

Bloomington Fire Department Relief Association Pension Trust

GASB 67 and 68 Disclosure

Fiscal Year: January 1, 2024 to December 31, 2024

Prepared by

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Table of Contents

Certification	1
Overview of GASB 67 and GASB 68	3
Executive Summary	4
Schedule of Employer Contributions	5
Actuarial Methods and Assumptions Used for Funding Policy	6
Statement of Fiduciary Net Position	7
Statement of Changes in Fiduciary Net Position	8
Long-Term Expected Rate of Return	9
Depletion Date Projection	10
Net Pension Liability	11
Changes in Net Pension Liability	12
Schedule of Changes in Net Pension Liability and Related Ratios	13
Pension Expense	14
Schedule of Deferred Inflows and Outflows of Resources	15
Summary Chart	16
Glossary	17

Certification

Actuarial computations presented in this report under Statements No. 68 of the Governmental Accounting Standards Board are for purposes of assisting the Plan in fulfilling its financial accounting requirements. This report is for fiscal year January 1, 2024 to December 31, 2024. The reporting date for determining plan assets and obligations is December 31, 2024. The calculations enclosed in this report have been made on a basis consistent with our understanding of the plan provisions. Determinations for purposes other than meeting financial reporting requirements may be significantly different than the results contained in this report. Accordingly, additional determinations may be needed for other purposes, such as judging benefit security or meeting employer funding requirements.

In preparing this report, we relied, without audit, on information as of January 1, 2025 and December 31, 2024 furnished by the Bloomington Fire Department Relief Association. This information includes, but is not limited to, statutory provisions, member census data, and financial information. Please see Milliman's funding valuation report dated February 18, 2025 for more information on the plan's participant group as of January 1, 2025 as well as a summary of the plan provisions and a summary of the actuarial methods and assumptions used for funding purposes.

We performed a limited review of the census and financial information used directly in our analysis and have found them to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different and our calculations may need to be revised.

Actuarial assumptions, including interest rates, mortality tables, and others identified in this report are adopted by the Plan. In compliance with GASB Statement No. 68, the individual entry age cost method is used. All costs, liabilities, rates of interest, and other factors for the Plan have been determined on the basis of actuarial assumptions and methods which, in our professional opinion, are individually reasonable (taking into account the experience of the Plan and reasonable expectations); and which, in combination, offer a reasonable estimate of anticipated future experience affecting the Plan and are expected to have no significant bias.

This valuation report is only an estimate of the Plan's financial condition as of a single date. It can neither predict the Plan's future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of Plan benefits, only the timing of Plan contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, 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 or modifications to contribution calculations based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of the actuarial assignment, we did not perform an analysis of the potential range of such future measurements.

Certification

The valuation results were developed using models intended for valuations that use standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice.

Milliman's work is prepared solely for the internal use and benefit of the Bloomington Fire Department Relief Association. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a release, subject to the following exceptions: (a) the Plan Sponsor may provide a copy of Milliman's work, in its entirety, to the Plan Sponsor's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the Plan; and (b) the Plan Sponsor may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law.

No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their specific needs.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the Code of *Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States*, published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.



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Consulting Actuary

Overview of GASB 67 and GASB 68

GASB 67 applies to financial reporting for public pension plans and is required to be implemented for plan fiscal years beginning after June 15, 2013. Note that a plan's fiscal year might not be the same as the employer's fiscal year. Even if the plan does not issue standalone financial statements, but rather is considered a pension trust fund of a government, it is subject to GASB 67. Under GASB 67, enhancements to the financial statement disclosures are required, along with certain required supplementary information.

GASB 68 governs the specifics of accounting for public pension plan obligations for participating employers and is required to be implemented for employer fiscal years beginning after June 15, 2014. GASB 68 requires a liability for pension obligations, known as the Net Pension Liability, to be recognized on the balance sheets of participating employers. Changes in the Net Pension Liability will be immediately recognized as Pension Expense on the income statement or reported as deferred inflows/outflows of resources depending on the nature of the change.

Executive Summary

Relationship Between Valuation Date, Measurement Date, and Reporting Date

The Valuation Date is January 1, 2025. This is the date as of which the actuarial valuation is performed. The Measurement Date is December 31, 2024. This is the date as of which the net pension liability is determined. The Reporting Date is December 31, 2024. This is the plan's and/or employer's fiscal year ending date.

Significant Changes

There have been no significant changes between the valuation date and fiscal year end.

Participant Data as of January 1, 2025

Actives	90
Terminated vested & other inactive	8
Retirees and beneficiaries	<u>233</u>
Total	331

Schedule of Employer Contributions

Fiscal Year Ending December 31	Actuarially Determined Contribution	Actual Employer Contribution ¹	Contribution Deficiency (Excess)	Covered Payroll ²	Contribution as a % of Covered Payroll
2015	\$1,630,173	\$1,715,281	(\$85,108)	\$10,773,375	15.92%
2016	1,396,485	1,469,482	(72,997)	11,003,580	13.35%
2017	1,552,692	1,633,873	(81,181)	10,513,294	15.54%
2018	2,024,948	2,130,346	(105,398)	11,486,832	18.55%
2019	446,855	609,799	(162,944)	12,348,216	4.94%
2020	2,416,691	2,541,359	(124,668)	11,526,144	22.05%
2021	1,309,527	1,379,113	(69,586)	12,201,192	11.30%
2022	(1,040,867)	719,546	(1,760,413)	11,243,892	6.40%
2023	(1,641,341)	804,969	(2,446,310)	11,012,464	7.31%
2024	2,055,950	2,163,247	(107,297)	10,724,400	20.17%
2025	614,748	N/A	N/A	N/A	N/A

¹ Includes both City of Bloomington and State of Minnesota contributions

² Annual covered payroll is based on the assumption that each active member earns the salary rate of the highest paid non-officer police officer in the City of Bloomington. Because all active plan members are volunteers, there is no actual payroll.

Actuarial Methods and Assumptions Used for Funding Policy

The following actuarial methods and assumptions were used in the January 1, 2024 funding valuation. Please see the valuation report dated February 20, 2024 for further details.

Valuation Timing	Actuarially determined contribution rates are calculated as of January 1 prior to the end of the fiscal year in which the contributions are reported.
Actuarial Cost Method	Entry Age Normal
Amortization Method	<p>For the first plan year in which current assets are less than the actuarial accrued liability, an initial base is established equal to the accrued liability initial unfunded actuarial accrued liability (UAAL) and is amortized as a level dollar amount over 20 years.</p> <p>For subsequent years in which the UAAL exceeds \$0, bases will be established for actuarial losses, assumption changes, and plan amendments to be amortized over 20 years as a level dollar amount from the date of the establishment of the base and will be incorporated into the required contribution development.</p> <p>Otherwise, 10% of the excess of current assets over the actuarial accrued liability is treated as a supplemental credit and any amortization bases that existed prior to the plan's current assets exceeding the actuarial accrued liabilities are considered fully amortized.¹</p>
Asset Valuation Method	Market Value
Salary Increases	4.00%
Investment Rate of Return	6.00%
Cost of Living Adjustments	4.00%
Retirement Age	50 with 20 years of service
Turnover	See the January 1, 2024 Actuarial Valuation
Mortality	<p>Pre-Retirement: RP-2014 Employee Mortality projected back to 2006 base year using Projection Scale MP-2014, and then projected forward using Projection Scale MP-2017.</p> <p>Post-Retirement: RP-2014 Annuitant Mortality projected back to 2006 base year using Projection Scale MP-2014, and then projected forward using Projection Scale MP-2017. Male rates are adjusted by a factor of 0.96.</p> <p>Post-Disability: RP-2014 Annuitant Mortality projected back to 2006 base year using Projection Scale MP-2014, and then projected forward using Projection Scale MP-2017. Male rates are adjusted by a factor of 0.96.</p>

¹ Per Minnesota Session Laws 1994, Regular Session, Chapter 541, Section 2. It is Milliman's understanding that this Bloomington special law provision remains valid.

Milliman GASB 67 and 68 Disclosure for Fiscal Year Ending December 31, 2024
Bloomington Fire Department Relief Association Pension Trust

Statement of Fiduciary Net Position

Fiscal Year Ending	December 31, 2023	December 31, 2024
Assets		
Cash and cash equivalents	\$37,975	\$60,973
Receivables and prepaid expenses:		
Total receivables	0	0
Investments:		
Total investments	<u>218,156,381</u>	<u>234,027,666</u>
Total assets	218,194,356	234,088,639
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Liabilities		
Accrued expenses and benefits payable	<u>629,732</u>	<u>662,764</u>
Total liabilities	629,732	662,764
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Net position restricted for pensions	\$217,564,624	\$233,425,875
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Statement of Changes in Fiduciary Net Position

Fiscal Year Ending	December 31, 2024
Additions	
State of Minnesota Contributions	\$884,039
City of Bloomington Contributions	1,279,208
Total contributions	2,163,247
Investment income (loss):	
Dividends	612,710
Net increase in fair value of investments	21,774,125
Less investment expenses:	
Direct investment expense	574,769
Net investment income	21,812,066
Total additions	23,975,313
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Deductions	
Service benefits	7,973,234
Administrative expenses	140,828
Total deductions	8,114,062
Net increase (decrease)	15,861,251
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Net position restricted for pensions	
Beginning of year (December 31, 2023)	217,564,624
End of year (December 31, 2024)	\$233,425,875

Long-Term Expected Rate of Return

The assumption for the long-term expected rate of return is determined by adding expected inflation to expected long-term real returns and reflecting expected volatility and correlation. The capital market assumptions are per Milliman's investment consulting practice as of December 31, 2024.

Asset Class	Index	Target Allocation*	Long-Term Expected Arithmetic Real Rate of Return	Long-Term Expected Geometric Real Rate of Return
US Cash	BAML 3-Month T-Bills	2.00%	0.94%	0.92%
US Core Fixed Income	Bloomberg Barclays Aggregate	38.00%	2.36%	2.21%
US Broad Equity Market	Russell 3000 TR USD	35.00%	5.41%	3.70%
Foreign Developed Equity	MSCI EAFE NR USD	10.00%	6.91%	5.12%
Emerging Markets Equity	MSCI EM NR USD	5.00%	9.29%	6.15%
Private Real Estate Property	NCREIF Property	5.00%	5.93%	4.51%
Private Equity	Cambridge US Private Equity	5.00%	10.37%	6.16%
Assumed Inflation - Mean			2.30%	2.30%
Assumed Inflation - Standard Deviation			1.46%	1.46%
Portfolio Real Mean Return			4.78%	4.14%
Portfolio Nominal Mean Return			7.08%	6.53%
Portfolio Standard Deviation				10.83%
Long-Term Expected Rate of Return				6.00%

* As outlined in the Plan's investment policy dated February 25, 2020

Depletion Date Projection

GASB 67 and 68 generally require that a blended discount rate be used to measure the Total Pension Liability (the Actuarial Accrued Liability calculated using the Individual Entry Age Normal Cost Method). The long-term expected return on plan investments may be used to discount liabilities to the extent that the plan's Fiduciary Net Position (fair market value of assets) is projected to cover benefit payments and administrative expenses. A 20-year high quality (AA/Aa or higher) municipal bond rate must be used for periods where the Fiduciary Net Position is not projected to cover benefit payments and administrative expenses. Determining the discount rate under GASB 67 and 68 will often require that the actuary perform complex projections of future benefit payments and asset values. GASB 67 and 68 (paragraph 29) do allow for alternative evaluations of projected solvency, if such evaluation can reliably be made. GASB does not contemplate a specific method for making an alternative evaluation of sufficiency; it is left to professional judgment.

The following circumstances justify an alternative evaluation of sufficiency for the Bloomington Fire Department Relief Association:

- The contributions from the City of Bloomington and State of Minnesota have a history of meeting at least 100% of the Actuarially Determined Contribution.
- The Actuarially Determined Contribution is based on a closed amortization period, which means that payment of the Actuarially Determined Contribution each year will bring the plan to a 100% funded position by the end of the amortization period.
- GASB 67 and 68 specify that the projections regarding future solvency assume that plan assets earn the assumed rate of return and there are no future changes in the plan provisions or actuarial methods and assumptions, which means that the projections would not reflect any adverse future experience which might impact the plan's funded position.

Based on these circumstances, it is our professional opinion that the detailed depletion date projections outlined in GASB 67 and 68 will show that the Fiduciary Net Position is always projected to be sufficient to cover benefit payments and administrative expenses.

Net Pension Liability

Fiscal Year Ending	December 31, 2023	December 31, 2024
Total pension liability	\$186,990,493	\$195,805,192
Fiduciary net position	<u>217,564,624</u>	<u>233,425,875</u>
Net pension liability	(30,574,131)	(37,620,683)
Fiduciary net position as a % of total pension liability	116.35%	119.21%
Covered payroll ¹	11,012,464	10,724,400
Net pension liability as a % of covered payroll	-277.63%	-350.80%

The total pension liability was determined by an actuarial valuation as of the valuation date, calculated based on the discount rate and actuarial assumptions below, and was then projected forward to the measurement date. There have been no significant changes between the valuation date and the fiscal year end. Any significant changes during this period must be reflected as prescribed by GASB 67 and 68.

Discount Rate

Discount rate	6.00%	6.00%
Long-term expected rate of return, net of investment expense	6.00%	6.00%
Municipal bond rate	N/A	N/A

The plan's fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the discount rate for calculating the total pension liability is equal to the long-term expected rate of return.

Other Key Actuarial Assumptions

The plan has not had a formal actuarial experience study performed.

Valuation date	January 1, 2024	January 1, 2025
Measurement date	December 31, 2023	December 31, 2024
Actuarial cost method	Entry Age Normal	Entry Age Normal
Salary increases including inflation	4.00%	4.00%

Please see Milliman's funding valuation report dated February 18, 2025 for more detail.

¹ Annual covered payroll is based on the assumption that each active member earns the salary rate of the highest paid non-officer police officer in the City of Bloomington. Because all active plan members are volunteers, there is no actual payroll.

Changes in Net Pension Liability

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
	(a)	(b)	(a) - (b)
Balances as of December 31, 2023	\$186,990,493	\$217,564,624	(\$30,574,131)
Changes for the year:			
Service cost	3,533,302		3,533,302
Interest on total pension liability	11,192,231		11,192,231
Effect of plan changes	0		0
Effect of economic/demographic gains or losses	2,062,400		2,062,400
Effect of assumptions changes or inputs	0		0
Benefit payments	(7,973,234)	(7,973,234)	0
Employer contributions		2,163,247	(2,163,247)
Member contributions		0	0
Net investment income		21,812,066	(21,812,066)
Administrative expenses		(140,828)	140,828
Balances as of December 31, 2024	195,805,192	233,425,875	(37,620,683)

Sensitivity Analysis

The following presents the net pension liability of the Plan, calculated using the discount rate of 6.00%, as well as what the Plan's net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (5.00%) or 1 percentage point higher (7.00%) than the current rate.

	1% Decrease 5.00%	Current Discount Rate 6.00%	1% Increase 7.00%
Total pension liability	\$228,808,728	\$195,805,192	\$169,894,166
Fiduciary net position	233,425,875	233,425,875	233,425,875
Net pension liability	(4,617,147)	(37,620,683)	(63,531,709)

Milliman GASB 67 and 68 Disclosure for Fiscal Year Ending December 31, 2024
Bloomington Fire Department Relief Association Pension Trust

Schedule of Changes in Net Pension Liability and Related Ratios (in 1,000s)

Fiscal Year Ending December 31	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability										
Service cost	\$3,533	\$3,397	\$3,401	\$3,671	\$3,516	\$3,870	\$3,530	\$3,482	\$2,955	\$3,142
Interest on total pension liability	11,192	10,822	10,582	10,094	9,825	9,212	8,792	8,422	7,998	8,072
Effect of plan changes	0	0	0	0	0	0	0	0	0	0
Effect of economic/demographic gains or losses	2,062	(393)	(2,685)	1,532	(2,505)	(3,359)	257	(153)	831	(7,292)
Effect of assumption changes or inputs	0	0	0	0	0	7,008	0	0	0	0
Benefit payments	(7,973)	(7,490)	(7,112)	(6,698)	(6,293)	(6,052)	(5,781)	(5,476)	(5,047)	(4,884)
Net change in total pension liability	8,815	6,336	4,185	8,599	4,543	10,679	6,798	6,275	6,738	(962)
Total pension liability, beginning	186,990	180,654	176,469	167,870	163,327	152,648	145,849	139,574	132,836	133,799
Total pension liability, ending (a)	195,805	186,990	180,654	176,469	167,870	163,327	152,648	145,849	139,574	132,836
Fiduciary Net Position										
Employer contributions	\$2,163	\$805	\$720	\$1,379	\$2,541	\$610	\$2,130	\$1,634	\$1,469	\$1,715
Member contributions	0	0	0	0	0	0	0	0	0	0
Net investment income	21,812	27,696	(28,973)	23,024	28,386	30,775	(7,267)	24,504	11,133	(1,024)
Benefit payments	(7,973)	(7,490)	(7,112)	(6,698)	(6,293)	(6,052)	(5,781)	(5,476)	(5,047)	(4,884)
Administrative expenses	(141)	(134)	(118)	(107)	(109)	(108)	(101)	(95)	(109)	(93)
Net change in plan fiduciary net position	15,861	20,877	(35,485)	17,598	24,525	25,225	(11,018)	20,567	7,447	(4,286)
Fiduciary net position, beginning	217,565	196,688	232,173	214,575	190,049	164,825	175,842	155,275	147,829	152,114
Fiduciary net position, ending (b)	233,426	217,565	196,688	232,173	214,575	190,049	164,825	175,842	155,275	147,829
Net pension liability, ending = (a) - (b)	(37,621)	(30,574)	(16,034)	(55,704)	(46,705)	(26,723)	(12,177)	(29,993)	(15,701)	(14,992)
Fiduciary net position as a % of total pension liability	119.21%	116.35%	108.88%	131.57%	127.82%	116.36%	107.98%	120.56%	111.25%	111.29%
Covered payroll	\$10,724	\$11,012	\$11,244	\$12,201	\$11,526	\$12,348	\$11,487	\$10,513	\$11,004	\$10,773
Net pension liability as a % of covered payroll	-350.80%	-277.63%	-142.60%	-456.54%	-405.21%	-216.41%	-106.01%	-285.29%	-142.69%	-139.16%

This schedule is presented to illustrate the requirement to show information for 10 years. However, recalculations of prior years are not required, and if prior years are not reported in accordance with the current GASB standards, they should not be reported.

Milliman GASB 67 and 68 Disclosure for Fiscal Year Ending December 31, 2024
Bloomington Fire Department Relief Association Pension Trust

Pension Expense

Fiscal Year	January 1, 2023 to December 31, 2023	January 1, 2024 to December 31, 2024
Service cost	\$3,397,404	\$3,533,302
Interest on total pension liability	10,821,661	11,192,231
Effect of plan changes	0	0
Administrative expenses	134,163	140,828
Member contributions	0	0
Expected investment return net of investment expenses	(11,596,710)	(12,881,141)
Recognition of Deferred Inflows/Outflows of Resources		
Recognition of economic/demographic gains or losses	(1,333,103)	59,175
Recognition of assumption changes or inputs	488,924	0
Recognition of investment gains or losses	(4,369,994)	(1,946,306)
Pension Expense	(2,457,655)	98,089

As of December 31, 2024, the deferred inflows and outflows of resources are as follows:

Deferred Inflows / Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources
Differences between expected and actual experience	(\$289,677)	\$1,351,228
Changes of assumptions	0	0
Net difference between projected and actual earnings	(1,783,346)	0
Contributions made subsequent to measurement date	0	0
Total	(2,073,023)	1,351,228

Amounts currently reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended December 31:	
2025	\$1,894,642
2026	4,175,735
2027	(5,005,987)
2028	(1,786,185)
2029	0
Thereafter*	0

* Note that additional future deferred inflows and outflows of resources may impact these numbers.

Schedule of Deferred Inflows and Outflows of Resources

	Original Amount	Date Established	Original Recognition Period*	Amount Recognized in 12/31/2024 Expense	Balance of Deferred Inflows 12/31/2024	Balance of Deferred Outflows 12/31/2024
Economic/ demographic gains or losses	\$2,062,400	12/31/2024	2.9	\$711,172	\$0	\$1,351,228
	(392,643)	12/31/2023	2.9	(135,394)	(121,855)	0
	(2,685,152)	12/31/2022	3.2	(839,110)	(167,822)	0
	1,531,903	12/31/2021	3.8	322,507	0	0
		Total		59,175	(289,677)	1,351,228
Assumption changes or inputs	N/A	12/31/2024	N/A	N/A	N/A	N/A
		Total		0	0	0
Investment gains or losses	(8,930,925)	12/31/2024	5.0	(1,786,185)	(7,144,740)	0
	(16,099,002)	12/31/2023	5.0	(3,219,800)	(9,659,402)	0
	42,708,316	12/31/2022	5.0	8,541,663	0	17,083,327
	(10,312,655)	12/31/2021	5.0	(2,062,531)	(2,062,531)	0
	(17,097,269)	12/31/2020	5.0	(3,419,453)	0	0
		Total		(1,946,306)	(18,866,673)	17,083,327
Total for economic/demographic gains or losses and assumption changes or inputs					(289,677)	1,351,228
Net deferred (inflows)/outflows for investment gains or losses					(1,783,346)	0
Total deferred (inflows)/outflows					(2,073,023)	1,351,228
Total net deferrals					(721,795)	

* Investment (gains)/losses are recognized in pension expense over a period of five years; economic/demographic (gains)/losses and assumption changes or inputs are recognized over the average remaining service life for all active and inactive members.

Milliman GASB 67 and 68 Disclosure for Fiscal Year Ending December 31, 2024
Bloomington Fire Department Relief Association Pension Trust

Summary Chart

	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability	Deferred (Inflows)	Deferred Outflows	Net Investment (Inflows)/ Outflows	Net Deferrals	Net Pension Liability plus Net Deferrals	Annual Expense
Balances as of December 31, 2023	(\$186,990,493)	\$217,564,624	\$30,574,131	(\$1,264,181)	\$322,507	\$5,201,273	\$4,259,599	\$34,833,730	
Service cost	(3,533,302)		(3,533,302)						3,533,302
Interest on total pension liability	(11,192,231)		(11,192,231)						11,192,231
Effect of plan changes	0		0						0
Effect of liability gains or losses	(2,062,400)		(2,062,400)		2,062,400		2,062,400		
Effect of assumption changes or inputs	0		0				0		
Benefit payments	7,973,234	(7,973,234)	0						
Administrative expenses		(140,828)	(140,828)						140,828
Member contributions		0	0						0
Expected net investment income		12,881,141	12,881,141						(12,881,141)
Investment gains or losses		8,930,925	8,930,925			(8,930,925)	(8,930,925)		
Employer contributions		2,163,247	2,163,247					2,163,247	
Recognition of liability gains or losses				974,504	(1,033,679)		(59,175)		59,175
Recognition of assumption changes or inputs							0		0
Recognition of investment gains or losses						1,946,306	1,946,306		(1,946,306)
Annual expense								(98,089)	98,089
Balances as of December 31, 2024	(195,805,192)	233,425,875	37,620,683	(289,677)	1,351,228	(1,783,346)	(721,795)	36,898,888	

This work product was prepared solely for the Plan for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

Glossary

Actuarially Determined Contribution	A target or recommended contribution to a defined benefit pension plan for the reporting period, determined based on the funding policy and most recent measurement available when the contribution for the reporting period was adopted.
Deferred Inflows/Outflows of Resources	Portion of changes in net pension liability that is not immediately recognized in Pension Expense. These changes include differences between expected and actual experience, changes in assumptions, and differences between expected and actual earnings on plan investments.
Discount Rate	Single rate of return that, when applied to all projected benefit payments, results in an actuarial present value of projected benefit payments equal to the sum of: <ol style="list-style-type: none">1) The actuarial present value of benefit payments projected to be made in future periods where the plan assets are projected to be sufficient to meet benefit payments, calculated using the Long-Term Expected Rate of Return.2) The actuarial present value of projected benefit payments not included in (1), calculated using the Municipal Bond Rate.
Fiduciary Net Position	Equal to market value of assets.
Long-Term Expected Rate of Return	Long-term expected rate of return on pension plan investments expected to be used to finance the payment of benefits, net of investment expenses.
Money-Weighted Rate of Return	The internal rate of return on pension plan investments, net of investment expenses.
Municipal Bond Rate	Yield or index rate for 20-year, tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher.
Net Pension Liability	Total Pension Liability minus the Plan's Fiduciary Net Position (unfunded accrued liability).
Projected Benefit Payments	All benefits estimated to be payable through the pension plan to current active and inactive employees as a result of their past service and expected future service.
Service Cost	The portion of the actuarial present value of projected benefit payments that is attributed to a valuation year.
Total Pension Liability	The portion of actuarial present value of projected benefit payments that is attributable to past periods of member service using the Entry Age Normal cost method based on the requirements of GASB 67 and 68.