

City of Grand Rapids General Retirement System

**Financial Report
with Supplemental Information
June 30, 2008**

City of Grand Rapids General Retirement System

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Independent Auditor's Report

To the Board of Trustees
City of Grand Rapids General Retirement System
Grand Rapids, Michigan

We have audited the accompanying statement of plan net assets of the City of Grand Rapids General Retirement System (the "System") as of June 30, 2008 and 2007 and the related statement of changes in plan net assets for the year then ended. These financial statements are the responsibility of the System's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the City of Grand Rapids General Retirement System as of June 30, 2008 and 2007 and the results of its operations for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

The management's discussion and analysis and required supplemental information (identified in the table of contents) are not a required part of the basic financial statements but are supplemental information required by the accounting standards generally accepted in the United States of America. We have applied certain limited procedures, which consisted principally of inquiries of management, regarding the methods of measurement and presentation of the required supplemental information. However, we did not audit the information and express no opinion on it.

Plante & Moran, PLLC

September 4, 2008

City of Grand Rapids General Retirement System

Management's Discussion and Analysis

This section of the City of Grand Rapids General Retirement System (the System) annual financial statements presents a discussion and analysis of the financial performance of the System for the fiscal year ended June 30, 2008. This discussion has been prepared by management and should be read in conjunction with the financial statements. This discussion and analysis is designed to focus on current activities, resulting changes and current known facts. The financial statements and this discussion are the responsibility of management.

Overall Fund Structure and Objectives

The System exists to pay benefits to its retirees and beneficiaries. Active members earn service credit that entitles them to receive benefits in the future. Generally speaking, benefits paid out in any given year are significantly greater than the contributions received. The excess of benefits over contributions must be funded through investment income.

Asset Allocation

The System has established asset allocation policies, which are expected to deliver sufficient investment income over a very long period of time to satisfy the obligations to pay the benefits promised to its members. The following is a summary of the System's asset allocation policy as of June 30, 2008:

U.S. equity - 55%
Fixed income - 30%
Non-U.S. equity - 15%

Investment Results

The System's performance consultant, Wilshire Associates, reported a market rate of return of -8.41% on retirement system assets for the year ended June 30, 2008. Had the assets all been invested passively, the return would have been -5.94%, which means that the System's assets underperformed their benchmark by 2.47%.

Management believes, and actuarial studies concur, that the System is in a solid financial position to meet its current obligations. We believe that the current financial position will continue to improve due to a prudent investment program, cost controls, and strategic planning.

Using the Financial Statements

The System's financial report includes two financial statements: the Statement of Plan Net Assets and the Statement of Changes in Plan Net Assets. These statements include all assets and liabilities using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, all revenues and expenses are taken into account regardless of when cash is received or paid.

City of Grand Rapids General Retirement System

Management's Discussion and Analysis (Continued)

The Statement of Plan Net Assets presents all of the System's assets and liabilities, with the difference between the two reported as net assets. Over time, increases and decreases in net assets measure whether the System's financial position is improving or deteriorating. The Statement of Changes in Plan Net Assets presents how the System's net assets changed during the most recent fiscal year. These two financial statements should be reviewed along with the Schedule of Funding Progress and the Schedule of Employer Contributions (see Required Supplemental Information) to determine whether the System is becoming financially stronger or weaker and to understand changes over time in the funded status of the System.

Statement of Plan Net Assets

System total assets as of June 30, 2008 were \$383,520,808 and were mostly comprised of cash, investments, interest and dividends, and contributions due from members and the City of Grand Rapids. Of this amount, \$26,844,866 represents collateral held by brokers under the System's securities lending program. Total assets decreased \$173,155,511 from the prior year, primarily due to unfavorable market conditions and a decreased amount of pending trades (sales) as of June 30, 2008.

Total liabilities as of June 30, 2008 were \$29,196,024 and were comprised of administrative expenses and investment management fees due after the close of the fiscal year, and pending trades (purchases). Securities on loan under the System's securities lending program represent \$26,844,866 of the liability amount. Total liabilities decreased \$129,358,192 from the prior year, mainly due to a decrease in the amount of pending trades (purchases) and a lower amount of securities on loan under the System's securities lending program as of June 30, 2008.

Because the number of securities out on loan under the System's lending program can fluctuate greatly depending on demand and available securities, the assets and liabilities can be expected to vary widely from one year to the next, or not much at all, depending on how many securities are out on loan on June 30 of each year. The increase in assets caused by securities lending will always be offset by a corresponding liability of the same amount, so that the two amounts cancel each other out. Securities lending income is used to offset the System's custody and benefit payment expenses.

Statement of Changes in Plan Net Assets

Revenue sources include employer contributions, member contributions, earnings on investments, and securities lending income. Contributions, investment income, and securities lending income for the fiscal year ended June 30, 2008 totaled (\$23,888,734).

Total member contributions decreased from the previous year by \$7,710. Employer contributions decreased from the previous year by \$2,725,314, due to a lower computed employer contribution rate. Investment income decreased from the previous year by \$88,070,785, primarily due to poor market conditions. Securities lending income increased from the previous year by \$86,081.

City of Grand Rapids General Retirement System

Management's Discussion and Analysis (Continued)

The primary expenses of the System include the payment of pension benefits to retirees and beneficiaries, refunds of contributions and interest to former members, and the cost of administering the System. Total deductions, including investment management fees, for the fiscal year ended June 30, 2008 were \$21,213,910; of this, payments for retirement benefits and refunds to former members were \$19,461,369, an increase of \$1,595,961 over the previous year.

Differences in benefit payments can occur for various reasons, including fluctuations in the number of retirees and beneficiaries, and the number of active members who terminate employment and withdraw their contributions during the year.

Other System Activities

There were no significant changes during the year.

Contacting System Financial Management

This financial report is designed to provide the Board of Trustees, our membership, taxpayers and creditors with a general overview of the System's finances and to demonstrate the System's accountability for the money it receives. If you have any questions about this report or need additional financial information, contact the Retirement Systems office, 233 E. Fulton, Suite 216, Grand Rapids, Michigan, 49503.

City of Grand Rapids General Retirement System

Statement of Plan Net Assets June 30, 2008 (with comparative totals for June 30, 2007)

	2008	2007
Assets		
Cash and money market funds	\$ 6,043,523	\$ 13,927,014
Investments at fair value		
United States government obligations	23,435,020	62,462,289
Asset-backed securities	18,448,704	26,995,196
State and municipal bonds	126,705	1,887,543
Corporate bonds	66,283,181	30,618,870
Common stocks and equity mutual funds	221,562,117	260,610,550
Partnerships	19,335,364	22,183,177
Investments held as collateral for securities lending	26,844,866	51,742,512
Total investments	376,035,957	456,500,137
Total cash and investments	382,079,480	470,427,151
Receivables:		
Employer contributions	242,373	324,946
Plan member contributions	108,056	91,557
Interest and dividends	750,830	1,245,877
Pending trades - sales	340,069	84,586,788
Total receivables	1,441,328	86,249,168
Total assets	383,520,808	556,676,319
Liabilities		
Administrative expenses payable	67,615	67,000
Investment management fees payable	295,249	321,999
Pending Trades - purchases	1,988,294	106,422,705
Amounts due broker under securities lending agreement	26,844,866	51,742,512
Total liabilities	29,196,024	158,554,216
Net Assets Held in Trust for Pension Benefits		
(a schedule of analysis of funding progress is presented in the required supplemental information)	\$ 354,324,784	\$ 398,122,103

City of Grand Rapids General Retirement System

Statement of Changes in Plan Net Assets Year Ended June 30, 2008 (with comparative totals for the year ended June 30, 2007)

	2008	2007
Additions		
Investment income:		
Net appreciation in fair value of investments	\$ (39,132,691)	\$ 47,600,346
Interest and dividends	7,651,864	8,963,805
Investment expense	(1,305,325)	(1,279,518)
Net investment income	(32,786,152)	55,284,633
Contributions:		
Employer	6,008,558	8,733,872
Plan members	2,721,459	2,729,169
Total contributions	8,730,017	11,463,041
Securities lending:		
Income	257,508	125,067
Expense	(90,107)	(43,747)
Net securities lending income	167,401	81,320
Total additions	(23,888,734)	66,828,994
Deductions		
Benefits	19,461,369	17,865,408
Administrative expenses	447,216	510,476
Total deductions	19,908,585	18,375,884
Net Increase in Net Assets Held in Trust for Pension Benefits	(43,797,319)	48,453,110
Net Assets Held in Trust for Pension Benefits - Beginning of year	398,122,103	349,668,993
Net Assets Held in Trust for Pension Benefits - End of year	\$ 354,324,784	\$ 398,122,103

City of Grand Rapids General Retirement System

**Notes to Financial Statements
June 30, 2008**

Note I - Summary of Significant Accounting Policies

Basis of Accounting

The City of Grand Rapids General Retirement System's (the "System") financial statements are prepared using the accrual basis of accounting. Employer contributions are recognized when due according to the formal commitment made by the City of Grand Rapids (the "City") to provide the contributions. Plan member contributions are recognized when due. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan.

Methods Used to Value Investments

Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments that do not have an established market are reported at estimated fair value.

Use of Estimates

The preparation of the System's financial statements in conformity with generally accepted accounting principles requires management to make significant estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements. Significant estimates are made for the actuarial present value of accumulated plan benefits as of the benefit information date, the changes in net assets available for benefits during the reporting period, and, when applicable, the disclosures of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Risks and Uncertainties

Plan contributions and the actuarial present value of accumulated plan benefits are prepared based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Investments are exposed to various risks, such as interest rate, market, and credit. Due to uncertainties inherent in the estimations and assumptions process and the level of uncertainty related to changes in the value of investments, it is possible that changes in these estimates, assumptions, and risks in near term would be material to the financial statements.

City of Grand Rapids General Retirement System

**Notes to Financial Statements
June 30, 2008**

Note 2 - Plan Description and Contribution Information

Plan Description

The System is a single-employer, defined benefit pension plan, which provides retirement and disability benefits to plan members and beneficiaries. Eligible members consist of all persons regularly employed by the City, including the 61st District Court, but excluding uniformed police and fire employees. Benefit provisions are established and amended by City ordinance. The plan is administered by the System's board of trustees and the financial statements of the System are also included in the basic financial statements of the City as a pension trust fund. The System is an independent trust qualified under applicable provisions of the Internal Revenue Code and is an independent entity as required by state law.

Eligibility

An eligible employee becomes a participant in the System as of his or her date of permanent employment. The System provides for 100% vesting in System benefits with eight years of credited service. Employees may elect to retire after attaining age 62 and completing eight years of credited service, or after completing 30 years of service regardless of age. The yearly allowance, payable monthly for life to the retired member, equals 2.7% of the member's final average compensation times years and months of credited service. For members of the Crime Scene Technicians group, final average compensation shall be increased by 5.1% and for members of the ECO I & II group, final average compensation shall be increased by 27.0%. For purposes of benefit calculations, the final average compensation is based on the member's three highest compensated calendar years of credited service, before the year end of the calendar year in which the employee attains 40 years of credited service or reaches his or her credited service cap.

At June 30, 2008, the System's membership consisted of the following:

Retirees and beneficiaries receiving pension benefits	943
Terminated plan members entitled to but not yet receiving benefits	84
Active plan members	<u>997</u>
Total	2,024

City of Grand Rapids General Retirement System

Notes to Financial Statements June 30, 2008

Note 2 - Plan Description and Contribution Information (Continued)

Contributions

The City is required to contribute at an actuarially determined rate, calculated to be 11.86% and 16.41% for the years ended June 30, 2008 and 2007, respectively. Plan member contributions, which are required by ordinance, are based on compensation. Contributions are 2% to 6.27% of regular compensation paid by the City, depending on job classification. These contributions are 100% vested. Plan members retain the right upon termination to withdraw their contributions plus regular interest, as defined by the System, in lieu of any pension rights they may have.

The System maintains a member deposit fund, which is used to accumulate contributions made by plan members and related accrued interest. As detailed in the plan document, the fund is legally required to distribute individual employee contributions and related interest, upon request by a terminated plan member. The balance in the member deposit fund at June 30, 2008 is \$26,108,770.

Note 3 - Deposits and Investments

The investments of the System are designed to comply with requirements of the State of Michigan, which has numerous investment limitations depending on the type of investment. The investment policy adopted by the board is in accordance with state law and has authorized investments according to Michigan Public Act 314. The most significant requirements as they impact the System are as follows:

1. Investments in stock are limited to 70% of the System's assets and investments in the stock of any one corporation are limited to 5% of the System's assets.
2. Equity investments in real estate are limited to 5% of the System's assets.
3. Investments in state and local government obligations are limited to 5% of the System's assets.
4. Investments in foreign securities are limited to 20% of the System's assets.

City of Grand Rapids General Retirement System

Notes to Financial Statements June 30, 2008

Note 3 - Deposits and Investments (Continued)

The System's cash and investments are subject to several types of risk, which are examined in more detail below:

Custodial Credit Risk

Custodial credit risk for investments is the risk that in the event of the failure of the counter-party to a transaction, the System will not be able to recover the value of investment or collateral securities that are in the possession of an outside party. This portfolio will minimize custodial credit risk by limiting investments to those permitted by Act 485 of the Public Acts of 1996, as amended (Michigan Compiled Laws 38.1132 et seq), which include: a) United States Treasury and Agency; b) Mortgages (Collateral and CMOs); c) Corporate Bonds (industrial, finance, asset-backed, utilities, telephone, and Yankee); d) Derivatives (futures, swaps, option contracts on the S&P 500 Index and U.S. Interest Rates, and futures and option contracts on U.S. Treasury and Agency securities); e) American Depository Receipts; f) Non-Dollar Bonds; g) Emerging Market Debt; h) Cash equivalent investments (including repurchase agreements); i) Short-term investment funds; j) International Depository Receipts; k) Global Depository Receipts; l) Convertible Bonds; m) Open and closed-end country funds; and n) Warrants.

In addition, the System will only conduct business with investment management firms that will: comply with all relevant provisions contained in Act 485 of the Public Acts of 1996, as amended (Michigan Compiled Laws 38.1132 et seq); support the overall investment policies of the Plan; understand and accept their designated "role" within the Plan's investment structure; construct a portfolio of securities that reflect the execution of their assigned investment strategy; and adhere to the guidelines of this document and/or any additional written instructions that amend the Investment Policy Statement. As of June 30, 2008, \$443,751 of cash equivalents was exposed to custodial credit risk because it was an uninsured and uncollateralized deposit.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. This portfolio structures its fixed income allocation to be approximately neutral in duration and interest rate risk to that of the benchmark (Lehman Aggregate Index). This should mitigate the relative over- or under- performance of the fixed income composite as a result of changing interest rates.

City of Grand Rapids General Retirement System

Notes to Financial Statements June 30, 2008

Note 3 - Deposits and Investments (Continued)

As of June 30, 2008, the System had the following investments and maturities.

	Fair Value	Less than 1 Year	1-6 Years	6-10 Years	More than 10 Years	Maturity Not Determined
Asset-backed securities	\$ 8,579,149	\$ -	\$ 3,461,788	\$ 540,217	\$ 4,577,144	\$ -
Commercial mortgage backed	2,296,976	-	-	-	2,296,976	-
Corporate bonds	66,283,181	-	5,754,926	1,354,659	4,052,386	55,121,210
Government agencies	2,734,837	-	2,189,225	-	545,612	-
Government bonds	7,359,301	-	-	1,122,687	6,236,614	-
Government mortgage backed	13,340,882	-	373,070	2,925,657	10,042,155	-
Municipal/Provincial bonds	126,705	-	-	-	126,705	-
Non-government backed CMOs	7,572,579	-	-	-	7,572,579	-
Short-term investment funds	4,695,189	-	-	-	-	4,695,189
Total	<u>\$ 112,988,799</u>	<u>\$ -</u>	<u>\$ 11,779,009</u>	<u>\$ 5,943,220</u>	<u>\$ 35,450,171</u>	<u>\$ 59,816,399</u>

Credit Risk

Credit risk is the risk that an issuer or other counter-party to an investment will not fulfill its obligations. The fixed income portfolio invests in both investment grade bonds and high yield bonds. However, the overall credit rating for the composite is not to be below an "A" rating. As of June 30, 2008, the System held investments with the following credit ratings:

Fair market value by investment type:

	S&P Rating								
	AAA	AA	A	BBB	BB	B	CCC	AGY/TSY	Not Rated
Asset-backed securities	\$ 7,351,884	\$ 783,195	\$ -	\$ -	\$ 139,200	\$ -		\$ -	\$ 304,870
Commercial mortgage backed	1,854,405	-	-	-	-	-	-	-	442,570
Corporate bonds	245,330	1,365,010	3,769,755	4,394,452	375,827	71,857	259,887	-	55,801,063
Government agencies	1,916,725	-	-	272,500	-	-	-	-	545,612
Government bonds	7,279,726	-	-	79,575	-	-	-	-	-
Government mortgage backed	-	-	-	-	-	-	-	13,340,882	-
Municipal/Provincial bonds	-	-	-	126,705	-	-	-	-	-
Non-government backed CMOs	4,365,785	-	-	-	-	-	-	-	3,206,795
Short-term investment funds	-	-	-	-	-	-	-	-	4,695,189
Total	<u>\$ 23,013,855</u>	<u>\$ 2,148,205</u>	<u>\$ 3,769,755</u>	<u>\$ 4,873,232</u>	<u>\$ 515,027</u>	<u>\$ 71,857</u>	<u>\$ 259,887</u>	<u>\$ 13,340,882</u>	<u>\$ 64,996,099</u>

City of Grand Rapids General Retirement System

Notes to Financial Statements June 30, 2008

Note 3 - Deposits and Investments (Continued)

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of the System's investment in a single issuer. It is the System's policy that no single holding will represent more than 5% of the total fund. As of June 30, 2008, no single holding within this portfolio represented more than 5% of the total fund.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or a deposit. In general, the foreign currency exposure resulting from international investments is not hedged. This exposes the portfolio to foreign currency risk, which is not expected to harm or help the performance of the fund in a significant way over the long term. As of June 30, 2008, the System had the following foreign investments:

	Fair Market	Preferred and	Government	Government	Corporate
	Value	Common	Bonds	Agencies	Bonds
		Stock			
Argentina	587,433	587,433	-	-	-
Australian	2,115,720	1,463,674	-	-	652,046
Brazil	3,695,063	3,439,661	-	-	255,402
British Pound Sterling	8,461,015	8,114,278	-	-	346,737
Canadian	7,250,185	7,250,185	-	-	-
Euro	20,488,810	20,488,810	-	-	-
France	946,513	696,656	-	-	249,857
Hong Kong	1,006,244	781,005	-	-	225,239
Ireland	407,793	407,793	-	-	-
Italy	348,790	-	-	-	348,790
Japan	6,278,083	6,278,083	-	-	-
Mexico	352,075	-	79,575	272,500	-
Netherlands	229,476	-	-	-	229,476
Norway	1,283,340	1,283,340	-	-	-
Republic of Korea	1,071,872	550,802	-	-	521,070
Spain	77,622	-	-	-	77,622
Sweden	650,778	650,778	-	-	-
Swiss Franc	1,147,917	1,147,917	-	-	-

City of Grand Rapids General Retirement System

Notes to Financial Statements June 30, 2008

Note 3 - Deposits and Investments (Continued)

Securities Lending Risk

As of June 30, 2008, the System had the following investments:

Investment Type	Fair Value of Loaned Securities Collateralized by		Fair Value of Loaned Securities Collateralized by	
	Cash Collateral	Cash Collateral	Noncash Collateral	Noncash Collateral
Global Equities	\$ 8,198,837	\$ 8,677,366	\$ 602,499	\$ 637,368
U.S. agencies	1,394,485	1,430,254	-	-
U.S. corporate fixed	1,966,943	2,022,086	-	-
U.S. equities	7,457,947	7,671,274	-	-
U.S. government fixed	6,884,513	7,043,886	-	-
Total	<u>\$ 25,902,725</u>	<u>\$ 26,844,866</u>	<u>\$ 602,499</u>	<u>\$ 637,368</u>

Public Act 314 permits and Trustees have implemented, a securities lending program whereby the System, through The Northern Trust Company, lends its securities to broker-dealers and other entities with a simultaneous agreement to return the collateral for the same securities in the future. The System has authorized The Northern Trust Company to utilize the Core U.S.A. Collateral Section in which all collateral is in U.S. dollars only and available to participating lenders who are domiciled or reside in the U.S.A. The System receives cash, letters of credit, or government securities as collateral for loans of its securities to approved borrowers. Initial collateral levels will not be less than 102% of the market value of the borrowed securities, or not less than 105% if the borrowed securities and the collateral are denominated in different currencies.

The Northern Trust Company shall indemnify the System if it is unable to recover borrowed securities and distributions made during the term of the loan or loans with respect to those securities as a result of The Northern Trust Company's failure to: 1) make a reasonable determination of the creditworthiness of a borrower, 2) demand adequate and appropriate collateral on a prompt and timely basis, perfect a security interest, obtain equivalent rights in the collateral or maintain control of the collateral, or 3) otherwise perform its duties and responsibilities under its agreement with the System or applicable law.

City of Grand Rapids General Retirement System

**Notes to Financial Statements
June 30, 2008**

Note 3 - Deposits and Investments (Continued)

All securities loans can be terminated on demand by either the System or The Northern Trust Company and are subject to the performance by both parties of any of their respective obligations that remain outstanding at the time of termination. Upon termination of this program by either party, The Northern Trust Company shall terminate all outstanding loans of the System's securities and shall make no further loans. The System does not have the ability to pledge or sell collateral securities without a borrower default. There are no restrictions on the amount of the loans that can be made. Cash collateral may also be invested separately in "term loans", in which case the investments match the loan term. These loans can be terminated on demand by either lender or borrower.

Required Supplemental Information

City of Grand Rapids General Retirement System

Required Supplemental Information Schedule of Analysis of Funding Progress

Actuarial Valuation Date	Actuarial Value of Assets (a)	Entry Age Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c)
General Retirement System:						
6/30/2002	\$ 282,764,403	\$ 285,261,608	\$ 2,497,205	99%	\$ 49,209,733	5%
6/30/2003	270,637,794	297,568,110	26,930,316	91%	51,005,278	53%
6/30/2004	282,160,341	307,762,043	25,601,702	92%	51,752,109	50%
6/30/2005	305,533,088	334,554,231	29,021,143	91%	53,451,352	54%
6/30/2006	352,522,401	352,860,547	338,146	100%	52,838,163	1%
6/30/2007	391,693,895	368,873,096	(22,820,799)	106%	52,426,527	0%

City of Grand Rapids General Retirement System

Required Supplemental Information Schedule of Employer Contributions

Fiscal Year/ Period Ended	Annual Required Contribution	Percentage Contributed
6/30/2002	\$ 485,854	100%
6/30/2003	1,600,534	100%
6/30/2004	5,916,496	100%
6/30/2005	8,632,941	100%
6/30/2006	8,596,017	100%
6/30/2007	8,733,871	100%

The information presented above was determined as part of the actuarial valuations at the dates indicated. Additional information as of June 30, 2007, the latest actuarial valuation, follows:

Valuation date	June 30, 2007
Actuarial cost method	Individual entry age
Amortization method	Level percent, closed
Remaining amortization period	13 years
Asset valuation method	3-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.5%
Projected salary increases*	4.0%-8.0%

* Includes inflation at 3.5% and cost of living adjustment