

OAK PARK FIREFIGHTERS' PENSION FUND

GASB 67/68 ACTUARIAL VALUATION
AS OF JANUARY 1, 2025



FOR THE DECEMBER 31, 2024
FINANCIAL STATEMENT REPORTING

668 N. River Road
Naperville, IL 60563
Phone: 630.393.1483
Fax: 630.393.2516
lauterbachamen.com

GASB Statements 67 and 68 Actuarial Disclosures



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS

GASB 67: OAK PARK FIREFIGHTERS' PENSION FUND

Fiscal Year Ending: December 31, 2024

Actuarial Valuation Date: January 1, 2025

Data Date: December 31, 2024

Measurement Date: December 31, 2024

GASB 68: VILLAGE OF OAK PARK, ILLINOIS

Fiscal Year Ending: December 31, 2024

Actuarial Valuation Date: January 1, 2025

Data Date: December 31, 2024

Measurement Date: December 31, 2024

Contact:

Todd A. Schroeder

Partner

July 11, 2025

LAUTERBACH & AMEN, LLP



TABLE OF CONTENTS

ACTUARIAL CERTIFICATION	5
PLAN FIDUCIARY NET POSITION	7
Statement of Plan Fiduciary Net Position	8
Statement of Changes in Plan Fiduciary Net Position	9
ACTUARIAL PENSION LIABILITY INFORMATION	10
Statement of Total Pension Liability	11
Statement of Changes in Total Pension Liability	12
Statement of Changes in Net Pension Liability	14
Deferred Outflows and Inflows of Resources	15
Deferred Outflows and Inflows of Resources – Detail	16
Pension Expense Development	17
ACTUARIAL ASSUMPTIONS INFORMATION	18
Statement of Significant Actuarial Assumptions	19
Assumption Changes	19
Actuarial Assumptions (Demographic)	21
Postemployment Benefit Changes	24
Expected Return on Pension Plan Investments	25
Municipal Bond Rate	27
Discount Rate	27
Discount Rate Sensitivity	28
Assessment and Use of Actuarial Models	29
PARTICIPANT DATA	30
Participant Demographic Data & Average Future Working Career	31
FUNDING POLICY	32
Components of the Actuarially Determined Contribution	33
Formal Funding Policy	33
Informal Funding Policy	33
Funding Policy – Other Considerations	35
SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION	36
Schedule of Changes in the Net Pension Liability	37
Schedule of Total Pension Liability and Related Ratios	38
Schedule of Contributions	39
Notes to Schedule of Contributions	39
GASB METHODS AND PROCEDURES	40
GASB Methods and Procedures	41



TABLE OF CONTENTS

SUPPLEMENTARY TABLES	42
GASB Projections – Summary and Procedure	43
GASB Projections – Limitations	44
Projection of Contributions – Years 1 to 30	45
Projection of Contributions – Years 31 to 60	46
Projection of Contributions – Years 61 to 80	47
Notes to Projection of Contributions	47
Projection of the Pension Plan’s Fiduciary Net Position – Years 1 to 30	48
Projection of the Pension Plan’s Fiduciary Net Position – Years 31 to 60	49
Projection of the Pension Plan’s Fiduciary Net Position – Years 61 to 80	50
Notes to Projection of the Pension Plan’s Fiduciary Net Position	50
Actuarial Present Value of Projected Benefit Payments – Years 1 to 30	51
Actuarial Present Value of Projected Benefit Payments – Years 31 to 60	52
Actuarial Present Value of Projected Benefit Payments – Years 61 to 80	53
Notes to the Actuarial Present Value of Projected Benefit Payments	53
SUMMARY OF PRINCIPAL PLAN PROVISIONS	54
Establishment of the Fund	55
Administration	55
Member Contributions	55
Regular Retirement Pension Benefit	55
Regular Retirement Pension Benefit - Continued	56
Early Retirement Pension Benefit	56
Surviving Spouse Benefit	57
Termination Benefit – Vested	58
Disability Benefit	59



ACTUARIAL CERTIFICATION

This certification provides supplemental information as required by the Governmental Accounting Standards Board. The enclosed schedules were prepared by the undersigned to assist in the preparation of the Annual Financial Report. The assumptions and methods used in the preparation of this report meet the parameters set for the disclosures presented in the financial section as required by the Governmental Accounting Standards Board. Additional information is provided solely to assist the auditors in the preparation of the required footnote disclosures.

The results in this report are based on the demographic data and financial information submitted by the Village of Oak Park, Illinois, and may include results from the prior Actuary. We did not prepare the Actuarial Valuations for the years prior to January 1, 2018. If applicable, those valuations were prepared by the prior Actuary whose reports have been furnished to us, and our disclosures are based on those reports. An audit of the prior Actuary's results was not performed, but high-level reviews were completed for general reasonableness, as appropriate, based on the purpose of this valuation. The accuracy of the results is dependent on the precision and completeness of the underlying information.

The valuation results summarized in this report involve actuarial calculations that require assumptions about future events. The Village of Oak Park, Illinois selected certain assumptions, while others were the result of guidance and/or judgment from the Plan's Actuary or Advisors. We believe that the assumptions used in this valuation are reasonable and appropriate for the purposes for which they have been used.

In preparing the results, our Actuaries used commercially available software (ProVal) developed by Winklevoss Technologies, LLC. This software is widely used for the purpose of performing Actuarial Valuations. Our Actuaries coded the plan provisions, assumptions, methods, and demographic data summarized in this report, and reviewed the liability and cost outputs for reasonableness. We are not aware of any material weaknesses or limitations in the software, and have determined it is appropriate for performing this valuation.



To the best of our knowledge, all calculations are in accordance with the applicable accounting requirements, while the procedures followed and presentation of results conform to generally accepted actuarial principles and practices. The undersigned consultants of Lauterbach & Amen, LLP, with actuarial credentials, meet the Qualification Standards of the American Academy of Actuaries to render this Actuarial Certification. There is no relationship between the Oak Park Firefighters' Pension Fund or the Village of Oak Park, Illinois and Lauterbach & Amen, LLP that impairs our objectivity.

Respectfully Submitted,
LAUTERBACH & AMEN, LLP

Todd A. Schroeder, ASA, FCA, EA, MAAA

David Murciano, ASA, FCA, EA, MAAA



PLAN FIDUCIARY NET POSITION

Statement of Plan Fiduciary Net Position
Statement of Changes in Plan Fiduciary Net Position



STATEMENT OF PLAN FIDUCIARY NET POSITION

	<u>12/31/2023</u>	<u>12/31/2024</u>
Assets		
Cash and Cash Equivalents	\$ 3,389,205	\$ 871,278
Total Cash	<u>3,389,205</u>	<u>871,278</u>
Receivables:		
Other	<u>6,769</u>	<u>6,962</u>
Total Receivables	<u>6,769</u>	<u>6,962</u>
Investments:		
Pooled Investment Accounts	<u>60,414,635</u>	<u>68,788,091</u>
Total Investments	<u>60,414,635</u>	<u>68,788,091</u>
Total Assets	<u>63,810,609</u>	<u>69,666,331</u>
Liabilities		
Payables:		
Expenses Due/Unpaid	<u>4,722</u>	<u>2,008</u>
Total Liabilities	<u>4,722</u>	<u>2,008</u>
Plan Fiduciary Net Position	<u>\$ 63,805,887</u>	<u>\$ 69,664,323</u>

The Plan Fiduciary Net Position shown above is intended to be in accordance with GAAP and the Governmental Accounting Standards Board. The Fair Value of Investments has been provided by the reporting entity, and the results are being audited by an independent auditor. The level of the assets has been reviewed for reasonableness, but we make no representation as to the accuracy of the measurement of the Fair Value of Investments. The Statement of Plan Fiduciary Net Position for 2024 is based on audited financials.



STATEMENT OF CHANGES IN PLAN FIDUCIARY NET POSITION

	<u>12/31/2024</u>
Additions	
Contributions	
Employer	\$ 6,567,791
Members	<u>771,144</u>
Total Contributions	<u>7,338,935</u>
Investment Income	
Net Appreciation in Fair Value of Investments	5,655,088
Interest and Dividends	1,370,771
Less Investment Expense	<u>(83,935)</u>
Net Investment Income	<u>6,941,924</u>
Total Additions	<u>14,280,859</u>
Deductions	
Benefit Payments	8,306,529
Administrative Expense	<u>115,894</u>
Total Deductions	<u>8,422,423</u>
Net Increase in Net Position	<u>5,858,436</u>
Plan Fiduciary Net Position	
Beginning of Year	<u>63,805,887</u>
End of Year	<u>\$ 69,664,323</u>

The changes in Plan Fiduciary Net Position shown above are intended to be in accordance with GAAP and the Governmental Accounting Standards Board. The Plan activity has been provided by the reporting entity, and the results are being audited by an independent auditor. The cash flows have been reviewed for reasonableness, but we make no representation as to the accuracy of the measurement of the Fair Value of Investments. The Statement of Changes in Plan Fiduciary Net Position for 2024 is based on audited financials.



ACTUARIAL PENSION LIABILITY INFORMATION

Statement of Total Pension Liability
Statement of Changes in Total Pension Liability
Statement of Changes in Net Pension Liability
Deferred Outflows and Inflows of Resources
Deferred Outflows and Inflows of Resources – Detail
Pension Expense Development



STATEMENT OF TOTAL PENSION LIABILITY

	<u>12/31/2023</u>	<u>12/31/2024</u>
Active Members	<u>\$ 30,928,524</u>	<u>\$ 34,019,333</u>
Inactive Members		
Terminated Members	1,441,441	1,537,483
Retired Members	80,741,772	84,769,397
Disabled Members	11,035,104	12,314,052
Other Beneficiaries	<u>12,614,791</u>	<u>11,674,709</u>
Total Inactive Members	<u>105,833,108</u>	<u>110,295,641</u>
Total Pension Liability	<u>\$ 136,761,632</u>	<u>\$ 144,314,974</u>

The Total Pension Liability (“TPL”) shown above is dependent on several factors such as Plan Provisions and Actuarial Assumptions used in this report. In addition, the calculation of the TPL may be dependent on the Plan Fiduciary Net Position shown in the prior section of this report. Changes in the Plan Fiduciary Net Position due to any factor, including adjustments on final audit, could change the TPL. The dependence of the TPL on the Plan Fiduciary Net Position is due to the role of the Plan Fiduciary Net Position (and the Plan’s Projected Fiduciary Net Position) on the determination of the Discount Rate used for the TPL.

The TPL has been determined for GASB 67/68 reporting purposes only. The resulting TPL is intended to be used in the financial statement reporting of the Plan and/or Employer. The resulting liability is not intended to be a representation of the Plan liability for other purposes, including but not limited to, determination of cash funding requirements and recommendations. The TPL is based on data as of the *Actuarial Valuation - Data Date* shown in this report. The TPL has been determined as of the Actuarial Valuation Date and based on the assumptions used in this report, and adjusted to the Measurement Date as needed.



STATEMENT OF CHANGES IN TOTAL PENSION LIABILITY

	<u>12/31/2024</u>
Changes in Total Pension Liability	
Service Cost	\$ 1,953,386
Interest	8,951,065
Changes of Benefit Terms	-
Differences Between Expected and Actual Experience	2,865,264
Change in Assumptions	2,090,156
Benefit Payments and Refunds	<u>(8,306,529)</u>
Net Change in Total Pension Liability	7,553,342
Total Pension Liability - Beginning	<u>136,761,632</u>
Total Pension Liability - Ending (a)	<u><u>\$ 144,314,974</u></u>
 Plan Fiduciary Net Position - Ending (b)	 <u><u>\$ 69,664,323</u></u>
 Employer's Net Pension Liability - Ending (a) - (b)	 <u><u>\$ 74,650,651</u></u>
 Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	 48.27%
 Covered-Employee Payroll	 \$ 7,925,997
Employer's Net Pension Liability as a Percentage of Covered-Employee Payroll	941.85%

The Plan Fiduciary Net Position was detailed in the prior section of this report. The Employer's Net Pension Liability is the excess of the Total Pension Liability over the Plan Fiduciary Net Position.

Total Pension Liability may be dependent on the Plan Fiduciary Net Position. Changes in the Plan Fiduciary Net Position could change the determination of the Total Pension Liability. Any changes in the Plan Fiduciary Net Position, including adjustments on final audit, can have an impact on the Employer's Net Pension Liability that extends beyond the dollar-for-dollar change in the Plan Fiduciary Net Position.

Covered-Employee Payroll is based on the pensionable payroll for the Plan Members during the Fiscal Year.



A key demographic risk is mortality improvement differing from expected. While the actuarial assumptions reflect small, continuous improvements in mortality experience and these assumptions are refined upon the completion of each actuarial experience study, the risk arises because there is a possibility of a sudden shift in mortality experience. This report reflects the impact of COVID-19 experience that has been accounted for in the underlying demographic data. This report does not reflect the ongoing impact of COVID-19, which is likely to influence demographic and economic experience, at least in the short-term. We will continue to monitor these developments and their impact on the Plan. Actual future experience will be reflected in each subsequent Actuarial Valuation, as experience emerges.



STATEMENT OF CHANGES IN NET PENSION LIABILITY

The table below illustrates the changes in Net Pension Liability (“NPL”) from the prior Measurement Date to the current Measurement Date. Under Statement 68, the difference between the NPL from the prior Measurement Date to the current Measurement Date should be recognized as a component of Pension Expense, unless permitted to be recognized as a Deferred Outflow or Inflow of Resources.

	Increase (Decrease)		
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (a) - (b)
Balances Beginning at 1/1/2024	<u>\$ 136,761,632</u>	<u>\$ 63,805,887</u>	<u>\$ 72,955,745</u>
Changes for the Year:			
Service Cost	1,953,386	-	1,953,386
Interest	8,951,065	-	8,951,065
Actuarial Experience	2,865,264	-	2,865,264
Change in Assumptions	2,090,156	-	2,090,156
Changes of Benefit Terms	-	-	-
Contributions - Employer	-	6,567,791	(6,567,791)
Contributions - Members	-	771,144	(771,144)
Contributions - Other	-	-	-
Net Investment Income	-	6,941,924	(6,941,924)
Benefit Payments and Refunds	(8,306,529)	(8,306,529)	-
Administrative Expense	-	(115,894)	115,894
Net Changes	<u>\$ 7,553,342</u>	<u>\$ 5,858,436</u>	<u>\$ 1,694,906</u>
Balances Ending at 12/31/2024	<u><u>\$ 144,314,974</u></u>	<u><u>\$ 69,664,323</u></u>	<u><u>\$ 74,650,651</u></u>

The changes in Total Pension Liability shown above are described in the *Statement of Changes in Total Pension Liability* section of this report. The Plan Fiduciary Net Position was detailed in the prior section of this report. The Employer’s Net Pension Liability is the excess of the Total Pension Liability over the Plan Fiduciary Net Position.



DEFERRED OUTFLOWS AND INFLOWS OF RESOURCES

The table below shows the cumulative amounts to be shown as Deferred Outflows and Inflows of Resources. Changes in Total Pension Liability related to the differences between expected and actual experience, or changes in assumptions regarding future events, are recognized in Pension Expense over the average future working career of all Members (active and inactive) in the Pension Plan. The net difference in projected and actual earnings on Pension Plan investments over the measurement period are recognized over a 5-year period. Amounts not yet recognized are summarized below:

	Deferred Outflows of Resources	Deferred Inflows of Resources	Total Deferred Amounts
Differences Between Expected and Actual Experience	\$ 4,083,759	\$ (1,455,635)	\$ 2,628,124
Change in Assumptions	1,667,047	-	1,667,047
Net Difference Between Projected and Actual Earnings on Pension Plan Investments	5,764,277	(5,394,479)	369,798
Contributions Subsequent to the Measurement Date*	-	-	-
Total	<u>\$ 11,515,083</u>	<u>\$ (6,850,114)</u>	<u>\$ 4,664,969</u>

*Contributions Subsequent to the Measurement Date may be recognized as a reduction to the Net Pension Liability. The amount is not known as of the date of this report. Subsequent to the Measurement Date, the following amounts will be recognized in Pension Expense in the upcoming years:

Year Ended	
December 31:	
2025	\$ 1,275,390
2026	2,877,711
2027	(37,105)
2028	548,973
2029	-
Thereafter	\$ -



DEFERRED OUTFLOWS AND INFLOWS OF RESOURCES – DETAIL

The table below shows the annual detail amounts that have been summarized on the prior page. Under Statement 68, the level of detail shown on the prior page is sufficient for financial statement reporting. The detail shown below is primarily for tracking purposes.

Pension Expense Source	Date Established	Initial Period	Initial Balance	Remaining Period	12/31/2024 Expense Recognized	12/31/2024 Deferred Balance
Asset Gain	12/31/2024	5.00	\$ (2,671,594)	5.00	\$ (534,319)	\$ (2,137,275)
Change in Assumptions Loss	12/31/2024	4.94	2,090,156	4.94	423,109	1,667,047
Actuarial Loss	12/31/2024	4.94	2,865,264	4.94	580,013	2,285,251
Asset Gain	12/31/2023	5.00	(4,426,354)	4.00	(885,271)	(2,655,812)
Actuarial Loss	12/31/2023	5.37	2,037,169	4.37	379,362	1,278,445
Asset Loss	12/31/2022	5.00	14,410,694	3.00	2,882,139	5,764,277
Actuarial Loss	12/31/2022	4.96	1,316,083	2.96	265,340	520,063
Asset Gain	12/31/2021	5.00	(3,006,964)	2.00	(601,393)	(601,392)
Actuarial Gain	12/31/2021	5.18	(6,389,999)	2.18	(1,233,591)	(1,455,635)
Asset Gain	12/31/2020	5.00	(2,370,602)	1.00	(474,118)	-
Actuarial Loss	12/31/2020	4.80	2,651,168	0.80	441,860	-
Change in Assumptions Loss	12/31/2019	5.40	3,537,731	0.40	262,051	-
Actuarial Gain	12/31/2019	5.40	(589,556)	0.40	(43,666)	-
Total			\$ 9,453,196		\$ 1,461,516	\$ 4,664,969

Each detail amount shown above was established as of the Fiscal Year End shown and the full amount deferred has been determined as of that time. Any events that occur in subsequent Fiscal Years do not have an impact on the prior Fiscal Year. The bases are established independently each year.



PENSION EXPENSE DEVELOPMENT

The table below displays the Pension Expense development for the current year. The Pension Expense includes items that change the Net Pension Liability from one year to the next, netted out for amounts that are deferred under GASB pronouncement, plus any amounts that are being recognized that were deferred previously.

See below for the Pension Expense development:

	<u>12/31/2024</u>
Pension Expense/(Income) Under GASB 68	
Service Cost	\$ 1,953,386
Interest	8,951,065
Changes of Benefit Terms	-
Contributions - Members	(771,144)
Contributions - Other	-
Expected Investment Income	(4,270,330)
Administrative Expense	115,894
Other Changes	-
Initial Pension Expense/(Income)	<u>\$ 5,978,871</u>
Recognition of Outflow/(Inflow) of Resources Due to Liabilities	1,074,478
Recognition of Outflow/(Inflow) of Resources Due to Assets	<u>387,038</u>
Total Pension Expense/(Income)	<u>\$ 7,440,387</u>



ACTUARIAL ASSUMPTIONS INFORMATION

Statement of Significant Actuarial Assumptions
Assumption Changes
Actuarial Assumptions (Demographic)
Postemployment Benefit Changes
Expected Return on Pension Plan Investments
Municipal Bond Rate
Discount Rate
Discount Rate Sensitivity
Assessment and Use of Actuarial Models



STATEMENT OF SIGNIFICANT ACTUARIAL ASSUMPTIONS

Actuarial Assumptions (Economic)

Discount Rate Used for the Total Pension Liability	6.75%
Expected Rate of Return on Investments	6.75%
High-Quality 20 Year Tax-Exempt G.O. Bond Rate	4.08%
Projected Individual Pay Increases	3.75% - 12.92%
Projected Total Payroll Increases	3.50%
Consumer Price Index (Urban)	2.50%
Inflation Rate	2.50%

See the *Actuarial Assumptions (Demographic)* section of this report for further details on Demographic Assumptions.

The Actuarial Assumptions (Economic) rates shown above are assumed to be annual rates, compounded on an annual basis. For more information on the selection of the actuarial assumptions, please see the Actuarial Assumption Summary document prepared for the Plan, available upon request.

ASSUMPTION CHANGES

The assumptions were changed from the prior year.

The High-Quality 20 Year Tax-Exempt General Obligation (“G.O.”) Bond Rate assumption was changed from 3.26% to 4.08% for the current year. The underlying index used is The Bond Buyer 20-Bond G.O. Index as discussed in more detail later in this section. The choice of Index is unchanged from the prior year. The rate has been updated to the current Fiscal Year End based on changes in market conditions as reflected in the Index. The change was made to reflect our understanding of the requirements of GASB under Statement 67 and Statement 68.

The Discount Rate used in the determination of the Total Pension Liability remained constant at 6.75%. The Discount Rate is impacted by a couple of metrics. Any change in the underlying High-Quality 20 Year Tax Exempt G.O. Bond Rate will impact the blended Discount Rate.

In the current valuation, we have reviewed the projected individual pay increases assumption to reflect the wage schedule between the Village of Oak Park, Illinois and the Local 95 International Association of



Fire Fighters, AFL-CIO for the period January 1, 2024 through December 31, 2027. The year over year step increases dictated by the wage schedule did not change significantly from the prior wage schedule; however, we have updated the projected individual pay increases assumption to reflect the current assumption for Inflation Rate.

We performed a comprehensive study of Firefighters and Firefighters' Pension Funds in Illinois. We reviewed the results of the study as well as the demographic experience of the Fund. The actuarial assumptions were changed in the current valuation to the rates shown in the *Actuarial Assumptions* section of this report. The assumptions impacted include:

- Inflation Rate (CPI-U)
- Individual Pay Increases
- Retirement Rates
- Termination Rates
- Disability Rates
- Mortality Rates
- Mortality Improvement Rates
- Duty Death Probability

The assumption changes stated above were made to better reflect the future anticipated experience of the Plan.

In addition, there are changes that can be made that impact the projection of the Plan Fiduciary Net Position. For example, changes in the Formal or Informal Funding Policy can impact the Discount Rate. Actual changes in the Plan Fiduciary Net Position from one year to the next can impact the projections as well.



ACTUARIAL ASSUMPTIONS (DEMOGRAPHIC)

Projected Individual Pay Increases*

Projected individual pay increases include a long-term average increase for inflation, average annual increases for promotions, and any additional increases for a step program. Sample rates are as follows:

Service	Rate	Service	Rate
0	12.92%	8	4.00%
1	11.94%	9	4.00%
2	11.12%	10	4.00%
3	10.44%	15	4.00%
4	9.85%	20	3.75%
5	4.00%	25	3.75%
6	4.00%	30	3.75%
7	4.00%	35	3.75%

* Projected individual pay increases for active Members hired at age 40 or older are assumed annual increases at the ultimate rate reduced by 50 basis points, without adjustments in early service years.

Retirement Rates – Tier I

100% of the L&A Assumption Study for Tier I Firefighters 2024 Cap Age 62. Sample rates are as follows:

Age	Rate	Age	Rate
50	12.00%	58	20.00%
51	10.00%	59	25.00%
52	10.00%	60	25.00%
53	10.00%	61	25.00%
54	15.00%	62	100.00%
55	20.00%	63	100.00%
56	20.00%	64	100.00%
57	20.00%	65	100.00%



Retirement Rates – Tier II

100% of the L&A Assumption Study for Tier II Firefighters 2024 Cap Age 62. Sample rates are as follows:

Age	Rate	Age	Rate
50	3.00%	58	20.00%
51	2.50%	59	25.00%
52	2.50%	60	25.00%
53	2.50%	61	25.00%
54	3.75%	62	100.00%
55	35.00%	63	100.00%
56	35.00%	64	100.00%
57	20.00%	65	100.00%

Termination Rates

100% of the L&A Assumption Study for Firefighters 2024. Sample rates are as follows:

Age/ Service	0	1	2	3	4	5+
25	12.00%	10.00%	5.00%	3.00%	4.00%	4.00%
30	11.20%	8.00%	4.20%	2.80%	3.60%	3.20%
35	10.20%	5.50%	3.20%	2.55%	3.10%	2.20%
40	4.57%	2.43%	1.57%	1.36%	1.57%	1.43%
45	0.50%	4.00%	5.00%	4.00%	2.00%	1.00%
50	0.50%	4.00%	5.00%	4.00%	2.00%	1.00%

Disability Rates

100% of the L&A Assumption Study for Firefighters 2024. Sample rates are as follows:

Age	Rate	Age	Rate
25	0.00%	40	0.65%
30	0.06%	45	0.65%
35	0.12%	50	0.65%

75% of active Members who become disabled are assumed to be in the Line of Duty.



Mortality Rates

Active Mortality follows the Sex Distinct Raw Rates as developed in the PubS-2010(A) Study improved to 2021 using MP-2021 Improvement Rates. These rates are then improved generationally using MP-2021 Improvement Rates.

25% of active Member deaths are assumed to be in the Line of Duty.

Retiree Mortality follows the L&A Assumption Study for Firefighters 2024. These rates are experience weighted with the Sex Distinct Raw Rates as developed in the PubS-2010(A) Study improved to 2021 using MP-2021 Improvement Rates. These rates are then improved generationally using MP-2021 Improvement Rates.

Disabled Mortality follows the Sex Distinct Raw Rates as developed in the PubS-2010 Study for disabled participants improved to 2021 using MP-2021 Improvement Rates. These rates are then improved generationally using MP-2021 Improvement Rates.

Spouse Mortality follows the L&A Assumption Study for Firefighters 2024. These rates are experience weighted with the Sex Distinct Raw Rates as developed in the PubS-2010(A) Study for contingent survivors improved to 2021 using MP-2021 Improvement Rates. For all rates not provided there (ages 45 and younger) the PubG-2010 Study for general employees was used. These rates are then improved generationally using MP-2021 Improvement Rates.

Marital Assumptions

Active Members: 80% of active Members are assumed to be married. Female spouses are assumed to be 3 years younger than male spouses.

Retiree and Disabled Members: Actual spousal data was utilized for retiree and disabled Members.



POSTEMPLOYMENT BENEFIT CHANGES

Eligibility for postemployment benefit increases is determined based on the Illinois Pension Code. Tier I Firefighter retirees are provided with an annual increase of 3.00% of the current retirement benefits by statute when eligible. Tier II Firefighter retirees are provided postemployment benefit increases based on the lesser of 3.00% of the original retirement benefits or one-half of the Consumer Price Index (Urban) for the prior September.

The CPI-U for September 1994 was 149.40. The CPI-U for September 2024 was 315.30. The average increase in the CPI-U for September 1994 through September 2024 was 2.52% (on a compounded basis).



EXPECTED RETURN ON PENSION PLAN INVESTMENTS

The Long-Term Expected Rate of Return is intended to represent the best estimate of future real rates of return and is shown for each of the major asset classes in the investment policy.

The table below illustrates the best estimates of target allocations and Long-Term Expected Rates of Return developed for each of the major asset classes, adjusted for expected inflation. These rates and target allocations were disclosed by Marquette Associates for the Illinois Firefighters' Pension Investment Fund, dated July 22, 2024.

There are multiple approaches seen to providing these rates. Typically, the information is either based on capital market projections, or historical rates seen for the asset classes. We do not provide an opinion on the reasonableness of the returns provided nor the reasonableness of the approach used in the determination of the rates provided. The information provided is shown below for convenience.

The rates provided in the table below are based on a geometric average. The Investment Policy Statement will provide more detail regarding the Fund's policies on asset allocation targets and acceptable ranges.

Asset Class	Long-Term Expected Rate of Return	Long-Term Inflation Expectation	Long-Term Expected Real Rate of Return	Target Allocation
U.S. Equity	7.60%	2.50%	5.10%	25.00%
Developed Market Equity (Non-US)	7.70%	2.50%	5.20%	13.00%
Emerging Market Equity	8.40%	2.50%	5.90%	7.00%
Private Equity	11.50%	2.50%	9.00%	10.00%
Public Credit	5.40%	2.50%	2.90%	3.00%
Private Credit	9.60%	2.50%	7.10%	7.00%
Core Fixed Income	5.00%	2.50%	2.50%	9.00%
Core Plus Fixed Income	5.50%	2.50%	3.00%	9.00%
Short-Term Treasuries	3.50%	2.50%	1.00%	3.00%
Real Estate	6.40%	2.50%	3.90%	10.00%
Infrastructure	6.90%	2.50%	4.40%	4.00%

Long-Term Expected Real Rates of Return under GASB are expected to reflect the period of time that begins when a Plan Member begins to provide service to the employer and ends at the point when all benefits to the Plan Member have been paid. The rates provided above are intended to estimate those figures.

The Long-Term Inflation Expectation is 2.50% and is included in the Long-Term Expected Rates of Return. The Long-Term Inflation Expectation is from the same source as the Long-Term Expected Real



Rates of Return, and is not necessarily reflective of the inflation measures used for other purposes in the report.

Geometric rates of return are equal to arithmetic rates of return when the annual returns exhibit no volatility over time. When arithmetic returns are volatile on a year-to-year basis, the actual realized geometric returns over time will be lower. Higher volatility results in a greater difference.

For additional discussion regarding the Expected Return on Pension Plan Investments, please reference the Actuarial Funding Report. There are additional disclosures regarding reasonableness and market observations included in that report.



MUNICIPAL BOND RATE

The Municipal Bond Rate assumption is based on the Bond Buyer 20-Bond G.O. Index. The rate shown earlier in this section of the report is the December 26, 2024 rate. The 20-Bond G.O. Index is based on an average of certain general obligation municipal bonds maturing in 20 years and having an average rating equivalent of Moody's Aa2 and Standard & Poor's AA.

The indices represent theoretical yields rather than actual price or yield quotations. Municipal bond traders are asked to estimate what a current-coupon bond for each issuer in the indices would yield if the bond was sold at par value. The indices are simple averages of the average estimated yields of the bonds.

DISCOUNT RATE

The Discount Rate used in the determination of the Total Pension Liability is based on a combination of the Expected Rate of Return on Plan Investments and the Municipal Bond Rate.

Cash flow projections were used to determine the extent to which the Plan's Projected Fiduciary Net Position will be able to cover Projected Benefit Payments. To the extent that Projected Benefit Payments are covered by the Plan's Projected Fiduciary Net Position, the Expected Rate of Return on Plan Investments is used to determine the portion of the Net Pension Liability associated with those payments. To the extent that Projected Benefit Payments are not covered by the Plan's Projected Fiduciary Net Position, the Municipal Bond Rate is used to determine the portion of the Net Pension Liability associated with those payments.

Projected Benefit Payments are determined during the actuarial process based on the assumptions. More details on the assumptions are earlier in this section of the report. The expected contributions are based on the Funding Policy of the Plan. The Funding Policy is discussed in more detail in the *Funding Policy* section of this report.



DISCOUNT RATE SENSITIVITY

The Employer's Net Pension Liability has been determined using the Discount Rate listed in this section of the report. Below is a table illustrating the sensitivity of the Employer's Net Pension Liability to the Discount Rate assumption.

	1% Decrease (5.75%)	Current Discount Rate (6.75%)	1% Increase (7.75%)
Employer's Net Pension Liability	\$92,432,602	\$74,650,651	\$59,896,563

The sensitivity of the Employer's Net Pension Liability to the Discount Rate is based primarily on two factors:

1. The duration of the Plan's Projected Benefit Payments. Younger Plans with benefit payments further in the future will be more sensitive to changes in the Discount Rate.
2. The Percent Funded of the Plan (ratio of the Plan Fiduciary Net Position to the Total Pension Liability). The higher the Percent Funded, the higher the sensitivity to the Discount Rate.



ASSESSMENT AND USE OF ACTUARIAL MODELS

Actuarial Valuations rely upon the use of actuarial modeling software to predict the occurrence of future events, which include specific demographic and financial potential outcomes. Actuarial assumptions are established to provide a guideline to use for such modeling.

- The model used in this Actuarial Valuation is intended to determine the Recommended Contribution, under the selected Funding Policy, to assist in the preparation of the Annual Financial Report. The actuarial assumptions used were developed with this goal in mind.
- There are no known material limitations or inconsistencies among the actuarial assumptions or methods.
- The output from the model is reasonable based on the individual actuarial assumptions and based on the actuarial assumptions in the aggregate.
- The actuarial software used to calculate plan liabilities has been purchased from an outside vendor. We have performed thorough testing of the software, including review of sample participants, to ensure the intended purpose of the model, the operation of the model, sensitivities and dependencies, and strengths and limitations of the model are sufficient for this purpose.
- Demographic data and financial information have been provided by client professionals, financial advisors, and/or auditors, who are known to be experts in their respective fields. We rely on the fact that the information provided by these experts has been given for the intended purpose of this Actuarial Valuation.
- Where applicable, certain actuarial assumptions and Funding Policy may be required as prescribed by law. In such instances, we have followed legal guidance to ensure conformity.
- The Expected Rate of Return on Investments assumption has been chosen using input from several sources; including, but not limited to: client professionals, financial advisors, auditors, and other capital market outlooks. We have relied on the information provided, in the aggregate, to settle on the selected Expected Rate of Return on Investments assumption.



PARTICIPANT DATA

Participant Demographic Data & Average Future Working Career



PARTICIPANT DEMOGRAPHIC DATA & AVERAGE FUTURE WORKING CAREER

The chart below summarizes the Member count, payroll, and average future working career as of:

Actuarial Valuation - Data Date Fiscal Year End for Reporting	12/31/2023 (FYE 12/31/2023)	12/31/2024 (FYE 12/31/2024)
Inactive Plan Members or Beneficiaries Currently Receiving Benefits	107	110
Inactive Plan Members Entitled to But Not Yet Receiving Benefits	2	3
Active Plan Members	70	66
Total	179	179
Payroll of Active Plan Members	\$ 7,830,260	\$ 7,925,997
Average Future Working Career (In Years)		
Active Plan Members	13.74	13.41
Inactive Plan Members	0.00	0.00
Total	5.37	4.94

Member counts shown above are as of the Actuarial Valuation Date for the two most recent Fiscal Years. Payroll of Active Plan Members is the pensionable salary for active Plan Members as of the Actuarial Valuation – Data Date.

The average future working career is measured as of the Actuarial Valuation Date and is based on the demographic assumptions used in the preparation of this report.



FUNDING POLICY

Components of the Actuarially Determined Contributions

Formal Funding Policy

Informal Funding Policy

Funding Policy – Other Considerations





COMPONENTS OF THE ACTUARIALLY DETERMINED CONTRIBUTION

The Actuarially Determined Contribution (“ADC”) includes the determination of the Normal Cost Contribution for active Plan Members, as well as a provision for the payment towards Unfunded Liability.

The actuarial funding method used in the determination of the Normal Cost and the Actuarial Accrued Liability is the Entry Age Normal Cost Method (level percent of pay). The method allocates Normal Cost Contributions by Members over the working career of the Member as a level percent of pay.

Unfunded Liability is the excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. The Actuarially Determined Contribution includes a payment towards Unfunded Liability existing at the Actuarial Valuation Date. The payment towards Unfunded Liability is set up as a level percent of payroll payment that is expected to increase during the payment period. The current Employer Contributions are being compared to the Actuarially Determined Contribution as developed in the January 1, 2023 Actuarial Valuation. The equivalent single amortization period as of that valuation is 18 years.

The Actuarial Value of Assets smooths gains and losses on the Fair Value of Assets over a 5-year period.

Under no circumstances will the Actuarially Determined Contribution be less than the amount determined as the Statutory Minimum Contribution under Illinois State Statutes.

FORMAL FUNDING POLICY

There is no Formal Funding Policy that exists between the Pension Board and the Village at this time.

INFORMAL FUNDING POLICY

In determining the most appropriate Informal Funding Policy, GASB provides the following guidance in the Statement:

Application of professional judgment should consider the most recent five-year contribution history of the employers and nonemployer contributing entities as a key indicator of future contributions from those sources and should reflect all other known events and conditions... the amount of projected cash flows for contributions from employers and nonemployer contributing entities should be limited to an average of contributions from those sources over the most recent five-year period and may be modified based on consideration of subsequent events. For this purpose, the basis for the average (for example, percentage of covered payroll contributed or percentage of Actuarially Determined Contributions made) should be a matter of professional judgment.



In our review of the Informal Funding Policy, the following factors are considered and described herein:

1. Five-Year Contribution History of the Employer (with a focus on the average contributions from those sources)
2. Other Known Events and Conditions
3. Consideration of Subsequent Events

Five-Year Contribution History of the Employer

Employer Contributions (under the Informal Funding Policy) should be limited to the average over the most recent five years. In determining the basis for the average, we reviewed three possibilities: (a) the average dollar contribution; (b) the average percent of pensionable pay; and (c) the average percent of the Actuarially Determined Contribution. Please see the table below for a summary of these values:

Fiscal Year End	Employer Contributions	Most Applicable ADC	% of ADC	Covered- Employee Payroll	% of Payroll
12/31/2024	\$6,567,791	\$6,456,313	101.73%	\$7,925,997	82.86%
12/31/2023	\$5,805,374	\$5,973,017	97.19%	\$7,830,260	74.14%
12/31/2022	\$6,814,029	\$6,512,755	104.63%	\$7,316,788	93.13%
12/31/2021	\$6,181,452	\$6,138,212	100.70%	\$6,942,941	89.03%
12/31/2020	\$5,498,680	\$5,438,948	101.10%	\$7,969,704	68.99%

When compared to the other policies reviewed, history suggests that a contribution as a percent of the Actuarially Determined Contribution is the least volatile, and as a result, the most stable contribution method under an Informal Funding Policy.

Other Known Events and Conditions

GASB has a provision for consideration of any other known events or conditions in the most recent five-year history in applying judgement for the Informal Funding Policy. There are no events or conditions that have been considered in the development of the Informal Funding Policy.

Consideration of Subsequent Events

GASB has a provision for modification based on consideration of subsequent events in the development of the Informal Funding Policy. This report gives consideration to the fact that the Employer Contributions are greater than 100% of the Actuarially Determined Contribution on an Informal Funding Policy basis. We have projected the impact on the Unfunded Liability and limited payments towards the Unfunded Liability to \$0 when the Plan is projected to be 100% funded. The limitation on the number of years of



payment towards Unfunded Liability may cause the projected payments towards Unfunded Liability to cease prior to the time stated in the underlying Actuarially Determined Contribution determination. The limitation on the number of years of payments does not impact the determination of the Discount Rate.

Informal Funding Policy – Selected

The Informal Funding Policy that has been determined for future contributions is 101.07% of the Actuarially Determined Contribution. This represents the full future contributions expected to be made.

FUNDING POLICY – OTHER CONSIDERATIONS

Under GASB, the future contribution amount is not intended to include dollars contributed on behalf of future employees. Contributions are only intended to cover contributions towards the Normal Cost of current employees as of the Actuarial Valuation Date as well as payment of Unfunded Liability on behalf of the current employees. Contributions under the Funding Policy have been adjusted as necessary to exclude dollars that would be anticipated to be contributed on behalf of future employees hired after the Actuarial Valuation Date.

The contribution level may not pay off the Unfunded Liability during the active working career of current employees. In that case, contributions will persist beyond the working career of current employees. To the extent that a portion of the above total contribution is anticipated to pay contributions for the Normal Cost of future employees, the amount has been netted out. The remaining amount is anticipated to be paid towards the Unfunded Liability existing for current employees.

The Actuarially Determined Contribution is determined annually based on the parameters previously discussed. The funding methods and procedures are assumed to continue into the future. If applicable, the tax levy in the next December is assumed to be the Actuarially Determined Contribution. Funding is assumed to go into the Plan during the next full Fiscal Year.



SCHEDULES OF REQUIRED SUPPLEMENTARY INFORMATION

Schedule of Changes in the Net Pension Liability
Schedule of Total Pension Liability and Related Ratios
Schedule of Contributions
Notes to Schedule of Contributions



SCHEDULE OF CHANGES IN THE NET PENSION LIABILITY

	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015
Total Pension Liability										
Service Cost	\$ 1,953,386	\$ 1,919,956	\$ 1,835,813	\$ 1,126,928	\$ 1,870,689	\$ 1,643,293	\$ 1,594,354	\$ 1,493,540	\$ 1,121,758	\$ 1,947,100
Interest	8,951,065	8,652,182	8,407,293	8,217,292	8,435,153	7,902,671	7,654,678	8,169,622	7,980,556	6,637,129
Changes of Benefit Terms	-	-	(167,383)	-	-	742,390	-	-	-	-
Differences Between Expected and Actual Experience	2,865,264	2,037,169	1,316,083	(6,389,999)	2,651,168	(589,556)	1,111,279	(12,801,515)	(460,787)	3,629,940
Change in Assumptions	2,090,156	-	-	-	-	3,537,731	-	2,104,488	3,699,385	17,181,861
Benefit Payments and Refunds	(8,306,529)	(8,055,944)	(7,618,392)	(7,322,747)	(7,089,645)	(6,754,227)	(6,618,460)	(6,571,423)	(6,254,217)	(5,981,707)
Net Change in Total Pension Liability	\$ 7,553,342	\$ 4,553,363	\$ 3,773,414	\$ (4,368,526)	\$ 5,867,365	\$ 6,482,302	\$ 3,741,851	\$ (7,605,288)	\$ 6,086,695	\$ 23,414,323
Total Pension Liability - Beginning	136,761,632	132,208,269	128,434,855	132,803,381	126,936,016	120,453,714	116,711,863	124,317,151	118,230,456	94,816,133
Total Pension Liability - Ending (a)	\$ 144,314,974	\$ 136,761,632	\$ 132,208,269	\$ 128,434,855	\$ 132,803,381	\$ 126,936,016	\$ 120,453,714	\$ 116,711,863	\$ 124,317,151	\$ 118,230,456
Plan Fiduciary Net Position										
Contributions - Employer	\$ 6,567,791	\$ 5,805,374	\$ 6,814,029	\$ 6,181,452	\$ 5,498,680	\$ 5,411,662	\$ 5,545,605	\$ 5,876,126	\$ 3,779,495	\$ 3,473,103
Contributions - Members	771,144	699,828	693,921	657,818	640,143	629,598	593,207	566,454	563,721	547,100
Contributions - Other	-	-	369	-	(109)	750	54,719	49,566	-	-
Net Investment Income	6,941,924	8,232,538	(9,876,696)	7,087,235	6,092,340	8,676,027	(2,609,285)	6,285,034	3,495,154	268,782
Benefit Payments and Refunds	(8,306,529)	(8,055,944)	(7,618,392)	(7,322,747)	(7,089,645)	(6,754,227)	(6,618,460)	(6,571,423)	(6,254,217)	(5,981,707)
Administrative Expense	(115,894)	(78,396)	(72,253)	(64,884)	(62,203)	(60,185)	(95,280)	(73,492)	(51,062)	(76,329)
Prior Period Audit Adjustment	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Net Change in Plan Fiduciary Net Position	\$ 5,858,436	\$ 6,603,400	\$ (10,059,022)	\$ 6,538,874	\$ 5,079,206	\$ 7,903,625	\$ (3,129,494)	\$ 6,132,264	\$ 1,533,091	\$ (1,769,051)
Plan Fiduciary Net Position - Beginning	63,805,887	57,202,487	67,261,509	60,722,635	55,643,429	47,739,804	50,869,298	44,737,034	43,203,943	44,972,994
Plan Fiduciary Net Position - Ending (b)	\$ 69,664,323	\$ 63,805,887	\$ 57,202,487	\$ 67,261,509	\$ 60,722,635	\$ 55,643,429	\$ 47,739,804	\$ 50,869,298	\$ 44,737,034	\$ 43,203,943
Employer's Net Pension Liability - Ending (a) - (b)	\$ 74,650,651	\$ 72,955,745	\$ 75,005,782	\$ 61,173,346	\$ 72,080,746	\$ 71,292,587	\$ 72,713,910	\$ 65,842,565	\$ 79,580,117	\$ 75,026,513

The current year information was developed in the completion of this report.



SCHEDULE OF TOTAL PENSION LIABILITY AND RELATED RATIOS

	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015
Total Pension Liability - Ending (a)	<u>\$ 144,314,974</u>	<u>\$ 136,761,632</u>	<u>\$ 132,208,269</u>	<u>\$ 128,434,855</u>	<u>\$ 132,803,381</u>	<u>\$ 126,936,016</u>	<u>\$ 120,453,714</u>	<u>\$ 116,711,863</u>	<u>\$ 124,317,151</u>	<u>\$ 118,230,456</u>
Plan Fiduciary Net Position - Ending (b)	<u>\$ 69,664,323</u>	<u>\$ 63,805,887</u>	<u>\$ 57,202,487</u>	<u>\$ 67,261,509</u>	<u>\$ 60,722,635</u>	<u>\$ 55,643,429</u>	<u>\$ 47,739,804</u>	<u>\$ 50,869,298</u>	<u>\$ 44,737,034</u>	<u>\$ 43,203,943</u>
Employer's Net Pension Liability - Ending (a) - (b)	<u>\$ 74,650,651</u>	<u>\$ 72,955,745</u>	<u>\$ 75,005,782</u>	<u>\$ 61,173,346</u>	<u>\$ 72,080,746</u>	<u>\$ 71,292,587</u>	<u>\$ 72,713,910</u>	<u>\$ 65,842,565</u>	<u>\$ 79,580,117</u>	<u>\$ 75,026,513</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	48.27%	46.65%	43.27%	52.37%	45.72%	43.84%	39.63%	43.59%	35.99%	36.54%
Covered-Employee Payroll	\$ 7,925,997	\$ 7,830,260	\$ 7,316,788	\$ 6,942,941	\$ 7,969,704	\$ 6,663,218	\$ 6,277,324	\$ 6,187,490	\$ 5,963,846	\$ 5,784,710
Employer's Net Pension Liability as a Percentage of Covered-Employee Payroll	941.85%	931.72%	1,025.12%	881.09%	904.43%	1,069.94%	1,158.36%	1,064.12%	1,334.38%	1,296.98%

Covered-Employee Payroll shown above for the current year is based on the total pensionable payroll for the Plan Members during the Fiscal Year.



SCHEDULE OF CONTRIBUTIONS

	12/31/2024	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015
Actuarially Determined Contribution	\$ 6,456,313	\$ 5,973,017	\$ 6,512,755	\$ 6,138,212	\$ 5,438,948	\$ 5,158,133	\$ 5,277,679	\$ 4,101,488	\$ 3,574,416	\$ 3,318,566
Contributions in Relation to the Actuarially Determined Contribution	6,567,791	5,805,374	6,814,029	6,181,452	5,498,680	5,411,662	5,545,605	5,876,126	3,779,495	3,473,103
Contribution Deficiency/(Excess)	<u>\$ (111,478)</u>	<u>\$ 167,643</u>	<u>\$ (301,274)</u>	<u>\$ (43,240)</u>	<u>\$ (59,732)</u>	<u>\$ (253,529)</u>	<u>\$ (267,926)</u>	<u>\$ (1,774,638)</u>	<u>\$ (205,079)</u>	<u>\$ (154,537)</u>
Covered-Employee Payroll	\$ 7,925,997	\$ 7,830,260	\$ 7,316,788	\$ 6,942,941	\$ 7,969,704	\$ 6,663,218	\$ 6,277,324	\$ 6,187,490	\$ 5,963,846	\$ 5,784,710
Contributions as a Percentage of Covered-Employee Payroll	82.86%	74.14%	93.13%	89.03%	68.99%	81.22%	88.34%	94.97%	63.37%	60.04%

NOTES TO SCHEDULE OF CONTRIBUTIONS

The Actuarially Determined Contribution shown above for the current year is the Recommended Contribution from the January 1, 2023 Actuarial Valuation completed by Lauterbach & Amen, LLP for the December 2023 tax levy, if applicable. The methods and assumptions shown below are based on the same Actuarial Valuation. For more detail on the age-based and service-based rates disclosed below, please see the Actuarial Valuation.

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level % Pay (Closed)
Equivalent Single Amortization Period	100% Funded Over 18 Years
Asset Valuation Method	5-Year Smoothed Fair Value
Inflation (CPI-U)	2.25%
Total Payroll Increases	3.50%
Individual Pay Increases	3.50% - 12.67%
Expected Rate of Return on Investments	6.75%
Mortality Rates	Pub-2010 Adjusted for Plan Status, Demographics, and Illinois Public Pension Data, as Described
Retirement Rates	100% of L&A 2020 Illinois Firefighters Retirement Rates Capped at Age 62
Termination Rates	100% of L&A 2020 Illinois Firefighters Termination Rates
Disability Rates	100% of L&A 2020 Illinois Firefighters Disability Rates



GASB METHODS AND PROCEDURES

GASB Methods and Procedures



GASB METHODS AND PROCEDURES

	Statement 67 Pension Plan Financials	Statement 68 Employer Financials
Fiscal Year End for Reporting	December 31, 2024	December 31, 2024
Measurement Date	December 31, 2024	December 31, 2024
Actuarial Valuation Date	January 1, 2025	January 1, 2025
Actuarial Valuation - Data Date	December 31, 2024	December 31, 2024
Asset Valuation Method	Fair Value	Fair Value
Actuarial Cost Method	Entry Age Normal (Level %)	Entry Age Normal (Level %)

Methodology Used in the Determination of Deferred Outflows and Inflows of Resources

Amortization Method	Straight Line	Straight Line
Amortization Period		
Actuarial Experience	4.94 Years	4.94 Years
Change in Assumptions	4.94 Years	4.94 Years
Asset Experience	5.00 Years	5.00 Years



SUPPLEMENTARY TABLES

GASB Projections – Summary and Procedure

GASB Projections – Limitations

Projection of Contributions

Notes to Projection of Contributions

Projection of the Pension Plan's Fiduciary Net Position

Notes to Projection of the Pension Plan's Fiduciary Net Position

Actuarial Present Value of Projected Benefit Payments

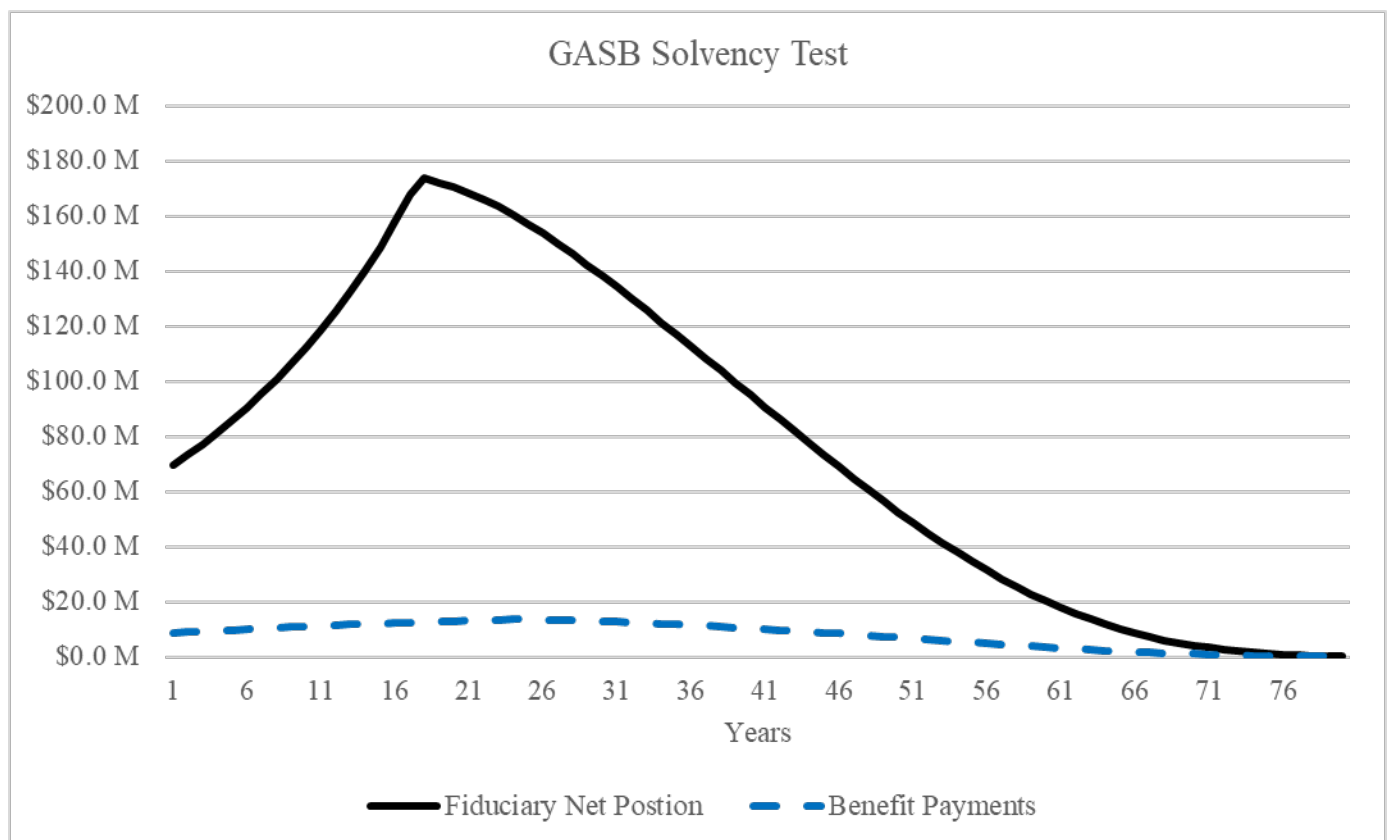
Notes to Actuarial Present Value of Projected Benefit Payments



GASB PROJECTIONS – SUMMARY AND PROCEDURE

GASB requires a solvency test to use in the determination of the Discount Rate each year. The Plan Fiduciary Net Position is projected forward. To the extent that the Plan Fiduciary Net Position is anticipated to be greater than \$0, Projected Benefit Payments are discounted based on the Expected Rate of Return on Plan Investments.

If the Plan Fiduciary Net Position is anticipated to reach \$0 prior to the payment of Projected Benefit Payments for employees who are in the Plan as of the Actuarial Valuation Date, then the remaining Projected Benefit Payments are discounted using the High-Quality Municipal Bond Rate, as described in the *Actuarial Assumptions Information* section of this report. The chart below is a high-level summary of the projections:



The Plan's Projected Fiduciary Net Position is anticipated to cover Projected Benefit Payments in full for the current employees.



GASB PROJECTIONS – LIMITATIONS

Projections of any type require assumptions about future events. The projections required for GASB reporting are deterministic in nature. That means that values are projected forward under one set of assumptions which can be thought of as the average result. Actual results could vary, and projections of one deterministic assumption set do not necessarily provide a framework for making risk management or Funding Policy decisions. Projections that deal with risk management are outside the scope of this report.

In addition, GASB requirements create results that are specific only to financial statement reporting, and should not be used or interpreted for other purposes. For example, GASB cash flow projections do not entail the total expected cash flows of the Plan, but rather a subset of cash flows specific to employees who are in the Plan as of the Actuarial Valuation Date. While the likely expectation may be that future employees are hired to replace the current employees, cash flows attributable to their benefits are not considered. Under GASB, when the Plan Fiduciary Net Position reaches \$0, that represents the Plan Fiduciary Net Position for the assets attributable to the current employees.

Also, GASB mandates certain assumptions that are made in the projection process. Most notably, Projected Contributions under an Informal Funding Policy. In proposing an Informal Funding Policy, GASB suggests a focus be placed on the average contributions over the past 5 years. Projected Contributions in this section may be based on the five-year average, unless a Formal Funding Policy is in place.

Contributions reflecting an Informal Funding Policy are applied under GASB, whether or not the projected results dictate a need for more or less contributions. This would not be the case with other uses for projections. Any events that are taken into account (past or future) in the Informal Funding Policy are discussed in the *Funding Policy* section of this report.

Projections further into the future are more sensitive to assumption changes. For projections that run out close to 80 years, a small change in an assumption may have a dramatic impact on the projections. If the solvency of the Plan as determined by GASB remains constant, then dramatic changes in the projection results may not necessarily lead to big changes in the determination of the Total Pension Liability.

We recommend the projections are not used for any other purposes, other than providing information for purposes of the financial statement report.

The following pages provide the detail behind the chart shown on the prior page.



PROJECTION OF CONTRIBUTIONS – YEARS 1 TO 30

Year	Projected Pensionable Payroll			Projected Contributions			
	Payroll for Current Employees (a)	Payroll for Future Employees (b)	Total Employee Payroll (c) = (a) + (b)	Contributions from Current Employees (d) - Notes	Employer Contributions for Current Employees (e) - Notes	Contributions Related to Payroll of Future Employees (f) - Notes	Total Contributions (g) = (d) + (e) + (f)
1	\$ 7,925,997	\$ -	\$ 7,925,997	\$ 771,144	\$ 6,886,529	\$ -	\$ 7,657,673
2	7,644,337	559,070	8,203,407	722,772	7,478,810	-	8,201,582
3	7,683,773	806,753	8,490,527	726,501	7,641,091	-	8,367,592
4	7,677,361	1,110,334	8,787,695	725,895	7,868,551	-	8,594,446
5	7,642,197	1,453,067	9,095,264	722,570	8,095,879	-	8,818,449
6	7,564,974	1,848,624	9,413,599	715,268	8,326,766	-	9,042,034
7	7,360,228	2,382,847	9,743,075	695,910	8,572,668	-	9,268,578
8	7,173,086	2,910,997	10,084,082	678,215	8,782,477	-	9,460,692
9	7,023,829	3,413,196	10,437,025	664,103	9,015,424	-	9,679,527
10	6,919,392	3,882,929	10,802,321	654,229	9,261,132	-	9,915,361
11	6,822,992	4,357,411	11,180,402	645,114	9,526,968	-	10,172,082
12	6,683,996	4,887,721	11,571,716	631,972	9,804,430	-	10,436,402
13	6,509,952	5,466,774	11,976,726	615,516	10,093,396	-	10,708,912
14	6,352,702	6,043,209	12,395,912	600,648	10,377,290	-	10,977,938
15	6,174,571	6,655,198	12,829,769	583,806	10,681,669	-	11,265,475
16	5,905,571	7,373,239	13,278,810	558,372	11,001,524	-	11,559,896
17	5,527,367	8,216,202	13,743,569	522,613	6,969,451	-	7,492,064
18	5,179,522	9,045,072	14,224,594	-	-	-	-
19	4,807,096	9,915,358	14,722,455	-	-	-	-
20	4,521,439	10,716,302	15,237,740	-	-	-	-
21	4,073,383	11,697,679	15,771,061	-	-	-	-
22	3,613,140	12,709,909	16,323,049	-	-	-	-
23	3,229,961	13,664,394	16,894,355	-	-	-	-
24	2,764,217	14,721,440	17,485,658	-	-	-	-
25	2,235,810	15,861,845	18,097,656	-	-	-	-
26	1,883,563	16,847,511	18,731,074	-	-	-	-
27	1,702,614	17,684,047	19,386,661	-	-	-	-
28	1,430,278	18,634,917	20,065,194	-	-	-	-
29	1,247,628	19,519,849	20,767,476	-	-	-	-
30	1,079,418	20,414,920	21,494,338	-	-	-	-

Column d – Contributions from current employees to the Plan (employees in the Plan as of the Actuarial Valuation Date).

Column e – Employer Contributions to the Plan excluding contributions for employees hired after the Actuarial Valuation Date.

Column f – Contributions from future employees to the extent that contributions are assumed to be greater than their Normal Cost.



PROJECTION OF CONTRIBUTIONS – YEARS 31 TO 60

Year	Projected Pensionable Payroll			Projected Contributions			
	Payroll for Current Employees (a)	Payroll for Future Employees (b)	Total Employee Payroll (c) = (a) + (b)	Contributions from Current Employees (d) - Notes	Employer Contributions for Current Employees (e) - Notes	Contributions Related to Payroll of Future Employees (f) - Notes	Total Contributions (g) = (d) + (e) + (f)
31	\$ 766,421	\$ 21,480,218	\$ 22,246,640	\$ -	\$ -	\$ -	\$ -
32	543,823	22,481,449	23,025,272	-	-	-	-
33	479,354	23,351,803	23,831,157	-	-	-	-
34	345,430	24,319,817	24,665,247	-	-	-	-
35	231,952	25,296,578	25,528,531	-	-	-	-
36	180,574	26,241,456	26,422,029	-	-	-	-
37	128,308	27,218,492	27,346,800	-	-	-	-
38	51,646	28,252,292	28,303,938	-	-	-	-
39	39,019	29,255,557	29,294,576	-	-	-	-
40	29,494	30,290,392	30,319,886	-	-	-	-
41	-	31,381,082	31,381,082	-	-	-	-
42	-	32,479,420	32,479,420	-	-	-	-
43	-	33,616,200	33,616,200	-	-	-	-
44	-	34,792,767	34,792,767	-	-	-	-
45	-	36,010,514	36,010,514	-	-	-	-
46	-	37,270,882	37,270,882	-	-	-	-
47	-	38,575,363	38,575,363	-	-	-	-
48	-	39,925,500	39,925,500	-	-	-	-
49	-	41,322,893	41,322,893	-	-	-	-
50	-	42,769,194	42,769,194	-	-	-	-
51	-	44,266,116	44,266,116	-	-	-	-
52	-	45,815,430	45,815,430	-	-	-	-
53	-	47,418,970	47,418,970	-	-	-	-
54	-	49,078,634	49,078,634	-	-	-	-
55	-	50,796,386	50,796,386	-	-	-	-
56	-	52,574,259	52,574,259	-	-	-	-
57	-	54,414,359	54,414,359	-	-	-	-
58	-	56,318,861	56,318,861	-	-	-	-
59	-	58,290,021	58,290,021	-	-	-	-
60	-	60,330,172	60,330,172	-	-	-	-

Column d – Contributions from current employees to the Plan (employees in the Plan as of the Actuarial Valuation Date).

Column e – Employer Contributions to the Plan excluding contributions for employees hired after the Actuarial Valuation Date.

Column f – Contributions from future employees to the extent that contributions are assumed to be greater than their Normal Cost.



PROJECTION OF CONTRIBUTIONS – YEARS 61 TO 80

	Projected Pensionable Payroll			Projected Contributions				
	Payroll for Current Employees (a)	Payroll for Future Employees (b)	Total Employee Payroll (c) = (a) + (b)	Contributions from Current Employees (d) - Notes	Employer Contributions for Current Employees (e) - Notes	Contributions Related to Payroll of Future Employees (f) - Notes	Total Contributions (g) = (d) + (e) + (f)	
Year								
61	\$ -	\$ 62,441,728	\$ 62,441,728	\$ -	\$ -	\$ -	\$ -	
62	-	64,627,188	64,627,188	-	-	-	-	
63	-	66,889,140	66,889,140	-	-	-	-	
64	-	69,230,260	69,230,260	-	-	-	-	
65	-	71,653,319	71,653,319	-	-	-	-	
66	-	74,161,185	74,161,185	-	-	-	-	
67	-	76,756,827	76,756,827	-	-	-	-	
68	-	79,443,316	79,443,316	-	-	-	-	
69	-	82,223,832	82,223,832	-	-	-	-	
70	-	85,101,666	85,101,666	-	-	-	-	
71	-	88,080,224	88,080,224	-	-	-	-	
72	-	91,163,032	91,163,032	-	-	-	-	
73	-	94,353,738	94,353,738	-	-	-	-	
74	-	97,656,119	97,656,119	-	-	-	-	
75	-	101,074,083	101,074,083	-	-	-	-	
76	-	104,611,676	104,611,676	-	-	-	-	
77	-	108,273,085	108,273,085	-	-	-	-	
78	-	112,062,643	112,062,643	-	-	-	-	
79	-	115,984,835	115,984,835	-	-	-	-	
80	-	120,044,304	120,044,304	-	-	-	-	

NOTES TO PROJECTION OF CONTRIBUTIONS

Total Employee Payroll is projected to increase annually at the Projected Total Payroll Increases rate shown in the *Actuarial Assumptions Information* section of this report. Payroll for current employees (employees in the Plan as of the Actuarial Valuation Date) are projected on an employee-by-employee basis, using the Projected Individual Pay Increases and probability of remaining an employee in the future.

Employer Contributions are related to current employees in the Plan as of the Actuarial Valuation Date. To the extent that Projected Contributions under the Funding Policy are made to cover the Normal Cost of benefit payments for future employees, those contributions are excluded for purposes of these projections and this report.

Contributions are based on the Funding Policy as described in the *Funding Policy* section of this report. The contributions do not factor in changes in the Funding Policy based on an assumed Employer decision; if, the projections were to play out in this fashion. The only future events that are considered were outlined in the *Funding Policy* section of this report. Contributions from future employees have not been included. It is assumed that contributions made by future employees will not exceed the Normal Cost of their participation in the Plan. In addition, Employer Contributions on behalf of future employees have not been included per the GASB parameters.



PROJECTION OF THE PENSION PLAN'S FIDUCIARY NET POSITION – YEARS 1 TO 30

Year	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expense (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (f) = (a)+(b)-(c)-(d)+(e)
1	\$ 69,664,323	\$ 7,657,673	\$ 8,730,086	\$ 78,726	\$ 4,624,640	\$ 73,137,824
2	73,137,824	8,201,582	8,926,491	79,685	4,909,648	77,242,879
3	77,242,879	8,367,592	9,284,512	80,644	5,180,227	81,425,542
4	81,425,542	8,594,446	9,518,883	81,600	5,462,270	85,881,775
5	85,881,775	8,818,449	9,757,358	82,554	5,762,545	90,622,858
6	90,622,858	9,042,034	10,080,616	83,504	6,079,172	95,579,944
7	95,579,944	9,268,578	10,365,926	84,451	6,411,761	100,809,906
8	100,809,906	9,460,692	10,638,764	85,392	6,762,027	106,308,469
9	106,308,469	9,679,527	10,860,397	86,328	7,133,054	112,174,324
10	112,174,324	9,915,361	11,060,666	87,257	7,530,168	118,471,930
11	118,471,930	10,172,082	11,278,302	88,179	7,956,544	125,234,076
12	125,234,076	10,436,402	11,536,840	89,092	8,413,153	132,457,699
13	132,457,699	10,708,912	11,722,180	89,996	8,903,660	140,258,095
14	140,258,095	10,977,938	11,884,405	90,889	9,433,761	148,694,499
15	148,694,499	11,265,475	12,082,117	91,771	10,006,220	157,792,305
16	157,792,305	11,559,896	12,310,704	92,640	10,622,514	167,571,372
17	167,571,372	7,492,064	12,514,005	93,495	11,138,422	173,594,357
18	173,594,357	-	12,693,590	94,335	11,286,027	172,092,459
19	172,092,459	-	12,801,462	95,159	11,180,980	170,376,818
20	170,376,818	-	12,991,443	95,965	11,058,735	168,348,146
21	168,348,146	-	13,172,803	96,751	10,915,652	165,994,244
22	165,994,244	-	13,276,289	97,517	10,753,245	163,373,683
23	163,373,683	-	13,408,137	98,261	10,571,883	160,439,167
24	160,439,167	-	13,542,281	98,981	10,369,251	157,167,156
25	157,167,156	-	13,570,023	99,676	10,147,431	153,644,888
26	153,644,888	-	13,443,519	100,343	9,913,925	150,014,951
27	150,014,951	-	13,354,954	100,982	9,671,871	146,230,886
28	146,230,886	-	13,200,795	101,589	9,421,629	142,350,131
29	142,350,131	-	13,047,764	102,164	9,164,824	138,365,027
30	138,365,027	-	12,944,194	102,705	8,899,306	134,217,434

Column b – Contributions on behalf of current employees in the Plan as of the Actuarial Valuation Date.

Column d – Based on the average Administrative Expense in recent years, and projected to increase in the future.

Column e – Based on the Expected Rate of Return on Plan Investments, and does not factor in allocation changes.



PROJECTION OF THE PENSION PLAN'S FIDUCIARY NET POSITION – YEARS 31 TO 60

Year	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expense (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (f) = (a)+(b)-(c)-(d)+(e)
31	\$ 134,217,434	\$ -	\$ 12,768,246	\$ 103,208	\$ 8,625,265	\$ 129,971,246
32	129,971,246	-	12,487,196	103,673	8,348,117	125,728,494
33	125,728,494	-	12,249,350	104,096	8,069,745	121,444,793
34	121,444,793	-	12,009,223	104,475	7,788,686	117,119,781
35	117,119,781	-	11,756,854	104,809	7,505,254	112,763,373
36	112,763,373	-	11,480,624	105,094	7,220,510	108,398,165
37	108,398,165	-	11,226,326	105,327	6,934,433	104,000,945
38	104,000,945	-	10,956,667	105,507	6,646,715	99,585,487
39	99,585,487	-	10,665,406	105,629	6,358,498	95,172,950
40	95,172,950	-	10,388,326	105,692	6,070,001	90,748,933
41	90,748,933	-	10,088,945	105,692	5,781,484	86,335,780
42	86,335,780	-	9,785,480	105,626	5,493,840	81,938,514
43	81,938,514	-	9,475,550	105,491	5,207,490	77,564,962
44	77,564,962	-	9,157,494	105,282	4,923,016	73,225,202
45	73,225,202	-	8,830,203	104,998	4,641,138	68,931,140
46	68,931,140	-	8,493,023	104,633	4,362,681	64,696,165
47	64,696,165	-	8,146,164	104,185	4,088,542	60,534,358
48	60,534,358	-	7,790,575	103,649	3,819,639	56,459,773
49	56,459,773	-	7,427,790	103,021	3,556,870	52,485,833
50	52,485,833	-	7,059,921	102,296	3,301,069	48,624,685
51	48,624,685	-	6,689,399	101,471	3,052,974	44,886,789
52	44,886,789	-	6,318,633	100,541	2,813,211	41,280,826
53	41,280,826	-	5,949,932	99,501	2,582,287	37,813,681
54	37,813,681	-	5,585,242	98,346	2,360,602	34,490,695
55	34,490,695	-	5,225,666	97,071	2,148,480	31,316,437
56	31,316,437	-	4,871,853	95,671	1,946,206	28,295,119
57	28,295,119	-	4,524,280	94,140	1,754,049	25,430,747
58	25,430,747	-	4,183,033	92,473	1,572,277	22,727,518
59	22,727,518	-	3,848,335	90,664	1,401,166	20,189,685
60	20,189,685	-	3,520,872	88,707	1,240,980	17,821,086

Column b – Contributions on behalf of current employees in the Plan as of the Actuarial Valuation Date.

Column d – Based on the average Administrative Expense in recent years, and projected to increase in the future.

Column e – Based on the Expected Rate of Return on Plan Investments, and does not factor in allocation changes.



PROJECTION OF THE PENSION PLAN'S FIDUCIARY NET POSITION – YEARS 61 TO 80

Year	Projected Beginning Fiduciary Net Position (a)	Projected Total Contributions (b)	Projected Benefit Payments (c)	Projected Administrative Expense (d)	Projected Investment Earnings (e)	Projected Ending Fiduciary Net Position (f) = (a)+(b)-(c)-(d)+(e)
61	\$ 17,821,086	\$ -	\$ 3,201,516	\$ 86,594	\$ 1,091,950	\$ 15,624,926
62	15,624,926	-	2,891,741	84,321	954,240	13,603,103
63	13,603,103	-	2,593,442	81,880	827,917	11,755,698
64	11,755,698	-	2,308,457	79,265	712,924	10,080,901
65	10,080,901	-	2,038,778	76,467	609,071	8,574,727
66	8,574,727	-	1,786,323	73,480	516,026	7,230,950
67	7,230,950	-	1,552,234	70,296	433,329	6,041,748
68	6,041,748	-	1,337,257	66,907	360,428	4,998,012
69	4,998,012	-	1,141,940	63,304	296,689	4,089,458
70	4,089,458	-	966,103	59,480	241,425	3,305,300
71	3,305,300	-	809,254	55,424	193,925	2,634,547
72	2,634,547	-	670,856	51,129	153,465	2,066,027
73	2,066,027	-	549,878	46,584	119,326	1,588,891
74	1,588,891	-	445,264	41,780	90,812	1,192,659
75	1,192,659	-	356,012	36,707	67,250	867,191
76	867,191	-	280,768	31,354	48,001	603,070
77	603,070	-	218,174	25,710	32,476	391,662
78	391,662	-	166,900	19,765	20,137	225,135
79	225,135	-	125,548	13,506	10,504	96,585
80	96,585	-	92,755	6,922	3,155	63

NOTES TO PROJECTION OF THE PENSION PLAN'S FIDUCIARY NET POSITION

Projected Total Contributions are Employee and Employer Contributions projected to be made under the Funding Policy on behalf of current employees in the Plan as of the Actuarial Valuation Date. The amounts shown are detailed earlier in this section.

Projected Benefit Payments shown represents current employees as of the Actuarial Valuation Date. The Plan will pay benefits in the future on behalf of employees hired after the Actuarial Valuation Date, but those benefit payments are not projected for this purpose.

Projected Investment Earnings are based on the Expected Rate of Return on Plan Investments. Administrative Expense are typically not charged on a per employee basis. Administrative Expenses shown are not projected to distinguish between current and future employees.

The Projected Fiduciary Net Position represents assets held or projected to be held on behalf of current employees in the Plan as of the Actuarial Valuation Date. The Plan will hold assets in the future on behalf of employees hired after the Actuarial Valuation Date, but those assets are not projected for this purpose.



ACTUARIAL PRESENT VALUE OF PROJECTED BENEFIT PAYMENTS – YEARS 1 TO 30

Year	Projected Beginning Fiduciary Net Position	Projected Benefit Payments	Projected Benefit Payments		Actuarial Present Values of Projected Benefit Payments		
			"Funded" Portion of Benefit Payments	"Unfunded" Portion of Benefit Payments	Present Value of "Funded" Benefit Payments (6.75%)	Present Value of "Unfunded" Benefit Payments (4.08%)	Present Value of Benefit Payments Using the Single Discount Rate (6.75%)
1	\$ 69,664,323	\$ 8,730,086	\$ 8,730,086	\$ -	\$ 8,449,569	\$ -	\$ 8,449,569
2	73,137,824	8,926,491	8,926,491	-	8,093,361	-	8,093,361
3	77,242,879	9,284,512	9,284,512	-	7,885,684	-	7,885,684
4	81,425,542	9,518,883	9,518,883	-	7,573,531	-	7,573,531
5	85,881,775	9,757,358	9,757,358	-	7,272,383	-	7,272,383
6	90,622,858	10,080,616	10,080,616	-	7,038,234	-	7,038,234
7	95,579,944	10,365,926	10,365,926	-	6,779,800	-	6,779,800
8	100,809,906	10,638,764	10,638,764	-	6,518,266	-	6,518,266
9	106,308,469	10,860,397	10,860,397	-	6,233,310	-	6,233,310
10	112,174,324	11,060,666	11,060,666	-	5,946,842	-	5,946,842
11	118,471,930	11,278,302	11,278,302	-	5,680,426	-	5,680,426
12	125,234,076	11,536,840	11,536,840	-	5,443,224	-	5,443,224
13	132,457,699	11,722,180	11,722,180	-	5,180,955	-	5,180,955
14	140,258,095	11,884,405	11,884,405	-	4,920,520	-	4,920,520
15	148,694,499	12,082,117	12,082,117	-	4,686,069	-	4,686,069
16	157,792,305	12,310,704	12,310,704	-	4,472,812	-	4,472,812
17	167,571,372	12,514,005	12,514,005	-	4,259,182	-	4,259,182
18	173,594,357	12,693,590	12,693,590	-	4,047,124	-	4,047,124
19	172,092,459	12,801,462	12,801,462	-	3,823,435	-	3,823,435
20	170,376,818	12,991,443	12,991,443	-	3,634,826	-	3,634,826
21	168,348,146	13,172,803	13,172,803	-	3,452,523	-	3,452,523
22	165,994,244	13,276,289	13,276,289	-	3,259,622	-	3,259,622
23	163,373,683	13,408,137	13,408,137	-	3,083,834	-	3,083,834
24	160,439,167	13,542,281	13,542,281	-	2,917,740	-	2,917,740
25	157,167,156	13,570,023	13,570,023	-	2,738,845	-	2,738,845
26	153,644,888	13,443,519	13,443,519	-	2,541,745	-	2,541,745
27	150,014,951	13,354,954	13,354,954	-	2,365,339	-	2,365,339
28	146,230,886	13,200,795	13,200,795	-	2,190,198	-	2,190,198
29	142,350,131	13,047,764	13,047,764	-	2,027,923	-	2,027,923
30	138,365,027	12,944,194	12,944,194	-	1,884,614	-	1,884,614

The Projected Fiduciary Net Position and Benefit Payments are based on current employees in the Plan as of the Actuarial Valuation Date. The development of the Projected Fiduciary Net Position is shown in more detail earlier in this section.



ACTUARIAL PRESENT VALUE OF PROJECTED BENEFIT PAYMENTS – YEARS 31 TO 60

Year	Projected Beginning Fiduciary Net Position	Projected Benefit Payments	Projected Benefit Payments		Actuarial Present Values of Projected Benefit Payments		
			"Funded" Portion of Benefit Payments	"Unfunded" Portion of Benefit Payments	Present Value of "Funded" Benefit Payments (6.75%)	Present Value of "Unfunded" Benefit Payments (4.08%)	Present Value of Benefit Payments Using the Single Discount Rate (6.75%)
31	\$ 134,217,434	\$ 12,768,246	\$ 12,768,246	\$ -	\$ 1,741,449	\$ -	\$ 1,741,449
32	129,971,246	12,487,196	12,487,196	-	1,595,426	-	1,595,426
33	125,728,494	12,249,350	12,249,350	-	1,466,077	-	1,466,077
34	121,444,793	12,009,223	12,009,223	-	1,346,452	-	1,346,452
35	117,119,781	11,756,854	11,756,854	-	1,234,807	-	1,234,807
36	112,763,373	11,480,624	11,480,624	-	1,129,550	-	1,129,550
37	108,398,165	11,226,326	11,226,326	-	1,034,689	-	1,034,689
38	104,000,945	10,956,667	10,956,667	-	945,982	-	945,982
39	99,585,487	10,665,406	10,665,406	-	862,609	-	862,609
40	95,172,950	10,388,326	10,388,326	-	787,071	-	787,071
41	90,748,933	10,088,945	10,088,945	-	716,055	-	716,055
42	86,335,780	9,785,480	9,785,480	-	650,601	-	650,601
43	81,938,514	9,475,550	9,475,550	-	590,159	-	590,159
44	77,564,962	9,157,494	9,157,494	-	534,286	-	534,286
45	73,225,202	8,830,203	8,830,203	-	482,614	-	482,614
46	68,931,140	8,493,023	8,493,023	-	434,834	-	434,834
47	64,696,165	8,146,164	8,146,164	-	390,703	-	390,703
48	60,534,358	7,790,575	7,790,575	-	350,022	-	350,022
49	56,459,773	7,427,790	7,427,790	-	312,620	-	312,620
50	52,485,833	7,059,921	7,059,921	-	278,349	-	278,349
51	48,624,685	6,689,399	6,689,399	-	247,064	-	247,064
52	44,886,789	6,318,633	6,318,633	-	218,614	-	218,614
53	41,280,826	5,949,932	5,949,932	-	192,840	-	192,840
54	37,813,681	5,585,242	5,585,242	-	169,574	-	169,574
55	34,490,695	5,225,666	5,225,666	-	148,625	-	148,625
56	31,316,437	4,871,853	4,871,853	-	129,801	-	129,801
57	28,295,119	4,524,280	4,524,280	-	112,918	-	112,918
58	25,430,747	4,183,033	4,183,033	-	97,800	-	97,800
59	22,727,518	3,848,335	3,848,335	-	84,285	-	84,285
60	20,189,685	3,520,872	3,520,872	-	72,237	-	72,237

The Projected Fiduciary Net Position and Benefit Payments are based on current employees in the Plan as of the Actuarial Valuation Date. The development of the Projected Fiduciary Net Position is shown in more detail earlier in this section.



ACTUARIAL PRESENT VALUE OF PROJECTED BENEFIT PAYMENTS – YEARS 61 TO 80

Year	Projected Beginning Fiduciary Net Position	Projected Benefit Payments	Projected Benefit Payments		Actuarial Present Values of Projected Benefit Payments		
			"Funded" Portion of Benefit Payments	"Unfunded" Portion of Benefit Payments	Present Value of "Funded" Benefit Payments (6.75%)	Present Value of "Unfunded" Benefit Payments (4.08%)	Present Value of Benefit Payments Using the Single Discount Rate (6.75%)
61	\$ 17,821,086	\$ 3,201,516	\$ 3,201,516	\$ -	\$ 61,532	\$ -	\$ 61,532
62	15,624,926	2,891,741	2,891,741	-	52,064	-	52,064
63	13,603,103	2,593,442	2,593,442	-	43,741	-	43,741
64	11,755,698	2,308,457	2,308,457	-	36,472	-	36,472
65	10,080,901	2,038,778	2,038,778	-	30,175	-	30,175
66	8,574,727	1,786,323	1,786,323	-	24,766	-	24,766
67	7,230,950	1,552,234	1,552,234	-	20,160	-	20,160
68	6,041,748	1,337,257	1,337,257	-	16,270	-	16,270
69	4,998,012	1,141,940	1,141,940	-	13,015	-	13,015
70	4,089,458	966,103	966,103	-	10,315	-	10,315
71	3,305,300	809,254	809,254	-	8,094	-	8,094
72	2,634,547	670,856	670,856	-	6,285	-	6,285
73	2,066,027	549,878	549,878	-	4,826	-	4,826
74	1,588,891	445,264	445,264	-	3,661	-	3,661
75	1,192,659	356,012	356,012	-	2,742	-	2,742
76	867,191	280,768	280,768	-	2,026	-	2,026
77	603,070	218,174	218,174	-	1,475	-	1,475
78	391,662	166,900	166,900	-	1,057	-	1,057
79	225,135	125,548	125,548	-	745	-	745
80	96,585	92,755	92,755	-	515	-	515

NOTES TO THE ACTUARIAL PRESENT VALUE OF PROJECTED BENEFIT PAYMENTS

The Projected Fiduciary Net Position and Benefit Payments are based on current employees in the Plan as of the Actuarial Valuation Date. The development of the Projected Fiduciary Net Position is shown in more detail earlier in this section.

The Funded and Unfunded Portion of Benefit Payments are split based on the time that the Projected Fiduciary Net Position is to reach \$0 (based on assets for current employees).

The Present Value ("PV") of the Funded and Unfunded Portion of Benefit Payments are determined separately. The PV of the Funded Portion of Benefit Payments uses the Expected Rate of Return on Plan Investments. The PV of the Unfunded Portion of Benefit Payments are determined using the High-Quality Municipal Bond Rate as of the Measurement Date, as described in the *Actuarial Assumptions Information* section of this report.

The Discount Rate used for GASB purposes is the rate such that when applied to the Total Projected Benefit Payments results in a Present Value that equals the sum of the Present Value of the Funded and Unfunded Portion of Benefit Payments. The Discount Rate is rounded to four decimal places; therefore, the resulting Present Value comparisons may show a slight difference due to rounding.



SUMMARY OF PRINCIPAL PLAN PROVISIONS

Establishment of the Fund
Administration
Member Contributions
Regular Retirement Pension Benefit
Early Retirement Pension Benefit
Surviving Spouse Benefit
Termination Benefit – Vested
Disability Benefit



ESTABLISHMENT OF THE FUND

The Firefighters' Pension Fund is established and administered as prescribed by "Article 4 – Firefighters' Pension Fund – Municipalities 500,000 and Under" of the Illinois Pension Code.

ADMINISTRATION

The Firefighters' Pension Fund is administered by a Board of Trustees whose duties are to manage the Pension Fund, determine applications for pensions, authorize payment of pensions, establish rules, pay expenses, and keep records.

MEMBER CONTRIBUTIONS

Members contribute 9.455% of their pensionable salary.

REGULAR RETIREMENT PENSION BENEFIT

Tier I

Eligibility: Age 50 with at least 20 years of creditable service.

Benefit: 50% of final salary for the first 20 years of service, plus an additional 2.5% of final salary for each year of service beyond 20 years of service, pro-rated monthly, and not to exceed 75% of final salary. "Final salary" is based on the firefighter's pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 1/12 of 3% of the original monthly benefit for each full month that has passed since the pension began. The initial increase date will be the later of the first day of the month after the pensioner turns age 55 or the first day of the month after the benefit date anniversary. Subsequent increases of 3% of the current monthly benefit will be granted every January 1st thereafter.



REGULAR RETIREMENT PENSION BENEFIT - CONTINUED

Tier II

Eligibility: Age 55 with at least 10 years of creditable service.

Benefit: 2.5% of final average salary for each year of service, and not to exceed 75% of final average salary. "Final average salary" is determined by dividing the total pensionable salary during 48 consecutive months of service within the last 60 months of service in which total pensionable salary was the highest, by the number of months of service in that period (or by dividing the total pensionable salary during 96 consecutive months of service within the last 120 months of service in which total pensionable salary was the highest, by the number of months of service in that period, if greater). Annual salary for this purpose will not exceed the salary cap, indexed by the lesser of 3% or the CPI-U for the 12 months ending with the September preceding each November 1st. The salary cap will not decrease.

Annual Increase in Benefit: The initial increase date will be the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.

EARLY RETIREMENT PENSION BENEFIT

Tier I

None.

Tier II

Eligibility: Age 50 with at least 10 years of creditable service.

Benefit: The regular retirement pension benefit reduced by ½ of 1% for each month that the firefighters' age is between 50 and 55.

Annual Increase in Benefit: The initial increase date will be the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.



SURVIVING SPOUSE BENEFIT

Tier I

Eligibility: Married to an active firefighter, a disabled pensioner at the time of death, or a retired pensioner (at least 12 months prior to the time of death if married post-retirement).

Active Line of Duty Death Benefit: An eligible surviving spouse is entitled to receive 100% of the firefighter's final pensionable salary attached to rank held on the last day of service.

Non-Duty Death Benefit:

Disabled or Retired Pensioner: An eligible surviving spouse is entitled to receive the greater of the pensioner's benefit at the time of death or 54% of the pensioner's final pensionable salary attached to rank held on the last day of service.

Active Member: An eligible surviving spouse is entitled to receive the greater of the firefighter's eligible benefit at the time of death or 54% of the firefighter's final pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: None.

Tier II

Eligibility: Married to an active firefighter, a disabled pensioner at the time of death, or a retired pensioner (at least 12 months prior to the time of death if married post-retirement).

Active Line of Duty Death Benefit: An eligible surviving spouse is entitled to receive 100% of the firefighter's final pensionable salary attached to rank held on the last day of service.

Non-Duty Death Benefit:

Disabled or Retired Pensioner and Active Member: An eligible surviving spouse is entitled to receive the greater of 66⅔% of the firefighter's earned pension benefit at the time of death or 54% of the firefighter's monthly salary at the time of death.

Annual Increase in Benefit: The initial increase date will be the January 1st after the surviving spouse turns age 60. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.



TERMINATION BENEFIT – VESTED

Tier I

Eligibility: Age 60 with at least 10 but less than 20 years of creditable service.

Benefit: An accrual factor times final salary for each year of service. “Accrual factor” is a factor of 1.5% at 10 years of service, increasing ratably up to 2.4% at 19 years of service. “Final salary” is based on the firefighter’s pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 1/12 of 3% of the original monthly benefit for each full month that has passed since the pension began. The initial increase date will be the first day of the month after the benefit date anniversary. Subsequent increases of 3% of the current monthly benefit will be granted every January 1st thereafter.

Tier II

None.



DISABILITY BENEFIT

Tier I

Eligibility: Duty Disability, Non-Duty Disability with at least 7 years of creditable service, or Occupational Disease Disability with at least 5 years of creditable service.

Benefit: For a duty disability or an occupational disease disability with at least 5 years of creditable service, a firefighter is entitled to receive the greater of 65% of final salary or the regular retirement pension benefit at the time of disability. For a non-duty disability with at least 7 years of creditable service, a firefighter is entitled to receive 50% of their final salary. “Final salary” is based on the firefighter’s pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: A firefighter is entitled to receive an initial increase equal to 3% of the original monthly benefit for each full year that has passed since the pension began. The initial increase date will be the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases of 3% of the original monthly benefit will be granted every January 1st thereafter.

Tier II

Eligibility: Duty Disability, Non-Duty Disability with at least 7 years of creditable service, or Occupational Disease Disability with at least 5 years of creditable service.

Benefit: For a duty disability or an occupational disease disability with at least 5 years of creditable service, a firefighter is entitled to receive the greater of 65% of final salary or the regular retirement pension benefit at the time of disability. For a non-duty disability, a firefighter is entitled to receive 50% of their final salary. “Final salary” is based on the firefighter’s pensionable salary attached to rank held on the last day of service.

Annual Increase in Benefit: The initial increase date will be the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary. Subsequent increases will be granted every January 1st thereafter. The initial increase and subsequent increases will be the lesser of 3% of the original benefit or ½ of the CPI-U for the 12 months ending with the September preceding each November 1st.