



OAK LAWN POLICE PENSION FUND

Actuarial Valuation

As of January 1, 2026
Statutory Minimum Required Contribution

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

July 14, 2026

Oak Lawn Police Pension Fund

Re: Actuarial Valuation Report for Statutory Minimum Required Contribution

Dear Board,

This report details the annual actuarial valuation of the Oak Lawn Police Pension Fund as of January 1, 2026.

The valuation was performed to measure the plan's liability and funding levels and to determine the actuarially appropriate funding requirements for the fiscal year beginning January 1, 2026. This report was prepared for use by the Board. Use of the results for other purposes may not be applicable and could produce significantly different results.

DATA AND ASSUMPTIONS

In preparing this report, we have relied on personnel information supplied by the local Board. Asset information and financial reports were prepared by the auditors of the Police Officers' Pension Investment Fund. Plan design information is as defined in Article 3 of the Illinois Pension Code. In our opinion, the assumptions used in the valuation, as adopted by the Police Officers' Pension Investment Fund, represent reasonable expectations of anticipated fund experience. Other sets of assumptions and methods could also be reasonable and could produce materially different results. While we cannot verify the accuracy of all this information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy of the information and believe that it has produced appropriate results. This information, along with any adjustments or modifications, is summarized in various sections of this report.

DISCLOSURES AND LIMITATIONS

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

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

In performing the analysis, we used third-party software to model (calculate) the underlying liabilities and costs. These results are reviewed in the aggregate and for individual sample lives. The output from the software is either used directly or input into internally developed models to generate the costs. All internally developed models are reviewed as part of the process. As a result of this review, we believe that the models have produced reasonable results. We do not believe there are any material inconsistencies among assumptions or unreasonable output produced due to the aggregation of assumptions.

ACTUARIAL CERTIFICATION

The valuation has been conducted in accordance with all applicable laws and regulations, as well as generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice (ASOPs) as issued by the Actuarial Standards Board; specifically No. 6 for Measuring Retiree Group Benefit Obligations/No. 4 for Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, No. 23 for Data Quality, No. 27 Selection of Assumptions for Measuring Pension Obligations, No. 44, Selection and Use of Asset Valuation Methods for Pension Valuations, and No. 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations.

The Minimum Required Contribution set forth in this report has been prescribed by the Illinois Pension Code and does not necessarily represent the approach recommended by either the actuary (for a reasonable actuarially determined contribution under Actuarial Standard of Practice No. 4) or the Police Officers' Pension Investment Fund.

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

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

Respectfully submitted,
Foster & Foster, Inc.



Jason L. Franken, FSA, EA, MAAA



Paul M. Baugher, FSA, EA, MAAA

TABLE OF CONTENTS

SUMMARY.....	5
CHANGES SINCE PRIOR VALUATION	6
PRINCIPAL VALUATION RESULTS.....	7
PROJECTION OF BENEFIT PAYMENTS.....	10
ASSET INFORMATION	11
ACTUARIAL ASSUMPTIONS AND METHODS	12
PLAN PROVISIONS.....	16
SUPPLEMENTARY INFORMATION	16
Glossary	20
Discussion of Risk	22

SUMMARY

The regular annual actuarial valuation of the Oak Lawn Police Pension Fund, performed as of January 1, 2026, has been completed and the results are presented in this report. The contribution requirements are as follows:

Valuation Date	January 1, 2026
Total Statutory Contribution	\$ 12,352,256
Member Contributions (Est.)	<u>(1,392,304)</u>
Statutory Minimum Required Contribution ¹	\$ 10,959,952

¹ This calculation is determined in accordance with Section 3-125 of the Illinois Pension Code. This report should not be relied upon for purposes other than determining the current tax levy required under the Illinois Pension Code. The assumptions have been set based on expectations for all Article 3 funds in the State of Illinois. The actuarial methods are prescribed by the Illinois Pension Code and do not necessarily represent the approach recommended by either the actuary or the Police Officers' Pension Investment Fund.

CHANGES SINCE PRIOR VALUATION

PLAN CHANGES

There were no plan changes since the prior valuation.

ACTUARIAL ASSUMPTION/METHOD CHANGES SINCE PRIOR VALUATION

There were no assumption changes since the prior valuation.

There were no method changes since the prior valuation.

PRINCIPAL VALUATION RESULTS

Valuation Date	January 1, 2026
----------------	-----------------

A. PARTICIPANT DATA

Actives	105
Service Retirees	99
Beneficiaries	27
Disability Retirees	9
Terminated Vested Due Future Annuity	2
Terminated with Accumulated Contributions in Fund	<u>9</u>
Total	251

Total Annual Payroll	13,154,950
----------------------	------------

Annual Rate of Payments to:

Service Retirees	10,160,633
Beneficiaries	1,742,552
Disability Retirees	532,324
Terminated Vested Due Future Annuity	28,442

B. ASSETS

Actuarial Value (AVA)	107,123,309
Market Value (MVA)	114,539,271

C. LIABILITIES

Present Value of Benefits (PVB)

Actives	
Retirement Benefits	77,559,183
Death Benefits	858,052
Disability Benefits	6,269,507
Terminated Vested Benefits	3,843,077
Service Retirees	148,232,634
Beneficiaries	12,977,205
Disability Retirees	9,010,676
Terminated Vested Due Future Annuity	154,924
Terminated with Accumulated Contributions in Fund	<u>107,300</u>
Total	259,012,558

Valuation Date

January 1, 2026

C. LIABILITIES (CONTINUED)

Accrued Liability (AL)

Actives

Retirement Benefits 49,740,050

Death Benefits 502,062

Disability Benefits 3,667,769

Terminated Vested Benefits 2,391,632

Service Retirees 148,232,634

Beneficiaries 12,977,205

Disability Retirees 9,010,676

Terminated Vested Due Future Annuity 154,924

Terminated with Accumulated Contributions in Fund 107,300

Total 226,784,252

Normal Cost

Normal Cost (Retirement) 2,649,484

Normal Cost (Death) 50,235

Normal Cost (Disability) 324,656

Normal Cost (Terminated Vested) 245,380

Total 3,269,755

Unfunded Actuarial Accrued Liability (UAAL = AL - AVA) ¹ 119,660,943

Funded Ratio (AVA / AL) 47.2%

D. AMORTIZATION PAYMENT

Total Accrued Liability 226,784,252

90% Funded Ratio Target 204,105,827

Actuarial Value of Assets 107,123,309

Liabilities Subject to Amortization over 15 Years 96,982,518

Amortization Payment, Beginning of Year 8,230,633

¹ The unfunded actuarial accrued liability reflects a liability loss of \$1,905,933 and an asset loss of \$27,014 as of the measurement date.

Valuation Date

January 1, 2026

E. STATUTORY MINIMUM REQUIRED CONTRIBUTION ¹

Normal Cost, Including Expense Load ²	\$ 3,561,940
Payment Required to Amortize UAAL Over 15 Years ²	<u>8,790,316</u>
Total Statutory Contribution	\$ 12,352,256
Expected Member Contributions ²	<u>(1,392,304)</u>
Statutory Minimum Required Contribution	\$ 10,959,952

¹ This calculation is determined in accordance with Section 3-125 of the Illinois Pension Code. This report should not be relied upon for purposes other than determining the current tax levy required under the Illinois Pension Code. The assumptions have been set based on expectations for all Article 3 funds in the State of Illinois. The actuarial methods are prescribed by the Illinois Pension Code and do not necessarily represent the approach recommended by either the actuary or the Police Officers' Pension Investment Fund.

² Includes one year of interest.

PROJECTION OF BENEFIT PAYMENTS ¹

Year	Payments for Current Actives	Payments for Current Non-Actives	Total Payments
2026	264,638	12,407,380	12,672,018
2027	570,098	12,480,157	13,050,255
2028	885,501	12,668,508	13,554,009
2029	1,215,634	12,855,789	14,071,423
2030	1,584,424	12,982,756	14,567,180
2031	1,991,667	13,089,902	15,081,569
2032	2,420,798	13,175,872	15,596,670
2033	2,917,794	13,239,647	16,157,441
2034	3,414,437	13,280,410	16,694,847
2035	3,981,402	13,297,347	17,278,749
2036	4,523,650	13,289,495	17,813,145
2037	5,041,049	13,256,522	18,297,571
2038	5,503,817	13,223,687	18,727,504
2039	5,998,038	13,135,942	19,133,980
2040	6,475,482	13,018,304	19,493,786
2041	6,938,249	12,897,758	19,836,007
2042	7,453,044	12,717,973	20,171,017
2043	8,001,852	12,545,592	20,547,444
2044	8,565,506	12,301,563	20,867,069
2045	9,174,049	12,025,043	21,199,092
2046	9,840,857	11,717,136	21,557,993
2047	10,509,448	11,378,995	21,888,443
2048	11,213,576	11,012,634	22,226,210
2049	11,880,476	10,620,304	22,500,780
2050	12,436,842	10,204,624	22,641,466
2051	12,933,119	9,768,489	22,701,608
2052	13,396,600	9,314,845	22,711,445
2053	13,878,237	8,847,017	22,725,254
2054	14,374,482	8,368,450	22,742,932
2055	14,795,596	7,882,196	22,677,792
2056	15,218,911	7,391,074	22,609,985
2057	15,624,754	6,897,321	22,522,075
2058	15,963,862	6,402,663	22,366,525
2059	16,202,994	5,908,842	22,111,836
2060	16,359,826	5,417,943	21,777,769
2061	16,460,466	4,931,417	21,391,883
2062	16,509,172	4,452,305	20,961,477
2063	16,506,815	3,984,200	20,491,015
2064	16,451,360	3,531,465	19,982,825
2065	16,342,819	3,098,752	19,441,571

¹ This illustrates the projection of future benefit payments for the population as it exists on the valuation date without consideration for future hires.

ASSET INFORMATION

Fiscal Year End December 31, 2025

CHANGE IN MARKET VALUE OF ASSETS

Market Value of Assets as of December 31, 2024	98,694,961
Benefit payments during fiscal year 2025	(12,187,761)
Administrative expense during fiscal year 2025	(109,759)
Total contributions during fiscal year 2025	<u>11,186,757</u>
Contributions Less Benefit Payments & Administrative Expenses	(1,110,763)
Actual Net Investment Earnings	<u>16,955,073</u>
Market Value of Assets as of December 31, 2025	114,539,271

ACTUARIAL VALUE OF ASSETS

Market Value of Assets	114,539,271
(Gains)/Losses Not Yet Recognized	<u>(7,415,962)</u>
Actuarial Value of Assets	107,123,309

DEVELOPMENT OF INVESTMENT GAIN/LOSS

Expected Investment Earnings	6,673,491
Actual Net Investment Earnings	<u>16,955,073</u>
Actuarial Investment Gain/(Loss)	10,281,582

GAINS/(LOSSES) NOT YET RECOGNIZED

Fiscal Year Ending	Gain/(Loss)	Amounts Not Yet Recognized by Valuation Year			
		2025	2026	2027	2028
2022	(20,355,742)	(4,071,148)	0	0	0
2023	4,857,822	1,943,129	971,564	0	0
2024	2,197,858	1,318,715	879,143	439,572	0
2025	10,281,582	8,225,266	6,168,949	4,112,633	2,056,316
Total		7,415,962	8,019,656	4,552,205	2,056,316

ACTUARIAL ASSUMPTIONS AND METHODS

The assumptions shown below were adopted by the Board September 9, 2022 following a 2022 review of plan experience.

Interest Rate	6.80% per year compounded annually, net of investment related expenses.
---------------	---

Mortality Rate

Active Lives:

PubS-2010 Employee mortality, unadjusted, with generational improvements with most recent projection scale (currently Scale MP-2021). 10% of active deaths are assumed to be in the line of duty.

Inactive Lives:

PubS-2010 Healthy Retiree mortality, adjusted by a factor of 1.150 for male retirees and unadjusted for female retirees, with generational improvements with most recent projection scale (currently Scale MP-2021).

Beneficiaries:

PubS-2010 Survivor mortality, unadjusted for male beneficiaries and adjusted by a factor of 1.150 for female beneficiaries, with generational improvements with most recent projection scale (currently Scale MP-2021).

Disabled Lives:

PubS-2010 Disabled mortality, adjusted by a factor of 1.080 for male disabled members and unadjusted for female disabled members, with generational improvements with most recent projection scale (currently Scale MP-2021).

The mortality assumptions sufficiently accommodate anticipated future mortality improvements.

Retirement Age

% Retiring During Year (Tier 1)		% Retiring During Year (Tier 2)	
Age	Rate	Age	Rate
50-54	20%	50-54	5%
55-62	25%	55	40%
63	33%	56-62	25%
64	40%	63	33%
65-69	55%	64	40%
70+	100%	65-69	55%
		70+	100%

Disability Rate

Sample rates included in table below. 60% of the disabilities are assumed to be in the line of duty.

% Becoming Disabled During Year	
Age	Rate
20	0.000%
25	0.029%
30	0.133%
35	0.247%
40	0.399%
45	0.561%
50	0.675%
55	0.855%
60	1.093%

Termination Rate

See table below.

% Terminating During Year			
Service	Rate	Service	Rate
0	13.00%	8	3.00%
1	8.00%	9	2.50%
2	7.00%	10	2.25%
3	6.00%	11	2.00%
4	5.00%	12	1.75%
5	4.50%	13	1.50%
6	4.00%	14+	1.25%
7	3.50%		

Salary Increases

See table below.

Salary Scale	
Service	Rate
0	11.00%
1	9.50%
2	8.00%
3	7.50%
4	7.00%
5	6.00%
6	5.00%
7-11	4.00%
12-29	3.75%
30+	3.50%

Inflation

2.50%.

Cost-of-Living Adjustment

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

Tier 2: 1.25% per year after the later of attainment of age 60 or first anniversary of retirement.

Marital Status

80% of Members are assumed to be married.

Spouse's Age

Males are assumed to be three years older than females.

Funding Method

Projected Unit Credit Cost Method.

Actuarial Asset Method

Investment gains and losses are smoothed over a 5-year period. In the first year, 20% of the gain or loss is recognized. In the second year 40%, in the third year 60%, in the fourth year 80%, and in the fifth year 100% of the gain or loss is recognized. The actuarial investment gain or loss is defined as the actual return on investments minus the actuarial assumed investment return.

Funding Policy Amortization Method	The UAAL is amortized according to a Level Percentage of Payroll method over a period ending in 2040. The initial amortization amount is 90% of the Accrued Liability less the Actuarial Value of Assets.
------------------------------------	---

Payroll Growth	3.00% per year.
----------------	-----------------

Administrative Expenses	Administrative expenses will be estimated as 2% of the fund's total normal cost.
-------------------------	--

PLAN PROVISIONS

Article 3 Pension Fund	The Plan is established and administered as prescribed by “Article 3. Police Pension Fund – Municipalities 500,000 and Under” of the Illinois Pension Code.
Plan Administration	The Plan is a single employer defined benefit pension plan administered by a Board of Trustees comprised of: - a.) Two members appointed by the Municipality, - b.) Two active Members of the Police Department elected by the Membership, and - c.) One retired Member of the Police Department elected by the Membership.
Credited Service	Complete years of service as a sworn police officer employed by the Municipality.
Normal Retirement	
Date	Tier 1: Age 50 and 20 years of Credited Service. Tier 2: Age 55 and 10 years of Credited Service.
Benefit	Tier 1: 50% of annual salary attached to rank on last day of service plus 2.50% of annual salary for each year of service over 20 years, up to a maximum of 75% of salary. The minimum monthly benefit is \$1,000 per month. Tier 2: 2.50% per year of service times the average salary for the 48 consecutive months of service within the last 60 months of service in which the total salary was the highest prior to retirement times the number of years of service, up to a maximum of 75% of average salary. The minimum monthly benefit is \$1,000 per month. For Tier 2 participants, the salary is capped at a rate of \$106,800 as of 2011, indexed annually at a rate of CPI-U, but not to exceed 3.00%.

Form of Benefit

Tier 1: For married retirees, an annuity payable for the life of the Member; upon the death of the member, 100% of the Member's benefit payable to the spouse until death. For unmarried retirees, the normal form is a Single Life Annuity.

Tier 2: Same as above, but with 66 2/3% of benefit continued to spouse.

Early Retirement

Date

Tier 1: Age 60 and 8 years of Credited Service.

Tier 2: Age 50 and 10 years of Credited Service.

Benefit

Tier 1: Normal Retirement benefit with no minimum.

Tier 2: Normal Retirement benefit, reduced 6.00% for each year before age 55, with no minimum benefit.

Form of Benefit

Same as Normal Retirement.

Disability Benefit

Eligibility

Total and permanent as determined by the Board of Trustees.

Benefit Amount

A maximum of:

- a.) 65% of salary attached to the rank held by Member on last day of service, and;
- b.) The monthly retirement pension that the Member is entitled to receive if he or she retired immediately.

For non-service connected disabilities, a benefit of 50% of salary attached to rank held by Member on last day of service.

Cost-of-Living Adjustment

Tier 1:

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

Disabled Retirees: An annual increase equal to 3.00% per year of the original benefit amount beginning at age 60. Those that become disabled prior to age 60 receive an increase of 3.00% of the original benefit amount for each year since benefit commencement upon reaching age 60.

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

Pre-Retirement Death Benefit

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

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

For non-service deaths with less than 10 years of service, a refund of member contributions is provided.

Vesting (Termination)

Vesting Service Requirement	Tier 1: 8 years.
-----------------------------	-------------------------

Tier 2: 10 years.

Non-Vested Benefit

Refund of Member Contributions.

Vested Benefit

Either the termination benefit, payable upon reaching age 60 (55 for Tier 2), provided contributions are not withdrawn, or a refund of member contributions. The termination benefit is 2.50% of annual salary held in the year prior to termination (4-year final average salary for Tier 2) times creditable service.

Contributions

Employee

9.91% of Salary.

Municipality

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

SUPPLEMENTARY INFORMATION

GLOSSARY

Total Annual Payroll	The projected annual rate of pay for the fiscal year following the valuation date of all covered members.
Present Value of Benefits	The single sum value on the valuation date of all future benefits to be paid to current Members, Retirees, Beneficiaries, Disability Retirees and Vested Terminations.
Accrued Actuarial Liability	Determined according to the plan's actuarial cost method. This amount represents the portion of the anticipated future benefits allocated to years prior to the valuation date.
Normal (Current Year's) Cost	The current year's cost for benefits yet to be funded.
Market Value of Assets	The fair market value of plan assets as of the valuation date. This amount may be adjusted to produce an Actuarial Value of Assets for plan funding purposes.
Actuarial Value of Assets	The asset value used in the valuation to determine contribution requirements. It represents the plan's Market Value of Assets, with adjustments according to the Actuarial Asset Method. These adjustments produce a "smoothed" value that is likely to be less volatile from year to year than the Market Value of Assets.
Unfunded Accrued Liability	The excess of the Accrued Actuarial Liability over the Actuarial Value of Assets.

Statutory Minimum Required
Contribution

The amount equal to the Normal Cost plus an amount sufficient to amortize the Unfunded Accrued Liability to achieve a 90% funding target by 2040. The required amount is adjusted for interest to year-end.

Projected Unit Credit
Actuarial Cost Method
(Level Percent of Compensation)

The method used to determine statutory minimum required contributions under the Plan. The use of this method involves the systematic funding of the Normal Cost (described above) and the Unfunded Accrued (Past Service) Liability. The actuarial accrued liability is the present value of accrued benefits, using projected salary for active Plan Participants.

DISCUSSION OF RISK

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

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

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

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

consequences associated with various possible outcomes (such as retirement at one of various possible ages). Once the outcome is known (e.g. the participant retires) the liability is adjusted to reflect the known outcome. This adjustment produces a gain or loss depending on whether the outcome was more or less favorable than other outcomes that could have occurred.

IMPACT OF PLAN MATURITY ON RISK

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

METRICS TO HELP ASSESS RISK

Below are descriptions of some metrics that can be used to help assess risk. The table at the end of this section provides these metrics for the fund.

- **Support Ratio**: The support ratio is determined as the ratio of active to inactive members. This metric speaks to the maturity of the plan, with a low ratio indicating a more mature plan.
- **Asset Volatility Ratio**: The asset volatility ratio is determined as the ratio of the Market Value of Assets to Total Payroll. It is a measure of the impact of investment volatility on employer contributions which are paid as a percentage of payroll. Although Market Value of Asset growth that exceeds payroll growth may contribute to the financial stability of the plan, the amortization of changes in these higher asset values have a greater impact on contribution volatility as this ratio increases.
- **Accrued Liability (AL) Ratio**: The accrued liability ratio is the proportion of Total Accrued Liability attributable to inactive members. A higher ratio indicates a more mature plan. Mature plans will see increased risk since losses due to lower than expected investment returns or demographic factors will need to be made up for over a shorter time horizon than would be needed for a less mature plan.
- **Funded Ratio**: The funded ratio is determined as the ratio of the Actuarial Value of Assets to the Total Accrued Liability. This ratio generally reflects the financial health of the plan but should not be considered in isolation since it is very sensitive to changes in actuarial methods and assumptions.

- **Net Cash Flow Ratio:** The net cash flow ratio is determined as the ratio of the Net Cash Flow (contributions minus benefit payments and administrative expenses) to the Market Value of Assets. Mature plans paying substantial retirement benefits resulting in small positive or negative cash flows may be more sensitive to near term investment volatility.

LOW DEFAULT RISK OBLIGATION MEASURE

Actuarial Standard of Practice No. 4, Measuring Pension Obligations and Determining Pension Plan Costs or Contributions, was revised as of December 2021 to include a “low-default-risk obligation measure” (LDROM). This liability measure is consistent with the determination of the actuarial accrued liability shown on page 8 in terms of member data, plan provisions, and assumptions/methods except that the interest rate is tied to low-default-risk fixed income securities. The S&P Municipal Bond 20 Year High Grade Rate Index (daily rate closest to, but not later than, the measurement date) was selected to represent a current market rate of low risk but longer-term investments that could be included in a low-risk asset portfolio. The interest rate used in this valuation was 4.43%, resulting in an LDROM of \$315,746,777. The LDROM should not be considered the “correct” liability measurement; it simply shows a possible outcome if the Board elected to hold a very low risk asset portfolio. Given that plan benefits are paid over time through the combination of contributions and investment returns, prudent investments selected by the Board help to balance asset accumulation through these two sources.

It is important to note that the actuary has identified the risks in this section as the most significant risks based on the characteristics of the plan and the nature of the project, however, it is not an exhaustive list of potential risks that could be considered. Additional advanced modeling, as well as the identification of additional risks, can be provided at the request of the audience addressed on page 2 of this report.

PLAN MATURITY MEASURES AND OTHER RISK METRICS

January 1, 2026

SUPPORT RATIO

Total Actives	105
Total Inactives	146
Actives / Inactives	71.9%

ASSET VOLATILITY RATIO

Market Value of Assets (MVA)	114,539,271
Total Annual Payroll	13,154,950
MVA / Total Annual Payroll	870.7%

ACCRUED LIABILITY (AL) RATIO

Inactive Accrued Liability	170,482,739
Total Accrued Liability	226,784,252
Inactive AL / Total AL	75.2%

FUNDED RATIO

Actuarial Value of Assets (AVA)	107,123,309
Total Accrued Liability	226,784,252
AVA / Total Accrued Liability	47.2%

NET CASH FLOW RATIO

Net Cash Flow ¹	(1,110,763)
Market Value of Assets (MVA)	114,539,271
Ratio	-1.0%

¹ Determined as total contributions minus benefit payments and administrative expenses.