

**Firefighters' Retirement System**  
**2008**  
**Comprehensive Annual Financial Report**



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# FIREFIGHTERS' RETIREMENT SYSTEM

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# FIREFIGHTERS' RETIREMENT SYSTEM

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# Firefighters Retirement System



Introductory Section

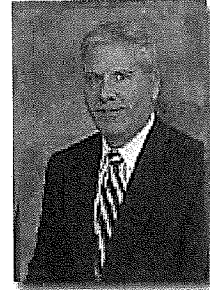
# FIREFIGHTERS' RETIREMENT SYSTEM

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## LETTER OF TRANSMITTAL

November 1, 2008

**Board of Trustees  
Firefighters' Retirement System  
3100 Brentwood Drive  
Baton Rouge, Louisiana 70809**



I am pleased to present the Comprehensive Annual Financial Report (CAFR) of the Firefighters' Retirement System (FRS) for the fiscal year ended June 30, 2008. My office is responsible for the management of the system, which was established on January 1, 1980 by Act. No. 434 of 1979. All invested funds, cash, and property are held in the name of FRS for the sole benefit of the membership.

This CAFR was prepared to conform with the principles of governmental accounting and reporting set forth by the Governmental Accounting Standards Board (GASB). Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, rests with the management of the system. In addition, management is responsible for maintaining a system of adequate internal controls. The controls are designed to serve the following purposes: (1) To provide reasonable assurance that transactions are recorded as necessary, (2) To maintain the accountability for assets, and (3) To permit the preparation of financial statements in accordance with generally accepted accounting principles.

This CAFR is divided into five sections as explained below.

- ❖ The Introductory Section, which contains the letter of transmittal, identification of FRS' administrative organization and board of trustees;
- ❖ The Financial Section, which contains the opinion of the independent auditors, management's discussion and analysis, the financial statements, schedules, and supplementary financial information regarding the funds administered by FRS
- ❖ The Investment Section, which contains information pertaining to the management of the investments of FRS;
- ❖ The Actuarial Section, which contains information regarding the financial condition and financial position of the retirement plan administered by FRS; and
- ❖ The Statistical Section, which contains information regarding FRS participants and finances.

Plan Characteristics

## FIREFIGHTERS' RETIREMENT SYSTEM

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FRS is a cost sharing, multiple-employer, governmental defined benefit plan, established by the state legislature on January 1, 1980, to provide retirement and other benefits for Louisiana firefighters. All invested funds, cash, and property are held in the name of FRS for the sole benefit of the membership. A ten member board of trustees governs FRS.

### Controls

In accordance with the board's and management's goals and policies, FRS maintains a system of internal controls to reasonably assure that assets are properly safeguarded, resources are efficiently and economically employed, and financial information is reliable and accurate. To achieve those objectives, FRS employs advanced computer technology, continuing education for staff, and numerous checks and balances within the control environment. An operating budget for administrative expenses is prepared each year by the staff to address member and employer needs while keeping costs reasonable. The board of trustees must review and approve the annual budget and any changes during the year. In addition to the trustees' approval, the budget must be reviewed by the Joint Legislative Committee on the Budget. An independent certified public accounting firm audits the financial statement to ensure that they conform to U.S. generally accepted accounting principles in all material respects.

### Management's Discussion and Analysis

Management's discussion and analysis (MD&A) begins on page 14 and provides an overview and analysis of the system's basic financial statements. This letter of transmittal complements the MD&A and should be read in conjunction with it.

### Investments

FRS is responsible for the prudent management of an investment portfolio with a market value of \$1.1 billion. Diversification to reduce risk is evident in the allocation of investment assets. FRS holds a wide range of investments such as domestic and international stocks, investment grade and high-yield bonds, shares of a real estate investment trust, holdings in various hedge funds and private equity firms. In addition to these asset classes, FRS obtains diversification through various management styles including growth and value, size of company, and industry selected. For fiscal 2008, FRS assets experienced a -4.6% return, net of fees, with three and five year averages of 8.0% and 9.2%, respectively. See the investment section and the MD&A for a more detailed discussion of FRS' investment performance.

### Funding

The actuary determines the annual funding requirements needed to meet current and future benefit obligations. Calculations of contributions are based on the system's normal cost and amortization of the unfunded accrued liability. The employer contribution rate established by the Public Retirement Systems' Actuarial Committee (PRSAC) was 13.75% for 2007-2008 and will be

## FIREFIGHTERS' RETIREMENT SYSTEM

12.50% for 2008-2009. This will be the fourth consecutive year of decreasing employer contribution rates.

As of June 30, 2008, FRS was 85.78% funded compared to 86.02 % as of June 30, 2007. This decrease results from unfavorable market conditions and a larger than expected growth in plan liabilities. Net assets held in trust to pay pension benefits at June 30, 2008 totaled \$1.1 billion.

### Yearly Highlights and Accomplishments

Our efforts are first and foremost for the benefit of our members. Every department at FRS works together to provide the high quality service that our members deserve. Key accomplishments are summarized below.

- FRS portfolio placed in the top tier of investment performance compared to its statewide peers in an extremely volatile and rapidly declining capital market
- FRS experienced the fourth consecutive year of declining employer contribution rates.
- FRS granted a cost of living raise to all retirees for the third consecutive year
- FRS increased the amount of education seminars conducted at fire departments, thereby raising employee awareness of plan benefits, funding, and finances.

### Acknowledgements and Considerations

The FRS staff and myself would like to thank the board of trustees for their support and dedication. Hard work by the board, staff, and professional consultants allowed FRS to make a successful transition from an aggressive "capital appreciation" portfolio strategy to a "capital preservation" strategy in a period of unprecedented market deleveraging, including the change in office operations related to that transition. The preparation of this report is made possible by the commitment and dedication of the entire FRS staff.

Steven Stockstill  
*Executive Director*

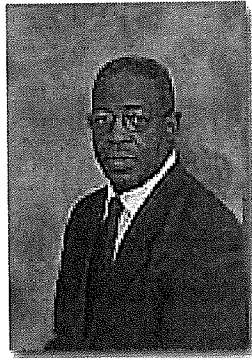
# FIREFIGHTERS' RETIREMENT SYSTEM

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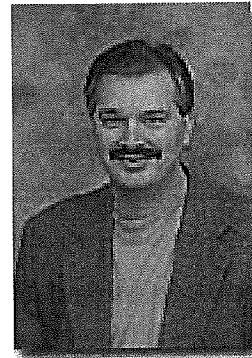
## Board of Trustees



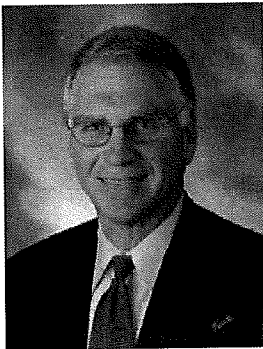
**Charlie Fredieu**  
Board Chairman  
Retiree Representative



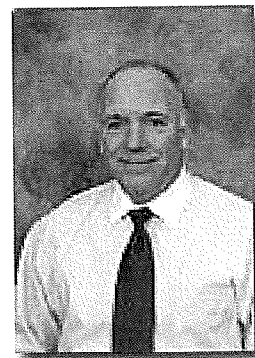
**Mayor Clarence Hawkins**  
Board Vice Chairman  
LMA Representative



**Stacy Birdwell**  
PFFA Representative



**Mayor Jimmy Durbin**  
LMA Representative



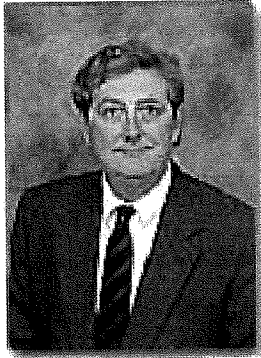
**Chief Paul Smith**  
PFFA Representative



# FIREFIGHTERS' RETIREMENT SYSTEM

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## Board of Trustees



Honorable John N Kennedy  
State Treasurer



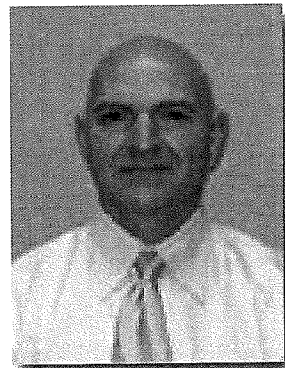
Honorable Joel Robideaux  
Chairman, House Retirement



Honorable Butch Gautreaux  
Chairman, Senate Retirement



Barbara Goodson  
Division of Administration

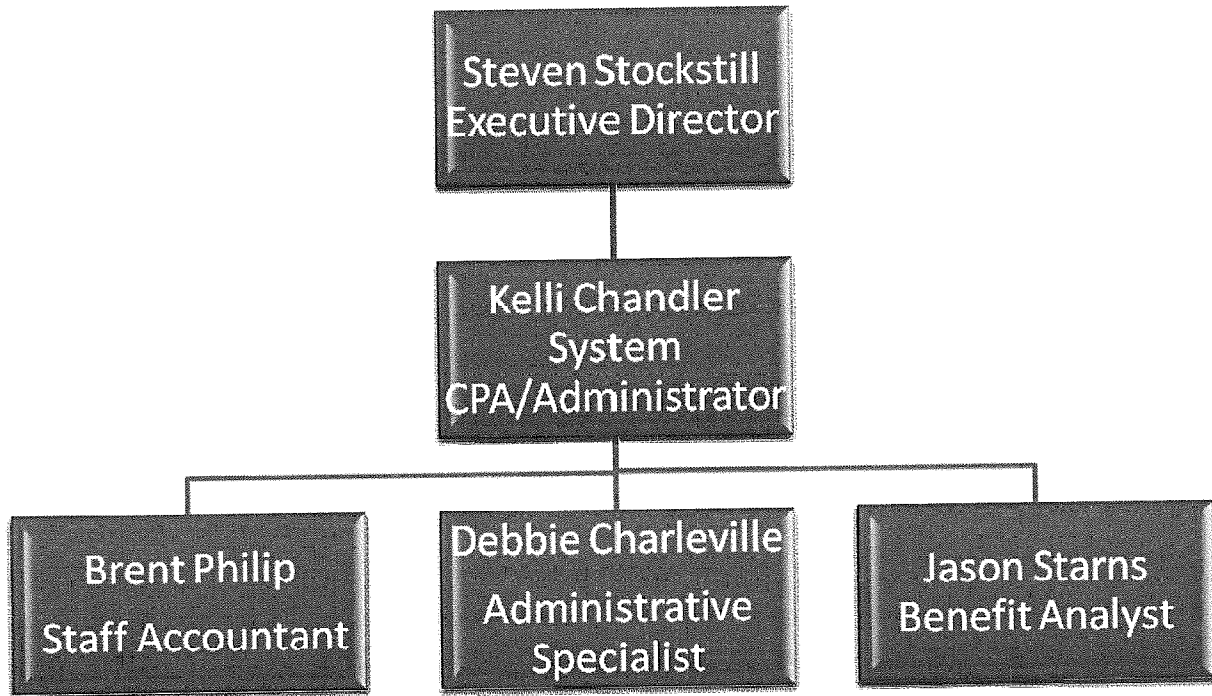


Chief Sammy Halphen  
Fire Chief Representative

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Organization Chart



# FIREFIGHTERS' RETIREMENT SYSTEM

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## Professional Consultants

### **ACTUARY**

G.S. Curran & Co.

### **AUDITORS**

Postlethwaite & Netterville, APAC, CPA

### **LEGAL CONSULTANTS**

Klausner & Kuffman  
Baron & Budd  
Bernstein Litowitz Berger & Grossman LLP

### **LARGE CAP EQUITY ADVISORS**

Black Rock  
Northern Trust

### **SMALL-MID CAP EQUITY ADVISORS**

AXA Rosenberg Investment Management  
Northern Trust  
Montagu Newhall

### **INTERNATIONAL EQUITY ADVISORS**

Thornburg International Equity  
LSV International Equity  
Fisher Investments  
KBC

### **DOMESTIC FIXED INCOME ADVISORS**

PIMCO  
Orleans Capital  
Commonwealth

### **EMERGING MARKET FIXED INCOME**

Ashmore Investment Management

### **REIT ADVISORS**

Invesco

### **HEDGE FUND ADVISORS**

The Clinton Group  
Fletcher Asset Management  
Ironwood Partners  
Lighthouse Diversified  
Scoggin Capital Management  
GMT Capital Corporation  
Argonaut Global  
Emory Partners  
Commonwealth Advisors

### **PRIVATE EQUITY ADVISORS**

Murphree Venture  
Louisiana Fund I  
Diversified Trust Company  
Montagu Newhall  
DuPont Capital Management  
Capital Springs

### **REAL ESTATE ADVISORS**

Americus  
Sentinel  
Land Baron Investments  
JP Morgan India  
Vision Capital  
Timbervest

### **GLOBAL CUSTODIAN**

JPMorgan Chase Bank

### **INVESTMENT PERFORMANCE CONSULTANTS**

Consulting Services Group

# Firefighters Retirement System



Finance Section



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## **INDEPENDENT AUDITORS' REPORT**

To the Board of Trustees  
Firefighters' Retirement System  
Baton Rouge, Louisiana

We have audited the statement of plan net assets of the Firefighters' Retirement System as of June 30, 2008, 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 the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the plan net assets of the Firefighters' Retirement System as of June 30, 2008, and the changes in the plan net assets for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Management's Discussion and Analysis and the Supplementary Information, Schedule of Funding Progress and Schedule of Employer Contributions and Other Contributing Entities are not a required part of the financial statements but are supplementary information required by principles generally accepted in the United States of America. We have applied limited procedures, which consisted principally of inquiries of management regarding methods of measurement and presentation of the supplementary information. However, we did not audit the information and express no opinion on it.

Our audit was conducted for the purpose of forming an opinion on the financial statements of the Firefighters Retirement System. The accompanying financial information as Trustees' Per Diem and Administrative Expense Schedule is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the financial statements, and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

In accordance with *Government Auditing Standards*, we have also issued our report dated December 23, 2008 on our consideration of the Firefighters' Retirement System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be read in conjunction with this report in considering the results of our audit.

*Postlethwaite ; Netterville*

Baton Rouge, Louisiana  
December 23, 2008



Postlethwaite  
& Netterville

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**REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON  
COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF  
FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH  
GOVERNMENT AUDITING STANDARDS**

To the Board of Trustees  
Firefighters' Retirement System  
Baton Rouge, Louisiana

We have audited the financial statements of the Firefighters' Retirement System, State of Louisiana, as of and for the year ended June 30, 2008, and have issued our report thereon dated December 23, 2008. We have conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States.

Internal Control Over Financial Reporting

In planning and performing our audit, we considered the Firefighters' Retirements System's internal control over financial reporting as a basis for designing our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide an opinion on the internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of Firefighters' Retirement System's internal control over financial reporting.

A control deficiency exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A significant deficiency is a control deficiency, or combination of control deficiencies, that adversely affects the entity's ability to initiate, authorize, record or process, or report financial data reliably in accordance with generally accepted accounting principles, such that there is more than a remote likelihood that a misstatement of the entity's financial statements that is more than inconsequential will not be prevented or detected by the entity's internal control.

A material weakness is a significant deficiency, or combination of significant deficiencies, that result in more than a remote likelihood that a material misstatement of the financial statements will not be prevented or detected by the entity's internal control.

Our consideration of the internal control over financial reporting was for the limited purpose described in the first paragraph in this section and would not necessarily identify all deficiencies in internal control that might be significant deficiencies or material weaknesses. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses, as defined above.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Firefighters' Retirement System's, financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

This report is intended for the information and use of the Board of Trustees and management of Firefighters' Retirement System and the Legislative Auditor of the State of Louisiana and is not intended to be and should not be used by anyone other than those specified parties. Under Louisiana Revised Statutes 24:513, this report is distributed by the Legislative Auditor as a public document.

*Postlethwaite & Netterville*

Baton Rouge, Louisiana  
December 23, 2008



# FIREFIGHTERS' RETIREMENT SYSTEM

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## MANAGEMENT DISCUSSION AND ANALYSIS

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### FINANCIAL HIGHLIGHTS

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The discussion and analysis of the Firefighters' Retirement System (FRS) financial performance provides an overview of the financial activities and funding conditions for the fiscal year ended June 30, 2008. Please review it in conjunction with the Financial Statements which begin on page 21.

- ❖ FRS' net assets held in trust decreased by \$45.8 million, or 4%.
- ❖ FRS' investment holdings decreased from \$1.08 billion to \$1.02 billion which is a decrease of \$56.1 million or 5%.
- ❖ The rate of return on the estimated fair value of FRS investments was -4.6%, net of fees in 2008 as compared to 17.2% for 2007.
- ❖ The system's funded ratio declined to 85.78% in 2008 from 86.02% in 2007.
- ❖ The unfunded actuarial accrued liability increased from \$167 million in 2007 to \$187 million in 2008, an increase of \$20 million or 12%.
- ❖ FRS had an increase in contributions excluding mergers of \$570 thousand or 1% and also experienced an overall increase in benefit payments and transfers of \$5.9 million or 12%.

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### OVERVIEW OF THE FINANCIAL STATEMENTS

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This discussion and analysis is intended to serve as an introduction to the FRS financial reporting which is comprised of the following components:

1. Basic financial statements
2. Notes to the basic financial statements
3. Required supplementary information
4. Other supplementary schedules

## FIREFIGHTERS' RETIREMENT SYSTEM

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The statement of plan net assets reports the pension fund's assets, liabilities, and resulting net assets held in trust for pension benefits. It discloses the financial position of FRS as of June 30, 2008. The statement of changes in net assets reports the results of the pension fund's operations during the year disclosing the additions to and deductions from the plan net assets. The notes to the financial statements provide additional information and insight that is essential to gaining a full understanding of the data provided in the statements.

- ❖ Note 1 provides a general description of FRS, information regarding plan membership, and plan benefit provisions.
- ❖ Note 2 provides a summary of significant accounting policies and plan asset matters; including the basis of accounting; methods used to value investments; methods used to value property and equipment; and adoption of new accounting principles.
- ❖ Note 3 provides information regarding required reserves and funding status.
- ❖ Note 4 provides information regarding member and employer contribution requirements.
- ❖ Note 5 describes investments, including a discussion of credit risk, interest rate risk and foreign currency risk.
- ❖ Note 6 provides information regarding securities lending transactions.
- ❖ Note 7 provides information regarding notes receivable from merged systems.
- ❖ Note 8 provides a summary of the property and equipment of FRS including depreciation and net holding amounts.
- ❖ Note 9 provides a summary of the concentration of credit risks.
- ❖ Note 10 provides information regarding any potential contingencies of FRS.

Required supplementary information consists of two schedules and related notes concerning actuarial information and the funded status of FRS. Supporting schedules include information on administrative expense and board compensation.

# FIREFIGHTERS' RETIREMENT SYSTEM

## STATEMENT OF PLAN NET ASSETS

TABLE 1  
PLAN NET ASSETS  
(in thousands)

	<u>2008</u>	<u>2007</u>
Cash and Investments	\$1,083,749	\$1,131,085
Receivables	3,710	5,147
Capital Assets	800	931
Notes Receivable	5,002	5,590
Prepaid Expense and Other	7	7
<b>Total Assets</b>	<b>\$1,093,268</b>	<b>\$1,142,760</b>
Liabilities	808	4,533
<b>Plan Net Assets</b>	<b>\$1,092,460</b>	<b>\$1,138,227</b>

FRS' net assets decreased by \$45.8 million year over year. This decrease was primarily a result of a decrease in investment holdings of \$56 million offset by an increase in cash holdings of \$8 million and a decrease in liabilities of \$3.7 million.

## STATEMENT OF CHANGES IN PLAN NET ASSETS

TABLE 2  
ADDITIONS TO PLAN NET ASSETS  
(in thousands)

	<u>2008</u>	<u>2007</u>
Contributions	\$45,065	\$38,095
Net Investment Income	(57,154)	161,858
Insurance Premium Taxes	20,522	18,797
Other Operating Revenues	371	4,084
<b>Total Additions</b>	<b>\$8,804</b>	<b>\$222,834</b>

Additions to FRS' net assets include employer and member contributions, investment income, and an allocation from the insurance premium tax fund. Member contributions increased \$1.2 million or 10.3%, and employer contributions decreased \$700 thousand or 2.9%. The insurance premium tax fund apportionment increased \$1.7 million or 9.2%, and net investment income decreased \$219 million or 135%.

## FIREFIGHTERS' RETIREMENT SYSTEM

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### STATEMENT OF CHANGES IN PLAN NET ASSETS (continued)

TABLE 3  
DEDUCTIONS FROM PLAN NET ASSETS  
(in thousands)

	2008	2007
Retirement Benefits	\$49,150	\$43,955
Disability Benefits	3,833	3,321
Refunds	1,243	917
Net Transfers	(467)	(288)
Administrative Expenses	812	507
<b>Total Deductions</b>	<b>\$54,571</b>	<b>\$48,412</b>

Deductions from plan assets increased \$6.2 million or 12.7%. This increase was primarily due to increases in retirement benefits of \$5.2 million and disability benefits of \$500 thousand.

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## INVESTMENTS

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FRS is responsible for the prudent management of funds held in trust for the exclusive benefit of our members' pensions. Funds are invested to achieve maximum returns without exposing retirement assets to unacceptable risks. Because investment income is vital to FRS' current and continued financial stability, trustees have a fiduciary responsibility to act prudently and discretely when making investment decisions.

During the current year, FRS further reduced its exposure to fixed income and increased its alternative investment holdings. See the investment section starting on page 44 for more information regarding FRS' investments.

The following table summarizes the investment return by asset class for the year ended June 30, 2008, for the trailing three years, and trailing five years.

## FIREFIGHTERS' RETIREMENT SYSTEM

TABLE 4  
INVESTMENT RETURNS SUMMARY

	<b>Current Year</b>	<b>Trailing 3 Years</b>	<b>Trailing 5 Years</b>
<b>US Large Cap</b>			
Growth	-16.3%	3.7%	9.5%
Index	-13.3%	4.4%	7.6%
Energy	45.2%	N/A	N/A
<b>US Mid/Small Cap</b>			
Value	-5.1%	8.1%	14.2%
Index	-9.4%	7.0%	12.2%
<b>International Equity</b>			
Core	-2.8%	19.1%	21.2%
Value	-18.3%	11.6%	17.8%
GARP	-0.3%	17.2%	18.8%
Water	-6.9%	N/A	N/A
<b>Fixed Income</b>			
Core	8.5%	4.7%	4.4%
Distressed Debt	4.3%	N/A	N/A
Emerging Markets	13.0%	14.4%	15.0%
<b>Alternatives</b>			
REITs	-17.7%	7.9%	N/A
Hedge Funds	-1.4%	6.2%	N/A
Private Equity	N/A	-3.0%	N/A
<b>Real Estate</b>			
Real Estate	9.53%*	N/A	N/A

\* The current year return represents the annualized return since 12/31/05.

# FIREFIGHTERS' RETIREMENT SYSTEM

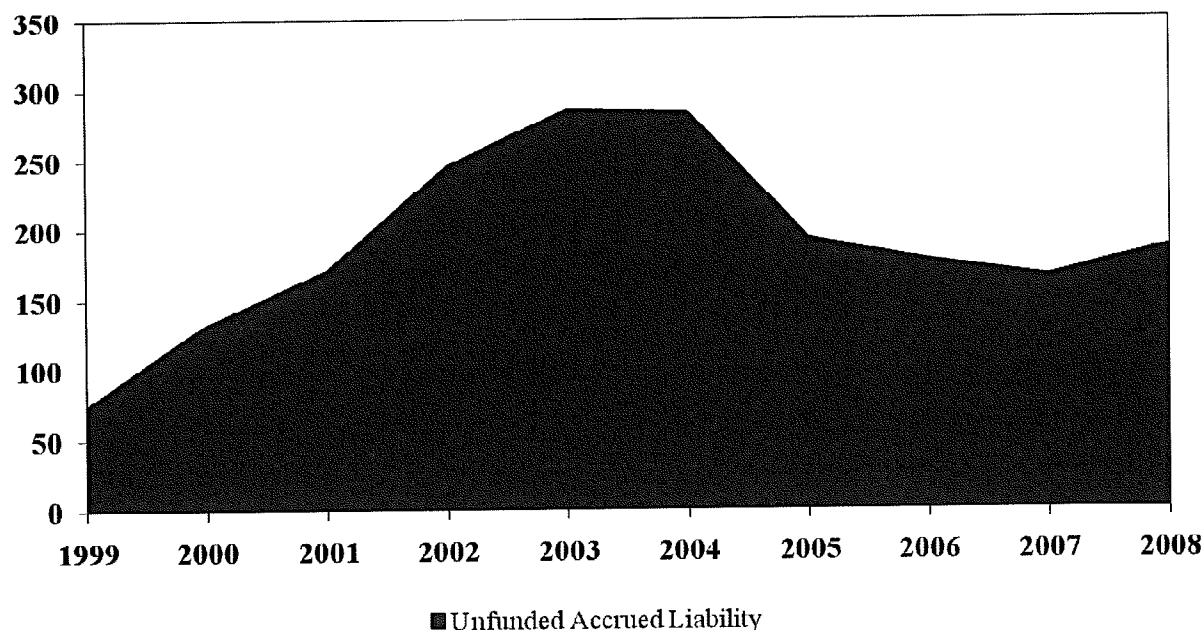
## FUNDING STATUS

Of primary concern to most pension plan participants is the amount of money available to pay benefits. An actuarial valuation of assets and liabilities is performed annually.

An indicator of funding status is the ratio of the actuarial present value of the assets to the actuarial present value of future benefits when using the entry age normal method. An increase in this percentage over time usually indicates a plan is becoming financially stronger. However, a decrease will not necessarily indicate a plan is in financial decline. Changes in the financial markets and the collection of actuarially required contributions also have a significant impact on the funding status of the system.

The following chart shows the level of the unfunded accrued liability (in millions) over time. See the actuarial section for more information regarding the funded status of the system.

### Unfunded Accrued Liability



## FIREFIGHTERS' RETIREMENT SYSTEM

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### **CONTACTING THE PLANS' FINANCIAL MANAGEMENT**

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The financial report is designed to provide citizens, taxpayers, and system members with an overview of the system's finances and the prudent exercise of the Board's oversight. If you have any questions regarding this report or need financial information, please either visit our website at [www.lafirefightersret.com](http://www.lafirefightersret.com) or contact the FRS Controller, Kelli Chandler, at 3100 Brentwood Drive, Baton Rouge, Louisiana 70809.

# FIREFIGHTERS' RETIREMENT SYSTEM

## STATEMENT OF PLAN NET ASSETS

JUNE 30, 2008

### **ASSETS**

Cash and cash equivalents	<u>\$62,358,066</u>
Receivables	
Employer	1,970,784
Employee	1,124,995
Interest and dividends	<u>614,174</u>
Total receivables	<u>3,709,953</u>
Investments at fair value	
U.S. government securities	12,361,512
Corporate bonds	41,594,507
Equities and alternative investments	<u>967,435,141</u>
Total investments at fair value	<u>1,021,391,160</u>
Property, building, equipment and fixtures, net of accumulated depreciation of \$414,128	799,646
7% notes receivable from merged systems	5,001,952
Prepaid expenses and other	<u>7,548</u>
<b>TOTAL ASSETS</b>	<u><u>\$1,093,268,325</u></u>

### **LIABILITIES**

Accounts payable	<u>\$808,651</u>
<b>TOTAL LIABILITIES</b>	<u>\$808,651</u>

**NET ASSETS HELD IN TRUST FOR PENSION BENEFITS** \$1,092,459,674

The accompanying notes are an integral part of this statement.



# FIREFIGHTERS' RETIREMENT SYSTEM

## STATEMENT OF CHANGES IN PLAN NET ASSETS

YEAR ENDED JUNE 30, 2008

### ADDITIONS

Contributions	
Employer	\$23,292,250
Employee	13,611,403
Mergers	8,161,037
Total Contributions	<u>45,064,690</u>
Investment Income	
Net depreciation in fair value of investments	(77,615,323)
Interest and dividends	24,389,105
	<u>(53,226,218)</u>
Less investment expenses	<u>3,927,637</u>
Net investment loss	<u>(57,153,855)</u>
Interest from notes receivable	356,709
Gain on sale of assets	325
State appropriations from insurance premium taxes	20,521,771
Rental income	14,195
	<u>8,803,835</u>
Total additions	<u>8,803,835</u>

### DEDUCTIONS

Retirement benefits	49,150,168
Disability benefits	3,833,211
Refunds to terminated employees	1,243,074
Transfers to (from) other systems	(466,879)
Administrative expenses	811,667
Total deductions	<u>54,571,241</u>

### NET DECREASE

(45,767,406)

### NET ASSETS HELD IN TRUST FOR PENSION BENEFITS

Beginning of year	<u>1,138,227,080</u>
End of year	<u>\$1,092,459,674</u>

The accompanying notes are an integral part of this statement.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### 1. PLAN DESCRIPTION

The following brief description of the Firefighters' Retirement System (FRS or the System) is provided for general information purposes only. Participants should refer to the appropriate statutes for more complete information.

#### General

FRS is a cost sharing, multiple-employer, governmental defined benefit pension plan covering firefighters employed by any municipality, parish, or fire protection district of the State of Louisiana, under the provisions of Louisiana Revised Statutes 11:2251 through 2269, effective January 1, 1980. Membership in FRS is a condition of employment for those fulltime firefighters who are employed by municipal, parish or fire protection districts and who earn more than \$375 per month.

#### Reporting Entity

FRS is not a component unit of the State of Louisiana Consolidated Annual Financial Report. The accompanying financial statements reflect the activity of the System.

Under Governmental Accounting Standards Board (GASB) Statement No. 14, *The Financial Reporting Entity* (GASB 14), the definition of a reporting entity is based primarily on the concept of financial accountability. In determining its component unit status, FRS administrators considered the following:

- ❖ FRS exists for the benefit of current and former firefighters who are members of the System;
- ❖ Four of the ten Board members are elected by the employees who participate in the System, and
- ❖ FRS is funded by the investment of contributions from the members and member employers who are obligated to make the contributions to FRS based upon actuarial valuations.

FRS itself has no component units as defined under GASB 14.

FRS was created by the State of Louisiana and is governed by a ten-member Board of Trustees (the Board). The Board is responsible for administering the assets of FRS and for making policy decisions regarding investments. Two of the Trustees are elected by the professional firefighters association, one Trustee is elected by the fire chiefs and, one is a retired firefighter. Two are appointed by the Louisiana Municipal Association. The remaining membership of the Board consists of one member from the State

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### Reporting Entity (continued)

Treasurer's office, one from the Division of Administration and the chairmen of the Senate and House Retirement Committees.

### Plan Membership

Employer and employee membership data at June 30, 2008 is as follows:

#### Employer Members

Cities	59
Parishes	10
Special districts	<u>49</u>
Total employer members	<u>118</u>

#### Employee Members

Current retirees and beneficiaries	1,661
Drop participants	130
Terminated vested participants	53
Terminated (due a refund)	430
Active plan participants	<u>3,820</u>
Total employee members	<u>6,094</u>

### Plan Benefits

Employees with 20 or more years of service who have attained age 50, or employees who have 12 years of service who have attained age 55, or 25 years of service at any age are entitled to annual pension benefits equal to 3 1/3 % of their average final compensation based on the 36 consecutive months of highest pay multiplied by their total years of service, not to exceed 100%. Employees may elect to receive their pension benefits in the form of a joint and survivor annuity.

If employees terminate before rendering 12 years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to their employer's contributions. Benefits are payable over the employees' lives in the form of a monthly annuity. Employee may elect an unreduced benefit or any of six options at retirement. The options are as follows:

1. At death, their beneficiary will receive a lump sum payment based on the present value of the employee's annuity account balance.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### Plan Benefits (continued)

2. At death, their beneficiary will receive a life annuity equal to the employee's reduced retirement allowance.
3. At death, their beneficiary will receive a life annuity equal to  $\frac{1}{2}$  of the employee's reduced retirement allowance.
4. Any other benefit certified by the actuary and approved by the Board of Trustees that will be equivalent in value to the employee's retirement allowance limited to a spouse and/or minor children.
5. The member can select a reduced option 2 benefit. However, if the beneficiary predeceases the retiree, the benefit will convert to the maximum. This option is limited to a spouse and/or minor children or handicapped children.
6. The member can select a reduced option 3 benefit. However, if the beneficiary predeceases the retiree, the benefit will convert to the maximum. This option is limited to a spouse and/or minor children.

### Death Benefits

If an active employee dies and is not eligible for retirement, his survivors shall be paid:

1. If the employee not eligible to retire dies in the line of duty, their spouse will receive monthly, an annual benefit equal to  $\frac{2}{3}$  of the employee's average final compensation. If death is not in the line of duty, the spouse will receive monthly, an annual benefit equal to 3% of the member's average final compensation multiplied by his total years of service; however, the benefit shall not be less than 40%, or more than 60% of the employee's average final compensation.
2. Children of deceased employees will receive the greater of \$200 or 10% of the member's final average compensation per month until reaching the age of 18 or until the age of 22, if enrolled full time in an institution of higher education. The surviving totally physically handicapped or mentally retarded child of a deceased employee, regardless of age, shall receive the benefits as long as they are dependent on the surviving spouse.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### Death Benefits (continued)

3. If an employee, who is eligible to retire, dies before retiring, the designated beneficiary shall be paid under option 2, survivor benefit equal to member's benefit.

### Disability Benefits

If an eligible member is officially certified as disabled by the State Medical Disability Board, he shall receive the greater retirement, if eligible for disability benefits as follows:

1. Any member totally disabled from injury received in the line of duty, shall be paid, on a monthly basis, an annual pension of 60% of the average final compensation being received at the time of the disability.
2. Any member of the System who has become disabled or incapacitated because of continued illness or as a result of any injury received, even though not in the line of duty, and who has 5 years of creditable service, but is not eligible for retirement under the provisions of R. S. 11:2256 may apply for retirement under the provisions of R.S. 11:2258 and shall be retired on 75% of the retirement salary to which he would be entitled under R. S. 11:2256 if he were otherwise eligible there under 25% of the member's average salary, whichever is greater.
3. Any retired member or DROP plan participant who becomes disabled for any reason provided for by law shall be permitted to apply for conversion of a service retirement to a service connected disability retirement under R.S. 11:2258(B)(1)(e).
4. Should a member who is on disability retirement die and leave a surviving spouse, the surviving spouse shall receive a benefit of \$200 per month. When the member takes disability retirement, he may, in addition, take an actuarially reduced benefit in which case the member's surviving spouse shall receive 50% of the disability benefit being paid immediately prior to the death of the disabled retiree. If the surviving spouse remarries prior to age 55, such benefits shall cease; however, the benefits shall resume upon subsequent divorce or death of the new spouse, and the approval of the board of trustees.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## **Notes to Financial Statements**

### **Deferred Retirement Option Plan**

After completing 20 years of creditable service and age 50 or 25 years at any age, a member may elect to participate in the deferred retirement option plan (DROP) for up to 36 months.

Upon commencement of participation in the deferred retirement option plan, employer and employee contributions to the System cease. The monthly retirement benefit that would have been payable is paid into the deferred retirement option plan account. Upon termination of employment, a participant in the program shall receive, at his option, a lump-sum payment from the account or an annuity based on the deferred retirement option plan account balance in addition to his regular monthly benefit.

If employment is not terminated at the end of the 36 months, the participant resumes regular contributions to FRS.

No payments may be made from the deferred retirement option plan account until the participant retires. During the year ended June 30, 2008, \$12,267,657 was credited to deferred retirement option plan accounts on behalf of 130 participants.

### **Initial Benefit Option**

Effective June 16, 1999, members eligible to retire and who do not choose to participate in DROP may elect to receive, at the time of retirement, an initial benefit option (IBO) in an amount up to 36 months of benefits, with an actuarial reduction of their future benefits. Such amounts may be withdrawn or remain in the IBO account earning interest at the same rate as the DROP account.

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

### **Basis of Accounting**

The System's financial statements are prepared in conformity with accounting principles accepted in the United States using the accrual basis of accounting. Contributions are recognized in the period in which the employee is compensated for services. Benefits and refunds are recognized when due and payable. Investment purchases and sales are recorded as of their trade date. Dividends are recorded on the dividend date and state appropriations are recorded when received.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### Cash and Investments (continued)

Cash represents amounts on deposit with the custodian fiscal agent banks, and/or the investment advisors. Under state law, FRS may deposit funds within a fiscal agent bank organized under the laws of the State of Louisiana, the laws of any other state in the Union, or the laws of the United States. FRS's permissible investments are set forth in R.S. 11:262-263 and are further limited in accordance with investment guidelines promulgated by the board of trustees. FRS's statement of investment guidelines authorizes investments in various investment products, including bonds issued by the United States Government or its agencies, mortgage-backed securities and corporate bonds rated BAA or better, domestic equities, common stock of foreign publicly held companies and other investments as approved by the board of trustees. The investment policy of the board limits the amount of cash within the portfolio to no more than 10% of the assets under management. The average quality of the portfolio must be at least an "A". No single holding other than U.S. Government or its agencies is to account for more than 5% of the market value of the total portfolio, nor shall any holdings of the U.S. Government or its agencies exceed 10% of the total portfolio. The equity investments must be domestic securities registered on a national exchange regulated under Title 1 of the Securities Exchange Act of 1934. All international equities shall be common stock of publicly traded companies on recognized trading exchanges. No single equity holding is to exceed 8% of the market value of a manager's portfolio.

As required by GASB No. 25, *Financial Reporting for Defined Benefit Pension plans and Note Disclosures for Defined Contribution Plans*, investments in fixed-income securities and common stock are reported at fair market value based on quoted market prices when available. Investments that do not have an established market value are reported at estimated fair value. Interest income is recognized on the accrual basis as earned.

### Estimates

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

### Property and Equipment

Property and equipment are stated at historical cost less an allowance for depreciation. Depreciation is computed using the straight-line method over the estimated useful lives of 40 years for buildings and 3 to fifteen years for equipment and furniture.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to the Financial Statements

### Property and Equipment (continued)

Expenditures for major renewals and betterments that extend the useful lives of property and equipment are capitalized. Expenditures for maintenance and repairs are charged to expense as incurred.

### Accumulated Leave

The employees of the System accumulate unlimited amounts of annual and sick leave at varying rates as established by state regulations. Upon resignation or retirement, unused annual leave of up to 300 hours can be paid to employees at the employees' rate of pay. The liability for accrued annual leave of up to 300 hours is included in other liabilities.

### 3. CONTRIBUTIONS AND RESERVES

Contributions for all members are established by statute at 8.0% of earnable compensation. The contributions are deducted from the member's salary and remitted by the participating agency. For the year ended June 30, 2008, employer contributions were 13.75% of covered payroll.

Administrative costs of the System are financed through employer contributions and earnings. According to state statute, contributions for all employers are actuarially determined each year. The System also receives funds from insurance premium taxes each year as set forth by Louisiana statutes. This income is used as additional employer contributions.

### Reserves

Use of the term "reserve" by the FRS indicates that a portion of the net assets is legally restricted for a specific future use. The nature and purpose of these reserves are explained below. Overall, the System is 85.78% funded.

### Expense Fund Reserve

The Expense Fund Reserve provides for general and administrative expenses of the System and those expenses not funded through other specific legislative appropriations. Funding consists of transfers from the pension accumulation reserve and is made as needed.

### Annuity Savings

The Annuity Savings is credited with contributions made by members of the System. When a member terminates his service, or upon his death, before qualifying for a



# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### **Annuity Savings** (continued)

benefit, the refund of his contributions is made from this reserve. If a member dies and there is a survivor who is eligible for a benefit, the amount of the member's accumulated contributions is transferred from the Annuity Savings to the Annuity Reserve to provide part of the benefits. The Annuity Savings per the actuarial report as of June 30, 2008 is \$111,366,347 and is fully funded.

### **Pension Accumulation Reserve**

The Pension Accumulation Reserve consists of contributions paid by employers, interest earned on investments and any other income not covered by other accounts. This reserve account is charged annually with an amount, determined by the actuary, to be transferred to the Annuity Reserve to fund retirement benefits for existing recipients. It is also relieved when expenditures are not covered by other accounts. The Pension Accumulation Reserve per the actuarial report as of June 30, 2008 is \$417,638,746 and is 88% funded.

### **Annuity Reserve**

The Annuity Reserve consists of the reserves for all pensions, excluding cost-of-living increases granted to retired members and is the reserve account from which such pensions and annuities are paid. Survivors of deceased beneficiaries also receive benefits from this reserve account. The Annuity Reserve per the actuarial report as of June 30, 2008 is \$492,845,354 and is fully funded.

### **Deferred Retirement Option Account**

The Deferred Retirement Option Account consists of the reserves for all members who, upon retirement eligibility, elect to deposit into this account an amount equal to the member's monthly benefit if he had retired. A member can only participate in the program for three years, and upon termination may receive his benefits in a lump sum payment or by a true annuity. The deferred retirement option per the actuarial report as of June 30, 2008 is \$68,558,930 and is fully funded.

### **Initial Benefit Option Plan Account**

The Initial Benefit Option Plan Account consists of the reserves for all members who, upon retirement eligibility, elect to deposit into this account an amount up to 36 months of benefits, with an actuarial reduction of their future benefits. Such amounts may be withdrawn or remain in the IBO account earning interest at the same rate as the DROP account. The Initial Benefit Option per the actuarial report as of June 30, 2008 is \$2,050,297 and is fully funded.

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### Funded Status and Funding Process

Contributions to the System are determined through annual actuarial valuations. Administration of FRS is financed through contributions to the plan from members, the state of Louisiana, and cumulative investment earnings. The schedule below reflects the funded status and progress of the System for the fiscal year ended June 30, 2008.

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b-a)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll	UAAL as a Percentage of Covered Payroll ((b-a)/c)
06/30/08	\$1,129,809,421	\$1,317,161,382	\$187,351,961	85.78%	\$169,401,716	110.60%

Actuarial valuations involve estimates of the value of reported amounts and assumptions about the probability of events far into the future, and actuarially determined amounts are subject to continual revision as actual results are compared to past expectations and new estimates are made about the future. The required Schedule of Funding Progress located in required supplementary information following the *Notes to the Financial Statements* presents multi-year trend information regarding whether the actuarial value of plan assets are increasing or decreasing over time relative to the actuarial accrued liabilities for benefits.

Significant actuarial assumptions used to compute contribution requirements are: (1) a rate of return on the investment of present and future assets of 7.5% per year compounded annually; (2) projected salary increases that vary according to years of service ranging from 14.7% in the first year of service to 5.3% after 14 years; (3) pre- and post mortality life expectancies of participants based on the 1994 Uninsured Pensioner Mortality Table; (4) rates of withdrawal and termination from active service before retirement for reasons other than death (based on a table in the actuarial report which is based on the System's experience); (5) rates of disability (increasing from 0.105% at age 34 and below to 0.3416% at age 60 and above); (6) level dollar-closed amortization method; and (7) 5 year investment smoothing. The foregoing actuarial assumptions are based on the presumptions that the plan will continue.

#### 4. REQUIRED CONTRIBUTIONS

FRS funding policy provides for periodic employer contributions at actuarially determined rates that are expressed as percentages of annual covered payroll, and are sufficient to accumulate assets to pay benefits when due. The employer contribution rate is determined using the entry age actuarial funding method. FRS amortizes the unfunded liability over a closed 30-year period based on level payments. Subsequent changes to the unfunded liability are amortized over a 15 year

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to the Financial Statements

### 4. **REQUIRED CONTRIBUTIONS** (continued)

period if related to gains and losses, changes in assumptions, or changes in benefits. Amortization of unfunded liabilities arising from mergers is over 30 years unless the actuarial committee specifies a shorter period. Contributions totaling \$45 million (\$23 million employer and \$14 million employee, \$8 million merger), and \$21 million from the insurance premium tax fund were made in accordance with actuarially determined contribution requirements determined through an actuarial valuation performed at June 30, 2008.

### 5. **CASH AND INVESTMENTS**

#### **Deposit and Investment Risk Disclosure**

Statement number 40 of the Governmental Accounting Standards Board (GASB Statement No. 40), *Deposits and Investment Risk Disclosures* established and modified disclosure requirements related to investment risk. This section describes various types of investment risk and FRS exposure to each type. The tables presented include disclosures regarding credit risk, interest rate risk and foreign currency risk in accordance with GASB Statement No. 40 and are designed to inform statement of net asset users about investment risks that could affect FRS' ability to meet obligations. These tables classify investment risk by type, while the statement of net assets present investments by asset class. Therefore, totals shown on the tables may not be comparable to the amounts shown for each individual asset class on the statement of net assets. Standard & Poor's rates investment grade securities, using AAA, AA, A, and BBB. Securities with these ratings are considered financially secure. For non-investment grade securities, the ratings BB, B, CCC, CC, C and D are used. These ratings indicate that the security may be "vulnerable" and as such, is regarded as having vulnerable characteristics that may outweigh its strengths.

Deposits are carried at cost. The carrying amount of deposits is separately displayed on the balance sheet as "cash and cash equivalents". At year-end, the carrying amount of the System's deposits was \$5,497,031 and the bank balance was \$5,587,391. All of the bank balance was covered by federal depository insurance or collateral pledged in the name of the System.

The System's short-term funds may be invested in cash equivalent securities, which are defined as any fixed income investments with less than one year with ratings by Moody's and S&P of A or better, Money Market Funds, or custodian bank short-term investment funds.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to Financial Statements

### Louisiana Asset Management Pool

The System also invested \$48.7 million at June 30, 2008, in the Louisiana Asset Management Pool (LAMP), Inc. a local government investment pool. LAMP is administered by LAMP, Inc., a non-profit corporation organized under the laws of the state of Louisiana. Only local government entities having contracted to participate in LAMP have an investment interest in its pool of assets. The primary objective of LAMP is to provide a safe environment for the placement of public funds in short-term, high quality investments. The LAMP portfolio includes only securities and other obligations in which local governments in Louisiana are authorized to invest in accordance with LA-R.S. 33:2955.

LAMP is a 2a7-like investment pool. The following facts are relevant for 2a7 like investment pools:

Credit risk: LAMP is rated AAAM by Standard & Poor's.

Custodial credit risk: LAMP participants' investments in the pool are evidenced by shares of the pool. Investments in pools should be disclosed, but not categorized because they are not evidenced by securities that exist in physical or book-entry form. FRS's investment is with the pool, not the securities that make up the pool; therefore, no public disclosure is required.

Concentration of credit risk: Pooled investments are excluded from the five percent disclosure requirement.

Interest rate risk: 2a7-like investment pools are excluded from this disclosure requirement, per paragraph 15 of the GASB 40 statements.

Foreign currency risk: Not applicable to 2a7-like pools.

The dollar weighted average portfolio maturity of LAMP assets is restricted to not more than 90 days and consists of no securities with a maturity in excess of 397 days. LAMP is designed to be highly liquid to give its participants immediate access to their account balances. The investments in LAMP are stated at fair value based on quoted market rates. The fair value is determined on a weekly basis by LAMP and the value of the position in the external investment pools is the same as the value of the pool shares.

LAMP, Inc. is subject to the regulatory oversight of the state treasurer and the board of directors. LAMP is not registered with the SEC as an investment company.

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### Realized and Unrealized Gains and Losses

During the year, the System's investments (including those bought, sold, and held during the year) depreciated in value by \$77.6 million which was comprised of \$18.2 million in realized gains and \$95.8 in unrealized losses for the year ended June 30, 2008.

The following table presents the fair value of investments permissible under the rules, objectives and guidelines of the System as of June 30, 2008:

<u>Investment Type</u>	<u>Fair Value</u>
Asset backed obligations	\$44,056
Cash Management Taxable	117,638
Common stocks	135,794,167
Corporate bonds and notes	14,527,920
Federal agency securities	10,152,814
Foreign bonds	511,365
Foreign stock	197,599,520
Government National Mortgage Association Pools	2,208,698
Limited partnerships	123,489,586
Open end equity mutual funds	316,385,148
Open end fixed income mutual funds	27,017,235
Other common funds	134,538,976
Private Real Estate	27,441,530
Real estate investment trusts	31,513,125
Rights/warrants	49,382
<b>TOTAL</b>	<b>\$1,021,391,160</b>

### Risks and Uncertainties

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

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### Custodial Credit Risk

Custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, a government will not be able to recover the value of investment or collateral securities that are in the possession of an outside party. Exposure to custodial credit risk arises when securities are uninsured, or are not registered in the name of the System, and are held by either the counterparty or the counterparty's trust department or agent, but not in the System's name.

Investments in external investment pools, mutual funds, and other pooled investments are not exposed to custodial credit risk because of their natural diversification and the diversification required by the Securities and Exchange Commission. FRS had no custodial credit risk as of June 30, 2008.

### Credit Risk

Credit risk is defined as the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The standardized rating systems are a good tool with which to assess credit risk on debt obligations. The System requires that debt obligations be investment grade at time of purchase (BBB or higher as rated by Standard and Poor's), unless otherwise authorized by the board of trustees, and that the average quality of the portfolio be at least A.

The following table is provided for use in determining the Systems exposure to credit risk.

<b>Standard and Poor's Rating</b>	<b>Fair Value</b>
AAA	565,017
AA	0
AA-	477,425
A+	1,557,340
A	3,379,437
A-	2,090,532
BBB+	4,871,497
BBB	1,655,454
BBB-	518,635
B+	0
B	0
B-	0
C	0
Not Rated	12,246,752
<b>TOTAL</b>	<b>\$27,362,089</b>

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### Concentration of Credit risk

Concentration of credit risk is defined as the inability to recover the value of deposits, investments, or collateral securities in the possession of an outside party caused by lack of diversification. The System's investment policy limits the concentration to any one issue, other than U.S. Government or U.S. Government agency bonds or notes, of five percent of the fair value of total investments. At June 30, 2008, the System had exposure of less than five percent in any single investment issue.

### Interest Rate Risk

Interest rate risk is defined as the risk that changes in interest rates will adversely affect the fair value of an investment. The risk is applicable to debt investments with fair values that are sensitive to changes in interest rates. One indicator of the measure of interest rate risk is the dispersion of maturity dates for debt instruments.

The following table shows the System's fixed income investments and maturities in actively-managed accounts at June 30, 2008:

<b>INVESTMENT TYPE</b>	<b>Fair Value</b>	<b>INVESTMENT MATURITIES (in years)</b>			
		<b>Less than 1</b>	<b>1-5</b>	<b>5-10</b>	<b>Greater than 10</b>
Asset-backed obligations	\$44,056	\$0	\$0	\$0	\$44,056
Corporate bonds and notes	14,527,920	0	7,804,758	5,093,117	1,630,045
Federal agency securities	10,152,814	0	98,125	0	10,054,689
Foreign bonds	511,365	0	0	0	511,365
Government national mortgage association pools	2,208,698	9,302	0	14,344	2,185,052

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment on deposit. At June 30, 2008, FRS international investments were limited to participation in external investment pools of international equity investment managers.

### Alternative Investments

At June 30, 2008 FRS had investments in limited partnership arrangements which are listed in the accompanying financial statements as alternative investments and as of June 30, 2008 had a cost basis of \$496,594,386 and an estimated fair value of \$531,343,607.

Investments in alternatives include fixed income, real estate, alternative managers, private real estate, international equity, and domestic equity which comprise 49% of total fund assets. The total commitments and total amount invested for alternative investments on a cost basis as of June 30, 2008:

### **Commitments**

Fixed income	\$	261,121,294
Real estate		100,000,000
Alternative managers		92,231,462
Private real estate		47,200,000
International equity		31,518,000
Domestic equity		<u>25,000,000</u>
<b>Total Commitments</b>	<b>\$</b>	<b><u>557,070,756</u></b>

### **Amount Invested (cost basis)**

Fixed income	\$	261,121,294
Real estate		67,881,137
Alternative managers		92,231,462
Private real estate		19,035,044
International equity		31,518,000
Domestic equity		<u>24,807,449</u>
<b>Total Invested (cost basis)</b>	<b>\$</b>	<b><u>496,594,386</u></b>



# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### 6. SECURITIES LENDING

The System is authorized by its board of trustees to operate a securities lending program. This program is designed to produce supplemental income on investments with little or no additional risk. All securities are available for loan to pre-approved securities dealers. Securities dealers must meet specific criteria to be approved. Securities are loaned for cash or securities issued by the U.S. Government or its agencies. FRS cannot pledge or sell securities unless the borrower defaults. U.S. Securities are loaned for 102% of the fair value of the loan, plus accrued interest. Other securities are loaned for collateral valued at 105% of the fair value of the securities plus any accrued interest. As of June 30, 2008 all loans were open, i.e. they mature each day. FRS did not have any credit risk at year-end because the collateral held reflected the fair value of the securities on loan. There were no violations of legal or contractual provisions, nor borrower or lending agent default losses during the year. FRS has an indemnification agreement with their lending agent in case of borrower default. At year end, broker-dealers held securities on loan contracts as follows:

<u>Security Type</u>	<u>Fair Value of Securities Held 06/30/2008</u>	<u>Fair Value of Collateral Held 06/30/2008</u>
Domestic bonds	\$1,420,951	\$1,469,570
Common stock	<u>24,729,705</u>	<u>26,540,265</u>
	<u>\$26,150,656</u>	<u>\$28,009,835</u>

The underlying securities representing collateral on the securities lending transactions are not available for the System or its agent to pledge or sell except in the case of a borrower default. Accordingly, neither the collateral nor the related liability involved in the lending transaction is reported in the Statement of Plan Net Assets, in accordance with GASB 28, paragraph 7.

# FIREFIGHTERS' RETIREMENT SYSTEM

## Notes to Financial Statements

### 7. NOTES RECEIVABLE FROM MERGED SYSTEMS

7% notes receivables from merged systems at June 30, 2008 consisted of the following:

<u>System</u>	<u>Annual Payments (Including Interest)</u>	<u>Payment Due</u>	<u>Balance</u>
Bastrop	\$ 69,910	December 7, 2010	\$ 196,309
Bogalusa	127,069	January 1, 2010	229,687
Bogalusa Retirees	91,526	January 15, 2010	165,480
Kenner	95,005	April 1, 2029	1,038,306
Kenner Retirees	142,697	April 1, 2029	1,546,202
New Iberia	166,288	November 4, 2010	436,393
New Iberia Retirees	110,352	January 1, 2013	452,467
West Monroe	<u>171,340</u>	January 1, 2015	<u>937,108</u>
	<u>\$ 974,187</u>		<u>\$ 5,001,952</u>

During the year ended June 30, 2008, members transferred into FRS who had previously been members of other state or statewide retirement systems due to transfers (R.S.11:143), purchased military service credit (R.S.11:153) or repaid refunds (R.S.11:2254). As a result of these transfers, FRS received net cash of \$466,879.

### 8. PROPERTY AND EQUIPMENT

The following is a summary of changes in the property and equipment during the fiscal year.

	<u>Balance July 1, 2007</u>	<u>Additions</u>	<u>Retirement</u>	<u>Balance June 30, 2008</u>
Equipment	\$40,956	\$ -	-	\$ 40,956
Furniture	59,346	-	2,130	57,216
Computer software	113,716	7,059	-	120,775
Land	260,107	-	-	260,107
Building	734,720	-	-	734,720
Construction in progress	<u>109,741</u>	<u>-</u>	<u>109,741</u>	<u>-</u>
	<u>1,318,586</u>	<u>7,059</u>	<u>111,871</u>	<u>1,213,774</u>
Accumulated depreciation	<u>387,265</u>	<u>28,993</u>	<u>2,130</u>	<u>414,128</u>
Net property and equipment	<u>\$931,321</u>			<u>\$799,646</u>

Depreciation expenses for the year ended June 30, 2008 was \$28,993.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Notes to the Financial Statements

### 9. CONCENTRATIONS OF CREDIT RISKS

FRS has notes receivable from municipalities within the state. The collectibility of the receivables described in Note 7 above is dependent on the continued existence and solvency of those entities.

Also, as noted in Note 6, FRS has concentrations of investments in U.S. government and agency securities as well as bonds and stocks of U.S. corporations. The value and collectibility of these investments is dependent on the normal market conditions that impact these types of investments as well as the continued existence and solvency of those entities.

### 10. RISK MANAGEMENT

FRS is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; and natural disasters for which the System carries insurance through the State of Louisiana, Office of Risk Management at levels which management believes are adequate to protect the System. Settled claims resulting from these risks have not exceeded insurance coverage in any of the past three fiscal years.

FRS is operating as a tax qualified plan and is currently seeking a formal determination of this status from the Internal Revenue Service.

### 11. LITIGATION

During the fiscal year, FRS incurred significant investment losses involving a fund managed by Regions Morgan Keegan. As a consequence, FRS filed a lawsuit in the 19<sup>th</sup> Judicial District Court, East Baton Rouge Parish, seeking to recover such losses based on allegations of misrepresentation and other causes. The lawsuit is titled "Firefighters' Retirement System v Regions Morgan Keegan, et al". The initial pleadings were filed during this fiscal year. The lawsuit was still pending but had not yet advanced beyond the preliminary stage at the close of this fiscal year.

## FIREFIGHTERS' RETIREMENT SYSTEM

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### SUPPLEMENTARY INFORMATION

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

Valuation date	June 30, 2008
Actuarial cost method	Entry Age
Amortization method	Level dollar – closed
Remaining amortization period	18 years
<b>Actuarial assumptions:</b>	
Investment rate of return*	7.5%
Projected salary increase	5.3% - 14.7%
Cost of living adjustments	Only those previously granted
Investment smoothing	5 year

\*Includes inflation at 3.25%

# FIREFIGHTERS' RETIREMENT SYSTEM

## SCHEDULE OF FUNDING PROGRESS

June 30, 2008

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b-a)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll	UAAL as a Percentage of Covered Payroll ((b-a)/c)
06/30/08	\$1,129,809,421	\$1,317,161,382	\$187,351,961	85.78%	\$169,401,716	110.60%
06/30/07	1,025,656,019	1,192,323,327	166,667,308	86.02%	155,944,919	106.88%
06/30/06	911,329,622	1,089,280,137	177,950,515	83.66%	147,631,087	120.54%
06/30/05	819,240,156	1,012,901,863	193,661,707	80.88%	141,292,965	137.06%
06/30/04	725,615,787	1,010,016,865	284,401,078	71.84%	133,667,782	212.77%
06/30/03	658,376,086	944,688,340	286,312,254	69.69%	121,012,780	236.60%
06/30/02	642,947,201	888,963,640	246,016,439	72.33%	114,422,827	215.01%
06/30/01	663,377,250	834,986,462	171,609,212	79.45%	107,667,223	159.39%
06/30/00	646,606,069	779,541,318	132,935,249	82.95%	100,504,497	132.27%
06/30/99	610,870,354	686,029,152	75,158,798	89.04%	92,758,784	81.03%

# FIREFIGHTERS' RETIREMENT SYSTEM

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## SCHEDULE OF EMPLOYER CONTRIBUTIONS AND OTHER CONTRIBUTING ENTITIES June 30, 2008

Year Ended June 30	Employer Contributions		State of Louisiana	
	Annual Required Contribution	Percentage Contribution	Annual Required Contribution	Percentage Contribution
2008	\$19,590,573	100.00%	\$20,521,771	100.00%
2007	20,681,735	100.00%	18,946,928	100.00%
2006	22,132,922	100.00%	18,119,048	100.00%
2005	31,065,230	100.00%	16,537,682	100.00%
2004	29,847,861	100.00%	16,114,672	100.00%
2003	25,046,668	52.70%	14,668,649	100.00%
2002	10,206,462	100.00%	24,667,309	72.10%
2001	9,526,940	100.00%	19,726,553	100.00%
2000	8,802,352	100.00%	11,597,251	100.00%
1999	7,545,028	100.00%	9,020,724	100.00%

## FIREFIGHTERS' RETIREMENT SYSTEM

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TRUSTEES PER DIEM  
Year Ended June 30, 2008

	<u>Number of Meetings</u>	<u>Per Diem</u>
Charlie Fredieu	12	\$900
Paul Smith	10	300
Stacy Birdwell	12	675
Treasurer John Kennedy or designee	4	0
Commissioner Angele Davis or designee	11	0
Senator Butch Gauthreaux or designee	4	0
Representative Joel Robideaux or designee	0	0
Mayor Clarence Hawkins	12	900
Mayor Jimmy Durbin	11	750
Sammy Halphen	12	900
		<hr/>
Total		<u>\$4,425</u>

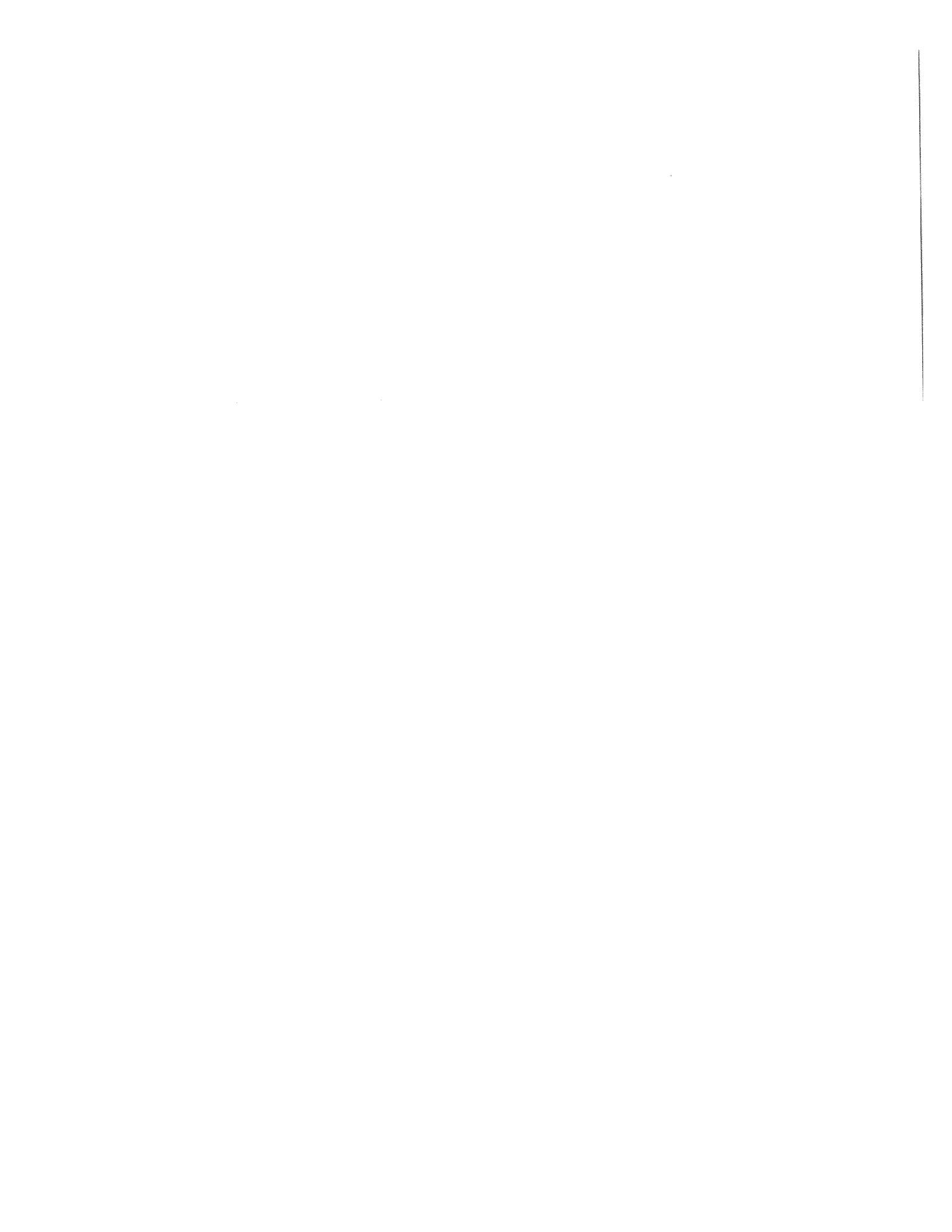
There were a total of 12 board meeting days. The board members receive \$75 per diem for each meeting. Some members do not accept per diem or are paid by other entities.

# FIREFIGHTERS' RETIREMENT SYSTEM

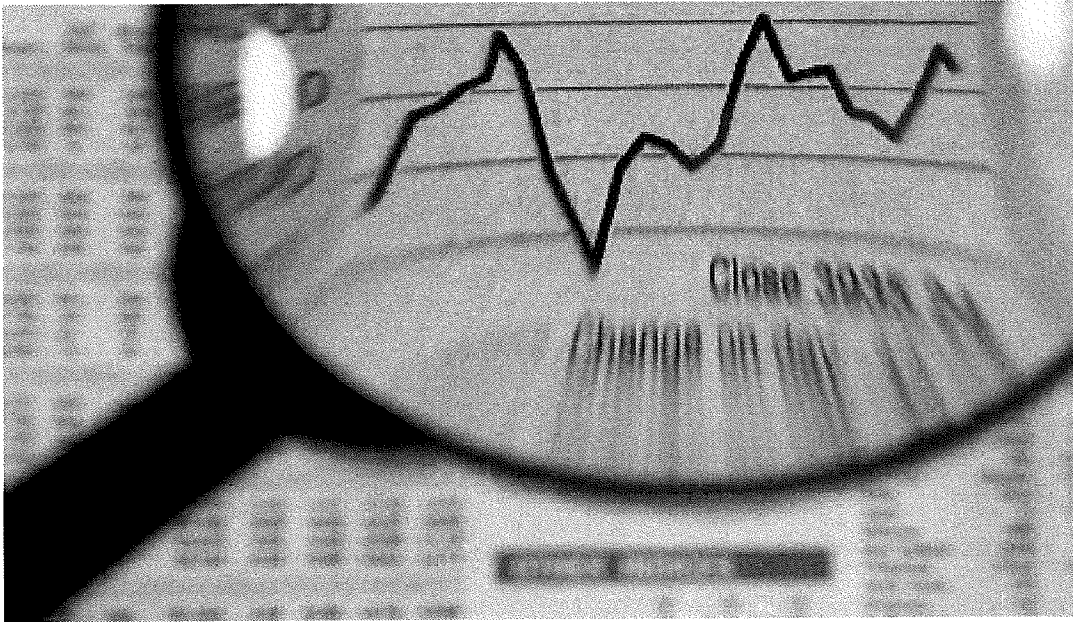
## ADMINISTRATIVE EXPENSE SCHEDULE

Human Resource:			
Staff Salaries	418,869		
Payroll Taxes	5,489		
Employee Retirement Expense	51,711		
Insurance	44,661		
<b>Total Human Resource</b>			<b>520,730</b>
Professional Services:			
Actuarial	46,160		
IT Support	24,518		
Accounting	38,313		
Architect Fees	109,741		
Legal Fees	3,895		
Investigative Services	965		
Medical Exams	37,292		
Contract Services	2,568		
Bank Service Charge	7,280		
<b>Total Professional Services</b>			<b>270,732</b>
Communication:			
Printing	5,589		
Telephone	6,181		
Postage	25,861		
Supplies	15,125		
Dues and Subscriptions	8,768		
Advertising	8,927		
<b>Total Communication</b>			<b>70,451</b>
Travel			
Board Member Per Diem	4,425		
Travel	58,606		
Education Seminars	10,946		
<b>Total Travel</b>			<b>73,977</b>
Building and Equipment			
Utilities	7,582		
Building Maintenance	73,800		
Equipment Maintenance	5,867		
Depreciation	28,993		
Insurance - General	5,306		
<b>Total Building and Equipment</b>			<b>121,548</b>
Miscellaneous:			
Net, Interest Expense (Income)	(244,005)		
Miscellaneous	(1,766)		
<b>Total Miscellaneous</b>			<b>(245,771)</b>
<b>Total Administrative Expense</b>			<b>811,667</b>





# Firefighters Retirement System



Investment Section

## Investment Overview



The investment climate for the fiscal year ending June 30, 2008 represented a significant challenge. After setting a high of 1576.09 on October 11<sup>th</sup>, the S&P500 Index (a composite of the 500 largest publicly traded companies in the U.S.) fell in price over 319 points or 20% making a low on March 17<sup>th</sup> at 1256.98. Small Cap companies did not fare any better as the Russell 2000 index made its high of 856.48 on 7/13/07 before falling to 643.28 on March 10, 2008 to close on June 30<sup>th</sup> at 689.66, a peak to trough decline of 25%. This occurred during a period of generally falling interest rates as the yield on 3 month Treasury Bills fell from 4.86% to 1.73% indicating a friendly Federal Reserve Bank. Ten year maturity Treasury Note yields fell over 1% from 4.99% to 3.97%.

Against this backdrop, the investment portfolio performed well on a relative basis losing only 4.6%. For the fiscal year ending June 30, 2008, the market value of the investment portfolio was approximately \$1.08 billion representing a decrease from the previous year-end of \$44.9 million despite a net increase in contributions over expenditures of \$9.3 million. Investments in equity securities represented 45.7% of the assets at year-end with over 40% of these being in international securities. Approximately 8% of the assets were held in U.S. fixed income securities with 2.6% in publicly traded REITs and 6.1% in Emerging Market Debt. Another 15% was invested in privately placed investment vehicles with stated preferred returns in excess of 12% and various levels of collateral supporting these returns. The portfolio also held 17.9% in privately placed Alternative Investments including 9.1% in hedge funds, 1.8% in private equity and 7.0% in private real estate.

During the year, there were several shifts in the asset allocation strategy. First, the allocation to equity securities was lowered from 55% to 45% in anticipation of a slowing economy. International equities represented over 18% of the portfolio or about 40% of the equity allocation. Contrary to the prior year, the international equity portion of the portfolio was a detractor to performance as this component lost over 9% of its value versus the domestic equity component being down just 2.9%. The main reason the domestic equities performed this well was the decision to invest a material portion in a dedicated energy strategy which was up 45% for the year. As part of the move to a more "theme" based investment approach, the fund also hired a global water/infrastructure manager and a micro-cap specialist. Overall, the results for the equity portfolio were better than the market, losing 6.1% versus the S&P500 index declining by 13.1%.

The biggest disappointment in the portfolio this year was in the fixed income component. While the core fixed income market represented by the Lehman Aggregate Bond market was up 7.1%, the FRS portfolio lost 5.7%. Unlike the previous year when the REIT allocation was up 22.6%, this year it lost 17.7%. Even more disappointing, one of the U.S. fixed income managers suffered losses of over 80% and is the subject of on-going litigation. The emerging market debt component was again a positive contributor earning almost 13% for the year.

The Board of Trustees adheres to the belief that managing risk is best achieved through diversification. In addition to the diversification outlined above, the assets are spread among thirty-five different professional money managers and two index funds to avoid any undue risk to a single management organization. We reviewed the performance of each manager with the Board monthly and provided a more detailed market and peer group comparison on a quarterly basis.

Respectfully submitted:

*Consulting Services Group, LLC*  
Consulting Services Group, LLC  
Investment Consultant to the Board

6075 Poplar Avenue  
Suite 700  
Memphis TN 38119  
901 761 8080  
800 969 6891  
Fax 901 682 4090  
csqllc.com

# FIREFIGHTERS' RETIREMENT SYSTEM

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## **Investment Policy**

### **BASIC INVESTMENT PHILOSOPHY AND GOALS**

The basic investment philosophy of the board is to invest and reinvest FRS assets to achieve the actuarially determined rate of return on investment assets to ensure the availability of funds needed to provide the mandated benefits to FRS participants, while exposing the system's assets to the least amount of risk possible consistent with the required return objective. A second and subordinate objective of the board is the preservation of the system's principal. In pursuit of this policy the board and its investment professionals shall:

- (1) Act with the same care, skill, prudence and diligence under the circumstances then prevailing that a prudent institutional investor acting in a similar capacity and familiar with those matters would use in the conduct of a similar enterprise with similar aims;
- (2) Act with due regard for the management, reputation, and stability of the issuer and the character of the particular investments being considered; and
- (3) Fully conform to the provisions of the statutes of the state of Louisiana, including all amendments thereto.
- (4) The investment portfolio will consist of fixed income securities and equities, including convertible securities.

It is the aim of the board that, each year, the overall investment portfolio will gain on a consistent basis a return equal to or greater than the annual actuarially assumed interest rate which is to be attained from interest, dividends, and net realized and unrealized capital gains.

Consistency is of supreme importance and it is to be achieved by an insistence upon high standards of quality and by a weighting of the portfolio among asset classes that reflects a judicious evaluation of the current and prospective rates of market return.

Consistency is of such importance, that the board may under prudent circumstances be willing to accept an investment performance ranking below the median of comparable retirement funds during rising securities markets in exchange for decidedly superior performance during falling or declining securities markets.

The board and its investment managers recognize that the goal of achieving or exceeding the actuarially assumed interest earnings rate may not be attained every year due to the dynamics of the securities markets. However, that goal should be attained over a full economic cycle (normally 3-5 years).

## **FIREFIGHTERS' RETIREMENT SYSTEM**

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### **Investment Policy (continued)**

**Total Fund Return.** Over this cycle it is expected that the investment return realized on the total portfolio will exceed the return achieved by a composite average of 110% of the Standard and Poor's 500 Stock Index and 105% of the Lehman Aggregate Bond Index weighted in proportion to the system's target mix of equity and fixed income holdings. Additionally, it is expected that the total fund rate of return will exceed the median return for a comparable universe of retirement systems.

**Individual Manager Return.** Over the same cycle it is also expected that the performance rank of each manager will range between the first and forty-ninth percentile and will exceed the return (net of fees) of a comparable market index.

In furtherance thereof, the investment consultant shall provide monthly, quarterly, and end of fiscal-year reports summarizing the fund's performance as compared to these stated goals. Due to the limited availability of universe data, peer group performance comparisons are not required to be provided on a monthly basis.

A letter placing a manager on "watch" status shall automatically be issued to any manager whose performance is below his assigned index as measured in all periods up to three years, as shown in the monthly flash report published by the investment consultant and based on asset valuations furnished by the custodial bank. In addition thereto, any manager shall automatically be placed on "watch" status and a letter issued to that effect if either of the following conditions exists: (1) His performance is in the bottom quartile of his peer group for the prior three year period, or (2) His performance is below median compared to his peer group as measured for the prior five year period.

It is the policy of the board, provided all investment factors are equal and within the limits of prudence, that investments in Louisiana securities are encouraged as well as the use of Louisiana based investment managers.

### **PARAMETERS OF PORTFOLIO CONSTRUCTION**

The FRS asset custodian shall agree to handle the short-term investments of the fund. Such investments must be permitted by the statutes of the state of Louisiana as applicable to public retirement funds and may include but are not necessarily limited to obligations of the U.S. Treasury, certificates of deposit, and commercial paper. Funds available for short-term investments may include proceeds from the sale of bonds or equities, interest and dividend income and new contributions to the fund. The FRS asset custodian shall agree to invest such funds within one business day of their availability.

It is the board's policy to allow managers to hold cash balances as a defensive posture against market declines, but managers will be evaluated on the performance of their total allocation, including cash. Each manager shall provide the board with a monthly report

# FIREFIGHTERS' RETIREMENT SYSTEM

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## **Investment Policy (continued)**

summarizing its cash holdings, including but not limited to the duration of such holdings. The investment managers have discretion to buy and sell securities within these parameters.

### **FIXED INCOME INVESTMENT POLICY**

Notes and bonds will be utilized in this portfolio for income, price appreciation, and for their defensive characteristics.

It is imperative that the bond portfolio be of investment quality. The investment managers are therefore to purchase only bonds issued by the Federal Government and its agencies, mortgage-backed securities and corporate bonds rated "Investment Grade" (BAA or better) by a nationally recognized credit rating agency, unless the board of trustees approves an exception to that requirement and lists the exception in the appendix of this policy. The average quality of the portfolio must be at least "A". The purchase of high yield bonds is permitted if so stated in the investment guidelines for that manager. The purchase of preferred stocks is permitted provided the underlying equity is of adequate quality. Marketability is extremely important; thus, all bonds purchased must be issued with an outstanding amount of at least \$50 million par value.

The investment managers are to only purchase securities that are denominated in United States dollars, unless the board of trustees approves an exception to that requirement and lists the exception in the appendix of this policy.

No single holding other than a U.S. Government or a U.S. Government agency bond or note is to account for more than 5% of the market value of the system's total portfolio. Nor shall the bonds of any one issuer, other than the U.S. Government or its agencies, account for more than 10% of the market value of the system's total portfolio.

It is also expected that the bond portfolio will be subject to active management in the interest of achieving maximum total return within appropriate quality constraints. Specific guidelines will be established for each manager and shall be attached to this policy under Appendix A.

### **EQUITY INVESTMENT POLICY**

The equity portfolio is to be managed on a total return basis; that is, equities will be selected on the basis of their anticipated return from the combination of dividends and market appreciation within a three to five year horizon.

## FIREFIGHTERS' RETIREMENT SYSTEM

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### **Investment Policy (continued)**

The equity portfolio is to be constructed on four fundamental building blocks: (1) diversification, (2) market capitalization, (3) growth, and (4) value. The equity portfolio may be concentrated in securities that appear to represent particularly attractive value but the portfolio must be adequately diversified. No single equity holding is to account for more than 8% of the market value of any manager's total portfolio.

All domestic equities purchased by the fund shall be registered on a national securities exchange regulated under Title I of the Securities Exchange Act of 1934, or on the National Association of Securities Dealers Automated Quotation System. All international equities purchased by the managers for the system shall be common stock of publicly traded companies on recognized trading exchanges and be readily marketable securities offering potential for above-average growth.

Specific guidelines will be established for each manager and shall be attached to this policy under Appendix A.

The allocation objective of the FRS portfolio is to participate in all capitalization sectors of the equity market. To the extent practical, FRS shall:

- (1) Maintain equity holdings in large, middle, and small capitalization securities.
- (2) The core equity managers shall be selected in such a manner that the equity portfolio has reasonable exposure to the "growth" and "value" styles.

Investment managers shall vote all proxies on behalf of and in the best interest of FRS. Each investment manager shall promptly advise the FRS board regarding any issue that requires special consideration.

### **RESTRICTED TRANSACTIONS**

Any security may be purchased by a manager, provided that the purchase is consistent with the underlying principles of the "prudent institutional investor" rule and, further provided, that the purchase is not prohibited by any provision of law or this policy. No derivative securities may be used which would have the effect of leveraging the portfolio or exposing it to risks inconsistent with the spirit of the guidelines and the conservative investment philosophy of this fund. As such, any use of derivatives must be explained in the manager's investment guidelines under Appendix A hereof and must be limited to hedging strategies or to remain invested during periods of transition.

Short selling and the purchase of securities on margin are prohibited, unless expressly approved in the manager guidelines and attached in an Appendix to this policy.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Investment Policy (continued)

### **COMMUNICATION**

The board and its retained professionals recognize that frequent communication between the parties is a keystone to appropriate management of the fund.

Recognizing the dynamic nature of the capital markets, it is the obligation of the retained professionals to promptly report to the board any suggestions or alterations in their guidelines considered desirable for the achievement of satisfactory investment results. Revisions will be considered from time to time.

The FRS board requires the following reports to be provided by the indicated professionals that are retained to assist the board in its investment process:

#### **A. Investment Managers-**

- (1) A timely notification/confirmation of all transactions shall be provided to the FRS custodial bank.
- (2) A monthly statement of asset values at cost and market.
- (3) A quarterly summary of performance with comparison to appropriate market performance indices.
- (4) A quarterly summary of performance with comparison to the objectives and goals outlined in their policy statements.
- (5) A quarterly summary of brokerage commissions paid on transactions made.
- (6) A quarterly summary of proxy votes made on the fund's behalf.
- (7) In addition to providing these written reports, the investment managers are obligated to make periodic personal appearances before the board.
- (8) Each manager is responsible for notifying the FRS board of any material change in personnel, investment strategy, or other pertinent information that effects or has the potential to effect the manager's performance.
- (9) Each investment manager shall agree, as a condition of being retained by FRS, to provide notice to the system whenever the manager is in violation of any provision of this policy. Notice shall be provided within forty-eight hours of any such violation or by the date of the next board meeting, whichever comes first. The manager shall



# FIREFIGHTERS' RETIREMENT SYSTEM

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## **Investment Policy (continued)**

also provide information concerning the manager's planned course of action to return to compliance with this policy and the timing of any such action.

### B. Investment Consultant-

- (1) A quarterly summary of manager performance with comparison to the appropriate market and peer performance indices.
- (2) A quarterly summary of performance with comparison to the objectives and goals outlined in this policy statement.
- (3) A monthly executive summary of total fund and individual manager performance relative to the pertinent market indices and goals stated in this policy statement.
- (4) A report regarding portfolio diversification.
- (5) A report regarding the outlook for expected returns by asset class and any recommendations regarding asset allocation decisions.

### C. Custodian-

- (1) A monthly statement reporting the value of all assets at cost and market.
- (2) A monthly summary of all portfolio transactions by manager.
- (3) A quarterly summary of brokerage commissions paid on transactions by manager.

## **TRUSTEES RESPONSIBILITY**

Participation in the affairs of any public body demands a high level of personal integrity and conduct. This is especially true when wise utilization of the funds of others is involved. Members of the board must discharge their responsibilities without prejudice or favor, avoiding at all time any conduct which would create a conflict of interest.

Staff members shall carry out the duties and responsibilities delegated by the board in the best interest of members of FRS. No staff member shall engage in any activity in his official position or in a personal investment program which will in any way create a conflict of interest.

Trustees must possess the knowledge and skill necessary to discharge their responsibilities to the system and thus shall adhere to all continuing education requirements prescribed by law or this policy.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## **Investment Policy (continued)**

### **CONTROL PROCEDURES**

All major liability assumptions regarding the number of plan participants, payroll, benefit levels, and actuarial assumptions will be subject to an annual review. This review will focus on an analysis of the major differences between the system's assumptions and actual experience.

The achievement of investment objectives will be reviewed on an annual basis. This review will focus on the continued feasibility of achieving the investment objectives and the appropriateness of the investment policy for achieving these objectives. It is not expected that the investment policy will change frequently. In particular, short-term changes in the financial markets should not require an adjustment to the investment policy.

The board will require each manager to report monthly in a manner agreed upon by the board, staff, consultant, and manager.

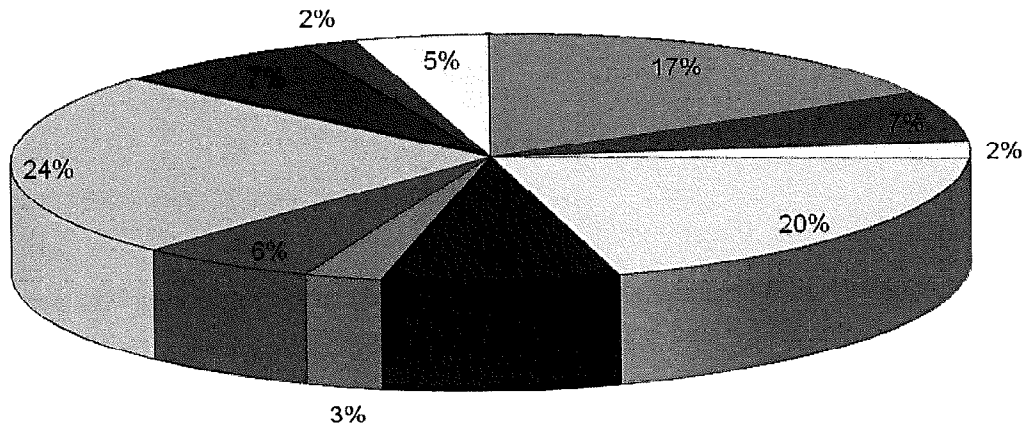
The board will meet at least annually, and preferably more frequently, with its investment managers and investment consultant. Additionally, with or without the investment managers, the board will review the investment results at least quarterly.

These reviews will focus on:

- (1) Manager adherence to the policy guidelines.
- (2) A comparison of manager results versus appropriate indices.
- (3) Manager results compared to a universe of peer managers.
- (4) Material changes in the manager organizations, such as investment philosophy, personnel changes, acquisitions, or losses of major accounts, etc.

# FIREFIGHTERS' RETIREMENT SYSTEM

## ASSET ALLOCATION SUMMARY As of June 30, 2008



- |   |                                |
|---|--------------------------------|
| ■ Large Cap Domestic Equity (17%)                 | ■ Mid Cap Domestic Equity (7%) |
| □ Micro Cap Domestic Equity (2%)                  | □ International Equity (20%)   |
| ■ Core Domestic Fixed Income (8%)                 | □ REITS (3%)                   |
| ■ Emerging Market International Fixed Income (6%) | □ Hedge Funds (24%)            |
| ■ Private Real Estate (7%)                        | ■ Private Equity (2%)          |
| □ Cash (5%)                                       |                                |

## FIREFIGHTERS' RETIREMENT SYSTEM

### LIST OF LARGEST ASSETS HELD

<b>Top Twenty Equity Holdings at June 30, 2008</b>			
<u>Asset Description</u>	<u>Shares</u>	<u>Cost Value</u>	<u>Market Value</u>
National Oil Well Varco Inc	67,730	\$4,602,169	\$6,009,006
Alpha Natural Resources Inc	42,730	944,657	4,456,312
Exxon Mobil Corp	36,500	2,478,209	3,216,745
Cameron International Corp	55,900	2,455,383	3,094,065
Oil STS International Inc	48,300	2,060,353	3,064,152
Smith International Inc	35,600	2,427,333	2,959,784
FMC Technologies Inc	32,400	1,659,346	2,492,532
Southwestern Energy Co	49,000	963,253	2,332,890
Dril-Quip Inc	33,002	1,566,392	2,079,126
Chevron Corp	20,400	1,426,083	2,022,252
Superior Energy Svcs Inc	36,000	1,346,893	1,985,040
Peabody Energy Corp	21,800	902,447	1,919,490
Diamond Offshore Drilling Inc	13,300	1,411,422	1,850,562
IBM Corp	15,095	1,508,307	1,789,210
Baker Hughes Inc	20,000	1,692,382	1,746,800
Hess Corp	13,700	859,455	1,728,803
Oceaneering International Inc	22,300	1,552,705	1,718,215
Hewlett Packard Co	38,100	924,636	1,684,401
Range Res Corp	25,400	967,035	1,664,716
Chesapeake Energy Corp	24,800	840,152	1,635,808

## FIREFIGHTERS' RETIREMENT SYSTEM

### LIST OF LARGEST ASSETS HELD

<b>Top Twenty Fixed Income Holdings at June 30, 2008</b>			
<u>Asset Description</u>	<u>Shares</u>	<u>Cost</u>	<u>Market Value</u>
GATX Financial Corp Senior Note	1,500,000	\$1,501,485	\$1,497,690
Halliburton Company Senior Note	700,000	720,064	725,179
Citi Group Inc New Note	1,000,000	986,230	688,690
Emerson Electric Co BD	700,000	705,911	682,325
Valero Energy Corp New Note	700,000	707,980	666,379
Federal National Mortgage GTD MTG Pass	554,343	561,532	571,483
Kellogg Co Debt Series B	500,000	593,000	563,035
Federal National Mortgage GTD MTG Pass	551,152	555,716	556,707
Conoco Inc Senior Notes	500,000	586,535	548,375
Federal Home Loan Mortgage	526,982	538,098	545,252
GNMA GTD Pass Thru CTF	533,037	553,776	543,240
GNMA GTD Pass Thru CTF	525,619	537,610	534,297
Progressive Corp Del Senior Note	500,000	528,980	524,750
Boeing Cap Corp Global Note	500,000	517,920	524,745
Kerr McGee Corp Note	500,000	573,795	518,635
Dow Chen Co Note	500,000	556,525	518,090
Smith International Inc Senior Note	500,000	533,345	517,910
Motorola Inc Note	500,000	562,520	509,690
Target Corp Senior Note	500,000	515,365	507,845
Federal Home Loan Mortgage CTFS	490,123	505,133	506,351

# Firefighters Retirement System



Actuarial Section

# G. S. CURRAN & COMPANY, LTD.

Actuarial Services

10555 North Glenstone Place • Baton Rouge, Louisiana 70810 • (225)769-4825

Gary S. Curran, FCA, MAAA, ASA, EA  
Consulting Actuary

December 6, 2008

Board of Trustees  
Firefighters' Retirement System  
3100 Brentwood Drive  
Baton Rouge, LA 70809

Ladies and Gentlemen:

We are pleased to present our report on the actuarial valuation of the Firefighters' Retirement System for the fiscal year ending June 30, 2008. Our report is based on the actuarial assumptions specified and relies on the data supplied by the system's administrators and accountants. This report was prepared at the request of the Board of Trustees of the Firefighters' Retirement System of the State of Louisiana. The primary purposes of the report are to determine the actuarially required contribution for the retirement system for the fiscal year ending June 30, 2009, to recommend the net direct employer contribution rate for fiscal 2010, and to provide information for the system's financial statements. This report was prepared exclusively for the Firefighters' Retirement System for a specific limited purpose. It is not for the use or benefit of any third party for any purpose.

This report has been prepared in accordance with generally accepted actuarial principles and practices, and to the best of our knowledge and belief, fairly reflects the actuarial present values and costs stated herein. The undersigned actuaries are members of the American Academy of Actuaries and have met the qualification standards for the American Academy of Actuaries to render the actuarial opinions incorporated in this report, and are available to provide further information or answer any questions with respect to this valuation.

Sincerely,

G. S. CURRAN & COMPANY, LTD.

By: \_\_\_\_\_  
Gary Curran, F.C.A., M.A.A.A., A.S.A.

By: \_\_\_\_\_  
Gregory Curran, F.C.A., M.A.A.A., A.S.A.

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Summary of Assumptions

In determining actuarial costs, certain assumptions must be made regarding future experience under the plan. These assumptions include the rate of investment return, mortality of plan members, rates of salary increase, rates of retirement, rates of termination, rates of disability, and various other factors that have an impact on the cost of the plan. To the extent the future experience varies from the assumptions selected for valuation, future costs will be either higher or lower than anticipated. The following chart illustrates the effect of emerging experience on the plan.

<u>Factor</u>	<u>Increase in Factor Results In</u>
Investment Earnings Rate	Decrease in Cost
Annual Rate of Salary Increase	Increase in Cost
Rates of Retirement	Increase in Cost
Rates of Termination	Decrease in Cost
Rates of Disability	Increase in Cost
Rates of Mortality	Decrease in Cost

### ACTUARIAL COST METHOD:

Individual entry age normal with allocation of cost based on earnings. Entry and attained ages calculated on age near birthday basis.

### VALUATION INTEREST RATE:

7.5% (net of investment expense)

### ACTUARIAL ASSET VALUES:

Invested assets are valued at market value adjusted to defer four-fifths of all earnings above or below the valuation interest rate in the valuation year, three-fifths of all earnings above or below the valuation interest rate in the prior year, two-fifths of all earnings above or below the valuation interest rate from two years prior, and one-fifth of all earnings above or below the valuation interest rate from three years prior. Under this methodology the value of the assets will not be less than 90% nor more than 110% of the actual market value.

### ANNUITANT MORTALITY:

1994 Uninsured pensioner mortality table utilized for pre-retirement and post-retirement table used for pre-retirement and post-retirement mortality.



# FIREFIGHTERS' RETIREMENT SYSTEM

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## Summary of Assumptions (continued)

### RETIREE COST OF LIVING INCREASES:

The present value of future retirement benefits is based on benefits currently being paid by the system and includes previously granted COLAs. The present values do not include provisions for potential future increases not yet authorized by the board of trustees.

### ANNUAL SALARY INCREASE RATE:

Salary increases include 3.25% inflation and merit increases. The gross rates including inflation and merit increases are as follows:

Years of Service	Salary Growth Rate
1—2	14.7%
3—14	6.3%
15 & Over	5.3%

### RETIREMENT RATES:

The table of these rates is included in the actuarial valuation report. These rates apply only to those individuals eligible to retire.

### DROP ENTRY RATES:

The table of these rates is included in the actuarial valuation report. These rates apply only to those individuals eligible to participate.

### DROP PARTICIPATION PERIOD:

All DROP participants are assumed to participate for 3 years and retire at the end of this participation period.

### RETIREMENT RATES FOR ACTIVE FORMER DROP PARTICIPANTS:

Retirement rates for active former DROP participants are as follows:

Ages	Retirement Rates
74 & Under	0.25
75 & Over	1.00

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Summary of Assumptions (continued)

### DISABILITY RATES:

70% of the disability rates used for the 21<sup>st</sup> valuation of the Railroad Retirement System for individuals with 10-19 years of service. The table of these rates is included in the actuarial valuation report. 20% of total disabilities are assumed to be in the line of duty.

### WITHDRAWAL RATES:

The rates of withdrawal are applied based upon completed years of service according to the following table:

Service	Factor	Service	Factor
<1	0.100	7	0.020
1	0.060	8	0.020
2	0.060	9	0.020
3	0.060	10	0.020
4	0.035	11	0.020
5	0.035	>11	0.010
6	0.035		

Note: The withdrawal rate for individuals eligible to retire is assumed to be zero.

### MARRIAGE STATISTICS:

80% of the members are assumed to be married; husbands are assumed to be three years older than wives.

### SERVICE RELATED DEATHS:

20% of Total Deaths

### FAMILY STATISTICS:

Assumptions utilized in determining the costs of various survivor benefits as listed below, are derived from information provided in the 2000 U.S. Census:

Age	% with Children	Number of Children	Average Age
25	62%	1.7	6
35	82%	2.1	10
45	66%	1.8	13
55	19%	1.4	15
65	2%	1.4	15

## FIREFIGHTERS' RETIREMENT SYSTEM

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### DISABLED LIVES MORTALITY:

RP-2000 Disabled Lives Mortality Tables for Males and Females

### VESTING ELECTING PERCENTAGE:

80% of those vested elect deferred benefits in lieu of contribution refunds.

## FIREFIGHTERS' RETIREMENT SYSTEM

### Membership Data

Active Member Data  
At June 30, 2008

Fiscal Year	Number	Annual Payroll	Annual Ave Pay	% Increase in Average Pay
2008	3,821	\$169,401,716	\$44,334	6.67%
2007	3,632	150,960,665	\$41,564	4.8%
2006	3,534	140,175,740	39,665	4.3%
2005	3,532	134,313,739	38,028	1.8%
2004	3,431	128,144,746	37,349	3.7%

Retiree and Beneficiary Data  
At June 30, 2008

Fiscal Year	# of Annuitants	Additions	Deletions	% Change In Membership	Annual Annuities	% Change in Annuities
2008	1,631	98	22	4.9%	\$48,416,581	10.1%
2007	1,555	95	17	5.3%	\$43,972,738	10.9%
2006	1,477	71	28	3.0%	39,649,619	8.6%
2005	1,434	79	24	4.0%	36,510,489	7.1%
2004	1,379	86	22	4.9%	34,076,169	8.0%

## FIREFIGHTERS' RETIREMENT SYSTEM

### ASSET EXPERIENCE

The actuarial and market rates of return for the past ten years are given below. These rates of return on assets were arrived at by assuming a uniform distribution of income and expense throughout the fiscal year.

	<u>Actuarial Value</u>	<u>Market Value</u>
1999	8.4%	6.9%
2000	5.5%	3.5%
2001	0.7%	-2.9%
2002	-3.0%	-3.7%
2003	0.9%	5.4%
2004	8.0%	11.0%
2005	10.4%	10.4%
2006	9.9% *	12.3%
2007	11.6%	17.2%
2008	9.0%	-5.0%

\* Based on the actuarial value of assets and income and expense including the effect of a change in the method for calculating the actuarial value of assets under a 5-year smoothing of investment earnings above or below the assumed 7.5% rate of return. Returns for years 1998 through 2005 were based on a 2-year smoothing of recognized realized and unrealized capital gains (losses) on all securities.

### Reconciliation of Unfunded Accrued Liability As of June 30, 2008

Prior Year Unfunded Accrued Liability	\$	166,667,308
Interest on Unfunded Accrued Liability	\$	12,500,048
Normal Cost for Prior Year		35,755,562
Interest on the Normal Cost		2,681,667
Normal Cost for Merged Systems with Accrued Interest		523,670
Administrative Expenses		1,055,672
Interest on Expenses		38,872
<b>TOTAL Increases to Unfunded Accrued Liability</b>	<b>\$</b>	<b>52,555,491</b>
Required Contributions for Prior Year with interest	\$	55,140,448
Contribution Excess (Shortfall) with accrued interest		4,399,499
Cost of Living Adjustment Gains (Losses)		(15,006,752)
Merger Gains (Losses)		(1,556,324)
Investment Gains (Losses)		15,808,377
Liability Experience Gains (Losses)		(27,052,835)
Liability Assumption Gains (Losses)		138,425
<b>TOTAL Decreases to Unfunded Accrued Liability</b>	<b>\$</b>	<b>31,870,838</b>
 <b>CURRENT YEAR UNFUNDED ACCRUED LIABILITY</b>	 <b>\$</b>	 <b>187,351,961</b>

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Changes in Plan Provisions

The following changes in plan provisions were enacted during the 2008 Regular Session of the Louisiana Legislature:

**Act 75** eliminates the provision found in R.S. 11:2258(C) whereby the benefits paid to the surviving spouse of disability retiree cease upon remarriage.

**Act 114** provides for the accrual of interest on delinquent contribution payments at a rate equal to the greater of:

- 1) the actuarial valuation rate, or
- 2) an amount equal to the rate of earnings of the system's investment portfolio

**Act 258** stipulates that an affirmative vote by at least five members of the board of trustees will be necessary for a decision by the trustees at any meeting of the board. The phrase "affirmative vote" means that the vote will be cast in favor of approving any motion.

**Act 261** stipulates that, notwithstanding the provisions of R.S. 11:233(B)(2)(g), any participating employer that defers the payment of regularly scheduled holiday pay and then pays this compensation to its employees in the same calendar year as its deferral in the form of a one-time annual payment will include this deferred compensation in the employees' earnable compensation for the purpose of calculating and paying employee contributions to the system.

**Act 496** requires the board of trustees to develop and implement a procedure for determining whether a member was killed in the line of duty.

**Act 817** provides, in regard to individuals merged into the Firefighters' Retirement System from the Firemen's Pension and Relief Fund for the city of Lafayette, that the accumulated cost-of-living adjustments (COLAs) granted by the Lafayette City-Parish Consolidated Government to any individual by virtue of the individual's previous membership in the Firemen's Pension and Relief Fund for the city of Lafayette, will not be reduced by the Lafayette City-Parish Consolidated Government if any COLA is payable by the Firefighters' Retirement System. However, if the Lafayette City-Parish Consolidated Government has granted a COLA to any such individual in any year in which the Firefighters' Retirement System has also granted a COLA, then nothing will prevent the Lafayette City-Parish Consolidated Government from reducing the amount of its COLA for that same year by an amount not to exceed two percent, provided the amount of the Firefighters' Retirement System COLA is greater than two percent, and the amount of the previous years' accumulated COLAs will not be reduced.

# Firefighters Retirement System



Statistical Section

## FIREFIGHTERS' RETIREMENT SYSTEM

### Schedules of Revenue & Expense by Source and Type

<b>Revenue by Source</b>						
<b>Fiscal Year</b>	<b>Member Contributions</b>	<b>Employer Contributions</b>	<b>IPTF Allocation</b>	<b>Net Investment Earnings</b>	<b>Other Operating Revenues</b>	<b>Total</b>
2008	\$23,292,250	\$13,611,403	\$20,521,771	(\$57,153,855)	\$8,532,266	\$8,803,835
2007	12,343,832	23,989,079	18,796,831	161,858,490	5,845,683	222,833,915
2006	11,100,322	25,287,368	18,197,358	104,278,816	491,126	159,354,990
2005	10,750,246	32,898,204	17,096,085	78,546,820	493,191	139,784,546
2004	9,940,375	27,650,433	16,537,682	73,194,397	739,028	128,061,915
2003	9,980,305	13,200,282	23,704,649	32,785,925	1,172,708	80,843,869

<b>Expenses by Type</b>					
<b>Fiscal Year</b>	<b>Annuity Benefits</b>	<b>Disability Benefits</b>	<b>Refunds &amp; Transfers</b>	<b>Administrative Expenses</b>	<b>Total</b>
2008	\$49,150,168	\$3,833,211	\$776,195	\$811,667	\$54,571,241
2007	43,955,093	3,321,152	628,932	506,879	48,412,056
2006	39,509,957	2,982,855	889,230	667,651	44,049,693
2005	39,371,442	2,694,199	907,771	585,997	43,559,409
2004	36,281,148	2,259,873	1,067,755	749,148	40,357,924
2003	33,849,503	1,871,210	797,766	615,165	37,133,644



## FIREFIGHTERS' RETIREMENT SYSTEM

<b>Membership Census</b>					
<b>Fiscal Year</b>	<b>Actives</b>	<b>Retirees &amp; Survivors</b>	<b>DROP Participants</b>	<b>Terminated Due a Benefit</b>	<b>Terminated Due a Refund</b>
2008	3,820	1,661	130	53	430
2007	3,632	1,555	134	54	298
2006	3,534	1,477	111	52	249
2005	3,532	1,434	103	45	189
2004	3,431	1,379	114	42	181

# FIREFIGHTERS' RETIREMENT SYSTEM

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## Schedule of Participating Employers

City of Abbeville	City of Gonzales
Ascension Parish Fire District #3	Town of Gueydan
City of Alexandria	City of Hammond
City of Baldwin	City of Harahan
City of Baker	City of Haughton
City of Bastrop	Iberia Parish Fire Protection District #1
City of Bayou Cane	Jefferson Parish Fire Protection District
Beauregard Parish Fire Protection District #1	Jefferson Davis Parish Fire Protection District #2
Benton Fire Protection District #4	City of Jennings
Town of Berwick	City of Jonesboro
City of Bogalusa	City of Kaplan
City of Bossier City	City of Kenner
Town of Brusly	Town of Kentwood
Caddo Parish Fire Protection District #1	City of Lafayette
Caddo Parish Fire Protection District #2	City of Lake Charles
Caddo Parish Fire Protection District #3	City of Leesville
Caddo Parish Fire Protection District #4	Lincoln Fire Protection District #1
Caddo Parish Fire Protection District #5	City of Marksville
Caddo Parish Fire Protection District #6	City of Minden
Caddo Parish Fire Protection District #8	City of Monroe
Calcasieu Parish Consolidated Government	Montegut Fire Protection District #6
Central Fire Protection District #4	City of Morgan City
City of Covington	City of Natchitoches
City of Crowley	Natchitoches Fire Protection District #6
City of Denham Springs	City of New Iberia
City of Deridder	North Bienville Parish Fire Protection District
Desoto Fire Protection District #8	City of Opelousas
Fire Protection District #6	Ouachita Parish
City of Donaldsonville	City of Pineville
East Central Bossier Fire Protection District #1	City of Plaquemine
City of Eunice	City of Ponchatoula
Town of Farmerville	City of Port Allen
City of Franklin	Rapides Parish Fire Protection District #2
City of Franklinton	City of Rayville
Grant Parish Fire Protection District #5	City of Ruston
	City of Shreveport
	St Bernard Parish Fire Protection District

## FIREFIGHTERS' RETIREMENT SYSTEM

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City of St Gabriel

St George Fire Protection District

St Landry Parish Fire Protection District #2

St Landry Parish Fire Protection District #3

St Mary Parish Fire Protection District #3

St Tammany Fire Protection District #1

St Tammany Fire Protection District #2

St Tammany Fire Protection District #3

St Tammany Parish Fire Protection District #4

St Tammany Parish Fire Protection District #5

St Tammany Fire Protection District #8

St Tammany Parish Fire Protection District #12

City of Sulphur

City of Tallulah

Tangipahoa Parish Fire Protection District #2

Tensas Parish Fire Protection District #1

Terrebonne Parish Consolidated Government

Terrebonne Parish Fire Protection District #4A

Terrebonne Parish Fire Protection District #5

Terrebonne Parish Fire Protection District #6

Terrebonne Parish Fire Protection District #7

Terrebonne Parish Fire Protection District #9

Terrebonne Parish Fire Protection District # 10

Vermillion Parish Fire Protection District #7

City of Vidalia

City of Ville Platte

Washington Parish Fire Protection District

West Baton Rouge Parish Fire Protection District  
#6

West Feliciana Fire Protection District #1

City of Westlake

City of West Monroe

City of Winnfield

City of Winnsboro

City of Zachary

St John the Baptist Parish Fire Protection District

St Landry Parish Fire Protection District #1