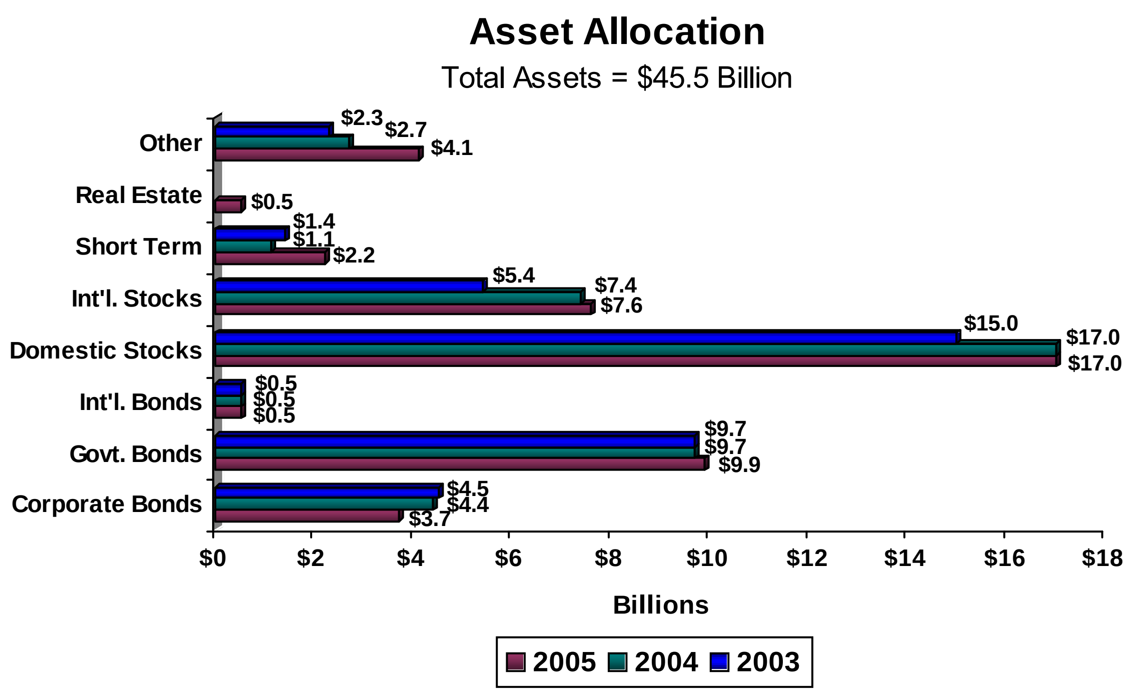
Applications
In Millions



STATUTORY INVESTMENT REQUIREMENTS

In order to maintain financial soundness, it is crucial that fiduciaries develop and review investment policies and strategies. Investment guidelines should be of utmost importance to the PERS. Section 105.687 provides that all of Missouri's public employee retirement systems established by the state or a political subdivision must follow specific investment guidelines. The "Prudent Person Rule" is perhaps the most important investment guideline. It states that fiduciaries shall discharge his or her duties in the interest of the participants and beneficiaries of the system and act with the same care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a similar capacity familiar with those matters would use in the conduct of a similar enterprise with similar aims.

Each individual plan Board of Trustees sets their investment policy based on the fiduciary standards mentioned above. The chart below outlines plan asset allocation for the past 3 plan years.



FEDERAL ISSUES

The 109th Congress addressed several issues relative to pensions and retirement. While much attention was initially focused on the long-term solvency of the nation's Social Security program, the rapid termination of private defined benefit programs has propelled proposals designed to strengthen worker's pensions to the forefront.

PENSION PROTECTION ACT OF 2006 – H.R. 4

On August 17, 2006, the President signed the ***Pension Protection Act of 2006*** (HR 4). This private pension reform proposal was a bi-partisan effort that overwhelmingly passed both the House and Senate. Some key provisions include:

Private Sector Provisions

■ Accelerated contributions for "at-risk" plans. Funding shortfall must be made up over 7 year period.

■ Prohibits benefit increases and lump sum payments for plans less than 80% funded

Yellow Zone – Plans 65% to 80% funded

Red Zone – Plans less than 65% funded

Freezing Plans – Plans less than 60% funded

■ Any benefit change must be amortized over a 15 year period

■ Plans less than 80% funded must improve status by 1/3 within 10 years

■ Prohibits benefits increases if change would drop a plan's funded ratio below 65%

■ Plans less than 60% funded have benefit accruals frozen

■ Requires annual notification to members of plan's funded status

■ Phases in employer premium increase to the PBGC

■ Provides a modified "yield curve" permanent interest rate for employers to accurately measure current pension liabilities as they come due.

Public Sector Provisions

■ Permanent extension of EGTRRA provisions including:
- o Catch up Contributions
- o Increased Annual Deferral Limits to 401(k), 403(b), & 457 plans
- o Continued rollover between/among governmental 457, 403(b), & qualified plans
- o Service credit purchase utilizing 403(b) & 457 plans funds

■ Allows retired or disabled public safety officer to make tax free distribution (up to $3,000 annually) from governmental pension plan, 457 or 403(b) to purchase health or long term care insurance.

Defined Benefit / Defined Contribution Debate

The debate over the appropriate employee programs continued to highlight the benefit industry in 2005. As defined benefit plans in the private sector continued in their decline, a shadow was cast over the public sector as well. Foremost, it is important to note that Missouri's public plans *are well funded* in the aggregate at **85.4%**.

As was the case in 2005, the news in 2006 associated with defined benefit pensions was rarely positive. Articles containing titles such as *Pension Giveaway*, *Ticking Time Bomb*, and *Retirement Train Wreck* were frequent. In the wake of negative media attention, it is important to emphasize the positive attributes of the defined benefit. In 2006, the JCPER surveyed the largest 20 public pension plans concerning state income tax withholding. The results indicated 2005 withholding equaled $53.8 million. With the imminent retirement of the "Baby Boomer" generation, revenue generated from pension taxation will experience unprecedented growth over the next decade. Benefits paid by Missouri's public plans exceeded $2.43 billion in 2005. These benefit payments have increased by 229% over the last 10 years providing an important economic stimulus and tax revenue for state programs. In comparison, the 2004/2005 Missouri product growth rate was a mere 2.3%. As our nation moves toward a worker shortfall equaling millions, the ability of public entities to recruit and retain qualified personnel, particularly in public safety and education positions, will be critical. The defined benefit structure assists in that goal. In 2006, the Bureau of Economic Analysis reports a second year of negative personal savings rate experience indicating many are not saving for retirement. With negative personal savings rates and escalating health care costs, this data only reinforces the importance of preserving the defined benefit structure for public employees.

GOVERNMENT ACCOUNTABILITY OFFICE (GAO)

In July 2006, Senator Chuck Grassley and Senator Max Baucus requested that the GAO study the funding status of public pension plans. This request was prompted after conferencing on the Pension Protection Act (mentioned previously in this report). The concern involved public plan funding and the reality that public plans have no back-up source for guaranteed benefit payments, unlike private plans which have a safety net of the Pension Benefit Guaranty Corporation (PBGC). This study has been requested to include public pension general financial health, funding issues, fiscal challenges, effects of compliance with accounting standards as well as the retiree health care benefits. There has been concern expressed regarding the co-mingling of pension benefit funding and the issue of retiree health benefits which may lead to a revised study request. The JCPER will continue to monitor this research and report the GAO's findings.

GASB PENSION DISCLOSURE

The Governmental Accounting Standards Board (GASB) issued a proposal to bring pension disclosure requirements for public pension plans into line with OPEB disclosure requirements. Specifically, this proposal would enhance current GASB Statements Nos. 25 and 27 requiring plans utilizing the aggregate cost method to present a multiyear schedule of funding progress using the entry age normal cost method. Additionally, GASB is concurrently conducting a broader research project to determine the effectiveness of existing accounting standards for governmental plans. These proposed requirements will be effective for periods beginning after June 15, 2007.

GASB OPEB REPORTING

In 2004, the Government Accounting Standards Board (GASB) released Statement No. 45 – *Accounting and Financial Reporting by Employers for Post-employment Benefits Other than Pensions (OPEBs).* OPEBs are post-employment benefits other than pensions such as health insurance, dental, vision, prescription or other health benefits, and benefits such as life insurance, disability, and long-term care.

Most governments currently report their cash outlays for OPEBs in a given year. These outlays can differ significantly on a year-to-year basis. In addition, most governments do not report information about the nature and size of their long-term financial obligations and commitments related to OPEBs. GASB's concern about this pay-as-you-go method is that public disclosure may be incomplete regarding the true cost of public services as well as the financial position and long-term financial health of a government. To remedy this, GASB has recommended that OPEB costs be recognized when service is rendered. Otherwise, financial statements will continue to fail to reflect the accrued benefit obligation and extent to which funds have accumulated assets to meet this obligation. The reporting of OPEBs will be phased in over three years with slightly different reporting period for the employer versus the affected plan. Effective dates are the following:

Total Annual Revenue in the first FY ending after 06/15/99	*OPEB reporting effective for the **employer** for FY beginning after:*	*OPEB reporting effective for the **plan** for FY beginning after:*
Phase 1 Governments: $100 million or more	December 15, 2006	December 15, 2005
Phase 2 Governments: =/>$10 million, but < $100 million	December 15, 2007	December 15, 2006
Phase 3 Governments: < $10 million	December 15, 2008	December 15, 2007

As OPEB requirement deadlines have moved closer and states have already estimated the OPEB liabilities associated with their state government retirees, the total OPEB liability for governmental plans could exceed **$1 trillion**.

Beginning in 1998, JCPER staff has tracked post-employment health care benefits for Missouri's retirement plans. Post-employment health care coverage is offered by 37 plans. Of these, 21 plans provide benefits to both the retiree and spouse with the remaining 16 plans providing coverage to the retiree only. It should be noted that 25 political subdivisions and 4 retirement plans subsidize the post-employment health care benefits either though a premium subsidy or a flat dollar amount.

STATE ISSUES

During the 2006 Missouri Legislative session, 60 pension related bills were offered for consideration. When the session concluded in May, 5 pension bills were Truly Agreed to and Finally Passed. In total, 4 pension systems were affected by the passage of these bills. The bills passed and pension systems affected were:

HCS for House Bill 1138

SCS for Senate Bill 830

- Kansas City Police Retirement System
  *Allows members to receive service credit while on leave of absence for active military duty. The employee contribution for this service will be made by the System.

HCS for House Bill 1344

- St Louis Firemen's Retirement System
  *Expands the investment authority of the St. Louis Firemen's Retirement System Board of Trustees

House Joint Resolution 55

- Missouri State Employees' Retirement System
  *Disqualifies a statewide elected official from receiving a state pension if removed from office for misconduct, impeached or convicted of a felony while serving in office, and
  *Requires a two-thirds majority vote of the General Assembly to disapprove pay increases for elected officials. Increase shall not be effective until January 1, 2009.

Senate Bill 871

- ■ St Louis Police Retirement System
  - *Provisions relative to conformance with the Internal Revenue code limitations, applying primarily to plan contributions and distributions.

Pension reform provisions were also offered in 2006. These provisions were based on private pension reform legislation on the federal level passed by Congress in August of this year. The intent of the state legislation was to assure long-term sustainability of Missouri's public pension plans. Provisions included:

PLAN FUNDING

- ► Prohibition of new benefit enhancements for plans less than 80% funded
- ► Plans greater than 80% funded may adopt a benefit increase provided the funded ratio remains above 75% after adoption
- ► New benefit increases shall be amortized over 20 years
- ► Plans less than 60% funded shall have actuary prepare an accelerated contribution schedule
- ► Plans less than 60% funded not making 100% of the required contribution for 3 successive plan years shall have state funds withheld
- ► Reduces amortization period associated with unfunded accrued liabilities to a maximum of 30 years as recommended by the Governmental Accounting Standards Board (GASB)

FIDUCIARY RESPONSIBILITY AND EDUCATION

- ► Prohibits board members from receiving gains or profit from any fund or plan transaction
- ► Prohibits board members from accepting political contributions or compensation to influence action with respect to plan investments
- ► Retirement benefits forfeited upon conviction of a plan-related felony
- ► Requires plan to implement an education program for new board members, including fiduciary responsibility and sunshine law requirements and requires at least 2 continuing education programs annually

FIRE PROTECTION DISTRICT RETIREMENT PLANS

- ► Fire protection districts are prohibited from establishing new defined benefit pension plans for volunteer members or district board of directors. Defined contribution plans are permissible. A plan formed from consolidation of districts is excluded from provisions.

Although the reform bill passed the Senate initially by a vote of 33-0, unfortunately the bill expired on the calendar before a final vote to Truly Agree and Finally Pass. It is anticipated these provisions will be filed again in 2007.

The JCPER monitored 11 proposals modifying taxation of pensions. None of these bills progressed beyond committee level. As expected in the Federal Legislative arena, the 94th Missouri General Assembly will be compelled to address benefit related proposals. Expected proposals include funding standards, trustee education and governance, defined benefit vs. defined contribution considerations and pension taxation exemption.

Missouri State Retirement Consolidation Commission

As reported last year, Governor Blunt issued an executive order forming the State Retirement Consolidation Commission to examine the plausibility of a merger of the Missouri State Employees' Retirement System (MOSERS) and the Missouri Department of Transportation and Patrol Employees' Retirement System (MPERS). The Commission reviewed financial analysis and considered several funding options relative to consolidation. Ultimately, the Commission determined there was no consensus for consolidation with a general agreement that it may be an issue worthwhile to revisit in a few years.

Court Activity

In August 2006, the Missouri Eastern Court of Appeals transferred a case to the Missouri Supreme Court. This case was filed in 2005 by the individual members of a system's board of trustees against the employing political subdivision. The issue to be resolved is the system's allegation that the political subdivision failed to appropriate and transfer the required annual contribution in 2003. After hearing oral arguments, the Court of Appeals determined the case should be transferred to the Missouri Supreme Court "because the issues presented are of general interest and importance." Briefings were filed and oral arguments were heard in January 2007. The JCPER will continue to monitor additional action or rulings on this case.

A Look Ahead

Preliminary 2006 plan reporting indicates positive experience in Missouri's public pension plans. Plans encountered a third year of robust returns on investments which exceeded plan year 2005's performance for those reporting. As a result, these plans experienced increased funded ratios and recommended contribution rates that remained level or decreased. The JCPER anticipates the same positive experience for the remaining plans reporting 2006 data.

Conclusion

The Joint Committee was established in 1983 in response to concerns addressed by the State Auditor's Office and the National Conference of State Legislatures Task Force on Public Pensions. At that time, a few plans had been identified as potentially unsound. A lack of reporting and monitoring had prevented public disclosure of current or future projected stability. Many changes have evolved providing legislative, regulatory, financial and accounting requirements and guidelines. Sound policy recommendations have been adopted which include investment policies, board governance and trustee education.

Despite the negative media attention to pensions, both private and public, Missouri's plans remain not only solvent, but generally, well above what is considered an appropriate funding level. Economic and workforce factors along with longevity and questions of the sustainability of the defined benefit structure have spurred serious pension reform debate. Repeated references to a retirement "crisis" are not indicative of Missouri's status. The JCPER will continue in its role of monitoring and reporting plan status as well as providing assistance to Missouri's plans and the General Assembly.

APPENDICES

It should be noted that data included in these appendices reflects information from PERS in response to the annual survey mailed by JCPER in January, 2006

DEFINED BENEFIT PLANS

AFFTON FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,881,338	61%
Actuarial Value of Assets:	$3,849,742	61%
Actuarial Accrued Liability:	$6,336,223	

BENEFIT

Normal Retirement Formula: 65% of compensation - for less than 30 years of service

Supplemental Benefit: $500 monthly to Medicare eligibility

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $383,099

MEMBERSHIP

Active	Inactive
35	15

ANTONIA FPD PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$830,160	101%
Actuarial Value of Assets:	$776,586	95%
Actuarial Accrued Liability:	$818,182	

Benefit

Normal Retirement Formula: 2.25% of compensation for first 24 years of service, plus 1% for next 6 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/0	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $60,445

Membership

Active	Inactive
19	0

ARNOLD POLICE PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,493,769	100%
Actuarial Value of Assets:	$5,493,770	100%
Actuarial Accrued Liability:	$5,513,529	

Benefit

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 75%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 4.5%

Contributions

Employee: $193,705 **Employer:** $215,959

Membership

Active	Inactive
39	4

BERKELEY POLICE & FIRE PENSION FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$12,171,337	100%
Actuarial Value of Assets:	$12,171,337	100%
Actuarial Accrued Liability:	$12,171,337	

BENEFIT

Normal Retirement Formula: 50% of compensation for the first 20 years of credited service,
plus 1% for the next 5 years of service
Maximum: 55% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

'Cap' Total Maximum: 50%
Percent of CPI: 50%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 4%

CONTRIBUTIONS

Employee: $193,617

Employer: $198,467

MEMBERSHIP

Active	Inactive
73	48

BI-STATE DEVELOPMENT AGENCY
DIVISION 788, A.T.U.

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$91,469,054	66%
Actuarial Value of Assets:	$90,066,198	65%
Actuarial Accrued Liability:	$138,783,821	

BENEFIT

Normal Retirement Formula: $40 times years of service for those retiring with less than 25 years, $55 times years of service for those retiring with 25 or more years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/0, 55/20	Yes

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 0%

CONTRIBUTIONS

Employee: $1,548,204 **Employer:** $5,518,440

MEMBERSHIP

Active	Inactive
1,210	1,730

BI-STATE DEVELOPMENT AGENCY
LOCAL 2 I.B.E.W.

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$751,303	46%
Actuarial Value of Assets:	$839,041	51%
Actuarial Accrued Liability:	$1,634,761	

BENEFIT

Normal Retirement Formula: $55 times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/12	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 0%

CONTRIBUTIONS

Employee: $32,095 **Employer:** $73,900

MEMBERSHIP

Active	Inactive
45	10

BI-STATE DEVELOPMENT AGENCY
DIVISION 788 CLERICAL UNIT ATU

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$6,328,221	69%
Actuarial Value of Assets:	$6,503,985	71%
Actuarial Accrued Liability:	$9,175,867	

BENEFIT

Normal Retirement Formula: $40 times years of service for those retiring with less than 25 years, $55 times years of service for those retiring with 25 or more years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25, 65/10	Yes

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 0%

CONTRIBUTIONS

Employee: $63,778 **Employer:** $331,883

MEMBERSHIP

Active	Inactive
57	58

BI-STATE DEVELOPMENT AGENCY
SALARIED EMPLOYEES

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$32,110,522	81%
Actuarial Value of Assets:	$40,281,552	101%
Actuarial Accrued Liability:	$39,850,200	

BENEFIT

Normal Retirement Formula: 1.5% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%   **Salary:** 0%

CONTRIBUTIONS

Employee: Non-Contributory   **Employer:** $2,214,597

MEMBERSHIP

Active	Inactive
509	303

BLACK JACK FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,148,442	65%
Actuarial Value of Assets:	$4,863,254	62%
Actuarial Accrued Liability:	$7,882,791	

Benefit

Normal Retirement Formula:
Uniformed: $93 times years of credited service
Non-uniform: $45 times years of credited service

Supplemental Benefit to age 62:
Estimated Social Security Benefit

Additional Uniformed Benefit to age 62:
$20 times years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/0, 0/30	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7%

Contributions

Employee: Non-Contributory **Employer:** $544,144

Membership

Active	Inactive
37	7

BOTHWELL REGIONAL HEALTH CENTER
RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$26,085,136	82%
Actuarial Value of Assets:	$27,411,895	86%
Actuarial Accrued Liability:	$31,953,845	

BENEFIT

Normal Retirement Formula: 1.2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $1,910,590

MEMBERSHIP

Active	Inactive
707	352

BRENTWOOD POLICE & FIREMEN'S RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$17,935,607	100%
Actuarial Value of Assets:	$17,924,899	100%
Actuarial Accrued Liability:	$17,932,705	

BENEFIT

Normal Retirement Formula: 3.25% of compensation for the first 20 years of service, plus 1% for the next 10 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 20%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%

Salary: 5.5%

CONTRIBUTIONS

Employee: $185,412

Employer: $941,490

MEMBERSHIP

Active	Inactive
47	29

BRIDGETON EMPLOYEES RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$19,016,440	74%
Actuarial Value of Assets:	$20,303,569	79%
Actuarial Accrued Liability:	$25,616,665	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4.5%

Contributions

Employee: Non-Contributory **Employer:** $750,000

Membership

Active	Inactive
133	111

CARTHAGE POLICEMEN'S & FIREMEN'S PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,349,332	86%
Actuarial Value of Assets:	$5,960,184	96%
Actuarial Accrued Liability:	$6,237,333	

Benefit

Normal Retirement Formula: 2.5% of compensation for the first 20 years of service, plus 1% for the next 15 years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58/10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8%

Salary: 4%

Contributions

Employee: $0

Employer: $154,828

Membership

Active	Inactive
49	27

CEDAR HILL FIRE PROTECTION DISTRICT
LENGTH OF SERVICE AWARDS PROGRAM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$42,012	46%
Actuarial Value of Assets:	$42,012	46%
Actuarial Accrued Liability:	$90,884	

BENEFIT

Normal Retirement Formula: $15 per month per year of service
$450 maximum monthly benefit
10 year life annuity

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 5.00%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $22,191

MEMBERSHIP

Active	Inactive
20	2

CLAYTON NON-UNIFORMED EMPLOYEE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,963,973	105%
Actuarial Value of Assets:	$8,655,695	102%
Actuarial Accrued Liability:	$8,512,416	

BENEFIT

Normal Retirement Formula: 1.5% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 25%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7%

Salary: 4.5%

CONTRIBUTIONS

Employee: Non-Contributory

Employer: $0

MEMBERSHIP

Active	Inactive
90	52

CLAYTON UNIFORMED EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$22,058,021	81%
Actuarial Value of Assets:	$22,514,850	83%
Actuarial Accrued Liability:	$27,182,515	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
50/25, 55/10, 65/5	Yes

Cost of Living Adjustment

Annual Amount Maximum: 2%

'Cap' Total Maximum: 25%

Actuarial Assumptions

Interest Rate: 7%

Salary: 3.5%

Contributions

Employee: $219,038

Employer: $819,885

Membership

Active	Inactive
87	46

COLUMBIA FIREMENS' RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$42,554,950	64%
Actuarial Value of Assets:	$42,552,612	64%
Actuarial Accrued Liability:	$66,776,699	

BENEFIT

Normal Retirement Formula: 3.5% of compensation for the first 20 years of service, plus 2% for each of the next 5 years
Maximum: 80%

For service less than 20 years: 2% of compensation times years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/0, 0/20	No

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: 2%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4%

CONTRIBUTIONS

Employee: $1,031,120 **Employer:** $1,934,722

MEMBERSHIP

Active	Inactive
126	108

COLUMBIA POLICE RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$28,307,018	64%
Actuarial Value of Assets:	$28,309,356	64%
Actuarial Accrued Liability:	$44,232,822	

BENEFIT

Normal Retirement Formula: 3% of compensation for each of the first 20 years of service, plus 2% for each of the next 5 years
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/0, 0/20	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: .6%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 4%

CONTRIBUTIONS

Employee: $257,070 **Employer:** $2,113,978

MEMBERSHIP

Active	Inactive
141	102

COUNTY EMPLOYEES RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$197,722,089	73%
Actuarial Value of Assets:	$197,722,089	73%
Actuarial Accrued Liability:	$272,270,967	

BENEFIT

Normal Retirement Formula: Greater of:
Targeted Replacement Ratio Formula, or
$24 times years of credited service
Maximum: 25 years

LAGERS Benefit Offset

Defined Contribution Plan: *See corresponding information in defined contribution section*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/8	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 1%

'Cap' Total Maximum: 50%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 4%

CONTRIBUTIONS

Employee: $5,003,001

Employer: $18,831,892

MEMBERSHIP

Active	Inactive
10,808	3,094

CREVE COEUR EMPLOYEES RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$13,846,042	84%
Actuarial Value of Assets:	$13,770,339	84%
Actuarial Accrued Liability:	$16,396,702	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service OR 1.7% of compensation times years of credited service, plus 3% employer contribution in defined contribution plan
Maximum: 30 years of service

Deferred Retirement Option Plan
For the period of 9/1/01-8/31/06, members may elect DROP participation for period not to exceed 36 months. DROP benefit equals retirement benefit as of date entered DROP, plus 5% interest.

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/8, Uniformed: Age 55	Yes

Cost of Living Adjustment

Ad Hoc COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5.5%

Contributions

Employee: Non-Contributory **Employer:** $708,436

Membership

Active	Inactive
92	61

CREVE COEUR FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$4,715,643	59%
Actuarial Value of Assets:	$4,516,653	57%
Actuarial Accrued Liability:	$7,983,838	

Benefit

Normal Retirement Formula: 70% of compensation offset by:
1) Defined contribution account, and
2) At age 62, 66.66% of primary social security benefits, and

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/0, 0/25	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 4.75%

Contributions

Employee: Non-Contributory **Employer:** $651,092

Membership

Active	Inactive
59	20

EUREKA FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$5,388,195	106%
Actuarial Value of Assets:	$4,980,567	98%
Actuarial Accrued Liability:	$5,061,998	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 30 years of service

20 or more years of service: Supplemental benefit of $400 monthly to Medicare eligibility then reduced to $200

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 3%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $258,244

MEMBERSHIP

Active	Inactive
36	11

FENTON FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$17,536,384	97%
Actuarial Value of Assets:	$18,158,960	100%
Actuarial Accrued Liability:	$18,158,960	

BENEFIT

Normal Retirement Formula: 3% of compensation times years of credited service
Maximum: 30 years of service

Supplemental Benefit: Age 55 to 65, $13 times years of service
Maximum: $390

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/15	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $917,591

MEMBERSHIP

Active	Inactive
59	18

FERGUSON PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$19,838,340	100%
Actuarial Value of Assets:	$19,792,426	100%
Actuarial Accrued Liability:	$19,792,426	

Benefit

Normal Retirement Formula: 1.75% of compensation times years of credited service

Supplemental Benefit: $5 times years of service to Medicare eligibility
Maximum: $150 monthly

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/10 Rule of 82 ½ - Age 55	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $0

Membership

Active	Inactive
132	102

FLORISSANT EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$10,827,972	70%
Actuarial Value of Assets:	$10,848,239	71%
Actuarial Accrued Liability:	$15,386,711	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/10	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $674,943

MEMBERSHIP

Active	Inactive
56	63

FLORISSANT VALLEY FPD
RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,710,791	61%
Actuarial Value of Assets:	$8,026,182	56%
Actuarial Accrued Liability:	$14,234,526	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/0, 0/30	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.75% **Salary:** 4%

CONTRIBUTIONS

Employee: $41,635 **Employer:** $1,111,646

MEMBERSHIP

Active	Inactive
62	4

GLENDALE PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$3,595,096	93%
Actuarial Value of Assets:	$3,855,397	100%
Actuarial Accrued Liability:	$3,855,397	

Benefit

Normal Retirement Formula: 50% of compensation for the first 20 years of service, plus 1% of compensation for each year over 20 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/15	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: $44,048 **Employer:** $113,728

Membership

Active	Inactive
27	15

HANNIBAL POLICE & FIRE RETIREMENT

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$9,594,970	55%
Actuarial Value of Assets:	$9,595,000	55%
Actuarial Accrued Liability:	$17,563,000	

BENEFIT

Normal Retirement Formula: 50% of compensation for the first 20 years of service, plus 2% for each of the next 5 years of service

Maximum: 60% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $283,638 **Employer:** $672,291

MEMBERSHIP

Active	Inactive
77	60

HAZELWOOD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$18,088,438	86%
Actuarial Value of Assets:	$17,995,243	86%
Actuarial Accrued Liability:	$20,962,553	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/0, 0/25	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $1,026,174

Membership

Active	Inactive
174	64

JACKSON COUNTY EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$123,472,666	76%
Actuarial Value of Assets:	$111,227,800	69%
Actuarial Accrued Liability:	$161,870,918	

BENEFIT

Normal Retirement Formula: 1.5% of compensation times years of credited service

Elected officials: 4.167% of compensation times years of service to 12 years; plus 5% for years 12-16

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5 Rule of 80 – Age 55	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 1.5%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 5%

CONTRIBUTIONS

Employee: $60,745 **Employer:** $6,760,945

MEMBERSHIP

Active	Inactive
1,642	1,498

JEFFERSON CITY FIREMEN'S RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$16,333,426	66%
Actuarial Value of Assets:	$15,965,931	64%
Actuarial Accrued Liability:	$24,785,811	

Benefit

Normal Retirement Formula: 2.5% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/0, 0/24 Rule of 80	No

Cost of Living Adjustment

Annual Amount Minimum: 2%
Annual Amount Maximum: 2%

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4%

Contributions

Employee: $124,916 **Employer:** $790,836

Membership

Active	Inactive
69	58

JENNINGS POLICE & FIREMEN'S RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$6,203,383	76%
Actuarial Value of Assets:	$6,203,383	76%
Actuarial Accrued Liability:	$8,168,623	

Benefit

Normal Retirement Formula: 2.25% of compensation times years of credited service
Maximum: 50% of average monthly salary

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/20	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 6% **Salary:** 4%

Contributions

Employee: $25,918 **Employer:** $157,723

Membership

Active	Inactive
14	37

JOPLIN POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$19,302,683	58%
Actuarial Value of Assets:	$19,722,351	59%
Actuarial Accrued Liability:	$33,384,405	

BENEFIT

Normal Retirement Formula: 2.5% of compensation for each of the first 20 years of service, plus 1% for each of the next 15 years of service
Maximum: 65%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/1, 0/20	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7% **Salary:** 4.2%

CONTRIBUTIONS

Employee: $1,040,860 **Employer:** $1,068,332

MEMBERSHIP

Active	Inactive
146	118

JUDGES RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$48,534,166	17%
Actuarial Value of Assets:	$44,223,509	15%
Actuarial Accrued Liability:	$292,303,886	

Benefit

Normal Retirement Formula: 50% of compensation

Less than 12 years of service: 4.17% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/12, 60/15, 55/20	Yes

Cost of Living Adjustment

	Employed Prior to '97	*Employed After '97*
Annual Amount Minimum:	4%	
Annual Amount Maximum:	5%	5%

	Employed Prior to '97	*Employed After '97*
'Cap' Total Maximum:	65%	
Percent of CPI:	80%	80%

Actuarial Assumptions

Interest Rate: 8.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $21,852,985

Membership

Active	Inactive
392	468

KANSAS CITY CIVILIAN POLICE EMPLOYEES' RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$72,320,741	74%
Actuarial Value of Assets:	$72,382,548	75%
Actuarial Accrued Liability:	$97,103,806	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 70%

Supplemental Benefit: $160 per month

Partial Lump Sum Option
Active member works 1 to 3 years past normal retirement eligibility. Lump sum benefit of 12, 24, or 36 months retirement annuity. Lifetime benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
Later of 65 or 10	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $1,188,564 **Employer:** $1,612,080

MEMBERSHIP

Active	Inactive
586	135

KANSAS CITY EMPLOYEES' RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$717,344,299	92%
Actuarial Value of Assets:	$645,609,869	83%
Actuarial Accrued Liability:	$781,899,987	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 70% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5, 60/10, 55/25 Rule of 80	Yes

Cost of Living Adjustment

Annual Amount Maximum: 3% of original benefit

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 6%

Contributions

Employee: $5,570,060 **Employer:** $14,825,718

Membership

Active	Inactive
3,400	2,211

KANSAS CITY FIREFIGHTER'S PENSION SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$370,926,691	94%
Actuarial Value of Assets:	$332,415,711	85%
Actuarial Accrued Liability:	$392,856,425	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 80%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/25	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 6%

CONTRIBUTIONS

Employee: $4,703,891 **Employer:** $9,648,388

MEMBERSHIP

Active	Inactive
902	893

KANSAS CITY POLICE RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$604,107,701	82%
Actuarial Value of Assets:	$604,560,607	82%
Actuarial Accrued Liability:	$741,001,020	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service
Maximum: 75%

Supplemental Benefit: $420 per month

Partial Lump Sum Option
Active member with years of service equaling 26 or more. Lump sum benefit of 12, 24, or 36 months retirement annuity. Lifetime benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/10, 0/25	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 4.5%

CONTRIBUTIONS

Employee: $7,212,990 **Employer:** $13,297,605

MEMBERSHIP

Active	Inactive
1,303	1,175

KANSAS CITY PUBLIC SCHOOL RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$764,105,809	102%
Actuarial Value of Assets:	$763,684,602	102%
Actuarial Accrued Liability:	$747,711,194	

BENEFIT

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

'Cap' Total Maximum: 19%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%　　**Salary:** 5%

CONTRIBUTIONS

Employee: $14,691,137　　**Employer:** $14,403,912

MEMBERSHIP

Active	Inactive
5,005	3,994

KC AREA TRANSPORTATION AUTHORITY
SALARIED EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$9,493,793	98%
Actuarial Value of Assets:	$8,676,973	90%
Actuarial Accrued Liability:	$9,688,035	

BENEFIT

Normal Retirement Formula: 1.45% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 4%

CONTRIBUTIONS

Employee: Non-Contributory

Employer: $764,659

MEMBERSHIP

Active	Inactive
96	47

KC AREA TRANSPORTATION AUTHORITY
UNION EMPLOYEES PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$33,316,021	70%
Actuarial Value of Assets:	$33,673,820	71%
Actuarial Accrued Liability:	$47,338,141	

BENEFIT

Normal Retirement Formula: 1.28% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/10, 60/30	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.25%

CONTRIBUTIONS

Employee: $793,371 **Employer:** $1,545,083

MEMBERSHIP

Active	Inactive
558	249

LADUE NON-UNIFORMED EMPLOYEES RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$2,007,755	95%
Actuarial Value of Assets:	$2,103,729	100%
Actuarial Accrued Liability:	$2,103,729	

BENEFIT

Normal Retirement Formula: 1.25% of compensation times years of credited service
Maximum: 35 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $110,188

MEMBERSHIP

Active	Inactive
30	11

LADUE POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$16,538,084	64%
Actuarial Value of Assets:	$17,426,067	67%
Actuarial Accrued Liability:	$25,861,569	

BENEFIT

Normal Retirement Formula: 2% of compensation for the first 20 years of service,
plus 2.5% for the next 10 years of service
Maximum: 65%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 20%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75%

Salary: 4.75%

CONTRIBUTIONS

Employee: $112,210

Employer: $983,068

MEMBERSHIP

Active	Inactive
57	45

LAGERS STAFF RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$2,796,260	79%
Actuarial Value of Assets:	$2,831,531	80%
Actuarial Accrued Liability:	$3,542,101	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5 Rule of 80	Yes

Cost of Living Adjustment

Annual Amount Maximum: 4%

Actuarial Assumptions

Interest Rate: 7.50% **Salary:** 4.00%

Contributions

Employee: Non-Contributory **Employer:** $179,071

Membership

Active	Inactive
16	5

LITTLE RIVER DRAINAGE DIST
RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$240,080	60%
Actuarial Value of Assets:	$240,080	60%
Actuarial Accrued Liability:	$402,644	

Benefit

Normal Retirement Formula: 1% of compensation times years of credited service
Minimum: $100 per Month

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/0	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5%   **Salary:** 6%

Contributions

Employee: $1,738   **Employer:** $0

Membership

Active	Inactive
10	0

LOCAL GOVERNMENT EMPLOYEES RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,188,383,925	102%
Actuarial Value of Assets:	$2,984,489,211	95%
Actuarial Accrued Liability:	$3,139,260,243	

BENEFIT

Normal Retirement Formula: Several Optional Benefit Programs: 1%, 1.25%, 1.5%, 1.75%, 2.0%, Non-Social Security 2.5%;
Temporary supplemental benefits available of: .25%, .50%, .75% or 1% until age 62 or 65 depending on benefit program

Partial Lump Sum Option
Active members working at least 2 years beyond normal retirement eligibility. Maximum period is 2 years. Lump sum benefit equal to 24 times the monthly benefit annuity. Lifetime benefit is reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 4%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: $8,298,846 **Employer:** $104,282,742

MEMBERSHIP

Active	Inactive
33,257	12,256

MAPLEWOOD POLICE & FIRE RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$9,485,190	97%
Actuarial Value of Assets:	$9,070,826	93%
Actuarial Accrued Liability:	$9,798,689	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20 55/10 but less than 20	No

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7%

Salary: 4%

Contributions

Employee: $131,913

Employer: $275,596

Membership

Active	Inactive
42	22

MEHLVILLE FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$37,082,693	85%
Actuarial Value of Assets:	$38,046,481	88%
Actuarial Accrued Liability:	$43,378,524	

BENEFIT

Normal Retirement Formula: 2.625% of compensation for each of the first 27 years of service, plus 1% for each additional year
Maximum: 75%

Supplemental Benefit: $500 per month from age 58 until Social Security eligible

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Minimum: 3% 'Cap' Total Maximum: 24%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $1,732,453

MEMBERSHIP

Active	Inactive
130	54

METRO ST. LOUIS SEWER DISTRICT
EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$157,822,577	89%
Actuarial Value of Assets:	$158,321,308	89%
Actuarial Accrued Liability:	$177,630,420	

Benefit

Normal Retirement Formula: 1.7% of compensation times years of credited service,
plus .40% of compensation above covered earnings times years of service
Maximum: 35 Years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

Cost of Living Adjustment

Annual Amount Minimum: 3% 'Cap' Total Maximum: 45%

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5.5%

Contributions

Employee: Non-Contributory **Employer:** $7,192,531

Membership

Active	Inactive
819	705

METRO WEST FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$24,275,196	69%
Actuarial Value of Assets:	$24,288,569	69%
Actuarial Accrued Liability:	$35,113,315	

Benefit

Normal Retirement Formula: 3% of compensation times years of credited service
Maximum: 33 1/3 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $1,488,998

Membership

Active	Inactive
97	38

MID-COUNTY FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$889,471	71%
Actuarial Value of Assets:	$896,943	72%
Actuarial Accrued Liability:	$1,245,601	

Benefit

Normal Retirement Formula: $55 times years of credited service
Maximum: 20 years

Defined Contribution Plan: *See corresponding information in defined contribution section*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7% **Salary:** 5.6%

Contributions

Employee: Non-Contributory **Employer:** $120,000

Membership

Active	Inactive
19	4

MISSOURI STATE EMPLOYEES RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$6,431,033,445	85%
Actuarial Value of Assets:	$6,435,344,102	85%
Actuarial Accrued Liability:	$7,578,028,017	

Benefit

Normal Retirement Formula:

MSEP 2000: 1.7% of compensation times years of credited service, plus .8% to age 62 (under rule of 80)

MSEP: 1.6% of compensation times years of credited service; Uniformed Water Patrol: 1/3 greater plus $90 monthly to age 65, hired prior 1/1/95

BackDROP Option: Active members working at least 2 years beyond normal retirement eligibility. Maximum BackDROP period is 5 years. Lump sum benefit equal to 90% of the amount for the BackDROP period chosen. This period is not used in the calculation of the lifetime benefit.

Normal Retirement Benefits (Age / Service)

MSEP: 65/4
MSEP 2000: 62/5
Both plans: Rule of 80 – Age 48

Social Security Coverage

Yes

Cost of Living Adjustment

	MSEP	*MSEP 2000*
Annual Amount Minimum:	4%	
Annual Amount Maximum:	5%	5%

	MSEP	*MSEP 2000*
'CAP' Total Maximum:	65%	
Percent of CPI:	80%	80%

Actuarial Assumptions

Interest Rate: 8.5% **Salary:** 4.0%

Contributions

Employee: Non-Contributory **Employer:** $194,553,456

Membership

Active	Inactive
55,944	40,498

MODOT & HIGHWAY PATROL EMPLOYEES' RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$1,441,054,574	55%
Actuarial Value of Assets:	$1,417,348,982	54%
Actuarial Accrued Liability:	$2,627,409,025	

BENEFIT

Normal Retirement Formula:

MSEP 2000: 1.7% of compensation times years of credited service, plus .8% supplemental benefit to age 62 retiring under Rule of 80.

MSEP: 1.6% of compensation times years of credited service; *Uniformed Highway Patrol: 1/3 greater plus $90 monthly to age 65, hired prior 1/1/95*

BackDROP Option: Active members working at least 2 years beyond normal retirement eligibility. Maximum BackDROP period is 5 years. Lump sum benefit equal to 90% of the amount for the BackDROP period chosen. This period is not used in the calculation of the lifetime benefit.

Normal Retirement Benefits (Age / Service)

MSEP: 65/4
MSEP 2000: 62/5
Both Plans: Rule of 80 – Age 48

Social Security Coverage

Yes

COST OF LIVING ADJUSTMENT

	MSEP	*MSEP 2000*
Annual Amount Minimum:	4%	
Annual Amount Maximum:	5%	5%

	MSEP	*MSEP 2000*
'Cap' Total Maximum:	65%	
Percent of CPI:	80%	80%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8.25%   **Salary:** 3.75%

CONTRIBUTIONS

Employee: Non-Contributory   **Employer:** $102,240,145

MEMBERSHIP

Active	Inactive
9,166	8,199

MONARCH FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,726,920	289%
Actuarial Value of Assets:	$3,726,915	289%
Actuarial Accrued Liability:	$1,288,138	

BENEFIT

Normal Retirement Formula: Voluntary Employee Benefit Association (VEBA)

Benefits offered include: Disability, Death, Severance, Post-Retirement Medical, Catastrophic Medical & Education.

Defined Contribution Plan: *See corresponding information in defined contribution section.*

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/10, 58/0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.5%　　**Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory　　**Employer:** $305,000

MEMBERSHIP

Active	Inactive
116	4

NORTH KANSAS CITY HOSPITAL RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$89,432,327	100%
Actuarial Value of Assets:	$89,432,327	100%
Actuarial Accrued Liability:	$89,432,327	

BENEFIT

Normal Retirement Formula: 1.35% of compensation below intergration, plus 2% of compensation above intergration, times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 5%

CONTRIBUTIONS

Employee: Non-Contributory

Employer: $7,182,834

MEMBERSHIP

Active	Inactive
2,236	811

NORTH KANSAS CITY POLICEMEN'S & FIREMEN'S RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$33,341,603	99%
Actuarial Value of Assets:	$32,685,099	97%
Actuarial Accrued Liability:	$33,846,633	

Benefit

Normal Retirement Formula: 30 years of service: 60% of compensation
Less than 30 years of service: 2.5% of compensation for first 20 years of service, plus 1% for next 10 years

Deferred Retirement Option Plan (DROP)
Active members eligible for normal retirement or early retirement may elect to participate in the DROP. Member continues to work at least one year beyond eligibility date. Member receives lump sum equal to retirement benefit during DROP period with interest.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/0	Yes

Cost of Living Adjustment

Lesser of Social Security COLA or 4%

Actuarial Assumptions

Interest Rate: 6.5% **Salary:** 5%

Contributions

Employee: $49,751 **Employer:** $1,266,003

Membership

Active	Inactive
94	62

OLIVETTE SALARIED EMPLOYEES' RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$19,096,646	96%
Actuarial Value of Assets:	$19,096,646	96%
Actuarial Accrued Liability:	$19,832,944	

BENEFIT

Normal Retirement Formula: 2.0% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/5	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

'Cap' Total Maximum: 25%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.25%

Salary: 5.25%

CONTRIBUTIONS

Employee: $168,216

Employer: $556,644

MEMBERSHIP

Active	Inactive
62	51

OVERLAND NON-UNIFORM PENSION FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$8,547,041	92%
Actuarial Value of Assets:	$8,634,732	93%
Actuarial Accrued Liability:	$9,311,847	

BENEFIT

Normal Retirement Formula: 2.25% of compensation times years of credited service
Maximum: 60%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
58/5, 0/25	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

Percent of CPI: 60%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%

Salary: 4%

CONTRIBUTIONS

Employee: $61,338

Employer: $406,923

MEMBERSHIP

Active	Inactive
59	47

OVERLAND POLICE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$13,212,286	97%
Actuarial Value of Assets:	$13,643,470	100%
Actuarial Accrued Liability:	$13,643,470	

BENEFIT

Normal Retirement Formula: 2.5% of compensation for first 20 years of service, plus 1.5% for next 10 years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/30, 60/20, 62/18, 65/5, 0/20	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

Percent of CPI: 60%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%

Salary: 4%

CONTRIBUTIONS

Employee: $56,804

Employer: $294,418

MEMBERSHIP

Active	Inactive
42	30

PATTONVILLE-BRIDGETON FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$16,476,776	84%
Actuarial Value of Assets:	$16,478,120	84%
Actuarial Accrued Liability:	$19,684,134	

Benefit

Normal Retirement Formula: 50% of compensation with 20 years of service

Supplemental benefit from 55 to 62: 20% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
Uniformed: 55/5 Non-Uniformed: 62/5	Yes

Cost of Living Adjustment

Annual Amount Minimum: 1%

Actuarial Assumptions

Interest Rate: 7.75% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $1,192,455

Membership

Active	Inactive
62	5

POPLAR BLUFF POLICE & FIRE PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$9,321,597	100%
Actuarial Value of Assets:	$9,322,160	100%
Actuarial Accrued Liability:	$9,322,160	

BENEFIT

Normal Retirement Formula: 2% of compensation for first 20 years of service,
plus 1.5% for each year in excess of 20
Maximum: $1,650 per month

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/5	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.75% **Salary:** 3.5%

CONTRIBUTIONS

Employee: $159,890 **Employer:** $167,135

MEMBERSHIP

Active	Inactive
80	44

PROSECUTING ATTORNEYS' & CIRCUIT ATTORNEYS' RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$15,374,924	90%
Actuarial Value of Assets:	$15,374,924	90%
Actuarial Accrued Liability:	$17,050,896	

BENEFIT

Normal Retirement Formula: 1st Class Counties & City of St. Louis: 50% of Final Average Salary
3rd & 4th Class Counties: 12-20 years: $105 times each 2 year period
20+ years: $130 times each 2 year period

LAGERS Benefit Offset

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/12	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%   'Cap' Total Maximum: 60%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%   **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory   **Employer:** $1,584,086

MEMBERSHIP

Active	Inactive
117	55

PUBLIC EDUCATION EMPLOYEES' RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$2,068,647,166	86%
Actuarial Value of Assets:	$2,011,565,783	83%
Actuarial Accrued Liability:	$2,414,493,670	

Benefit

Normal Retirement Formula: 1.61% of compensation times years of credited service

Rule of 80/30 & Out: Additional .8% of compensation times years of service to Social Security eligibility

Partial Lump Sum Option
Active member whose years of service equal 33 or more years or age 63 with 8 years of service or whose age and service equal 86. Maximum period is 3 years. Lump sum benefit of 12, 24, or 36 months under option 1. Lifetime Benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 55/25, 0/30 Rule of 80	Yes

Cost of Living Adjustment

Annual Amount Maximum: 5%

'Cap' Total Maximum: 80%
Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8%

Salary: 5%

Contributions

Employee: $55,699,368

Employer: $53,109,687

Membership

Active	Inactive
46,598	34,513

PUBLIC SCHOOL RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$23,738,856,296	85%
Actuarial Value of Assets:	$23,049,441,000	83%
Actuarial Accrued Liability:	$27,881,512,965	

BENEFIT

Normal Retirement Formula: 2.5% of compensation times years of credited service

Partial Lump Sum Option
Active member whose years of service equal 33 or more years or age 63 with 8 years of service or age and service equal to 86. Maximum period is years. Lump sum benefit of 12, 24, or 36 months under option 1. Lifetime Benefit is actuarially reduced.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 0/30, Rule of 80	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 5%

'Cap' Total Maximum: 80%
Percent of CPI: 100%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: $432,500,249 **Employer:** $389,415,997

MEMBERSHIP

Active	Inactive
73,850	48,013

RAYTOWN POLICEMEN'S RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$6,964,265	68%
Actuarial Value of Assets:	$6,964,265	68%
Actuarial Accrued Liability:	$10,265,854	

Benefit

Normal Retirement Formula: 2.5% of compensation for the first 20 years of service, plus 1% for the next 10 years of service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/20	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $230,860

Membership

Active	Inactive
47	19

RICHMOND HEIGHTS POLICE & FIRE RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$22,273,821	102%
Actuarial Value of Assets:	$22,554,784	103%
Actuarial Accrued Liability:	$21,799,589	

BENEFIT

Normal Retirement Formula: 60% of compensation

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/0, 0/30	Yes

COST OF LIVING ADJUSTMENT

Based on increase in base pay of actives until age 65

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 5%

CONTRIBUTIONS

Employee: $107,392

Employer: $801,035

MEMBERSHIP

Active	Inactive
64	30

ROCK COMMUNITY FPD RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$4,943,126	74%
Actuarial Value of Assets:	$4,749,236	71%
Actuarial Accrued Liability:	$6,658,751	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Supplemental Benefit: $500 per month to Medicare eligibility

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5, 55/30	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.5% **Salary:** 5%

Contributions

Employee: Non-Contributory **Employer:** $777,278

Membership

Active	Inactive
52	11

ROCKHILL POLICE & FIREMEN'S PENSION PLAN

Officials with the Rockhill Police & Firemen's Pension Plan failed to provide the statutorily required reports for plan year 2005.

SEDALIA FIREMEN'S RETIREMENT FUND

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,576,704	79%
Actuarial Value of Assets:	$5,145,526	73%
Actuarial Accrued Liability:	$7,057,049	

Benefit

Normal Retirement Formula: 50% of Indexed Earnings Base (IEB)
2005 Indexed Earnings Base = $39,356 increasing 3% annually

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/22	No

Cost of Living Adjustment

Annual Amount Maximum: 3%

Actuarial Assumptions

Interest Rate: 7%

Salary: 3%

Contributions

Employee: $76,525

Employer: $228,808

Membership

Active	Inactive
41	30

SEDALIA POLICE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$3,934,206	64%
Actuarial Value of Assets:	$4,103,473	67%
Actuarial Accrued Liability:	$6,166,659	

BENEFIT

Normal Retirement Formula: 2% of compensation x years of creditable service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
52 / 0	Yes

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 2%

ACTUARIAL ASSUMPTIONS

Interest Rate: 8%

Salary: 4.5%

CONTRIBUTIONS

Employee: $7,642

Employer: $213,842

MEMBERSHIP

Active	Inactive
45	32

SHERIFF'S RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$25,788,864	104%
Actuarial Value of Assets:	$25,634,674	103%
Actuarial Accrued Liability:	$24,830,420	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/12, 62/8	Yes

Cost of Living Adjustment

Annual Amount Maximum: 5% Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8% **Salary:** 4%

Contributions

Employee: Non-Contributory **Employer:** $1,723,327

Membership

Active	Inactive
114	154

SPRINGFIELD POLICE & FIRE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$126,842,334	51%
Actuarial Value of Assets:	$130,496,305	52%
Actuarial Accrued Liability:	$250,849,523	

BENEFIT

Normal Retirement Formula: 2.8% of compensation times years of credited service
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
50/20, 60/0, 0/25 55/30 - new hires	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.25%

CONTRIBUTIONS

Employee: $2,715,551 **Employer:** $6,795,690

MEMBERSHIP

Active	Inactive
548	439

ST. JOSEPH POLICEMEN'S PENSION FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$18,762,063	61%
Actuarial Value of Assets:	$18,233,797	59%
Actuarial Accrued Liability:	$30,819,539	

BENEFIT

Normal Retirement Formula: 40% of compensation for the first 20 years of service,
plus 2% for the next 15 years of service
Maximum: 70%

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 4%

Percent of CPI: 50%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5%

Salary: 4%

CONTRIBUTIONS

Employee: $213,357

Employer: $1,695,887

MEMBERSHIP

Active	Inactive
113	84

ST. LOUIS COUNTY EMPLOYEES RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$407,201,421	78%
Actuarial Value of Assets:	$393,856,441	76%
Actuarial Accrued Liability:	$520,067,946	

BENEFIT

Normal Retirement Formula: **General Employees**: 1.5% of compensation times years of credited service, plus $15 per month times years of service

Uniformed: 1.6% of compensation times years of credited service,
Supplemental Uniformed Benefit:
$30 per month times years of service to age 65
$5 per month times years of service past age 65

Normal Retirement Benefits (Age / Service)

General Employees:	65/3
Uniformed Employees:	60/10
Rule of 80 applies to both:	65/3

Social Security Coverage

Yes

COST OF LIVING ADJUSTMENT

Ad Hoc COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $26,729,066

MEMBERSHIP

Active	Inactive
3,704	3,087

ST. LOUIS COUNTY LIBRARY DISTRICT EMPLOYEES' PENSION PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$29,673,441	106%
Actuarial Value of Assets:	$28,054,678	100%
Actuarial Accrued Liability:	$28,054,678	

BENEFIT

Normal Retirement Formula: 1.6% of compensation times years of credited service

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4.5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $584,168

MEMBERSHIP

Active	Inactive
364	258

ST. LOUIS EMPLOYEES RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$527,733,171	79%
Actuarial Value of Assets:	$527,733,171	79%
Actuarial Accrued Liability:	$666,182,075	

Benefit

Normal Retirement Formula: 1.3% of compensation up to benefit compensation base (BCB), plus 2.05% of compensation above BCB, times years of credited service

Deferred Retirement Option Plan (DROP)
Active members eligible for any form of retirement may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5, Rule of 85	Yes

Cost of Living Adjustment

Annual Amount Maximum: 5%

'Cap' Total Maximum: 25%
Percent of CPI: 100%

Actuarial Assumptions

Interest Rate: 8% **Salary:** 3%

Contributions

Employee: $4,958 **Employer:** $15,813,568

Membership

Active	Inactive
5,756	6,147

ST. LOUIS FIREMEN'S RETIREMENT SYSTEM

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$415,163,177	97%
Actuarial Value of Assets:	$391,181,701	91%
Actuarial Accrued Liability:	$429,764,156	

BENEFIT

Normal Retirement Formula: 40% of compensation for the first 20 years of service,
plus 2% for the next 5 years of service,
plus 5% for each year over 25 years
Maximum: 30 Years

Deferred Retirement Option Plan (DROP)
Active members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
0/20	No

COST OF LIVING ADJUSTMENT

Annual Amount Minimum:	1.5%	'Cap' Total Maximum:	25%
Annual Amount Maximum:	5%		

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.625 **Salary:** 4.5%

CONTRIBUTIONS

Employee: $2,644,335 **Employer:** $4,110,402

MEMBERSHIP

Active	Inactive
696	1,063

ST. LOUIS POLICE RETIREMENT SYSTEM

ASSETS /

		Funded Ratio
Assets (Market Value):	$690,483,923	103%
Actuarial Value of Assets:	$667,255,594	100%
Actuarial Accrued Liability:	$667,255,594	

BENEFIT

Normal Retirement Formula: 2% of compensation for first 25 years of service,
Plus 4% for next 5 years of service,
Plus 5% for all service over 30 years
Maximum: 75%

Deferred Retirement Option Plan (DROP)
Active members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 5 years. DROP benefit equals retirement annuity, plus interest. DROP service is not included as credited service.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 20	No

COST OF LIVING ADJUSTMENT

Annual Amount Maximum: 3% 'Cap' Total Maximum: 30%

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.75% **Salary:** 5%

CONTRIBUTIONS

Employee: $3,993,182 **Employer:** $8,093,226

MEMBERSHIP

Active	Inactive
1,159	1,769

ST. LOUIS PUBLIC SCHOOL RETIREMENT SYSTEM

Assets / Liability

		Funded Ratio
Assets (Market Value):	$1,061,478,889	98%
Actuarial Value of Assets:	$935,328,638	86%
Actuarial Accrued Liability:	$1,084,409,305	

Benefit

Normal Retirement Formula: 2% of compensation times years of credited service
Maximum: 60%

Deferred Retirement Option Plan (DROP)
Between 07/01/01 & 06/30/05, members meeting normal retirement eligibility may elect DROP participation. Maximum DROP period is 4 years. Upon participation, the member's benefit is frozen and credited to DROP account.

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/0, Rule of 85	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 8% **Salary:** 4.5%

Contributions

Employee: $10,515,674 **Employer:** $23,514,266

Membership

Active	Inactive
5,549	4,154

TOWN & COUNTRY MUNICIPAL EMPLOYEES PENSION PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$5,116,674	107%
Actuarial Value of Assets:	$4,902,268	103%
Actuarial Accrued Liability:	$4,766,033	

Benefit

Normal Retirement Formula: 1.25% of compensation times years of credited service to 1/1/96, plus 1.5% of compensation times years of service after 1/1/96

Normal Retirement Benefits (Age / Service)	Social Security Coverage
60/5	Yes

Cost of Living Adjustment

No COLA

Actuarial Assumptions

Interest Rate: 7.25% **Salary:** 3.5%

Contributions

Employee: Non-Contributory **Employer:** $312,863

Membership

Active	Inactive
58	13

UNIVERSITY CITY NON-UNIFORMED RETIREMENT PLAN

Assets / Liability

		Funded Ratio
Assets (Market Value):	$13,473,741	84%
Actuarial Value of Assets:	$15,033,711	94%
Actuarial Accrued Liability:	$16,004,905	

Benefit

Normal Retirement Formula: 1.5% of compensation times years of credited service, plus .50% above break point amount times years of service.
2005 break point amount: $35,000
Maximum: 35 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
62/30, Age 65	Yes

Cost of Living Adjustment

Ad Hoc COLA

Actuarial Assumptions

Interest Rate: 6.5%

Salary: 3%

Contributions

Employee: $146,781

Employer: $0

Membership

Active	Inactive
171	58

UNIVERSITY CITY POLICE & FIRE RETIREMENT FUND

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$26,548,468	98%
Actuarial Value of Assets:	$30,243,209	111%
Actuarial Accrued Liability:	$27,145,396	

BENEFIT

Normal Retirement Formula:

25 years of service: 65% of compensation,
plus 1% for next 5 year, less member offset
Offset is frozen upon 30 years of service

20 years of service: 40% of compensation,
plus 4% for each year over age 50
Maximum: 60%

Defined Contribution Offset

Normal Retirement Benefits (Age / Service)	Social Security Coverage
50/25	No

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6.5% **Salary:** 3%

CONTRIBUTIONS

Employee: $2,759 **Employer:** $0

MEMBERSHIP

Active	Inactive
119	87

UNIVERSITY OF MO RETIREMENT, DISABILITY & DEATH BENEFIT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$2,245,313,000	99%
Actuarial Value of Assets:	$2,125,656,340	94%
Actuarial Accrued Liability:	$2,271,229,787	

BENEFIT

Normal Retirement Formula: 2.2% of compensation times years of credited service

Partial Lump Sum Option

Normal Retirement Benefits (Age / Service)	Social Security Coverage
65/5	Yes

COST OF LIVING ADJUSTMENT

Periodic determined by board of trustees

ACTUARIAL ASSUMPTIONS

Interest Rate: 8% **Salary:** 5%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $49,075,000

MEMBERSHIP

Active	Inactive
16,961	9,445

VALLEY PARK FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$2,305,722	107%
Actuarial Value of Assets:	$2,079,086	96%
Actuarial Accrued Liability:	$2,160,467	

BENEFIT

Normal Retirement Formula: 1.75% of compensation times years of credited service
Maximum: 30 years

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55/0	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 7.5% **Salary:** 4%

CONTRIBUTIONS

Employee: Non-Contributory **Employer:** $196,266

MEMBERSHIP

Active	Inactive
24	6

WEST OVERLAND FPD RETIREMENT PLAN

ASSETS / LIABILITY

		Funded Ratio
Assets (Market Value):	$0	0%
Actuarial Value of Assets:	$0	0%
Actuarial Accrued Liability:	$204,289	

BENEFIT

Normal Retirement Formula: $750 monthly to age 65

Normal Retirement Benefits (Age / Service)	Social Security Coverage
55 / 5	Yes

COST OF LIVING ADJUSTMENT

No COLA

ACTUARIAL ASSUMPTIONS

Interest Rate: 6% **Salary:** 0%

CONTRIBUTIONS

Employee: $0 **Employer:** $7,500

MEMBERSHIP

Active	Inactive
20	3

DEFINED CONTRIBUTION PLANS

Plan	Membership	Fund Total	Contributions	
BALLWIN POLICE PENSION PLAN	45	$4,000,269	**Employer:**	$201,686
			Employee:	$0
BATES COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	197	$6,192,760	**Employer:**	$640,629
			Employee:	$0
CEDAR HILL FPD MONEY PURCHASE PLAN	16	$795,769	**Employer:**	$56,743
			Employee:	$20,655
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
CENTRAL COUNTY FIRE & RESCUE PENSION PLAN	75	$8,194,151	**Employer:**	$414,750
			Employee:	$0
CERF STAFF RETIREMENT PLAN	12	$197,718	**Employer:**	$39,950
			Employee:	$0
CHESTERFIELD RETIREMENT PLAN	174	$7,208,466	**Employer:**	$833,000
			Employee:	$0
COMMUNITY FPD RETIREMENT PLAN	64	$10,049,265	**Employer:**	$532,000
			Employee:	$0
COOPER COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	117	$1,862,575	**Employer:**	$183,404
			Employee:	$0
COTTLEVILLE COMMUNITY FPD RETIREMENT PLAN	47	$3,799,900	**Employer:**	$525,610
			Employee:	$0

PLAN	MEMBERSHIP	FUND TOTAL	CONTRIBUTIONS	
COUNTY EMPLOYEES RETIREMENT FUND	5,324	$7,282,134	**Employer:**	$978,612
			Employee:	$572,682
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
CREVE COEUR EMPLOYEES RETIREMENT PLAN	70	$301,519	**Employer:**	$64,733
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
CREVE COEUR FPD RETIREMENT PLAN	59	$17,066,297	**Employer:**	$1,269,591
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
DES PERES RETIREMENT PLAN	150	$5,964,474	**Employer:**	$1,428,064
			Employee:	$0
FLORISSANT EMPLOYEES PENSION PLAN	185	$11,186,229	**Employer:**	$1,030,092
			Employee:	$205,283
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
JACKSON COUNTY PUBLIC WATER SUPPLY DIST 2	9	$1,170,141	**Employer:**	$35,243
			Employee:	$36,247
JEFFERSON COUNTY CONSOLIDATED WATER DIST C-1	24	$1,481,792	**Employer:**	$102,488
			Employee:	$0
JEFFERSON COUNTY PUBLIC WATER SUPPLY DIST 3	10	$399,430	**Employer:**	$22,000
			Employee:	$0
KIRKWOOD CIVILIAN EMPLOYEES PENSION PLAN	181	$12,148,056	**Employer:**	$333,233
			Employee:	$0

PLAN	MEMBERSHIP	FUND TOTAL	CONTRIBUTIONS	
KIRKWOOD POLICE & FIRE PENSION PLAN	100	$25,232,365	Employer:	$953,547
			Employee:	$366,768
LAKE ST. LOUIS FPD PROFIT SHARING PLAN	7	$354,565	Employer:	$58,493
			Employee:	$0
LEMAY FPD RETIREMENT PLAN	22	$1,727,488	Employer:	$159,676
			Employee:	$7,200
LIBERTY HOSPITAL RETIREMENT INCOME PLAN	1,218	$54,125,542	Employer:	$3,148,956
			Employee:	$2,601,155
LINCOLN COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	236	$3,678,944	Employer:	$253,995
			Employee:	$0
MARYLAND HEIGHTS FPD RETIREMENT PLAN	52	$14,152,619	Employer:	$776,968
			Employee:	$0
MARYLAND HEIGHTS PENSION PLAN	174	$9,262,581	Employer:	$250,497
			Employee:	$21,936
METRO NORTH FPD RETIREMENT PLAN	13	$3,771,884	Employer:	$282,541
			Employee:	$0
MID-COUNTY FPD RETIREMENT PLAN	24	$294,475	Employer:	$0
			Employee:	$0

Defined Benefit Plan: See corresponding individual plan page in defined benefit section.

Plan	Membership	Fund Total	Contributions	
MONARCH FPD RETIREMENT PLAN	112	$22,298,447	**Employer:**	$1,232,200
			Employee:	$0
Defined Benefit Plan: See corresponding individual plan page in defined benefit section.				
NORMANDY FPD RETIREMENT PLAN	27	$2,635,086	**Employer:**	$322,095
			Employee:	$0
O'FALLON FPD RETIREMENT PLAN	67	$2,584,380	**Employer:**	$416,836
			Employee:	$0
PACIFIC FPD RETIREMENT PLAN	17	$206,352	**Employer:**	$26,353
			Employee:	$0
PHELPS COUNTY REGIONAL MEDICAL CENTER PENSION PLAN	726	$36,409,197	**Employer:**	$1,630,360
			Employee:	$2,054,164
PIKE COUNTY MEMORIAL HOSPITAL RETIREMENT PLAN	80	$2,343,305	**Employer:**	$163,053
			Employee:	$88,903
RIVERVIEW FPD RETIREMENT PLAN	22	$3,052,185	**Employer:**	$371,231
			Employee:	$0
ROBERTSON FPD RETIREMENT PLAN	36	$7,540,166	**Employer:**	$287,927
			Employee:	$0
SAMARITAN MEMORIAL HOSPITAL PENSION PLAN	128	$1,896,056	**Employer:**	$86,459
			Employee:	$0

Plan	Membership	Fund Total	Contributions	
SPANISH LAKE FPD RETIREMENT PLAN	24	$4,715,477	**Employer:**	$295,639
			Employee:	$0
WEBSTER GROVES NON-UNIFORMED EMPLOYEES PENSION PLAN	75	$4,507,430	**Employer:**	$127,400
			Employee:	$203,573
WEBSTER GROVES POLICE & FIRE RET FUND	83	$15,250,873	**Employer:**	$441,127
			Employee:	$295,163
WEST COUNTY EMS & FPD RETIREMENT PLAN	64	$12,537,404	**Employer:**	$795,000
			Employee:	$0
WEST OVERLAND FPD RETIREMENT PLAN	20	$5,777,688	**Employer:**	$307,396
			Employee:	$0

Defined Benefit Plan: See corresponding individual plan page in defined benefit section.