STATE OF MINNESOTA
Office of the State Auditor

Rebecca Otto
State Auditor

THE MINNEAPOLIS FIREFIGHTERS'
RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

FOR THE YEAR ENDED DECEMBER 31, 2007

Description of the Office of the State Auditor

The mission of the Office of the State Auditor is to oversee local government finances for Minnesota taxpayers by helping to ensure financial integrity and accountability in local governmental financial activities.

Through financial, compliance, and special audits, the State Auditor oversees and ensures that local government funds are used for the purposes intended by law and that local governments hold themselves to the highest standards of financial accountability.

The State Auditor performs approximately 160 financial and compliance audits per year and has oversight responsibilities for over 3,300 local units of government throughout the state. The office currently maintains five divisions:

Audit Practice - conducts financial and legal compliance audits of local governments;

Government Information - collects and analyzes financial information for cities, towns, counties, and special districts;

Legal/Special Investigations - provides legal analysis and counsel to the Office and responds to outside inquiries about Minnesota local government law; as well as investigates allegations of misfeasance, malfeasance, and nonfeasance in local government;

Pension - monitors investment, financial, and actuarial reporting for approximately 730 public pension funds; and

Tax Increment Financing - promotes compliance and accountability in local governments' use of tax increment financing through financial and compliance audits.

The State Auditor serves on the State Executive Council, State Board of Investment, Land Exchange Board, Public Employees Retirement Association Board, Minnesota Housing Finance Agency, and the Rural Finance Authority Board.

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This document can be made available in alternative formats upon request. Call 651-296-2551 [voice] or 1-800-627-3529 [relay service] for assistance; or visit the Office of the State Auditor's web site: www.auditor.state.mn.us.

THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION MINNEAPOLIS, MINNESOTA

For the Year Ended December 31, 2007

Audit Practice Division
Office of the State Auditor
State of Minnesota

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

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Introductory Section

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

ORGANIZATION
DECEMBER 31, 2007

	Term of Office	
	From	To
Board of Trustees		
Active Elected Members		
Walter C. Schirmer	December 1986	December 2008
Tim Davison	December 2006	December 2008
Retired Elected Members		
John W. George	December 1991	December 2009
Wallace O. Amundsen	December 1992	December 2010
Joseph D. Quinn	December 1993	December 2008
Robert E. Wetherille	April 1996	December 2008
Frank Boerboon	December 2002	December 2009
Richard A. Quarnstrom	December 1999	December 2010
Arnold J. Reese	December 2000	December 2009
David R. Pierson	December 2001	December 2010
City of Minneapolis Appointed Representatives		
Jack Qvale	July 2003	December 2010
LeaAnn Stagg	April 2006	December 2010

Officers

Walter C. Schirmer	Executive Secretary
Frank Boerboon	President
Wallace O. Amundsen	Vice President
David R. Pierson	Assistant Executive Secretary
Joseph D. Quinn	Treasurer
Arnold J. Reese	Assistant Treasurer

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Financial Section

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STATE OF MINNESOTA
OFFICE OF THE STATE AUDITOR

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INDEPENDENT AUDITOR'S REPORT

Board of Trustees
Minneapolis Firefighters' Relief Association

We have audited the basic financial statements of the Minneapolis Firefighters' Relief Association as of and for the year ended December 31, 2007, as listed in the table of contents. These basic financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these basic financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the basic 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 basic financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the basic financial statements referred to above present fairly, in all material respects, the plan net assets of the Minneapolis Firefighters' Relief Association as of December 31, 2007, and the changes in plan net assets for the year then ended in conformity with accounting principles generally accepted in the United States of America.

The Management's Discussion and Analysis and other required supplementary information referred to in the table of contents are not required parts of the basic financial statements but are supplementary information required by the Governmental Accounting Standards Board. We have applied certain limited procedures to this information, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the required supplementary information. However, we did not audit the information and express no opinion on it.

/s/Rebecca Otto	*/s/Greg Hierlinger*
REBECCA OTTO STATE AUDITOR	GREG HIERLINGER, CPA DEPUTY STATE AUDITOR

September 30, 2008

MANAGEMENT’S DISCUSSION AND ANALYSIS

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

MANAGEMENT'S DISCUSSION AND ANALYSIS
DECEMBER 31, 2007
(Unaudited)

This Management's Discussion and Analysis (MD&A) of the Minneapolis Firefighters' Relief Association's (Association) financial performance provides an overview of the Association's financial activities for the fiscal year ended December 31, 2007. Please read it in conjunction with the basic financial statements, which follow this discussion.

FINANCIAL HIGHLIGHTS

The Association's funding objective is to meet benefit obligations through investment income. As of December 31, 2007, the funded ratio was 92.8 percent. Minnesota statutes require full funding of the Association's unfunded accrued liability by December 31 of the year occurring 15 years later.

Due to fair market conditions, the plan net assets administered by the Association during 2007 increased by $10.9 million. This increase is identical to the 2006 increase. This $10.9 million is net of the investment returns we used to pay 2007 monthly benefit payments in the amount of $22.7 million.

Additions for the year were $34.2 million. The lion's share of these additions consist of net investment gains of $29.8 million, City of Minneapolis contributions of $3 million, fire state aid of $245,000, insurance surcharge of $1,014,931, general account receipts of $84,717, and political account receipts of $29,161.

Deductions increased from the prior fiscal year from $22.2 million to $23.4 million, or about five percent.

OVERVIEW OF THE FINANCIAL STATEMENTS

This annual financial report consists of two financial statements: the Statement of Plan Net Assets (Exhibit A) and the Statement of Changes in Plan Net Assets (Exhibit B). These financial statements report information about the Association, as a whole, and about its financial condition that should help answer the question: Is the Association, as a whole, better off or worse off as a result of this year's activities? These statements include all assets and liabilities using the accrual basis of accounting. Under the accrual basis of accounting, all revenues and expenses are taken into account regardless of when cash is received or paid.

The Statement of Plan Net Assets presents all the Association's assets and liabilities, with the difference between the two reported as net assets. Over time, increases and decreases in net assets measure whether the Association's financial position is improving or deteriorating. The Statement of Changes in Plan Net Assets presents how the Association's net assets changed during the most recent fiscal year. These two statements should be reviewed along with the Schedule of Funding Progress and Schedule of Employer Contributions to determine whether the Association is becoming financially stronger, weaker, or is holding a steady pace of progress and also to understand the reasons for changes in the funded status of the Association over a given period of time.

FINANCIAL ANALYSIS

Association total assets as of December 31, 2007, were $282.4 million and were mostly comprised of cash, investments, and accrued investment income. Total assets increased $11.2 million, or about four percent, from 2006.

Total liabilities as of December 31, 2007, were $5.4 million and were comprised of amounts held in escrow, security purchases payable, accounts payable, and back-pay benefits payable. Total liabilities increased $352 thousand, or about seven percent, between fiscal years 2006 and 2007.

The Association's assets exceeded its one-year liabilities, not including future pension benefits, by $277 million at the close of fiscal year 2007. Total net assets held in trust for pension benefits increased by $10.8 million, or four percent, between fiscal years 2006 and 2007.

Net Assets
(In Thousands)

	2007	2006
Assets		
Cash	$ 1,901	$ 1,992
Receivables	2,245	897
Investments	278,224	268,275
Total Assets	$ 282,370	$ 271,164
Liabilities		
Accounts payable	$ 223	$ 252
Back-pay benefits payable	412	-
Escrow account for health insurance	2,657	2,659
Security purchases payable	2,084	2,112
Total Liabilities	$ 5,376	$ 5,023
Total Net Assets	$ 276,994	$ 266,141

Revenues--Additions to Plan Net Assets

The vast majority of reserves needed to finance pension benefits are accumulated primarily through earnings on investments with additional contributions provided by employees, the employer, and the State of Minnesota. Total additions for 2007 were $34.2 million, which is comprised of investment gains of $29.8 million, City of Minneapolis contributions of $3.0 million, fire state aid of $245,000, insurance surcharge of $1,014,931, general account receipts of $84,717, and political account receipts of $29,161.

Total contributions from the City of Minneapolis and the State of Minnesota increased between fiscal years 2006 and 2007 by $1.7 million. The greater part of the increase is from the City of Minneapolis contributions. Investment income net of investment fees was $29.8 million. This is a $467,000 decrease from fiscal year 2006 and was due to poor stock market conditions over the previous year. The net appreciation in fair value of investments was $18.8 million for the year ended December 31, 2007, compared to net appreciation of $23.4 million for the fiscal year 2006.

Expenses--Deductions from Plan Net Assets

The primary expenses of the Association include the payment of pension benefits and the cost of administering the plan. Total deductions for fiscal year 2007 were $23.4 million, an increase of $1.2 million, or about five percent from fiscal year 2006 deductions. An increase of about six percent in pension benefit expenses resulted from a 2007 Post Retirement Benefit payment. Administrative expenses decreased by $5 thousand between fiscal years 2006 and 2007.

Changes in Net Assets
(In Thousands)

	2007	2006
Additions		
Contributions	$ 4,290	$ 2,570
Net investment income	29,764	30,232
Other sources	156	169
Total Additions	$ 34,210	$ 32,971
Deductions		
Benefits	$ 22,713	$ 21,421
Administrative expenses	582	587
Other expenses	62	150
Total Deductions	$ 23,357	$ 22,158
Net Increase	$ 10,853	$ 10,813

THE ASSOCIATION IN GENERAL

The Association's net assets have experienced moderate increases over the last several years. These moderate increases are primarily due to appropriate use of diversification techniques by the trustees and our investment consultant during difficult stock market performance. Our funding level was held to a moderate increase due to the use of diversification of assets throughout the market place.

In 2005, the Board of Trustees believed that with continued growth in the markets and continued diligent investment procedures, the Association would be fully funded by the end of 2007. Unfortunately, the market has not performed up to the levels required to make the full funding level by the end of 2007 as we had hoped for. We did however, perform well enough to provide another Post Retirement Benefit on June 1, 2008, and we will work hard and diligently to continue that distribution into the future.

The Board of Trustees believes our current financial position has improved greatly due to the hiring of several new money managers, presented to us by our investment consultant, and their ability to invest appropriately and effectively during difficult times in the country, world, and the investment market place. This type of prudent investment program and strategic planning will continue to provide the kinds of investment returns required for the Association to meet its goal of total self-reliance sooner than later. It is the Board's feeling that our Association will meet the state's funding requirement of 2018 much sooner than the required time lines currently in place.

At year-end 2007, our Association's funding level was 92.8 percent, up from 87.5 percent on December 31, 2006. We finished the year of 2007 with a return of 11.5 percent, which was two percent higher than any other pension fund in the state, including the SBI, which does most all of the investing for the other pension funds in Minnesota. The Board of Trustees takes its fiduciary responsibility to the members, City, and State of Minnesota very seriously, and we are extremely diligent in the manner in which we administer our pension fund and invest our assets for our current and future retirement needs. We have a very clear and significantly superior record of performance, and we are very proud of that performance.

BASIC FINANCIAL STATEMENTS

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

EXHIBIT A

STATEMENT OF PLAN NET ASSETS
DECEMBER 31, 2007

Assets		
Cash and deposits		
Cash and deposits in pension account	$	1,778,327
Cash and deposits in general account		106,086
Cash and deposits in political account		16,493
Total cash and deposits	**$**	**1,900,906**
Receivables		
Accrued interest and dividends	$	557,064
Sale of securities		1,447,769
Contributions		236,409
Other		3,748
Total receivables	**$**	**2,244,990**
Investments, at fair value		
Certificates of deposit in general account	$	677,430
Corporate obligations		2,813,072
Corporate stock		105,921,147
Corporate stock in general account		119,141
Mutual funds		79,170,703
U.S. government obligations		31,209,311
Investment pools		
Bond market account (State Board of Investment)		28,339,638
Common stock index account (State Board of Investment)		18,851,424
Short-term cash equivalents		11,093,384
Short-term cash equivalents in general account		29,245
Total investments, at fair value	**$**	**278,224,495**
Total Assets	**$**	**282,370,391**
Liabilities		
Accounts payable	$	222,712
Back-pay benefits payable		412,223
Escrow account for health benefits		2,656,696
Security purchases payable		2,084,153
Total Liabilities	**$**	**5,375,784**
Net Assets		
Net assets held in trust for pension benefits (a Schedule of Funding Progress is presented on page 24)	$	276,046,212
Net assets restricted for general account		931,902
Net assets restricted for political account		16,493
Total Net Assets	**$**	**276,994,607**

The notes to the financial statements are an integral part of this statement.

THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

EXHIBIT B

STATEMENT OF CHANGES IN PLAN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2007

Additions		
Contributions		
Employer		
City of Minneapolis	$	3,030,347
State of Minnesota		1,259,931
Total contributions	**$**	**4,290,278**
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	$	18,800,555
Interest and dividends		12,024,953
Total investment income (loss)	**$**	**30,825,508**
Less: direct investment expense		(1,061,056)
Net investment income (loss)	**$**	**29,764,452**
Other	$	42,026
Receipts to general account		84,717
Receipts to political account		29,161
Total Additions	**$**	**34,210,634**
Deductions		
Benefits and refunds paid to participants	$	22,713,442
Administrative expenses		581,704
Other - general account		43,961
Other - political account		18,087
Total Deductions	**$**	**23,357,194**
Net Increase (Decrease)	**$**	**10,853,440**
Net Assets - January 1		**266,141,167**
Net Assets - December 31	**$**	**276,994,607**

The notes to the financial statements are an integral part of this statement.

1. Financial Reporting Entity

The Minneapolis Firefighters' Relief Association was incorporated on November 24, 1886, to provide financing for and the payment of service, disability, or dependency pensions to its eligible members and dependents. The Association is governed by a Board of Trustees consisting of 12 persons. Ten trustees are elected by the members, and two are appointed by the City of Minneapolis. The Board bi-annually elects a president, vice president, executive secretary, assistant secretary, treasurer, and assistant treasurer.

The Association is not a component unit of the City of Minneapolis (employer), and its financial statements are not included with the City's financial statements because the City does not appoint a voting majority of the Board, and the Association is legally a separate entity and fiscally independent of the City.

2. Plan Description

A. Membership Information

Firefighters of the City of Minneapolis are members of the Minneapolis Firefighters' Relief Association. The Association is the administrator of a single-employer, defined benefit pension plan available to firefighters hired prior to June 15, 1980, and operated under the provisions of its bylaws and Minnesota State Law. Firefighters hired after June 15, 1980, are members of the Minnesota Public Employees Retirement Association Police and Fire Fund.

At December 31, 2007, the membership of the Minneapolis Firefighters' Relief Association consisted of:

Retirees and beneficiaries currently receiving benefits	581
Terminated employees entitled to benefits but not yet receiving them	-
Active plan participants - vested	27
Total	608

2. Plan Description (Continued)

B. Pension Benefits

Authority for payment of pension benefits is established in Minn. Stat. § 69.77, and ch. 423C, as enacted by 2001 Minn. Laws, 1st Sp. Sess., ch. 10, art. 15, and may be amended only by the Minnesota State Legislature.

Normal Service Pensions

Each member who is at least 50 years of age and has five years of service with the Minneapolis Fire Department is eligible to receive a service pension, monthly, for the remainder of the member's life. All benefits are based on a plan of a number of units. A unit is 1/80th of the maximum current monthly salary of a first grade firefighter. Pensions are based on current fire department payroll and are fully escalated for all persons receiving a pension benefit. Each vested member also receives a lump sum amount, at the time of separation, from the General Fund based on the number of years the member has belonged to the Association. Units paid per month are based on the percentage that the actuarial value of assets of the special fund equal the actuarial accrued liabilities of the special fund according to the most recent annual actuarial valuation of the relief association prepared in accordance with Minn. Stat. §§ 356.215 and 356.216 and the number of years of service on the Minneapolis Fire Department. The service pension schedules in terms of units is identified in Minn. Stat. § 423C.05, subd. 2(b).

Retirement Benefit Options and Survivor Spouse Pensions

The surviving spouse of a service pensioner, who was married to the service pensioner for at least one year at the date of retirement or who has been married to the pensioner for at least two years after retirement, is entitled to a survivor spouse pension.

2. Plan Description

B. Pension Benefits

Retirement Benefit Options and Survivor Spouse Pensions (Continued)

The surviving spouse of an active plan member is entitled to an Option 1 - 100 percent Joint and Survivor Spouse Annuity survivor spouse pension, as described below.

During 1997, the Association amended the plan provisions to include several annuity options available to retiring, married members.

- Normal Retirement Benefit

  Described in detail for normal service pensioners previously, a surviving spouse receives a pension of 22 units per month for life.

- Option 1 - 100% Joint and Surviving Spouse Annuity

  This option pays the retiree a reduced monthly benefit and, upon death, continues to pay a like amount for the life of the surviving spouse.

- Option 2 - 75% Joint and Surviving Spouse Annuity

  This option is similar to Option 1, except upon death of the retiree, the surviving spouse pension is reduced to 75 percent of previous benefit level.

- Option 3 - 50% Joint and Surviving Spouse Annuity

  This option is similar to Options 1 and 2, except upon the death of the retiree, the monthly benefit payable to the surviving spouse is reduced by 50 percent.

- Option 4 - Options 1, 2, or 3 with Bounce-Back Provision

  Options 1, 2, or 3 can be chosen with a "bounce-back" provision. This option would further reduce the monthly benefit but, should the retiree's spouse die first, the monthly benefit amount would increase or "bounce-back" to what the amount would have been had the Normal Retirement Benefit option been chosen at retirement.

2. Plan Description

B. Pension Benefits

Retirement Benefit Options and Survivor Spouse Pensions (Continued)

During 2002, the Association amended the plan provisions to include an annuity option available to retiring, unmarried members.

- Option 5

  This option allows for an offset to the married members whose surviving spouse receives a survivor spouse benefit upon their death since the surviving spouse benefit has an actuarial impact to the fund and its remaining members. This option provides that a member submitting an application for a service pension who was not legally married on September 1, 1997, and remained unmarried on October 25, 2001, may, if the member had obtained 25 years of service credit on or before October 25, 2001, select a service pension of 42.3 units in lieu of a regular 42-unit service pension. This additional fraction of a unit helps to blend out the cost of the surviving spouse benefit and provides for a more equal distribution of pension benefits to all members.

Survivor Children Pensions

The dependent children of a deceased active member or service pensioner each receive a pension of eight units until age 18, or until age 22 if they are a full-time student. The combined pension benefits for one member's surviving spouse and children may not exceed 42 units.

Disability Pensions

Whenever an active member becomes temporarily disabled because of sickness or injury, on or off the job, the member will receive a temporary disability pension of 40 units, provided the member has expired all leaves of absence.

Whenever an active member becomes permanently disabled because of sickness or injury, the member will be entitled to a permanent disability pension of 41 units. Disability arising from employment other than the Minneapolis Fire Department will cause a member to forfeit entitlement to a disability pension.

2. Plan Description

B. Pension Benefits (Continued)

Post-Retirement Benefit

On or about June 1 annually following a year in which the Association's average time weighted total rate of return earned in the most recent five years exceeds by two percent the average percentage increase in the current monthly salary of a top grade firefighter in the most recent five years, the Association pays a post-retirement benefit to eligible pensioners. The amount of the post-retirement distribution is equal to the excess investment income earned in the previous year. Excess investment income is defined as the amount by which the average time weighted total rate of return in the most recent five years exceeds the average percentage increase in the current monthly salary of a top grade firefighter in the most recent five years plus two percent. Excess investment income may not exceed one-half of one percent of the total assets of the Association. Payment to each eligible member is calculated by dividing the total number of pension units paid to the member during the previous year by the excess investment income available for distribution; however, each payment may not exceed the monthly pension amount received by the member in the prior year.

If the Association had excess investment income in the previous year *and* the actuarial value of the Association's assets according to the most recent annual actuarial valuation is greater than 102 percent of its actuarial accrued liabilities, then excess investment income may not exceed one and one-half percent of the total assets of the Association. When this occurs, payment to each eligible member is calculated by dividing the total number of pension units paid to the member during the previous year by one and one-half percent of the total assets of the Association.

When the special fund's actuarial funding level exceeds 110 percent, up to 20 percent of the assets greater than 110 percent will be distributed to eligible pensioners based on a proportionate number of units each member received in the prior year compared to the total number of units received.

3. Summary of Significant Accounting Policies

A. Basis of Presentation

The accompanying financial statements are presented in accordance with Governmental Accounting Standards Board Statement No. 25, *Financial Reporting for Defined Benefit Pension Plans and Note Disclosures for Defined Contribution Plans*, and with Statement No. 34, *Basic Financial Statements--and Management's Discussion and Analysis--for State and Local Governments*, as amended.

B. Basis of Accounting

The basis of accounting is the method by which additions and deductions to plan net assets are recognized in the accounts and reported in the financial statements. The Association uses the accrual basis of accounting. Under the accrual basis of accounting, additions are recognized when they are earned, and deductions are recognized when the liability is incurred. Resources are derived from investment earnings and contributions from the City of Minneapolis, the Association's active membership, and the State of Minnesota. Benefits are recognized when they are due and payable in accordance with the terms of the plan.

C. Net Assets

Net assets consist of the following:

- Net Assets Held in Trust for Pension Benefits represent the portion of net assets to be used to provide benefits for retirement, death, and disability payments of appropriate amounts and at appropriate times in the future.

- Net Assets Restricted for General Account represent the portion of net assets derived from membership contributions and certain investment income to be used for the good and benefit of the Association as determined by Association bylaws.

- Net Assets Restricted for Political Account represent the portion of net assets derived from membership contributions to be used for contributions to political candidates.

3. Summary of Significant Accounting Policies (Continued)

D. Investments

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

Net appreciation (depreciation) in fair value of investments includes net unrealized and realized gains and losses. Purchases and sales of securities are recorded on a trade-date basis.

Interest and dividends are recorded when earned.

E. Capital Assets

The Association follows a policy of expensing capital assets at the time of purchase. At December 31, 2007, the Association owned capital assets costing $44,865. This amount is not shown in the accompanying Statement of Plan Net Assets (Exhibit A).

F. Liabilities

The escrow account for health benefits represents amounts contributed and earnings thereon of active plan members with over 25 years of service on the City of Minneapolis Fire Department. The Association holds the funds in escrow until retirement when members will receive periodic distributions from their accounts to offset health insurance costs. The escrow account for health benefits is not available for the payment of pension benefits.

4. Deposits and Investments

A. Deposits

Authority

Minn. Stat. § 356A.06, subd. 8a, authorizes the Association to deposit cash and to invest in certificates of deposit in financial institutions designated by the Board of Trustees. Minnesota statutes require that all pension plan deposits be covered by deposit insurance, surety bond, or pledged collateral. The market value of collateral pledged shall be at least ten percent more than the amount on deposit plus accrued interest at the close of the financial institution's banking day, not covered by insurance or bonds.

Authorized collateral includes treasury bills, notes and bonds; issues of U.S. government agencies; general obligations rated "A" or better, revenue obligations rated "AA" or better; irrevocable standby letters of credit issued by the Federal Home Loan Bank; and certificates of deposit. Minnesota statutes require that securities pledged as collateral be held in safekeeping in a restricted account at the Federal Reserve Bank or in an account at a trust department of a commercial bank or other financial institution not owned or controlled by the financial institution furnishing the collateral.

Custodial Credit Risk for Deposits

Custodial credit risk is the risk that in the event of a financial institution failure, the Association's deposits may not be returned to it. The Association's policy for custodial credit risk is to maintain compliance with Minnesota statutes that require the Association's deposits be protected by insurance, surety bond, or pledged collateral. As of December 31, 2007, $9,019 of the Association's bank balance of $671,586 was exposed to custodial credit risk. This exposure to custodial credit risk is related to the Association's general account deposits.

4. Deposits and Investments (Continued)

B. Investments

Authority

Minn. Stat. §§ 356A.06, subds. 6 and 7, and 69.77, subd. 9, authorize the types of, and restrictions on, securities available to the Association for investment. The Association is authorized to invest its funds in the following:

(a) Government obligations provided the issue is backed by the full faith and credit of the issuer or is rated among the top four quality rating categories by a nationally recognized rating agency. Such obligations may include: (1) guaranteed or insured issues of the United States or its agencies, instrumentalities, or organizations created and regulated by an act of Congress; (2) guaranteed or insured issues of Canada and its provinces; or (3) guaranteed or insured issues of states and their municipalities, political subdivisions, agencies, or instrumentalities.

(b) Corporate obligations issued or guaranteed by a corporation organized under the laws of the United States or any state thereof, or the Dominion of Canada or any province thereof, provided they are rated among the top four quality categories by a nationally recognized rating agency.

(c) Corporate stock or convertible issues of any corporation organized under the laws of the United States or states thereof, the Dominion of Canada or its provinces, or any corporation listed on the New York Stock Exchange or the American Stock Exchange under specified conditions.

(d) TBA or "to-be-announced" mortgage-backed securities transactions. These are a basic mechanism for trading federal agency mortgage pass-through securities on a delayed delivery and settlement basis. They do not represent a separate type or class of mortgage-backed securities. A TBA transaction is a purchase or sale of mortgage pass-through securities with settlement agreed upon for some future date. The purchase of pass-throughs on a TBA basis creates a long position in the underlying security on the trade date with associated market risk in the position. The securities to be delivered are described in general detail at the time of trade but are not specifically identified until shortly prior to settlement. TBA transactions may involve newly-issued or existing agency mortgage pass-throughs.

4. Deposits and Investments

B. Investments

Authority (Continued)

(e) Venture capital investment businesses through participation in limited partnerships and corporations, subject to limitations.

(f) Regional and mutual funds through bank-sponsored collective funds and open-end investment companies registered under the Federal Investment Company Act of 1940, subject to limitations.

(g) Real estate ownership interests or loans secured by mortgages or deeds of trust through investment in limited partnerships, bank-sponsored collective funds, trusts, and insurance company commingled accounts, including separate accounts, subject to limitations.

(h) Resource investments through limited partnerships, private placements, and corporations, subject to limitations.

(i) Bankers' acceptances, certificates of deposit, deposit notes, commercial paper, mortgage participation certificates and pools, asset-backed securities, repurchase agreements and reverse repurchase agreements, guaranteed investment contracts, savings accounts, and guaranty fund certificates, surplus notes, or debentures of domestic mutual insurance companies, if they conform to specified provisions.

Custodial Credit Risk for Investments

The custodial credit risk for investments is the risk that, in the event of a failure of the counterparty to a transaction, the Association will not be able to recover the value of the investment or the collateral securities in the possession of an outside party.

A third-party safekeeping agent appointed as custodian holds 99.7 percent of the securities purchased by the Association.

The Association has no custodial credit risk for investments at December 31, 2007.

4. Deposits and Investments

B. Investments (Continued)

Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Duration is a measure of a debt investment's exposure to fair value changes arising from changing interest rates. It uses the present value of cash flows weighted for those cash flows as a percentage of the investment's full price.

The Association manages its exposure to fair value of loss arising from changing interest rates by having fixed income investments managed by external money managers. The Association employs three managers who invest in fixed income investments. The investment guidelines for each manager require that the manager be responsible for determining the maturities for all fixed income securities within their portfolio.

For these asset managers, the duration of the overall portfolio must be managed to have a targeted duration around the duration of the Lehman Brothers Aggregate Bond Index of 4.50 years, as this is the benchmark for all these portfolios. All managers were in compliance with the duration guidelines for the year ended December 31, 2007.

The following table shows the interest rate risk by manager.

Bond Manager	Fair Value of Fixed Income Securities Managed	Account Duration (in years)
FAF Advisors	$ 11,103,101	4.6
RiverSource Investments, LLC	6,495,676	4.1
Mairs and Power, Inc.	12,798,369	5.9

The Association has $28,339,638 in the Minnesota State Board of Investment (SBI) Supplemental Investment Fund Bond Market Account. This account invests the large majority of its assets in high quality government and corporate bonds and mortgage securities that have intermediate to long-term maturities, usually 3 to 20 years. The managers of this account also may attempt to earn returns by anticipating changes in interest rates and adjusting holdings accordingly. This account is invested entirely in fixed income securities.

4. Deposits and Investments

B. Investments (Continued)

Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. Minnesota statutes provide for the types of fixed income investments that a pension plan can make. In addition, the Association establishes other restrictions that are set forth in the investment guidelines for the management of the Association's fixed income assets.

This risk is measured by the assignment of a rating by a nationally recognized statistical rating organization.

The following table shows the Association's investments by type and credit quality rating at December 31, 2007.

		Standard and Poor's Quality Ratings				
Investment Type	Fair Value	AAA	AA	A	BBB	Unrated
Corporate Obligations	$ 2,677,610	$ -	$ 347,290	$ 283,134	$ 517,584	$ 1,529,602
Foreign Obligations	135,462	-	-	-	-	135,462
Mortgage-Backed Securities	9,871,114	599,002	-	-	-	9,272,112
SBI Bond Market Account	28,339,638	-	-	-	-	28,339,638
U.S. Government Agencies	13,334,306	-	-	-	-	13,334,306
U.S. Treasury Obligations	8,003,891	-	-	-	-	8,003,891*
Totals	$ 62,362,021	$ 599,002	$ 347,290	$ 283,134	$ 517,584	$ 60,615,011

*Obligations of the U.S. government or obligations explicitly guaranteed by the U.S. government are not considered to have credit risk and do not require disclosure of credit quality.

Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates of foreign currencies relative to the U.S. dollar adversely affect the fair value of an investment or a deposit. The Association limits this risk in several ways. Minnesota statutes limit certain investments to a total portfolio limit of no more than 35 percent of the market value of the portfolio. Both international equities and international bonds are in this category. Other items include venture capital, real estate, and partnerships.

The Association's investments managed by several of its managers include either equities or debt securities or combination of equities and debt securities exposed to foreign currency risk.

4. Deposits and Investments

B. Investments

Foreign Currency Risk (Continued)

Risk of loss arises from changes in currency exchange rates. The Association's exposure to foreign currency risk at December 31, 2007, is presented in the following table.

Currency	Total	Fixed Income Security	Stocks in ADR	Stocks
Australian Dollar	$ 341,165	$ -	$ 341,165	$ -
Bermudian Dollar	655,514	-	439,698	215,816
Brazilian Real	604,028	-	240,868	363,160
British Pound	1,090,351	20,388	568,424	501,539
Canadian Dollar	1,939,174	94,804	457,568	1,386,802
Caymanian Dollar	1,267,305	-	850,475	416,830
Chinese Yuan Renminbi	523,771	-	523,771	-
Euro	1,165,530	-	659,068	506,462
Israeli Shekel	1,176,967	-	1,176,967	-
Mexican Peso	763,390	20,270	403,271	339,849
Philippine Peso	278,044	-	-	278,044
Russian Ruble	1,038,481	-	1,038,481	-
South Korean Won	359,691	-	359,691	-
Swedish Krona	160,134	-	160,134	-
Totals	$ 11,363,545	$ 135,462	$ 7,219,581	$ 4,008,502

In addition, of the Association's holdings in mutual funds totaling $79,170,703, the following are international equity mutual funds:

Mutual Fund	Fair Value
Dodge and Cox International Stock	$ 22,458,900
Ivy Global Funds	18,071,943
Leuthold Weeden Capital Management (various funds within account)	69,601
Manning & Napier	29,119,507
Total	$ 69,719,951

4. Deposits and Investments

B. Investments (Continued)

Concentration of Credit Risk

The Association's investment policy limits investments in any one issuer to not more than five percent, unless the manager has received prior approval, or the increase is a result of market price increase. U.S. Treasuries and agencies are exempted. The Association's investments as of December 31, 2007, were below these limits.

5. Contributions

Authority for contributions to the pension plan is established by Minn. Stat. § 69.77 and may be amended only by the Minnesota State Legislature.

The Association's funding policy provides for contributions from the City of Minneapolis, the State of Minnesota, and active plan members. City contributions are actuarially determined pursuant to Minn. Stat. § 69.77, subd. 4, and ch. 423C. Minn. Stat. § 423C.15, subd. 3, requires full funding of the Association's unfunded accrued liability by December 31 of the year occurring 15 years later. Active plan members contribute annually an amount equal to eight percent of the maximum first grade firefighter's salary from which pension benefits are determined. The State of Minnesota annually contributes fire state aid pursuant to Minn. Stat. §§ 69.021 and 297I.10. The City of Minneapolis and the State of Minnesota provided statutory contributions in 2007. Since all active plan members have achieved 25 years of service, active member contributions are no longer required.

6. Risk Management

The Association is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; and injuries to members. The Association manages its risk of loss through the purchase of commercial insurance. There were no significant reductions in insurance from the previous year, nor have there been any settlements in excess of insurance coverage for any of the past three years.

7. Contingencies

In connection with the normal conduct of its affairs, the Association is involved in various claims, litigation, and judgments. It is expected that the final settlement of these matters will not materially affect the financial statements of the Association.

REQUIRED SUPPLEMENTARY INFORMATION

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

Schedule 1

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Plan Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b) (%)	Annual Covered Payroll (Previous Fiscal Year) (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c) (%)
2002	$ 255,194,000	$ 292,678,000	$ 37,484,000	87.2	$ 5,540,000	676.6
2003	236,991,000	293,955,000	56,964,000	80.6	4,397,000	1295.5
2004	248,546,000	275,513,000	26,967,000	90.2	3,142,000	858.3
2005	269,426,000	312,563,000	43,137,000	86.2	2,933,000	1470.7
2006	263,276,000	300,926,000	37,650,000	87.5	2,489,000	1512.7
2007	270,096,000	291,078,000	20,982,000	92.8	2,236,000	938.4

THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

Schedule 2

SCHEDULE OF CONTRIBUTIONS FROM THE PLAN SPONSOR AND OTHER CONTRIBUTING ENTITIES

Fiscal Year	Annual Required Contributions	City Contributions	City Percentage Contributed (%)	State Contribution	State Percentage Contributed (%)
2002	$ 1,030,019	$ 5,907	0.57	$ 1,024,112	99.43
2003	1,333,171	4,270	0.32	1,328,901	99.68
2004	1,950,098	2,670	0.14	2,146,934	110.09
2005	6,651,403	4,737,705	71.23	1,913,951	28.78
2006	2,570,016	1,348,855	52.48	1,221,161	47.52
2007	4,290,278	3,030,347	70.63	1,259,931	29.37

Note:
The annual required contributions are actuarially determined. The City and State are required by statute to make contributions, all of which have been made.

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NOTES TO THE REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULES 1 AND 2
FOR THE YEAR ENDED DECEMBER 31, 2007

Actuarial Methods and Assumptions

The actuarial accrued liability is determined as part of an annual actuarial valuation on December 31, 2007. Significant methods are as follows:

- The most recent actuarial valuation date is December 31, 2007.
- Actuarial cost is determined using the Entry Age Normal Cost Method.
- The amortization method is determined using the level annual dollar approach.
- The actuarial value of assets is book value plus the average unrealized gain for the last three years minus excess investment income as defined by state law.
- The unfunded accrued liability is amortized over a 15-year period.

Significant actuarial assumptions are as follows:

- Investment rate of return is six percent per annum.
- Projected salary increase is four percent annually, adjusted by the terms of a collective bargaining agreement.
- Post-retirement benefit increases are not projected.
- There is no inflation rate assumption.
- Mortality assumptions use the 1983 GAM Mortality Table set forward two years for females.

There have been no significant changes to plan provisions and actuarial methods and assumptions in the last six years, except the following:

- The salary scale, which has been adjusted to reflect new collective bargaining agreements.

In addition:

In 2005, the mortality assumptions changed from using the UP-1984 Mortality Table set forward two years for males and set back three years for females to the 1983 GAM Mortality Table set forward two years for females.

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Management and Compliance Section

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THE MINNEAPOLIS FIREFIGHTERS' RELIEF ASSOCIATION
MINNEAPOLIS, MINNESOTA

Schedule 3

SCHEDULE OF FINDINGS AND RECOMMENDATIONS
FOR THE YEAR ENDED DECEMBER 31, 2007

I. INTERNAL CONTROL OVER FINANCIAL REPORTING

PREVIOULY REPORTED ITEM NOT RESOLVED

06-1 Internal Control/Segregation of Duties/Preparation of Financial Statements

Management is responsible for establishing and maintaining internal control. This responsibility includes the internal control over the various accounting cycles, the fair presentation of the financial statements and related notes, and the accuracy and completeness of all financial records and related information. Adequate segregation of duties is a key internal control in an organization's accounting system. The size of the Minneapolis Firefighters' Relief Association (MFRA) and its staffing limits the internal control that management can design and implement into the organization. This situation is not unusual in operations the size of the MFRA, but the Board of Trustees should constantly be aware of this condition and realize that the concentration of duties and responsibilities in a limited number of individuals is not desirable from an internal control and accounting point of view.

Generally, segregation of duties can be attained with the hiring of additional personnel; however, this becomes a significant cost consideration to entities such as the MFRA. Under the above conditions, the most effective system of control lies in the knowledge of the Board of Trustees regarding the MFRA's operations and the periodic review of those operations.

Management is also responsible for controls over the period-end financial reporting process, including controls over procedures used to enter transaction totals into the general ledger; initiate, authorize, record, and process journal entries into the general ledger; and record recurring and nonrecurring adjustments to the financial statements. The MFRA has established controls and procedures for recording, processing, and summarizing its accounting data used in the preparation of its basic financial statements.

As is the case with many small and medium-sized entities, however, the MFRA has requested its independent external auditors to assist in the preparation of the basic financial statements, including notes to the financial statements, and relied on us to format information from the MFRA's financial records to the financial statements as reported as part of the external financial reporting process. This decision was based on the availability of the MFRA's staff and the cost benefit of using our expertise.

Accordingly, the MFRA's ability to prepare financial statements in accordance with generally accepted accounting principles (GAAP) is based, at least in part, on its reliance on its external auditors who cannot, by definition, be considered part of the MFRA's internal control.

We recommend the Board of Trustees be mindful that limited staffing causes inherent risks in safeguarding the MFRA's assets and the proper reporting of its financial activity. The Board of Trustees should continue to implement oversight procedures and monitor those procedures to determine if they are still effective internal controls. If the MFRA still intends to have staff from the Office of the State Auditor assist in the preparation of its annual financial statements in accordance with GAAP then, at a minimum, it must retain individuals with the expertise that can sufficiently review, understand, and approve the financial statements, including notes. As an alternative, the MFRA could consider hiring an outside consultant to assist in preparing its basic financial statements.

<u>Client's Response</u>:

The Minneapolis Firefighters' Relief Association (MFRA) Board of Trustees is aware that due to the Association's staffing limitations, segregation of duties necessary to ensure adequate internal controls in the accounting system is very difficult. As does the Auditor, the MFRA recognizes that the trade-off of additional administrative expenses and the limited segregation of duties is an ongoing issue. The MFRA has made a conscious effort to reduce administrative expenses. In the process of economizing, we have reduced staff. The MFRA relies on a number of outside consultants including actuaries, attorneys, and accountants such as the Office of the State Auditor to make sure its operations are well run. Although this situation is not unusual for an organization our size, the MFRA Board will continue to review oversight procedures already in place and monitor staff to help assure procedures are being followed.

The Board of Trustees of the MFRA has been made aware of the requirement to prepare the annual financial statements and related notes, and has directed the MFRA Executive Secretary and his assistant to either obtain the necessary training to gain the expertise needed to comply with this requirement, or obtain an outside professional to perform these duties on behalf of the Association. The MFRA Executive Secretary has been given the authority by the Board of Trustees to make whatever arrangements are necessary to comply with this finding by your auditors will work diligently with your audit staff to accomplish this resolve.

II. COMPLIANCE

PREVIOUSLY REPORTED ITEM NOT RESOLVED

03-1 Components of Unit Value

Pension benefits for the Minneapolis Firefighters' Relief Association (Association) are based on a unit value. Minn. Stat. § 423C.01, subd. 28, and the Association's bylaws define a unit as 1/80th of the maximum monthly salary of a first grade firefighter on the first day of the month in which pension benefits are paid.

Following is a schedule of the calculation of per unit value used at December 31, 2007:

Component	Hourly Rate	Number of Hours	Annually	Monthly	Per Unit
Base wages	$ 20.28	2,848	$ 57,785.40	$ 4,815.45	$ 60.19
Selection premium	.73	2,848	2,081.55	173.46	2.17
Clothing and equipment	-	-	967.00	80.58	1.01
Longevity	2.49	2,848	7,109.20	592.43	7.41
Health club dues	-	-	343.63	28.64	.36
Sick leave buy back	23.50	144	3,384.05	282.00	3.53
Vacation cash out	23.50	48	1,128.02	94.00	1.18
FLSA overtime	11.75	84.46	993.31	82.78	1.03
Overtime (@1.5)	35.25	136	4,794.08	399.51	4.99
Work out of grade	-	-	839.43	69.95	.87
Holiday pay	11.75	34	400.45	33.37	.42
Total			$ 79,826.12	$ 6,652.18	$ 83.15

The sum of the hourly rate for base wages, selection premium, and longevity is the rate used to calculate the unit value for hours of sick leave buy back, vacation cash out, FLSA overtime, holiday pay, and overtime components. Work out of grade refers to compensation firefighters are eligible to receive when they perform the duties of a higher job classification, and it is calculated by taking the pay differential between a firefighter's regular rate of pay and the hourly rate payable if he or she had been permanently promoted to the higher rank with at least a five percent increase in this differential.

The Association's bylaws identify that the components of salary be included to the extent they are payable under a collective bargaining agreement. Those salary components added after the 1995 Settlement Agreement between the Association and the City of Minneapolis should be included at the average amount paid to those first grade firefighters who received the compensation item. Therefore, actual payroll practices of the City of Minneapolis have been reviewed to determine that the salary components used by the Association in the unit value calculation were not inconsistent with payments to active firefighters.

The actual payroll practice of the City of Minneapolis, for work out of grade, 48 hours of vacation cash out, 144 hours of sick leave buy back, and 34 hours of holiday pay, is that these components of pay are not paid at a rate which includes selection premium. The City's practice is consistent with the terms of the collective bargaining agreement in that selection premium is paid only on hours worked as a firefighter. Therefore, the unit value calculation for the Association should not include selection premium in those components because they do not represent hours worked. The unit value is overstated by approximately $.16/unit, or $80.64 per year per beneficiary at the maximum 42 units.

The 1995 Settlement Agreement states that salary includes "an average of overtime actually worked in excess of FLSA overtime amounts by firefighters with 25 years or more of service, up to a maximum of 136 hours, in the immediately preceding year." The Association uses the maximum 136 hours of overtime in its unit value calculation. However, there is no indication that any actual average overtime amounts of eligible firefighters paid by the City are reflected in this amount. The Association maintains that 136 hours of overtime was intended to be the agreed-upon amount to remain unchanged as negotiated during the 1995 Settlement Agreement. This is not what the express language of that agreement reflects. The actual City of Minneapolis payroll records indicate the following:

- For 2003, only four firefighters were at Step 7 with more than 25 years of service. Two of these four firefighters worked 12 hours of overtime each. The average overtime worked for the four qualifying firefighters is 6 hours.

- For 2005, there were five firefighters at Step 7 with more than 25 years of service. Two of these worked one hour of overtime each, and two firefighters worked three hours each. The average overtime worked for the five qualifying firefighters is 1.6 hours.

- For 2006, there were two firefighters at Step 7 with more than 25 years of service. These two firefighters worked 64 and 110 hours of overtime each. The average overtime worked for the two qualifying firefighters is 87 hours.

Due to the fact that a new contract was not in place, the overtime component of unit value remained the same between 2006 and 2007.

Substituting 87 hours of overtime for 136 hours, an $83.15 unit value is overstated by approximately $1.79/unit, or $902 per year per beneficiary at the maximum 42 units.

In the 2003 audit, we recommended the Association review and analyze components of unit value. The Association and its legal counsel have reviewed its methods and calculations of monthly salary used to calculate unit value and have concluded they are proper and reasonable. They obtained payroll data from the City of Minneapolis and formulated a methodology for accumulating averages, which were then used to calculate average hours for certain components of pay, including vacation cash out, work out of grade, and holiday pay. The Association has included those amounts in its subsequent unit value calculations.

We recommend the unit value reflect compliance with the terms of the 1995 Settlement Agreement and the collective bargaining agreement. The City of Minneapolis and the Association should agree on the methodology for determining relevant averages for the components of pay to be included in the unit value calculation. The actual payroll practice of the City of Minneapolis should be followed for the components of salary that are used by the Association as the basis for calculating the unit value for pension benefits to ensure consistency. This matter is in litigation.

<u>Client's Response</u>:

The Trustees provided the auditor with a comprehensive communication regarding the Association's review of this issue relating to the components of unit value in connection with the 2004 audit. At its meeting on June 7, 2005, the Association adopted the Findings, Conclusions and Determination Relating to Unit Values for the Period of October 15, 2002 to October 15, 2004 (the "Findings"). The Findings were provided to the auditor in a letter dated June 8, 2005. The auditors' office has acknowledged the receipt of the Findings, and they were included as part of the 2004 audit.

Specifically, the auditor criticizes the Association's inclusion of 136 hours of overtime in the definition of salary. The Association addressed this issue in its Finding 16. The Association's interpretation of the 1995 Settlement Agreement and use of 136 hours of overtime has been consistent and longstanding.

The auditor's office offers an interesting new insight into this issue. The 2006 audit points out that according to its research the average overtime worked in 2003 by 25-year firefighters was six hours, 1.6 hours in 2005, and 87 hours in 2006. Had the MFRA adopted the approach recommended by the OSA after the 2003 audit, the MFRA would have created a roller coaster of benefits for its retirees and widows, many of whom are *well over 80 years of age. Concomitantly, the OSA interpretation would have also created a roller coaster of liabilities for the City of Minneapolis that would have resulted in significant liability swings into the tens of millions of dollars from year to year. While that might create an interesting and enjoyable amusement ride, it is no way to run a railroad, a business, or a pension fund.*

These new insights into this issue persuade the Association even more so to maintain that its position on this issue is correct and most prudent. The Association believes the 1995 settlement agreement is and has been implemented as it was originally intended since 1995.

The auditor also criticizes the inclusion by the Association of selection premium pay in the calculation of the value of vacation cash out, sick leave buy back and holiday pay. Selection premium pay existed at the time of the 1995 Settlement Agreement and has been appropriately included in each of those items based on the terms of the 1995 Settlement Agreement. (See Finding 18 in the 2004 audit). The $.17 per hour has been built into the regular pay of every Firefighter.

The Board of Trustees stands by the determinations provided to the auditor in the Findings. Further, the Board believes that if there were any dispute to the 1995 Settlement Agreement, either the State Auditor's Office or the City of Minneapolis would have brought that dispute forward immediately, not eleven years after the 1995 Settlement Agreement was completed, agreed to, and put into effect by both the Association and the City of Minneapolis.

On June 7, 2005, the Association adopted the Findings, Conclusions and Determination Relating to Unit Values for the Period of October 15, 2002 to October 15, 2004 (the "Findings"). The Findings were provided to the auditor in a letter dated June 8, 2005. The auditor's office has acknowledged the receipt of the Findings, and they were included as part of the 2004 audit and the 2005 audit. These Findings have since been updated, and they were included as part of the 2006 audit. It is the intention of the MFRA to exclude these Findings, Conclusions and Determination Relating to Unit Values in an effort to seek compliance with the Paper Reduction Act of 1995 limiting the use of paper products where possible. Should there be a need to examine these items in the future, they can be found as an attachment to the past MFRA responses to this issue.

This matter is in litigation and we look forward to a positive determination by the Courts.

STATE OF MINNESOTA
OFFICE OF THE STATE AUDITOR

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REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND MINNESOTA LEGAL COMPLIANCE

Board of Trustees
Minneapolis Firefighters' Relief Association

Internal Control Over Financial Reporting

In planning and performing our audit of the basic financial statements of the Minneapolis Firefighters' Relief Association (MFRA) as of and for the year ended December, 31, 2007, in accordance with auditing standards generally accepted in the United States of America, we considered the MFRA'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, but not for the purpose of expressing an opinion on the effectiveness of the MFRA's internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the MFRA'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 MFRA's ability to initiate, authorize, record, 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 MFRA's financial statements that is more than inconsequential will not be prevented or detected by the MFRA's internal control over financial reporting.

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

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph and would not necessarily identify all deficiencies in the internal control over financial reporting 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. However, we identified the deficiency described in the accompanying Schedule of Findings and Recommendations as item 06-1 to be a significant deficiency in internal control over financial reporting.

Minnesota Legal Compliance

We have audited the basic financial statements of the MFRA as of and for the year ended December 31, 2007. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the provisions of the *Minnesota Legal Compliance Audit Guide for Local Government*, promulgated by the State Auditor pursuant to Minn. Stat. § 6.65. Accordingly, the audit included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The *Minnesota Legal Compliance Audit Guide for Local Government* covers three categories of compliance to be tested in audits of relief associations: deposits and investments, conflicts of interest, and relief associations. Our study included all of the listed categories.

The results of our tests indicate that, for the items tested, the MFRA complied with the material terms and conditions of applicable legal provisions, except as described in the Schedule of Findings and Recommendations as item 03-1.

The MFRA's written responses to the significant deficiency and compliance finding identified in our audit have been included in the Schedule of Findings and Recommendations. We did not audit the MFRA's responses and, accordingly, we express no opinion on them.

This report is intended solely for the information and use of the Board of Trustees, management, and others within the MFRA and is not intended to be, and should not be, used by anyone other than those specified parties.

/s/Rebecca Otto	*/s/Greg Hierlinger*
REBECCA OTTO STATE AUDITOR	GREG HIERLINGER, CPA DEPUTY STATE AUDITOR

September 30, 2008