



**City of Rolling Meadows
Firefighters' Pension
Fund**

Actuarial Valuation

*As of January 1, 2025
Contributions Applicable to the Plan/
Fiscal Year Ending December 31, 2026*

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

June 13, 2025

Ms. Molly Talkington
City of Rolling Meadows Firefighters' Pension Fund

Re: City of Rolling Meadows Firefighters' Pension Fund

Dear Ms. Talkington,

This report details the annual actuarial valuation of the City of Rolling Meadows Firefighters' Pension Fund as of January 1, 2025.

The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the plan year ending December 31, 2026. This report was prepared for use by the City. Use of the results for other purposes may not be applicable and could produce significantly different results.

DATA AND ASSUMPTIONS

In preparing this report, we have relied on personnel and plan design supplied by the City of Rolling Meadows. Assets were determined based on financial reports supplied by the City. In our opinion, the assumptions used in the valuation, as adopted by the City, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

DISCLOSURES AND LIMITATIONS

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law. Due to the limited scope of this report, we did not provide an analysis of these potential differences.

The funding percentages and unfunded accrued liability as measured based on the actuarial value of assets will differ from similar measures based on the market value of assets. These measures, as provided, are appropriate for determining the adequacy of future contributions, but may not be appropriate for the purpose of settling a portion or all of its liabilities.

In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the

software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

ACTUARIAL CERTIFICATION

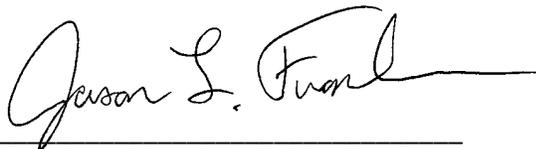
The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board; specifically No. 4 for Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 for Data Quality, No. 27 for Selection of Economic Assumptions for Measuring Pension Obligations, No. 35 for Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations, No. 44, Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

In our opinion, the Minimum Required Contribution set forth in this report constitutes a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4.

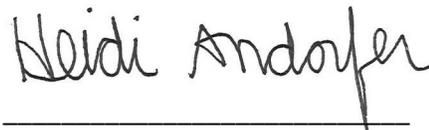
The undersigned are familiar with the immediate and long-term aspects of pension valuations and meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. All of the sections of this report are considered an integral part of the actuarial opinions.

To our knowledge, no associate of Foster & Foster, Inc. working on this report has any direct financial interest or indirect material interest in the City of Rolling Meadows, nor does anyone at Foster & Foster, Inc. act as a member of the Board of Trustees of the City of Rolling Meadows Firefighters' Pension Fund. Thus, there is no relationship existing that might affect our capacity to prepare and certify this actuarial report.

Respectfully submitted,
Foster & Foster, Inc.



Jason L. Franken, FSA, EA, MAAA



Heidi E. Andorfer, FSA, EA, MAAA

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SUMMARY

The regular annual actuarial valuation of the City of Rolling Meadows Firefighters' Pension Fund, performed as of January 1, 2025, has been completed and the results are presented in this report. The contribution amounts set forth herein are applicable to the plan/fiscal year ended December 31, 2026.

The contribution requirements, compared with those set forth in the January 1, 2024 actuarial report, are as follows:

Valuation Date	1/1/2025	1/1/2024
Applicable to Fiscal Year Ending	12/31/2026	12/31/2025
FUNDED STATUS		
Total Actuarial Accrued Liability	\$ 101,854,159	\$ 101,439,417
Actuarial Value of Assets	59,670,800	56,164,256
Unfunded Actuarial Accrued Liability	\$ 42,183,359	\$ 45,275,161
Funded Ratio	58.6%	55.4%
CONTRIBUTION REQUIREMENTS		
Normal Cost	\$ 1,560,827	\$ 1,512,465
Administrative Expenses	67,498	54,020
Amortization Payment	3,637,063	3,733,636
Total Recommended Contribution	\$ 5,265,388	\$ 5,300,121
Member Contributions (Est.)	(502,438)	(476,551)
City Recommended Contribution	\$ 4,762,950	\$ 4,823,570
CONTRIBUTION REQUIREMENTS (AS A PERCENTAGE OF PAYROLL)		
Normal Cost	29.4%	30.0%
Administrative Expenses	1.3%	1.1%
Amortization Payment	68.4%	74.1%
Total Recommended Contribution	99.1%	105.2%
Member Contributions (Est.)	(9.5)%	(9.5)%
City Recommended Contribution	89.6%	95.7%

As you can see, the contribution shows a decrease from the January 1, 2024 actuarial valuation report. The decrease is attributable to favorable plan experience. This was partially offset by the natural increase in the amortization payment due to the use of the payroll growth assumption.

Plan experience was favorable overall on the basis of the plan's actuarial assumptions. Sources of actuarial gain included inactive mortality experience and an average salary increase of 3.94% which fell short of the 5.04% assumption. There were no significant sources of actuarial loss.

CHANGES SINCE PRIOR VALUATION

PLAN CHANGES

There have been no plan changes since the prior valuation.

ACTUARIAL ASSUMPTION/METHOD CHANGES

There have been no assumption or method changes since the prior valuation.

VALUATION RESULTS

PRINCIPAL VALUATION RESULTS

Valuation Date	1/1/2025	1/1/2024
PARTICIPANT DATA		
Actives	43	42
Service Retirees	42	43
Beneficiaries	14	14
Disability Retirees	3	3
Terminated Vested	2	3
Total	<u>104</u>	<u>105</u>
Total Annual Payroll	\$ 5,313,992	\$ 5,040,198
Projected Annual Payroll	\$ 5,313,992	\$ 5,040,198
Annual Rate of Payments to:		
Service Retirees	\$ 4,428,264	\$ 4,455,345
Beneficiaries	509,137	496,350
Disability Retirees	190,384	171,912
Terminated Vested	15,378	41,842
ASSETS		
Actuarial Value (AVA)	\$ 59,670,800	\$ 56,164,256
Market Value (MVA)	59,457,060	53,899,016
LIABILITIES		
Present Value of Benefits		
Actives		
Retirement Benefits	\$ 36,473,257	\$ 33,793,468
Disability Benefits	4,325,030	4,325,959
Death Benefits	422,682	408,498
Vested Benefits	1,340,780	1,377,439
Service Retirees	65,561,753	67,575,689
Beneficiaries	4,352,186	4,148,911
Disability Retirees	2,443,344	2,492,555
Terminated Vested	130,222	560,665
Total	<u>\$ 115,049,254</u>	<u>\$ 114,683,184</u>

Valuation Date	1/1/2025	1/1/2024
LIABILITIES (CONTINUED)		
Present Value of Future Salaries	\$ 54,226,122	\$ 53,000,188
Present Value of Member Contributions	\$ 5,127,080	\$ 5,011,168
Normal Cost		
Retirement	\$ 1,114,822	\$ 1,069,947
Disability	233,291	230,198
Death	29,257	27,749
Vesting	81,347	85,625
Total Normal Cost	<u>\$ 1,458,717</u>	<u>\$ 1,413,519</u>
Present Value of Future Normal Cost (EAN)	\$ 13,195,095	\$ 13,243,767
Actuarial Accrued Liability (EAN AL)		
Actives		
Retirement	\$ 26,225,758	\$ 23,545,516
Disability	2,136,689	2,100,767
Death	121,672	114,400
Vesting	882,535	900,914
Inactives	72,487,505	74,777,820
Total Actuarial Accrued Liability	<u>\$ 101,854,159</u>	<u>\$ 101,439,417</u>
Unfunded Actuarial Accrued Liability (UAAL)	\$ 42,183,359	\$ 45,275,161
Funded Ratio (AVA / EAN AL)	58.6%	55.4%

ACTUARIAL PRESENT VALUE OF ACCRUED BENEFITS

Valuation Date	1/1/2025	1/1/2024
Vested Accrued Benefits		
Inactives	\$ 72,487,505	\$ 74,777,820
Actives	8,226,390	6,435,700
Member Contributions	5,427,860	4,917,827
Total	\$ 86,141,755	\$ 86,131,347
Non-vested Accrued Benefits	1,547,391	1,709,044
Total Present Value of Accrued Benefits (PVAB)	\$ 87,689,146	\$ 87,840,391
Funded Ratio (MVA / PVAB)	67.8%	61.4%
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:		
Plan Amendments	\$ 0	
Assumption Changes	0	
Plan Experience	(1,149,607)	
Benefits Paid	(4,976,295)	
Interest	5,974,657	
Other	0	
Total	\$ (151,245)	

CONTRIBUTION REQUIREMENTS

Valuation Date	1/1/2025	1/1/2024
Applicable to Fiscal Year Ending	12/31/2026	12/31/2025
CALCULATION OF CONTRIBUTION REQUIREMENT¹		
Normal Cost	\$ 1,560,827	\$ 1,512,465
% of Total Annual Payroll	29.4%	30.0%
Administrative Expenses	67,498	54,020
% of Total Annual Payroll	1.3%	1.1%
UAAL Amortization Payment	3,637,063	3,733,636
% of Projected Annual Payroll	68.4%	74.1%
Total Recommended Contribution	\$ 5,265,388	\$ 5,300,121
% of Projected Annual Payroll	99.1%	105.2%
Expected Member Contributions	(502,438)	(476,551)
% of Projected Annual Payroll	(9.5)%	(9.5)%
Expected City Contribution	\$ 4,762,950	\$ 4,823,570
% of Projected Annual Payroll	89.6%	95.7%
PAST CONTRIBUTIONS FOR PLAN YEAR ENDING 12/31/2024		
Total Recommended Contribution	\$ 4,690,053	
City Requirement	4,180,020	
Actual Contributions Made:		
Members (excluding buyback)	510,033	
City	4,221,166	
Total	\$ 4,731,199	

¹ Contributions developed as of 1/1/2025 displayed above have been adjusted to account for assumed interest.

RECONCILIATION OF CHANGES IN CONTRIBUTION REQUIREMENT

Valuation Date		1/1/2025
Contribution Determined, Prior Year	\$	4,823,570
Summary of Impact on Contribution by Component		
Change in Normal Cost		48,362
Change in Assumed Administrative Expense		13,478
Investment Return (Actuarial Asset Basis)		9,154
Salary Increases		(59,977)
Active Decrements		(7,544)
Inactive Mortality		(168,492)
Contributions (More) or Less than Recommended		(3,670)
Increase in Amortization Payment Due to Payroll Growth Assumption		121,343
Change in Expected Member Contributions		(25,887)
Other		12,613
Total Change in Contribution	\$	(60,620)
Contribution Determined, Current Year	\$	4,762,950

OTHER INFORMATION

ILLUSTRATION OF AMORTIZATION OF THE TOTAL UNFUNDED ACTUARIAL ACCRUED LIABILITY

Year	Projected Unfunded Actuarial Accrued Liability
2025	42,183,359
2026	41,499,131
2027	40,648,802
2031	37,418,191
2034	35,164,874
2038	32,370,105
2041	30,420,782

5-YEAR COMPARISON OF ACTUAL AND ASSUMED SALARY INCREASES

Year Ended	Actual	Assumed
12/31/2024	3.94%	5.04%
12/31/2023	4.26%	4.95%
12/31/2022	N/A	N/A
12/31/2021	N/A	N/A
12/31/2020	N/A	N/A

5-YEAR COMPARISON OF INVESTMENT RETURN ON MARKET VALUE AND ACTUARIAL VALUE OF ASSETS

Year Ended	Market Value	Actuarial Value	Assumed
12/31/2024	10.91%	6.81%	7.00%
12/31/2023	14.79%	8.71%	7.00%
12/31/2022	(14.77)%	4.17%	7.00%
12/31/2021	14.44%	12.50%	7.00%
12/31/2020	14.08%	10.54%	7.00%

ACTUARIAL (GAIN)/LOSS

DEVELOPMENT OF ACTUARIAL (GAIN)/LOSS

	Actuarial Accrued Liability	Actuarial Valuation of Assets	Unfunded Actuarial Accrued Liability
Actual, Beginning of Year	\$101,439,417	\$ 56,164,256	\$ 45,275,161
Total Normal Cost	1,413,519		1,413,519
Benefit Payments	(4,976,295)	(4,976,295)	0
Administrative Expenses		(63,082)	63,082
Employer Contribution		4,221,166	(4,221,166)
Member Contribution		510,033	(510,033)
Interest	7,028,481	3,920,894	3,107,587
Expected, End of Year	<u>\$104,905,122</u>	<u>\$ 59,776,972</u>	<u>\$ 45,128,150</u>
Actual End of Year (before changes)	101,854,159	59,670,800	42,183,359
Actuarial (Gain)/Loss	<u>\$ (3,050,963)</u>	<u>\$ 106,172</u>	<u>\$ (2,944,791)</u>

SUMMARY OF COMPONENTS OF (GAIN)/LOSS

Investment Return (Actuarial Asset Basis)	\$ 106,172
Salary Increases	(695,629)
Active Decrements	(87,501)
Inactive Mortality	(1,954,199)
Other	(313,634)
Change due to Actuarial (Gain)/Loss	<u>\$ (2,944,791)</u>

UNFUNDED ACTUARIAL ACCRUED LIABILITY

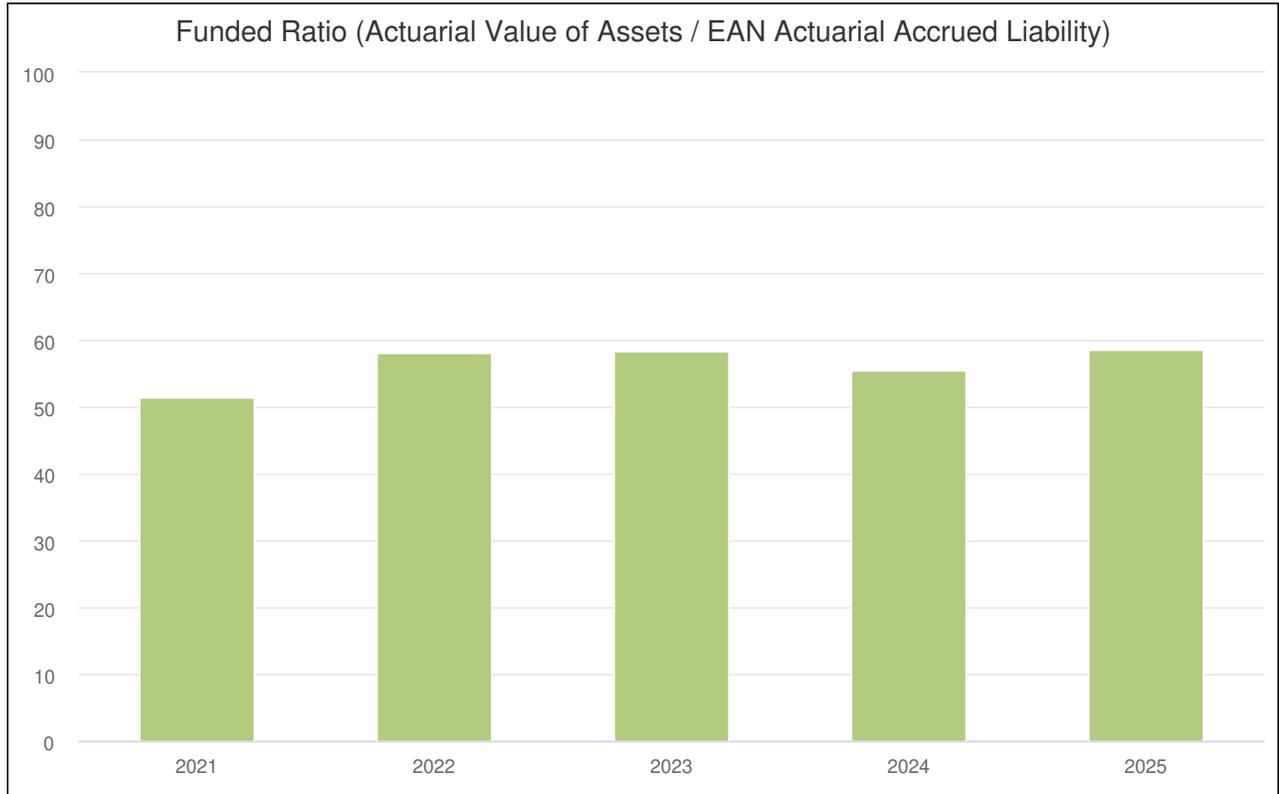
DEVELOPMENT OF UNFUNDED ACTUARIAL ACCRUED LIABILITY

Unfunded Actuarial Accrued Liability as of January 1, 2024	\$	45,275,161
Expected Unfunded Actuarial Accrued Liability as of January 1, 2025	\$	45,128,150
Change to UAAL due to Actuarial (Gain)/Loss		(2,944,791)
Change to UAAL due to Assumption Change		0
Unfunded Actuarial Accrued Liability as of January 1, 2025	\$	42,183,359
UAAL Subject to Amortization (100% AAL less Actuarial Assets)	\$	42,183,359

AMORTIZATION PAYMENT

	Date Established	Years Remaining	Current Balance	Payment
UAAL	1/1/2025	16	42,183,359	3,399,124

HISTORY OF FUNDING PROGRESS



PROJECTION OF BENEFIT PAYMENTS

Year	Payments for Current Actives	Payments for Current Inactives	Total Payments
2025	41,684	5,260,835	5,302,519
2026	121,837	5,325,692	5,447,529
2027	224,969	5,422,305	5,647,274
2028	365,480	5,512,426	5,877,906
2029	531,673	5,594,918	6,126,591
2030	721,030	5,668,643	6,389,673
2031	947,455	5,732,636	6,680,091
2032	1,198,998	5,786,109	6,985,107
2033	1,466,177	5,828,343	7,294,520
2034	1,780,318	5,858,709	7,639,027
2035	2,114,850	5,876,582	7,991,432
2036	2,453,891	5,881,403	8,335,294
2037	2,782,807	5,872,595	8,655,402
2038	3,125,017	5,849,466	8,974,483
2039	3,437,256	5,811,305	9,248,561
2040	3,781,953	5,757,252	9,539,205
2041	4,107,560	5,686,355	9,793,915
2042	4,410,991	5,613,175	10,024,166
2043	4,703,444	5,505,687	10,209,131
2044	5,019,257	5,378,173	10,397,430
2045	5,327,339	5,230,043	10,557,382
2046	5,642,559	5,061,418	10,703,977
2047	5,947,960	4,873,119	10,821,079
2048	6,213,532	4,666,776	10,880,308
2049	6,454,383	4,444,704	10,899,087
2050	6,714,747	4,210,030	10,924,777
2051	6,956,073	3,966,108	10,922,181
2052	7,189,660	3,716,270	10,905,930
2053	7,419,657	3,463,744	10,883,401
2054	7,621,971	3,211,384	10,833,355
2055	7,803,438	2,961,686	10,765,124
2056	7,965,667	2,716,623	10,682,290
2057	8,111,223	2,477,750	10,588,973
2058	8,259,650	2,246,278	10,505,928
2059	8,385,198	2,023,254	10,408,452
2060	8,486,869	1,809,673	10,296,542
2061	8,569,099	1,606,610	10,175,709
2062	8,628,759	1,415,293	10,044,052
2063	8,666,039	1,236,814	9,902,853
2064	8,677,373	1,072,227	9,749,600

ASSET INFORMATION

STATEMENT OF FIDUCIARY NET POSITION

	Market Value 12/31/2024
ASSETS	
Cash and Cash Equivalents:	
Certificates of Deposits	\$ 498,319
Total Cash and Equivalents	<u>\$ 498,319</u>
RECEIVABLES	
Prepays	2,881
Total Receivable	<u>\$ 2,881</u>
INVESTMENTS	
Pooled/Common/Commingled Funds	58,961,773
Total Investments	<u>\$ 58,961,773</u>
TOTAL ASSETS	\$ 59,462,973
LIABILITIES	
Payables:	
Accounts Payable	5,913
Total Liabilities	<u>\$ 5,913</u>
NET POSITION RESTRICTED FOR PENSIONS	\$ 59,457,060

STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

	Year Ended 12/31/2024
ADDITIONS	
Contributions:	
Member	\$ 510,033
Employer	4,221,166
Total Contributions	<u>\$ 4,731,199</u>
Investment Income:	
Miscellaneous Income	\$ 50
Net Realized Gain (Loss)	354,718
Unrealized Gain (Loss)	4,458,100
Net Increase in Fair Value of Investments	<u>\$ 4,812,868</u>
Interest & Dividends	1,124,050
Less Investment Expense ¹	<u>(70,696)</u>
Net Investment Income	<u>\$ 5,866,222</u>
Total Additions	<u>\$ 10,597,421</u>
DEDUCTIONS	
Distributions To Members:	
Benefit Payments	\$ 4,976,295
Total Distributions	<u>\$ 4,976,295</u>
Administrative Expense	<u>63,082</u>
Total Deductions	<u>\$ 5,039,377</u>
NET INCREASE IN NET POSITION	<u>\$ 5,558,044</u>
NET POSITION RESTRICTED FOR PENSIONS	
Beginning of the Year	\$ 53,899,016
End of the Year	<u>\$ 59,457,060</u>

¹ Investment related expenses include investment advisory, custodial and performance monitoring fees.

DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

	12/31/2024
ACTUARIAL VALUE OF ASSETS	
Market Value of Assets	\$ 59,457,060
Total Deferred Investment (Gains)/Losses	213,740
Preliminary Actuarial Value of Assets	<u>\$ 59,670,800</u>
Limited Actuarial Value of Assets	\$ 59,670,800
DEVELOPMENT OF INVESTMENT (GAIN)/LOSS	
Market Value of Assets, Prior Year	\$ 53,899,016
Contributions	4,731,199
Benefit Payments	(4,976,295)
Administrative Expenses	(63,082)
Expected Investment Earnings	\$ 3,762,327
Actual Net Investment Earnings	(5,866,222)
2024 Actuarial Investment (Gain)/Loss	<u>\$ (2,103,895)</u>

DEFERRED INVESTMENT (GAIN)/LOSS

Year Ended	(Gain)/Loss	Percentage Deferred	Deferred (Gain)/Loss
12/31/2024	(2,103,895)	80%	(1,683,116)
12/31/2023	(3,665,598)	60%	(2,199,358)
12/31/2022	12,029,180	40%	4,811,672
12/31/2021	(3,577,294)	20%	(715,458)
12/31/2020	(2,944,358)	0%	0
Total Deferred Investment (Gains)/Losses			213,740

APPROXIMATE RATES OF RETURN

Basis	Rate of Return
Actuarial Valuation of Assets	6.81%
Market Value of Assets	10.91%

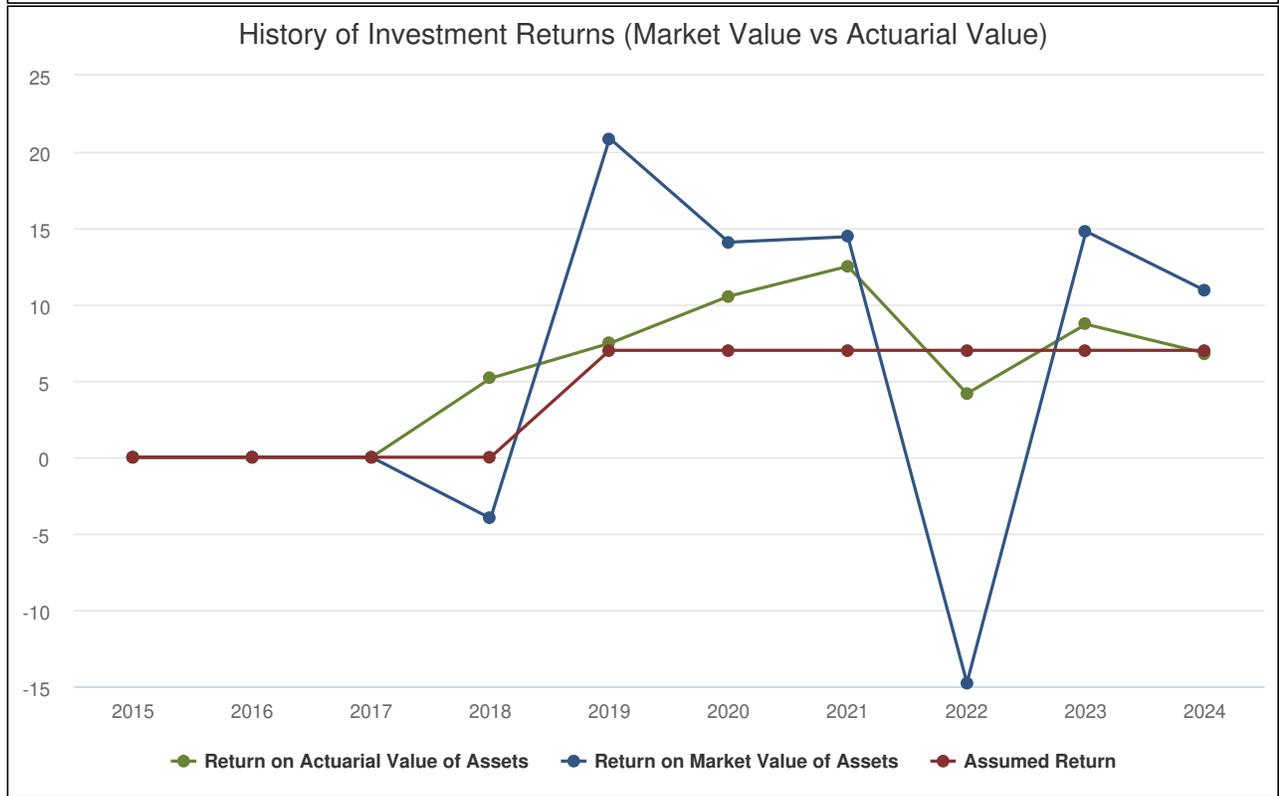
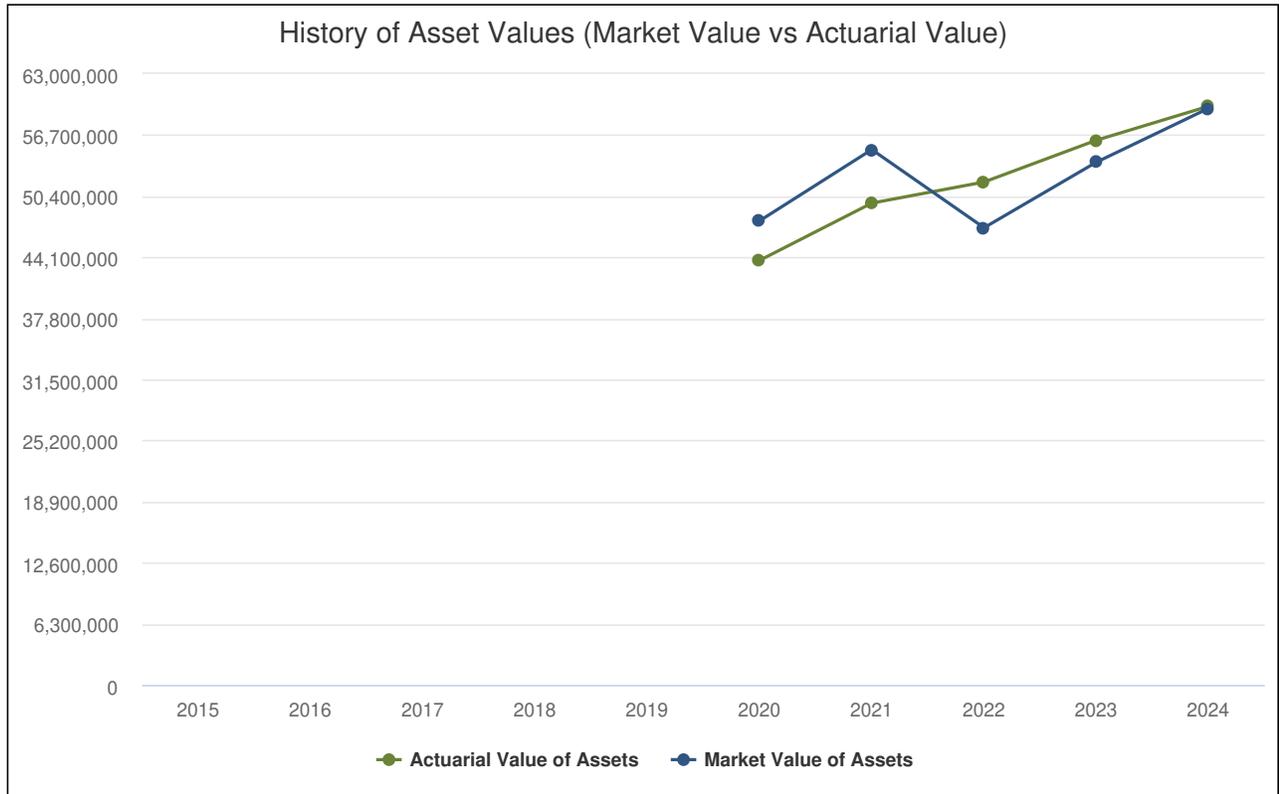
CHANGES IN ASSETS AVAILABLE FOR BENEFITS – ACTUARIAL ASSET BASIS

	Year Ended 12/31/2024
ADDITIONS	
Contributions:	
Member	\$ 510,033
Employer	4,221,166
Total Contributions	<u>\$ 4,731,199</u>
Earnings from Investments:	
Interest & Dividends	\$ 1,124,050
Miscellaneous Income	50
Net Realized Gain (Loss)	354,718
Unrealized Gain (Loss)	4,458,100
Change in Actuarial Value	(2,051,500)
Total Earnings and Investment Gains	<u>\$ 3,885,418</u>
DEDUCTIONS	
Distributions To Members:	
Benefit Payments	\$ 4,976,295
Total Distributions	<u>\$ 4,976,295</u>
Expenses:	
Investment Related ¹	\$ 70,696
Administrative	63,082
Total Expenses	<u>\$ 133,778</u>
CHANGE IN NET ASSETS FOR THE YEAR	\$ 3,506,544
NET ASSETS	
Beginning of the Year	\$ 56,164,256
End of the Year ²	<u>\$ 59,670,800</u>

¹ Investment related expenses include investment advisory, custodial and performance monitoring fees.

² Net Assets may be limited for actuarial consideration.

HISTORY OF ASSET VALUES AND INVESTMENT RETURNS



PARTICIPANT STATISTICS

STATISTICAL DATA ²

	1/1/2025	1/1/2024	1/1/2023	1/1/2022
ACTIVES - TIER 1				
Number	24	24	24	26
Average Current Age	46.3	45.3	N/A	N/A
Average Age at Employment	26.4	28.0	N/A	N/A
Average Past Service	19.9	17.3	N/A	N/A
Average Annual Salary	\$133,953	\$130,002	N/A	N/A
ACTIVES - TIER 2				
Number	19	18	19	17
Average Current Age	35.4	35.1	N/A	N/A
Average Age at Employment	27.9	28.3	N/A	N/A
Average Past Service	7.4	6.8	N/A	N/A
Average Annual Salary	\$110,480	\$106,675	N/A	N/A
SERVICE RETIREES				
Number	42	43	44	42
Average Current Age	67.7	67.5	N/A	N/A
Average Annual Benefit	\$105,435	\$103,613	\$96,513	\$93,343
BENEFICIARIES				
Number	14	14	7	7
Average Current Age	49.9	49.7	N/A	N/A
Average Annual Benefit	\$36,367	\$35,454	\$49,531	\$49,531
DISABILITY RETIREES				
Number	3	3	4	4
Average Current Age	74.2	73.2	N/A	N/A
Average Annual Benefit	\$63,461	\$57,304	\$48,702	\$48,225
TERMINATED VESTEDS				
Number	2	3	3	2
Average Current Age ¹	43.2	46.4	N/A	N/A
Average Annual Benefit ¹	\$15,378	\$20,921	N/A	N/A

¹ The Average Current Age and Average Annual Benefit exclude participants awaiting a refund of contributions.

² Foster & Foster does not have enough historical data to include complete data prior to 1/1/2024. We will add historical data going forward.

AGE AND SERVICE DISTRIBUTION

Age	Past Service											Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	
15 - 19												0
20 - 24	1											1
25 - 29			1		1							2
30 - 34			2			2	1					5
35 - 39			1	1		2	1					5
40 - 44							7	8				15
45 - 49						1	3	4	3			11
50 - 54								2	1			3
55 - 59									1			1
60 - 64												0
65+												0
Total	1	0	4	1	1	5	12	14	5	0	0	43

PARTICIPANT RECONCILIATION

	Actives	Members Receiving Benefits	Receiving Death Benefits	Receiving Disability Benefits	Vested (Deferred Annuity)	Vested (Due Refund)	Total
Number, prior valuation	42	43	14	3	2	1	105
New Entrants / Rehires	1						1
Vested (Deferred Annuity)							0
Non-Vested / Vested (Due Refund)							0
Refund of Contributions or Transferred Service to Other Fund							0
Hired/Termed Same Year							0
Retired		1			(1)		0
Disabled							0
Death, With Survivor		(1)	1				0
Death, No Survivor		(1)	(1)				(2)
Expired Annuities							0
Data Corrections							0
Other							0
Number, current valuation	43	42	14	3	1	1	104

ACTUARIAL ASSUMPTIONS AND METHODS

Interest Rate 7.00% per year compounded annually, net of investment related expenses.

Mortality Rate

Active Lives:

PubS-2010 Employee mortality, unadjusted, with generational improvements with the most recent projection scale (currently Scale MP-2021). 20% of active deaths are assumed to be in the line of duty.

Inactive Lives:

PubS-2010 Healthy Retiree mortality, adjusted by a factor of 1.081 for male retirees and unadjusted for female retirees, with generational improvements with the most recent projection scale.

Beneficiaries:

PubS-2010 Survivor mortality, unadjusted for male beneficiaries and adjusted by a factor of 1.098 for female beneficiaries, with generational improvements with the most recent projection scale.

Disabled Lives:

PubS-2010 Disabled mortality, adjusted by a factor of 1.178 for male disabled members and unadjusted for female disabled members, with generational improvements with the most recent projection scale.

The mortality assumptions sufficiently accommodate anticipated future mortality improvements.

Retirement Age

Rates are based on a 2021 experience study performed for the Illinois Firefighters' Pension Investment Fund.

% Retiring During Year (Tier 1)		% Retiring During Year (Tier 2)	
Age	Rate	Age	Rate
50-51	12%	50-54	3%
52-53	15%	55	30%
54-59	20%	56-59	20%
60-62	25%	60-62	25%
63-64	33%	63-64	33%
65-69	50%	65-69	50%
70+	100%	70+	100%

Disability Rate

80% of the disabilities are assumed to be in the line of duty. Rates are based on a 2021 experience study performed for the Illinois Firefighters' Pension Investment Fund.

% Becoming Disabled During Year			
Age	Rate	Age	Rate
20	0.010%	45	0.650%
25	0.016%	50	0.900%
30	0.068%	55	1.240%
35	0.220%	60	1.580%
40	0.420%		

Termination Rate

Rates are based on a 2021 experience study performed for the Illinois Firefighters' Pension Investment Fund.

% Terminating During Year	
Age	Rate
20	10.00%
25	8.00%
30	4.00%
35	2.50%
40	1.20%
45+	1.00%

Inflation

2.50%.

Cost-of-Living Adjustment

Tier 1: 3.00% per year after age 55. Those that retire prior to age 55 receive an increase of 1/12 of 3.00% for each full month since benefit commencement upon reaching age 55.

Tier 2: 1.125% per year after the later of attainment of age 60 or first anniversary of retirement.

Salary Increases

See table below, inclusive of inflation. This is based on a 2021 experience study performed for the Illinois Firefighters' Pension Investment Fund.

Salary Scale	
Service	Rate
0	12.78%
1	10.77%
2	9.77%

Salary Scale	
Service	Rate
3	8.77%
4	7.76%
5	6.76%
6	5.26%
7	4.76%
8+	4.25%

Marital Status 80% of Members are assumed to be married.

Spouse's Age Males are assumed to be three years older than females.

Funding Method Entry Age Normal Cost Method.

Under this method, the normal cost is the sum of the individual normal costs for all active participants. For an active participant, the normal cost is the participant's normal cost accrual rate, multiplied by the participant's current compensation.

The normal cost accrual rate equals:

- (i) the present value of future benefits for the participant, determined as of the participant's entry age, divided by
- (ii) the present value of the compensation expected to be paid to the participant for each year of the participant's anticipated future service, determined as of the participant's entry age.

In calculating the present value of future compensation, the salary scale is applied both retrospectively and prospectively to estimate compensation in years prior to and subsequent to the valuation year based on the compensation used for the valuation.

The accrued liability is the sum of the individual accrued liabilities for all participants and beneficiaries. A participant's accrued liability equals the present value, at the participant's attained age, of future benefits less the present value at the participant's attained age of the individual normal costs payable in the future.

Under this method, the entry age used for each active participant is the participant's age at the time he or she would have commenced participation if the plan had always been in existence under current

terms, or the age as of which he or she first earns service credits for purposes of benefit accrual under the current terms of the plan.

Actuarial Asset Method

Investment gains and losses are smoothed over a 5-year period. In the first year, 20% of the gain or loss is recognized. In the second year 40%, in the third year 60%, in the fourth year 80%, and in the fifth year 100% of the gain or loss is recognized. The actuarial investment gain or loss is defined as the actual return on investments minus the actuarial assumed investment return. Actuarial Assets shall not be less than 80% nor greater than 120% of the Market Value of Assets.

Funding Policy Amortization Method

The UAAL is amortized according to a Level Percentage of Payroll method. The initial amortization amount is 100% of the Accrued Liability less the Actuarial Value of Assets. Ultimately, the amortization period will be a 15-year rolling methodology, with a phase in to 15 years as follows:

2025	16 Year Amortization
2026 and Later	15 Year Amortization

The use of a rolling amortization methodology with a reasonable amortization period and coupled with a payroll growth rate that is not too high will produce a significant annual payment towards the principal on the UAAL, resulting in an annual decrease in the UAAL, assuming the actuarial assumptions materialize.

Total Required Contribution

Equal to the Normal Cost plus Administrative Expenses plus an amount sufficient to amortize the Unfunded Accrued Liability as defined by the Funding Policy Amortization Method. The required amount is adjusted for interest according to the timing of contributions during the year.

Payroll Growth

3.25% per year.

Administrative Expenses

Expenses paid out of the fund other than investment-related expenses are assumed to be equal to those paid in the previous year.

PLAN PROVISIONS

Article 4 Pension Fund	The Plan is established and administered as prescribed by "Article 4. Firefighters' Pension Fund – Municipalities 500,000 and Under" of the Illinois Pension Code.
Plan Administration	<p>The Plan is a single employer defined benefit pension plan administered by a Board of Trustees comprised of:</p> <ul style="list-style-type: none">a.) Two members appointed by the Municipality,b.) Two active Members of the Fire Department elected by the Membership, andc.) One retired Member of the Fire Department elected by the Membership.
Credited Service	Years and fractional parts of years of service (except as noted below) as a sworn Firefighter employed by the Municipality.
Salary	<p>Annual salary, including longevity, attached to firefighter's rank, as established by the municipality appropriation ordinance, excluding overtime pay, bonus pay and holiday pay except for the base 8 hours of the 10 pensionable holidays which is included.</p> <p>For Tier 2 participants, the salary is capped at a rate of \$106,800 as of 2011, indexed annually at a rate of CPI-U, but not to exceed 3.00%.</p>
Normal Retirement Date	<p>Tier 1: Age 50 and 20 years of Credited Service.</p> <p>Tier 2: Age 55 with 10 years of Credited Service.</p>
Benefit	<p>Tier 1: 50% of annual salary attached to rank on last day of service plus 2.50% of annual salary for each year of service over 20 years, up to a maximum of 75% of salary. The minimum monthly benefit is \$1,159.27 per month.</p> <p>Tier 2: 2.50% per year of service times the average salary for the 48 consecutive months of service within the last 60 months of service in which the total salary was the highest prior to retirement times the number of years of service, up to a maximum of 75% of average salary. The minimum monthly benefit is \$1,159.27 per month.</p>

Form of Benefit	<p>Tier 1: For married retirees, an annuity payable for the life of the Member; upon the death of the member, 100% of the Member's benefit payable to the spouse until death. For unmarried retirees, the normal form is a Single Life Annuity.</p> <p>Tier 2: Same as above, but with 66 2/3% of benefit continued to spouse.</p>
Early Retirement Date	<p>Tier 1: Age 60 and 10 years of Credited Service.</p> <p>Tier 2: Age 50 with 10 years of Credited Service.</p>
Benefit	<p>Tier 1: 1.50% plus 0.10% for each year of service in excess of 10 years, times salary x service (complete years).</p> <p>Tier 2: Normal Retirement Benefit, reduced 6.00% for each year before age 55, with no minimum benefit.</p>
Form of Benefit	Same as Normal Retirement.
Disability Benefit Eligibility	Total and permanent as determined by the Board of Trustees. Seven years of service required for non-service connected disability.
Benefit Amount	<p>A maximum of:</p> <ul style="list-style-type: none">a.) 65% of salary attached to the rank held by Member on last day of service, and;b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately. <p>For non-service connected disabilities, a benefit of 50% of salary attached to rank held by Member on last day of service.</p>
Cost-of-Living Adjustment	<p>Tier 1:</p> <p><i>Retirees:</i> An annual increase equal to 3.00% per year after age 55. Those that retire prior to age 55 receive an increase of 1/12 of 3.00% for each full month since benefit commencement upon reaching age 55.</p> <p><i>Disabled Retirees:</i> An annual increase equal to 3.00% per year of the original benefit amount beginning at age 60. Those that become disabled prior to age 60 receive an increase of 3.00% of the original benefit amount for each year since benefit commencement upon reaching age 60.</p>

Tier 2: An annual increase each January 1 equal to 3.00% per year or one-half of the annual unadjusted percentage increase in the consumer price index-u for the 12 months ending with the September preceding each November 1, whichever is less, of the original pension after the attainment of age 60 or first anniversary of pension start date whichever is later.

Pre-Retirement Death Benefit

Service Incurred

100% of salary attached to rank held by Member on last day of service.

Non-Service Incurred

A maximum of:

- a.) 54% of salary attached to the rank held by Member on last day of service, and;
 - b.) The monthly retirement pension earned by the deceased Member at the time of death, regardless of whether death occurs before or after age 50.
-

Vesting (Termination)

Vesting Service Requirement

10 years.

Non-Vested Benefit

Refund of Member Contributions.

Vested Benefit

Either the termination benefit, payable upon reaching age 60 (55 for Tier 2), provided contributions are not withdrawn, or a refund of member contributions.

Termination Benefit

Based on the monthly salary attached to the Member's rank at separation from service and equals:

Tier 1: 1.50% plus 0.10% for each year of service in excess of 10 years, times salary x service (based on complete years).

Tier 2: 2.50% of 4-year final average salary times creditable service.

Contributions

Employee

9.455% of Salary.

Municipality

Remaining amount necessary for payment of Normal (current year's) Cost and amortization of the accrued past service liability.

SUPPLEMENTARY INFORMATION

GLOSSARY

Accrued Benefit	The benefit earned as of a specific date based on the provisions of the plan and the member's age, service, and salary as of that date.
Actuarial Accrued Liability	The portion of the anticipated future benefits allocated to years prior to the valuation date determined according to the plan's Actuarial Cost Method.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets (see below), with adjustments according to the plan's Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Actuarial Assumptions	Assumptions regarding the occurrence of future events affecting plan costs. These assumptions include rates of investment earnings, changes in compensation, rates of mortality, withdrawal, disablement, and retirement as well as statistics related to marriage and family composition.
Actuarial Cost Method	A method of determining the portion of the cost of a plan to be allocated to each year; sometimes referred to as the "actuarial funding method." Each cost method allocates a certain portion of the actuarial present value of benefits between the Actuarial Accrued Liability and future normal costs to ensure the plan is adequately and systematically funded.
Actuarial Gain or Loss	The change in Unfunded Actuarial Accrued Liability resulting from experience different from Actuarial Assumptions. Gains decrease the Unfunded Actuarial Accrued Liability and losses increase the Unfunded Actuarial Accrued Liability.
Actuarial Present Value	The estimated amount of funds required as of a specified date to provide a payment or series of payments in the future. It is

determined by discounting future payments at predetermined rates of interest, and by probabilities of payments between the specified date and the expected date of payment.

Amortization Payment

The portion of the plan contribution designated to pay interest and reduce the outstanding principal balance of Unfunded Actuarial Accrued Liability. If the amortization payment is less than the accrued interest on the Unfunded Actuarial Accrued Liability the outstanding principal balance will increase.

Decrements

Events which result in the termination of membership in the system such as retirement, disability, withdrawal, or death.

Funded Ratio

A measure of the ratio of the plan assets to liabilities of the system. Typically, the assets used in the measure are the Actuarial Value of Assets as determined by the asset valuation method. The Funded Ratio depends not only on the financial strength of the plan but also on the asset valuation method used to determine the assets and on the Actuarial Cost Method used to determine the liabilities.

Interest Rate

The assumed long-term rate of return on plan assets.

Market Value of Assets

The fair market value of plan assets as of the valuation date.

Normal Cost

The portion of the Actuarial Present Value of Benefits allocated to the current year determined according to the plan's Actuarial Cost Method.

Present Value of Benefits

The single sum value on the valuation date of all future benefits to be paid to current plan participants.

Projected Annual Payroll

The salary expected for the year after the valuation date, excluding members over the 100% assumed retirement age.

Projected Benefits

The benefits expected to be paid in the future based on the provisions of the plan and the Actuarial Assumptions. The projected values are based on anticipated future advancement in age and accrual of service as well as increases in salary paid to the participant.

Total Annual Payroll	The salary expected for the year after the valuation date.
Ultimate Cost	<p>The total cost to the plan once the last benefit has been paid. The Ultimate Cost equals</p> <p>Benefit Payments Plus: Expenses Less: Investment Income</p> <p>The Ultimate Cost is independent of the Actuarial Cost Method selected.</p>
Unfunded Actuarial Accrued Liability	The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.
Vested Benefit	Benefits members are entitled to regardless of employment status.

DISCUSSION OF RISK

ASOP No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions, states that the actuary should identify risks that, in the actuary's professional judgment, may reasonably be anticipated to significantly affect the plan's future financial condition.

Throughout this report, actuarial results are determined using various actuarial assumptions. These results are based on the premise that all future plan experience will align with the plan's actuarial assumptions; however, there is no guarantee that actual plan experience will align with the plan's assumptions. It is possible that actual plan experience will differ from anticipated experience in an unfavorable manner that will negatively impact the plan's funded position.

Below are examples of ways in which plan experience can deviate from assumptions and the potential impact of that deviation. Typically, this results in an actuarial gain or loss representing the current-year financial impact on the plan's unfunded liability of the experience differing from assumptions; this gain or loss is amortized over a period of time determined by the plan's amortization method. When assumptions are selected that adequately reflect plan experience, gains and losses typically offset one another in the long term, resulting in a relatively low impact on the plan's contribution requirements associated with plan experience. When assumptions are too optimistic, losses can accumulate over time and the plan's amortization payment could potentially grow to an unmanageable level.

- **Investment Return:** When the rate of return on the Actuarial Value of Assets falls short of the assumption, this produces a loss representing assumed investment earnings that were not realized. Further, it is unlikely that the plan will experience a scenario that matches the assumed return in each year as capital markets can be volatile from year to year. Therefore, contribution amounts can vary in the future.
- **Salary Increases:** When a plan participant experiences a salary increase that was greater than assumed, this produces a loss representing the cost of an increase in anticipated plan benefits for the participant as compared to the previous year. The total gain or loss associated with salary increases for the plan is the sum of salary gains and losses for all active participants.
- **Payroll Growth:** The plan's payroll growth assumption, if one is used, causes a predictable annual increase in the plan's amortization payment in order to produce an amortization payment that remains constant as a percentage of payroll if all assumptions are realized. If payroll increases less than the plan's payroll growth assumption, the plan's amortization payment can increase significantly as a percentage of payroll even if all assumptions other than the payroll growth assumption are realized.
- **Demographic Assumptions:** Actuarial results take into account various potential events that could happen to a plan participant, such as retirement, termination, disability, and death. Each of these potential events is assigned a liability based on the likelihood of the event and the financial consequence of the event for the plan. Accordingly, actuarial liabilities reflect a blend of financial consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g., the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

IMPACT OF PLAN MATURITY ON RISK

For newer pension plans, most of the participants and associated liabilities are related to active members who have not yet reached retirement age. As pension plans continue in operation and active members reach retirement ages, liabilities begin to shift from being primarily related to active members to being shared amongst active and retired members. Plan maturity is a measure of the extent to which this shift has occurred. It is important to understand that plan maturity can have an impact on risk tolerance and the overall risk characteristics of the plan. For example, closed plans with a large amount of retired liability do not have as long of a time horizon to recover from losses (such as losses on investments due to lower than expected investment returns) as plans where the majority of the liability is attributable to active members. For this reason, less tolerance for investment risk may be warranted for highly mature closed plans with a substantial inactive liability. Similarly, mature closed plans paying substantial retirement benefits resulting in a small positive or net negative cash flow can be more sensitive to near term investment volatility, particularly if the size of the fund is shrinking, which can result in less assets being available for investment in the market.

To assist with determining the maturity of the plan, we have provided some relevant metrics in the table following titled "Plan Maturity Measures and Other Risk Metrics". Highlights of this information are discussed below:

- The Support Ratio, determined as the ratio of active to inactive members, has decreased from 78.2% on January 1, 2022 to 71.7% on January 1, 2025, indicating that the plan has been maturing during the period.
- The Accrued Liability Ratio, determined as the ratio of the Inactive Accrued Liability, which is the liability associated with members who are no longer employed but are due a benefit from the plan, to the Total Accrued Liability, is 71.2%. With a plan of this maturity, losses due to lower than expected investment returns or demographic factors may result in larger increases in contribution requirements than would be needed for a less mature plan.
- The Funded Ratio, determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability, has stayed approximately the same from January 1, 2022 to January 1, 2025.
- The Net Cash Flow Ratio, determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets, decreased from 0.6% on January 1, 2022 to -0.5% on January 1, 2025. The current Net Cash Flow Ratio of -0.5% indicates contributions are not currently covering the plan's benefit payments and administrative expenses.
- It is important to note that the actuary has identified the risks in this section as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks, can be provided at the request of the audience addressed on page 2 of this report.

LOW DEFAULT RISK OBLIGATION MEASURE

ASOP No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a "low-default-risk obligation measure" (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown in the principal valuation results in terms of member data, plan provisions, and assumptions/methods, including the use of the Entry Age Normal Cost Method, except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.28%, resulting in an LDROM of \$148,395,830. The LDROM should not be considered the "correct" liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. The Board actually invests the pension plan's contributions in a diversified portfolio of stocks and bonds and other investments with the objective of maximizing investment returns at a reasonable level of risk. Consequently, the difference between the plan's Actuarial Accrued Liability disclosed earlier in this section and the LDROM can be thought of as representing the expected taxpayer savings from investing in the plan's diversified portfolio compared to investing only in high quality bonds.

The actuarial valuation reports the funded status and develops contributions based on the expected return of the plan's investment portfolio. If instead, the plan switched to investing exclusively in high quality bonds, the LDROM illustrates that reported funded status would be lower (which also implies that the Actuarially Determined Contributions would be higher), perhaps significantly. Unnecessarily high contribution requirements in the near term may not be affordable and could imperil plan sustainability and benefit security.

PLAN MATURITY MEASURES AND OTHER RISK METRICS

	1/1/2025	1/1/2024	1/1/2023	1/1/2022
SUPPORT RATIO				
Total Actives	43	42	43	43
Total Inactives ¹	60	62	57	55
Actives / Inactives ¹	71.7%	67.7%	75.4%	78.2%
ASSET VOLATILITY RATIO				
Market Value of Assets (MVA)	59,457,060	53,899,016	47,142,690	55,202,723
Total Annual Payroll	5,313,992	5,040,198	5,025,405	5,032,427
MVA / Total Annual Payroll	1,118.9%	1,069.4%	938.1%	1,096.9%
ACCRUED LIABILITY (AL) RATIO				
Inactive Accrued Liability	72,487,505	74,777,820	70,181,373	65,818,209
Total Accrued Liability (EAN)	101,854,159	101,439,417	89,010,170	85,486,076
Inactive AL / Total AL	71.2%	73.7%	78.8%	77.0%
FUNDED RATIO				
Actuarial Value of Assets (AVA)	59,670,800	56,164,256	51,856,959	49,682,451
Total Accrued Liability (EAN)	101,854,159	101,439,417	89,010,170	85,486,076
AVA / Total Accrued Liability (EAN)	58.6%	55.4%	58.3%	58.1%
NET CASH FLOW RATIO				
Net Cash Flow ²	(308,178)	(202,184)	48,786	343,278
Market Value of Assets (MVA)	59,457,060	53,899,016	47,142,690	55,202,723
Ratio	(0.5)%	(0.4)%	0.1%	0.6%

¹ Excludes terminated participants awaiting a refund of member contributions.

² Determined as total contributions minus benefit payments and administrative expenses.

STATUTORY MINIMUM REQUIRED CONTRIBUTION

Contribution requirements shown on this page are calculated according to statutory minimum funding requirements of the Illinois Pension Code. We do not believe this method is sufficient to fund future benefits; as such, we recommend funding according to the contributions developed in the Contribution Requirements section of this report.

Valuation Date	1/1/2025	1/1/2024
Applicable to Fiscal Year Ending	12/31/2026	12/31/2025
UNFUNDED ACTUARIAL ACCRUED LIABILITY		
Actuarial Accrued Liability (PUC)	\$ 99,291,214	\$ 98,927,699
Actuarial Value of Assets	59,670,800	56,164,256
Unfunded Actuarial Accrued Liability (UAAL)	<u>39,620,414</u>	<u>42,763,443</u>
UAAL Subject to Amortization	29,691,293	32,870,673
CALCULATION OF MINIMUM REQUIRED CONTRIBUTION¹		
Normal Cost	\$ 1,754,871	\$ 1,664,890
% of Total Annual Payroll	33.0%	33.0%
Administrative Expenses	67,498	54,020
% of Total Annual Payroll	1.3%	1.1%
UAAL Amortization Payment	2,559,993	2,710,694
% of Total Annual Payroll	<u>48.2%</u>	<u>53.8%</u>
Total Required Contribution	\$ 4,382,362	\$ 4,429,604
% of Total Annual Payroll	82.5%	87.9%
Expected Member Contributions	(502,438)	(476,551)
% of Total Annual Payroll	<u>(9.5)%</u>	<u>(9.5)%</u>
Expected City Contribution	\$ 3,879,924	\$ 3,953,053
% of Total Annual Payroll	73.0%	78.4%

ASSUMPTIONS AND METHODS

Actuarial Cost Method	Projected Unit Credit
Amortization Method	90% Funding by 2040
Payroll Growth Assumption	3.25%

All other assumptions and methods are as described in the Actuarial Assumptions and Methods section.

¹ Contributions developed as of 1/1/2025 displayed above have been adjusted to account for assumed interest.