

**Volunteer Firefighters'  
Compensation Act  
of the State of Montana**



**Actuarial  
Valuation Report**

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**Prepared As of June 30, 2024**



September 26, 2024

Public Employees' Retirement Board  
100 North Park, Suite 200  
Helena, MT 59620-0139

Members of the Board:

In this report are submitted the results of the annual valuation of the assets and liabilities of the Volunteer Firefighters' Compensation Act of the State of Montana (VFCA), prepared as of June 30, 2024.

The purpose of this report is to provide a summary of the funded status of the System as of June 30, 2024. While not verifying the data at source, the actuary performed tests for consistency and reasonability. The valuation indicates that the System's funded ratio is 106.95% which indicates that the unfunded actuarial accrued liability is fully amortized. The asset values used to determine unfunded liabilities are not market values but less volatile market related values. A smoothing technique is applied to market values to determine the market related values. The unfunded liability amounts using the market value of assets would be different. The interest rate used for determining liabilities is based on the expected return on assets.

The promised benefits of the System are included in the actuarially calculated contribution rates, which are developed using the Entry Age Normal Cost Method. Four-year market related value of assets is used for actuarial valuation purposes. Gains and losses are reflected in the unfunded accrued liability that is being amortized by regular annual contributions as a level dollar amount. The assumptions recommended by the actuary and adopted by the Board are, in the aggregate, reasonably related to the experience under the Fund and to reasonable expectations of anticipated experience under the Fund.

In order to prepare the results in this report, we have utilized actuarial models that were developed to measure liabilities and develop actuarial costs. These models include tools that we have produced and tested, along with commercially available valuation software that we have reviewed to confirm the appropriateness and accuracy of the output. In utilizing these models, we develop and use input parameters and assumptions about future contingent events along with recognized actuarial approaches to develop the needed results.



This is to certify that the undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. This also certifies that the undersigned have experience in performing valuations for public retirement systems, that the valuation was prepared in accordance with principles of practice prescribed by the Actuarial Standards Board, and that the actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement system and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

Future actuarial results may differ significantly from the current results presented in this report due to such factors 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 or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. Since the potential impact of such factors is outside the scope of a normal annual actuarial valuation, an analysis of the range of results is not presented herein.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully submitted,

A handwritten signature in blue ink that reads "Todd B. Green" followed by a horizontal line.

Todd B. Green, ASA, EA, FCA, MAAA  
President

A handwritten signature in blue ink that reads "Bryan Hoge" with a stylized flourish.

Bryan Hoge, FSA, EA, FCA, MAAA  
Consulting Actuary

A handwritten signature in blue ink that reads "Beverly V. Bailey" in a cursive script.

Beverly V. Bailey, ASA, EA, FCA, MAAA  
Senior Actuary

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## SECTION 1 – SUMMARY OF RESULTS



For convenience of reference, the principal results of the valuation and a comparison with the preceding year's results are summarized below:

<b>VALUATION DATE</b>	<b>June 30, 2024</b>	<b>June 30, 2023</b>
<b>Participant Counts</b>		
Active Members	2,723	2,510
Retirees and Beneficiaries	1,539	1,540
Disabled Members	1	1
Terminated Vested Members	835	832
Terminated Non-Vested Members	8,497	8,464
<b>Total*</b>	<b>13,595</b>	<b>13,347</b>
Annual Retirement Allowances for Retired Members and Beneficiaries	\$ 3,139,920	\$ 3,127,080
<b>Assets</b>		
Actuarial value	\$ 56,152,239	\$ 51,535,670
Market value	54,984,229	50,607,511
Actuarial Accrued Liability (AAL)	\$ 52,502,552	\$ 52,490,470
Unfunded Actuarial Accrued Liability (UAAL)	\$ (3,649,687)	\$ 954,800
Funded Ratio	106.95%	98.18%
Market Value Rate of Return	7.93%	7.41%
<b>Annual Cost</b>		
<b>Employer Contribution Rate</b>		
Normal Rate	\$ 737,821	\$ 719,594
UAAL Amortization (30 Years)	(292,538)	76,531
<b>Total</b>	<b>\$ 445,283</b>	<b>\$ 796,125</b>
Actual Contribution for Preceding Fiscal Year	\$ 3,519,342	\$ 3,156,488
Amortization Period Based on Actual Contributions	0 years	1 year

\* A reconciliation between participant counts used for the annual report and counts for the valuation appears at the beginning of Appendix D.



## SECTION 1 – SUMMARY OF RESULTS

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As a result of this actuarial valuation of the benefits in effect under the Volunteer Firefighters' Compensation Act as of June 30, 2024, the state contribution amortizes the Unfunded Actuarial Accrued Liability (UAAL) of the Retirement System over 0 years. The Funded Ratio is 106.95%.

### Calculations based on the Market Value of Assets

MCA 19-2-407 requires this report to show how market performance is affecting the actuarial funding of the Retirement System. The June 30, 2024, market value of assets is \$1,168,010 less than the actuarial value of assets. This is due to the smoothing of investment gains and losses over a four-year period. If the market value of assets was used, the Funded Ratio would be 104.73%.

### Additional Details

MCA 19-17-301 sets the State's contribution at an amount equal to 5.00% of the premium taxes collected from insurers.

The actuarial costs are calculated using the entry age actuarial cost method. This is the method used by most public plans. It is designed to provide a stable contribution rate as a percent of member pay. This actuarial valuation measures the adequacy of the contribution rates set in Montana State Law.

Based on the current statutory funding rate, the amortization period as of the valuation date is 0 years. Contributions are developed with the intent of being level as a percentage of covered payroll, assuming the number of active members remains stable. Furthermore, the funding policy is expected to accumulate sufficient assets to make all future benefit payments as they become due, if all assumptions are met. Actuarial Standard of Practice Number 4 (ASOP 4) requires the disclosure of a reasonable actuarial determined contribution rate. The current statutory funding rate is expected to fully fund the plan and reduce the unfunded actuarial accrued liability each year. While there are potentially other reasonable actuarial determined contribution rates, in our professional judgement, the current statutory funding rate meets the guidelines of ASOP 4.



## SECTION 1 – SUMMARY OF RESULTS



### Investment Experience

The market assets earned 7.93% net of investment expenses. As a result of prior years' unrecognized losses, the actuarial assets earned 8.25%, which is 0.95% greater than the actuarial assumption of 7.30%. The return on the actuarial assets differs from the return on market assets because the actuarial value of assets spreads gains and losses over four years. The chart below shows the annual returns for the past ten years.

Year	Market Return	Actuarial Return	Assumed Investment Return	Market Return over Assumption	Actuarial Return over Assumption
7/1/2014 to 6/30/2015	4.49	8.95	7.75	(3.26)	1.20
7/1/2015 to 6/30/2016	1.84	8.30	7.75	(5.91)	0.55
7/1/2016 to 6/30/2017	11.51	7.89	7.75	3.76	0.14
7/1/2017 to 6/30/2018	8.68	6.59	7.65	1.03	(1.06)
7/1/2018 to 6/30/2019	5.41	6.93	7.65	(2.24)	(0.72)
7/1/2019 to 6/30/2020	2.66	6.87	7.65	(4.99)	(0.78)
7/1/2020 to 6/30/2021	26.93	10.44	7.65	19.28	2.79
7/1/2021 to 6/30/2022	(3.98)	7.89	7.65	(11.63)	0.24
7/1/2022 to 6/30/2023	7.41	7.13	7.30	0.11	(0.17)
7/1/2023 to 6/30/2024	7.93	8.25	7.30	0.63	0.95

Asset gains or losses result when the return on the actuarial value of assets differs from the investment return assumption.

### Amortization of the UAAL

The total contribution for the current fiscal year is estimated to be equal to the previous year's State contribution. The amount available to amortize the unfunded actuarial accrued liability of the System is equal to the total State contribution reduced by amount for normal cost. The total State contribution for the June 30, 2023, actuarial valuation was equal to \$3,156,488. This contribution was sufficient to amortize the actuarial unfunded accrued liability over a 1-year period. The total State contribution for the June 30, 2024, valuation is equal to \$3,519,342. This amount is sufficient to amortize the unfunded actuarial accrued liability over a 0-year period.





### Funding and Benefits Policy

The Montana Public Employees' Retirement Board has adopted a Funding and Benefits Policy to provide general guidelines to help ensure decisions are made based on sound, consistent, and thoroughly examined criteria. The Funding and Benefits Policy includes guidance on the following topics:

#### 1) Funding Requirement

##### a) The Funding and Benefits Policy states:

1. The Entry Age Normal Cost Method shall be applied to the projected benefits in determining the Normal Cost and Actuarial Accrued Liability.
2. Asset smoothing can be used in the valuation process to spread the recognition of investment gains and losses over a four-year period.
3. The unfunded actuarial accrued liability should be amortized over a reasonable period of time and should not exceed 30 years on a rolling basis. Generally, the funding period should be constant or decreasing.

##### b) Analysis: The liabilities of the System are determined using the Entry Age Normal Cost Method and are compared to the actuarial value of assets, which are developed using asset smoothing that recognizes gains and losses over a four-year period. Finally, the amortization period as of June 30, 2024 is 0 years based on the actuarial value of assets. The current employer contributions fund the System within the Board's policy guidelines.

#### 2) Funding Objectives

##### a) The Funding and Benefits Policy states: "The primary objectives are to: 1) ensure that the systems are financially sound and pay all benefits promised using assets accumulated from required employer and member contributions and investment income; and 2) achieve a well-funded status with a range of safety to absorb market volatility without creating a UAAL."

##### b) Analysis: The State contributions provided for in statute are sufficient to amortize the unfunded actuarial accrued liability within a 0-year period. This ensures that the System is financially sound and will be able to pay all promised benefits and achieve a well-funded status with a range of safety to absorb market volatility without creating an additional UAAL.





## SECTION 1 – SUMMARY OF RESULTS

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### 3) Benefit Enhancements

- a) The Funding and Benefits Policy states: “Proposals must provide funding from sources sufficient to cover future costs. Unfunded liabilities created by the proposal must be amortized over a period of time appropriate to the retirement system, but not more than 30 years.”
- b) Analysis: Without supplemental funding, a benefit enhancement would increase the amortization period of the unfunded actuarial accrued liability and reduce the excess assets the System is using to absorb market volatility without extending the amortization period.



# SECTION 1 – SUMMARY OF RESULTS



## Sensitivity to Future Experience

The valuation results are projections based on the actuarial assumptions. Actual experience will differ from these assumptions, either increasing or decreasing the ultimate cost. The following illustrations provide simple analyses on how the costs are sensitive to changes in the assumed rate of return.

Investment Return – The investment return generally has the largest impact on the funding of the System.

Impact of Assuming 1.0% Higher Investment Return			
	<u>Funded Ratio</u>	<u>Amortization Period</u>	<u>Actuarially Determined Employer Contribution (Millions \$)*</u>
Current Assumption 7.30%	106.95%	0 Years	\$3.5
Higher Assumption 8.30%	117.64%	0 Years	(8.1)
Increase / (Decrease)	10.69%	0 Years	(\$11.6)
Impact of Assuming 0.5% Higher Investment Return			
	<u>Funded Ratio</u>	<u>Amortization Period</u>	<u>Actuarially Determined Employer Contribution (Millions \$)*</u>
Current Assumption 7.30%	106.95%	0 Years	\$3.5
Higher Assumption 7.80%	112.27%	0 Years	(5.7)
Increase / (Decrease)	5.32%	0 Years	(\$9.2)
Impact of Assuming 0.5% Lower Investment Return			
	<u>Funded Ratio</u>	<u>Amortization Period</u>	<u>Actuarially Determined Employer Contribution (Millions \$)*</u>
Current Assumption 7.30%	106.95%	0 Years	\$3.5
Lower Assumption 6.80%	101.70%	0 Years	(0.2)
Increase / (Decrease)	(5.25%)	0 Years	(\$3.7)
Impact of Assuming 1.0% Lower Investment Return			
	<u>Funded Ratio</u>	<u>Amortization Period</u>	<u>Actuarially Determined Employer Contribution (Millions \$)*</u>
Current Assumption 7.30%	106.95%	0 Years	\$3.5
Lower Assumption 6.30%	96.50%	1 Years	3.0
Increase / (Decrease)	(10.45%)	1 Years	(\$0.5)

\* Amounts reflect estimated increase/(decrease) in FY2025 employer contributions only, in order to maintain the 0 year amortization period.



## SECTION 1 – SUMMARY OF RESULTS



The future funding status of the System will be determined by the System's experience. The System's actual asset returns and retirement rates, as well as member longevity, salary increases, withdrawal rates, disability rates and future legislation will all impact the funding status of the System. The entry age normal cost method and four year smoothing of asset gains and losses will help to provide a more orderly funding of the System's liabilities, but will not change the actual experience. The amortization of the UAAL is not likely to remain level with each passing actuarial valuation. Instead, the amortization amount is expected to decrease slightly on average, reflecting gains and losses due to experience different than the actuarial assumptions.

### Assumption Changes

There have been no assumption changes since the previous valuation.

### Benefit Changes

There have been no benefit changes since the previous valuation.

### Contribution Changes

There have been no contribution changes since the previous valuation.

### Method Changes

There have been no method changes since the previous valuation.

### Impact of Changes

The following table summarizes how experience has changed the UAAL since the June 30, 2023 Actuarial Valuation. Further detail can be found in Tables 10 and 11.

#### Changes in the Unfunded Actuarial Accrued Liability (UAAL)

June 30, 2023 Valuation UAAL	\$954,800
Normal Cost	719,594
Contributions	(3,519,342)
Interest	(6,225)
Expected June 30, 2024 UAAL	<u>(1,851,173)</u>
Experience (Gain)/Loss on Actuarial Liabilities	(\$1,305,492)
Experience (Gain)/Loss on Actuarial Assets	(493,022)
Assumption & Method Changes	0
Plan Changes	0
Total (Gain) / Loss	<u>(1,798,514)</u>
June 30, 2024 Valuation UAAL	<u>(3,649,687)</u>



## SECTION 1 – SUMMARY OF RESULTS

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### Summary

- \* The System's return on actuarial value of assets of 8.25% for the year ended June 30, 2024, is 0.95% greater than the actuarial assumption of 7.30%. This represents an asset gain of \$493,022 due to investment return being more than anticipated. As of June 30, 2024, the market value of assets was \$54,984,229. As of June 30, 2024, the actuarial value of assets was \$56,152,239. The June 30, 2024 deferred asset experience will be recognized in future actuarial valuations unless it is offset by returns greater than 7.30% on an actuarial basis.
- \* As of June 30, 2024, the amortization period of the UAAL is 0 years. Prior to this valuation, the funding period was 1 year. The ultimate goal of the Board's Funding and Benefit Policy is to increase the funded status to a level such that the amortization period is below 30 years. The System is currently being funded in the parameters as defined by the Board.
- \* The funding of the retirement system will be impacted by future experience, which will sometimes be more favorable than the actuarial assumptions and sometimes less favorable. In particular, investment returns larger and smaller than the 7.30% assumption are expected to have significant impacts on the System's funding progress. In the long term, the favorable experience is needed to offset the less favorable experience. This is the reason for using an actuarial value of assets that allows gains and losses to be smoothed over four years.



## SECTION 2 – ASSETS

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In many respects, an actuarial valuation can be regarded as an inventory process. The inventory is taken as of the actuarial valuation date, which for this valuation is June 30, 2024. On that date, the assets available for the payment of benefits are appraised. These assets are compared with the actuarial liabilities. The actuarial process thus leads to a method of determining what contributions by members and their employers are needed to strike a balance.

The asset valuation method being used is a four-year smoothing method. The expected return is determined each year based on the beginning of year market value and actual cash flows during the year. Any difference between the expected market value return and the actual market value return is recognized evenly over a period of four years.

Table 1 lists the assets held and their market value for the past two years. Table 2 summarizes the fund's activity during the past two years. Table 3 summarizes the determination of the actuarial value of assets. Table 4 summarizes historical asset returns for the last 10 years including the amount recognized by the actuarial asset valuation method which was greater or less than the actuarial investment return assumption. Table 5 summarizes the historical asset values on a market value and actuarial value basis, to the extent it was available. Additional data can be included in this table for future reports, if provided by the System.





**Table 1:  
Statement of Fiduciary Net Position  
Fiscal Year Ended June 30,**

	<u>2024</u>	<u>2023</u>
<b>ASSETS</b>		
Cash and Short Term Investments	\$ 591,101	\$ 3,704,852
Securities Lending Collateral	1,849,390	484,102
Receivables:		
Interest Receivable	4,516	1,974
Accounts Receivable	175	3,547
Due from Other Funds	-	-
Due from Primary Government	-	-
Notes Receivable	-	-
Def Outflow of Resources	11,433	-
Total Receivables	<u>\$ 16,124</u>	<u>\$ 5,521</u>
Investments, at fair value:		
Investment Pools	54,653,102	47,060,410
Other Investments	-	-
Total Investments	<u>\$ 54,653,102</u>	<u>\$ 47,060,410</u>
Capital Assets		
Property and Equipment, at cost, net of Accumulated Depreciation	\$ 298	\$ 298
Intangible Assets, at cost, net of Amortization Expense	233,584	282,966
Total Capital Assets	<u>\$ 233,882</u>	<u>\$ 283,264</u>
<b>TOTAL ASSETS</b>	<u>\$ 57,343,599</u>	<u>\$ 51,538,149</u>
<b>LIABILITIES</b>		
Securities Lending Liability	\$ 1,849,390	\$ 484,102
Accounts Payable	-	-
Contributions Received in Advance	-	-
Due to Other Funds	317,394	280,142
Compensated Absences	19,837	3,646
Def Inflow of Resources	15,652	-
OPEB Implicit Rate Subsidy LT	4,673	-
Leasing Liabilities	152,424	162,748
<b>TOTAL LIABILITIES</b>	<u>\$ 2,359,370</u>	<u>\$ 930,638</u>
<b>NET POSITION - RESTRICTED FOR PENSION BENEFITS</b>	<u>\$ 54,984,229</u>	<u>\$ 50,607,511</u>





**Table 2:  
Statement of Changes in Fiduciary Net Position  
Fiscal Year Ended June 30,**

	<u>2024</u>	<u>2023</u>
<b>ADDITIONS</b>		
Contributions:		
Employer	\$ -	\$ -
Plan Member	-	-
Other	3,519,342	3,156,488
Total Contributions	<u>\$ 3,519,342</u>	<u>\$ 3,156,488</u>
Misc Income	\$ -	\$ -
Investment Income:		
Net Appreciation/(Depreciation) in Fair Value of Investments	\$ 4,695,642	\$ 4,069,127
Investment Earnings	34,506	19,952
Security Lending Income	64,975	26,326
Investment Income/(Loss)	<u>\$ 4,795,123</u>	<u>\$ 4,115,405</u>
Investment Expense	(317,169)	(272,204)
Security Lending Expense	(52,177)	(16,003)
Net Investment Income/(Loss)	<u>\$ 4,425,777</u>	<u>\$ 3,827,198</u>
Total Additions	<u>\$ 7,945,119</u>	<u>\$ 6,983,686</u>
<b>DEDUCTIONS</b>		
Benefit Payments	\$ 3,156,902	\$ 3,113,937
Refunds/Distributions	-	-
Refunds to Other Plans	-	-
Transfers to DCRP	-	-
Transfers to MUS-RP	-	-
Supplemental Insurance Payments	13,725	12,450
OPEB Expense	-	-
Administrative Expense	394,255	335,940
Total Deductions	<u>\$ 3,564,882</u>	<u>\$ 3,462,327</u>
<b>NET INCREASE (DECREASE) IN PLAN NET ASSETS</b>	<u>\$ 4,380,237</u>	<u>\$ 3,521,359</u>
<b>NET POSITION - RESTRICTED FOR PENSION BENEFITS BEGINNING OF YEAR</b>	\$ 50,607,511	\$ 47,086,152
<b>ADJUSTMENT</b>	\$ (3,519)	\$ -
<b>END OF YEAR</b>	<u>\$ 54,984,229</u>	<u>\$ 50,607,511</u>





**Table 3:  
Determination of Actuarial Value of Assets**

Valuation Date June 30:	2023	2024	2025	2026	2027
A. Actuarial Value Beginning of Year	\$ 48,077,791	\$ 51,535,670			
B. Market Value End of Year	50,607,511	54,984,229			
C. Market Value of Beginning of Year	47,086,152	50,607,511			
D. Cash Flow					
D1. Contributions	\$ 3,156,488	\$ 3,519,342			
D2. Benefit Payments	(3,126,387)	(3,170,627)			
D3. Administrative Expenses	(335,940)	(394,255)			
D4. Investment Expenses	(288,207)	(369,346)			
D5. Net	\$ (594,046)	\$ (414,886)			
E. Investment Income					
E1. Market Total: B. - C. - D5.	\$ 4,115,405	\$ 4,791,604			
E2. Assumed Rate	7.30%	7.30%			
E3. Amount for Immediate Recognition C.*E2. + ((D1.+D2.)*E2.*0.5) - D3. - D4.	4,062,535	4,470,677			
E4. Amount for Phased-in Recognition E1. - E3.	52,870	320,927			
F. Excluded Gain/(Loss)					
F1. Current Year: 0.25 * E4.	\$ 13,218	\$ 80,232	\$ -	\$ -	\$ -
F2. First Prior Year	(1,435,137)	13,218	80,232	-	-
F3. Second Prior Year	1,902,465	(1,435,137)	13,218	80,232	-
F4. Third Prior Year	(491,156)	1,902,465	(1,435,137)	13,216	80,231
F5. Total Excluded Investment Gain/(Loss)	\$ (10,610)	\$ 560,778	\$ (1,341,687)	\$ 93,448	\$ 80,231
G. Actuarial Value End of Year A. + D5. + E3. + F5.	\$ 51,535,670	\$ 56,152,239			







**Table 4:  
Historical Investment Returns\***

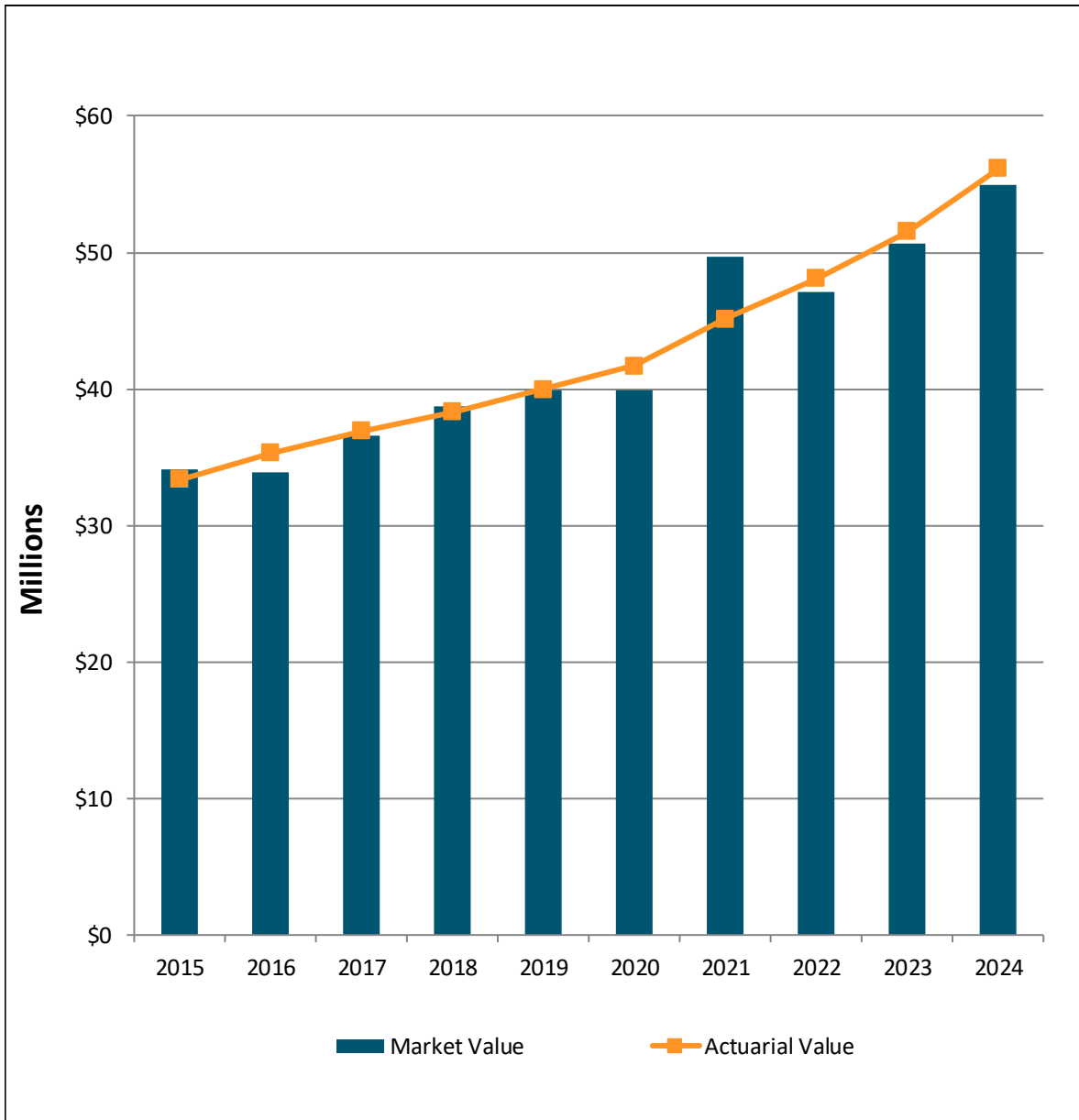
<b>Fiscal Year Ending</b>	<b>Market Returns</b>	<b>Actuarial Returns</b>	<b>Actuarial Assumption</b>	<b>Actuarial Return Over Assumption</b>
June 30, 2015	4.49%	8.95%	7.75%	1.20%
June 30, 2016	1.84%	8.30%	7.75%	0.55%
June 30, 2017	11.51%	7.89%	7.75%	0.14%
June 30, 2018	8.68%	6.59%	7.65%	(1.06)%
June 30, 2019	5.41%	6.93%	7.65%	(0.72)%
June 30, 2020	2.66%	6.87%	7.65%	(0.78)%
June 30, 2021	26.93%	10.44%	7.65%	2.79%
June 30, 2022	(3.98)%	7.89%	7.65%	0.24%
June 30, 2023	7.41%	7.13%	7.30%	(0.17)%
June 30, 2024	7.93%	8.25%	7.30%	0.95%
10 Year Average	7.03%	7.92%		0.31%

\* Returns reflect all investment returns, including investment income and realized and unrealized investment gains and losses, and are net of investment expenses and administrative expenses paid by the System.





**Table 5:  
Market Value of Assets vs. Actuarial Value of Assets**



## SECTION 3 – ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS

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In the previous section, an actuarial valuation was related to an inventory process, and an analysis was given of the inventory of assets of the System as of the valuation date. In this section, the discussion will focus on the commitments of the System, which will be referred to as its actuarial liabilities.

Table 6 contains an analysis of the actuarial present value of all future benefits for active members, for retirees, and for beneficiaries. The analysis is given by type of benefit.

The actuarial liabilities summarized in Table 6 include the actuarial present value of all future benefits expected to be paid with respect to each member covered as of the valuation date. For an active member, this value includes a measure of both benefits already earned and future benefits to be earned. Thus, for all members, active and retired, the value extends over benefits earnable and payable for the rest of their lives and, if an optional benefit is chosen, for the lives of their surviving beneficiaries.

The actuarial valuation does not recognize liabilities for employees who become members and participate in the System after the valuation date.





**Table 6:  
Actuarial Present Value of Future Benefits for Actives,  
Retirees, and Beneficiaries**

	<u>June 30, 2024</u> <u>Total</u>	<u>June 30, 2023</u> <u>Total</u>
<b>A. Active Members Liability Due to Probability of</b>		
Retirements	\$ 22,311,735	\$ 22,158,834
Disabilities	-	-
In-Service Deaths	319,049	315,384
Terminations	<u>7,077,326</u>	<u>7,124,318</u>
Total	\$ 29,708,110	\$ 29,598,536
<b>B. Inactive Members and Annuitants</b>		
Service Retirement	\$ 25,050,521	\$ 25,105,752
Disability Retirement	8,155	8,430
Beneficiaries*	14,969	19,045
Vested Terminated Members	<u>-</u>	<u>-</u>
Total	<u>\$ 25,073,645</u>	<u>\$ 25,133,227</u>
<b>C. Grand Total</b>	\$ 54,781,755	\$ 54,731,763

\*Includes survivors of retired and active members.



## SECTION 4 – EMPLOYER CONTRIBUTIONS



In the previous two sections, attention has been focused on the assets and the present value of all future benefits of the System. In an active system, there will always be a difference between the assets and the present value of all future benefits. An actuarial valuation sets a schedule of future contributions that will deal with this funding in an orderly fashion.

The method used to determine the incidence of the contributions in various years is called the actuarial cost method. For this valuation, the entry age actuarial cost method has been used. A description of the entry age actuarial cost method is provided in Appendix A. Under this method, or essentially any actuarial cost method, the contributions required to meet the difference between current assets and the present value of all future benefits are allocated each year between two elements:

- A normal cost amount, which ideally is relatively stable as a percentage of salary over the years;
- An amount which is used to amortize the UAAL.

The two items described above, normal cost and UAAL, are the keys to understanding the actuarial cost method. Let us first discuss the normal cost.

The normal cost is the theoretical contribution rate, which will meet the ongoing costs of a group of average new employees. Suppose that a group of new employees were covered under a separate fund from which all benefits and to which all contributions and associated investment return were to be paid. Under the entry age actuarial cost method, the normal cost contribution rate is that level percentage of pay which would be exactly right to maintain this fund on a stable basis. If experience were to follow the actuarial assumptions exactly, the fund would be completely liquidated with the last payment to the last survivor of the group.

The assumed investment rate of return is 7.30%, net of administrative and investment expenses.

We have determined the normal cost rates separately by type of benefit under the System. These are summarized in Table 7. In Table 7 we also provide a summary of the member and employer statutory contributions.

The term "fully funded" is often applied to a system where contributions for everyone at the normal cost rate will fully pay for the benefits of existing as well as new employees. Often, systems are not fully funded, either because of benefit improvements in the past that have not been completely paid for or actuarial deficiencies that have occurred because experience has not been as anticipated. Under these circumstances, a UAAL exists.



## SECTION 4 – EMPLOYER CONTRIBUTIONS

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Table 8 shows how the UAAL was derived for the System. Lines A and B show, respectively, the total present value of future benefits and the portion of the future liability that is expected to be paid from future normal cost contributions, both employer and employee. The future normal cost contributions are the portion of the present value of future benefits that are attributed to future years of service that have not been earned yet by the active membership. Line C shows the actuarial accrued liability. Line D shows the amount of assets available for benefits. Line E shows the UAAL.

The UAAL at any date after establishment of a system is affected by any actuarial gains or losses arising when the actual experience of the system varies from the experience anticipated by the actuarial assumptions used in the valuations. To the extent actual experience as it develops differs from the assumptions used, so also will the actual emerging costs differ from the estimated costs. The impact of these differences in actual experience from the assumptions is included in Section 1, the Summary of Findings.



## SECTION 4 – EMPLOYER CONTRIBUTIONS



**Table 7:  
Normal Cost Contribution Amounts**

	<u>June 30, 2024</u> Total	<u>June 30, 2023</u> Total
Service retirements	\$ 470,170	\$ 456,203
Disability retirements	-	-
In Service Death	67,355	64,111
Termination benefits	<u>200,296</u>	<u>199,280</u>
Total Normal Cost	<u>\$ 737,821</u>	<u>\$ 719,594</u>
Amount Available to Amortize the Unfunded Actuarial Accrued Liability	<u>\$ 2,781,521</u>	<u>\$ 2,436,894</u>
Statutory Funding Rate	\$ 3,519,342	\$ 3,156,488





**Table 8:  
Unfunded Actuarial Accrued Liability**

	<u>June 30, 2024</u>	<u>June 30, 2023</u>
A. Actuarial present value of all future benefits for present members and retirees and their survivors (Table 6)	\$ 54,781,755	\$ 54,731,763
B. Less actuarial present value of total future normal costs for present members	<u>2,279,203</u>	<u>2,241,293</u>
C. Actuarial accrued liability	\$ 52,502,552	\$ 52,490,470
D. Less assets available for benefits	<u>56,152,239</u>	<u>51,535,670</u>
E. Unfunded actuarial accrued liability	\$ (3,649,687)	\$ 954,800





## SECTION 5 – CASH FLOW HISTORY

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The fundamental equation for funding a retirement system is that benefits and administrative expenses must be provided for by contributions (past and future) and investment income. When a retirement system matures, benefits and administrative expenses often exceed contributions. In this case we say the system has a “negative cash flow.” Mature systems are characterized by negative cash flows and large pools of assets. This is natural. Actuarial funding is designed to accumulate large pools of assets which will in turn provide investment income and finance negative cash flows when systems mature. If the fund is looked at as a whole, investment income is usually larger than the difference between contributions and benefit payments. The retirement system’s investment strategy should maximize potential returns at a prudent level of risk while providing for needed cash flows.

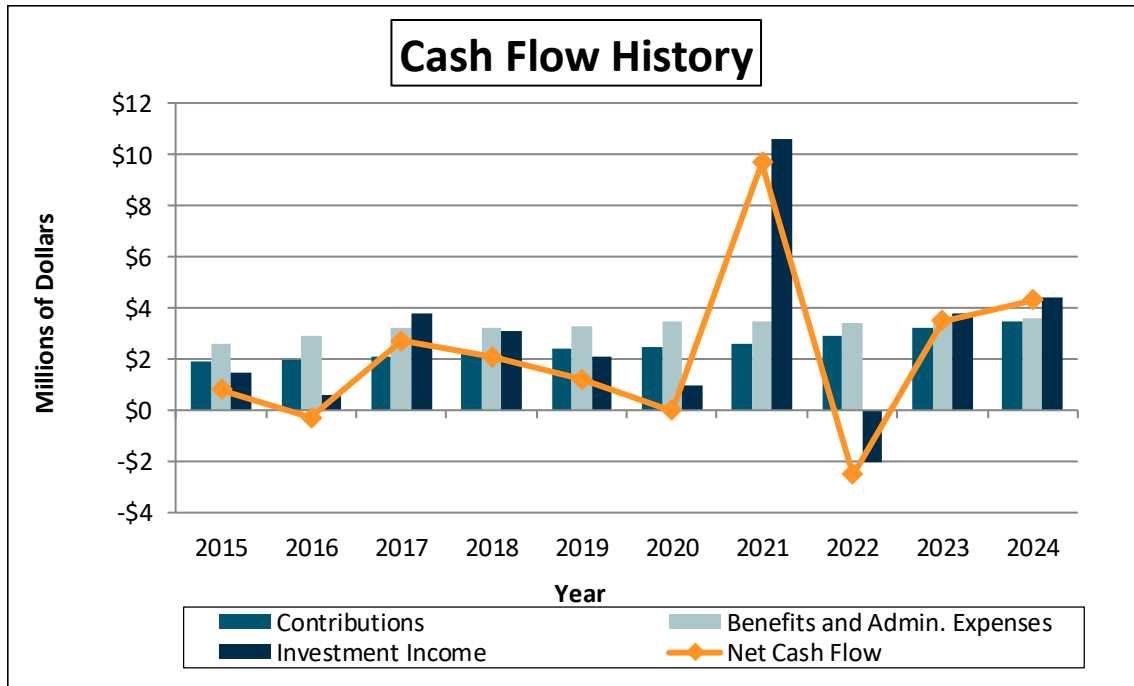
Table 9 shows the System had a positive cash flow for the year ended June 30, 2024. The System’s total cash flow including contributions, benefit payments, administrative expenses and investment earnings was \$4.3 million. Of the \$4.3 million, \$4.4 million was due to investment returns.

If the System had a positive cash flow, there would be no need to plan where the funds would come from to pay benefits since benefits could be paid by incoming contributions. A negative cash flow, as defined above, requires planning what funds will be used to pay the difference between benefits and contributions.





**Table 9:**  
**Cash Flow History**  
 (Dollar amounts in millions)



Historical Cash Flows				
Year Ended June 30	Contributions	Benefits & Administrative Expenses	Investment Income	Net Cash Flow
2015	\$ 1.9	\$ 2.6	\$ 1.5	\$ 0.8
2016	2.0	2.9	0.6	(0.3)
2017	2.1	3.2	3.8	2.7
2018	2.2	3.2	3.1	2.1
2019	2.4	3.3	2.1	1.2
2020	2.5	3.5	1.0	0.0
2021	2.6	3.5	10.6	9.7
2022	2.9	3.4	(2.0)	(2.5)
2023	3.2	3.5	3.8	3.5
2024	3.5	3.6	4.4	4.3



## SECTION 6 – ACTUARIAL GAINS OR LOSSES

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An analysis of actuarial gains or losses is performed in conjunction with all regularly scheduled valuations.

The developments of the gains or losses related to the actuarial liability and the assets are shown in Table 10. The results of our analysis of the financial experience of the System in the three most recent regular actuarial valuations are presented in Table 11. Each gain or loss shown represents our estimate of how much the given type of experience caused the Unfunded Actuarial Accrued Liability or Funding Reserve to change in the period since the previous actuarial valuation.

Gains and losses shown due to demographic sources are approximate. Demographic experience is analyzed in greater detail in our periodic experience studies.

Non-recurring gains and losses result from changes in the actuarial assumptions and benefit improvements.



## SECTION 6 – ACTUARIAL GAINS OR LOSSES



**Table 10:  
Analysis of Actuarial (Gains) or Losses\***

<b>A. ACTUARIAL ACCRUED LIABILITY (GAIN) / LOSS ANALYSIS</b>	
1. Actual Actuarial Accrued Liability as of June 30, 2023:	\$ 52,490,470
2. Normal Cost for this Plan Year:	719,594
3. Interest on items 1 and 2 $[(1+2) \times 7.30\%]$ :	3,884,335
4. Benefit Payments for this Plan Year:	(3,170,627)
5. Interest on item $[4 \times 7.30\% \times .5]$ :	<u>(115,728)</u>
6. Expected Actuarial Accrued Liability as of June 30, 2024:	\$ 53,808,044
7. Changes due to:	
a. Assumption Changes:	-
b. Plan Amendments:	-
c. Funding Method:	-
d. Actuarial (Gain) / Loss:	<u>\$ (1,305,492)</u>
8. Actual Actuarial Accrued Liability as of June 30, 2024:	\$ 52,502,552
9. Items Affecting Calculation of Unfunded Accrued Actuarial Liability:	
a. Benefit provisions reflected in the unfunded accrued liability (see Appendix C)	
b. Actuarial assumptions and methods used to determine actuarial accrued liability (see Appendix B)	
<b>B. ASSET (GAIN) / LOSS ANALYSIS</b>	
1. Actuarial Value of Assets as of June 30, 2023:	\$ 51,535,670
2. Interest on item $[1 \times 7.30\%]$ :	3,762,104
3. Contributions for this Plan Year:	3,519,342
4. Interest on item $[3. \times 7.30\% \times .5]$ :	128,456
5. Benefit Payments for this Plan Year:	(3,170,627)
6. Interest on item $[5. \times 7.30\% \times .5]$ :	<u>(115,728)</u>
7. Expected Actuarial Value of Assets as of June 30, 2024:	\$ 55,659,217
8. Actuarial Value of Assets as of June 30, 2024:	<u>\$ 56,152,239</u>
9. (Gain) / Loss:	\$ (493,022)
<b>C. UNFUNDED ACTUARIAL ACCRUED LIABILITY (GAIN) / LOSS ANALYSIS</b>	
1. Actual Unfunded Actuarial Accrued Liability as of June 30, 2023:	\$ 954,800
2. Normal Cost for this Plan Year:	719,594
3. Contributions for this Plan Year:	(3,519,342)
4. Interest on items 1 - 3: $[(1+2) \times 7.30\% + (3 \times 7.30\% \times .5)]$ :	<u>(6,225)</u>
5. Expected Unfunded Actuarial Accrued Liability as of June 30, 2024:	\$ (1,851,173)
6. Changes due to:	
a. Assumption Changes:	-
b. Plan Amendments:	-
c. Funding Method:	-
d. Actuarial (Gain) / Loss:	<u>\$ (1,798,514)</u>
7. Actual Unfunded Actuarial Accrued Liability as of June 30, 2024:	\$ (3,649,687)

\* Effects related to gains are shown in parentheses. Numerical results are expressed as a (decrease) increase in the Unfunded Actuarial Accrued Liability (UAAL). Gains decrease the UAAL and losses increase the UAAL.



## SECTION 6 – ACTUARIAL GAINS OR LOSSES



**Table 11:  
Historical Actuarial (Gains) or Losses\***

	<b>UAAL (Gain)/Loss</b>		
	<b>June 30, 2024</b>	<b>June 30, 2023</b>	<b>June 30, 2022</b>
<b>Investment Income</b>			
Investment income was (greater) less than expected based on actuarial value of assets.	\$ (493,022)	\$ 83,000	\$ (107,114)
<b>Age &amp; Service Retirements</b>			
Members retired at (older) younger ages or with (less) greater final average pay than expected	(276,723)	(354,546)	203,280
<b>Disability Retirements</b>			
Disability claims were (less) greater than expected	-	-	-
<b>Death-in-Service Benefits</b>			
Survivor claims were (less) greater than expected	15,415	13,552	21,651
<b>Withdrawal From Employment</b>			
(More) less reserves were released by withdrawals than expected	3,496,869	3,480,012	626,613
<b>Death After Retirement</b>			
Retirees (died younger) lived longer than expected	21,015	21,790	(299,755)
<b>Data Adjustments and Benefit Payment Timing</b>			
Service purchases, data corrections, etc.	(4,591,454)	(4,622,916)	(608,148)
<b>Other</b>			
Miscellaneous (gains) and losses	29,386	-	(590,320)
<b>Total (Gain) or Loss During Period From Financial Experience</b>	<b>\$ (1,798,514)</b>	<b>\$ (1,379,108)</b>	<b>\$ (753,793)</b>
<b>Non-Recurring Items.</b>			
Changes in actuarial assumptions and methods	-	-	7,780,259
Changes in benefits caused a (gain) loss	-	-	-
<b>Composite (Gain) Loss During Period</b>	<b>\$ (1,798,514)</b>	<b>\$ (1,379,108)</b>	<b>\$ 7,026,466</b>

\* Effects related to gains are shown in parentheses. Numerical results are expressed as a (decrease)/increase in the Unfunded Actuarial Accrued Liability (UAAL). Gains decrease the UAAL and losses increase the UAAL.



## SECTION 7 – RISK CONSIDERATIONS



A typical retirement plan faces many different risks, but the greatest risk is the inability to make benefit payments when due. If plan assets are depleted, benefits may not be paid which could create legal and litigation risk or the plan could become “pay as you go”. The term “risk” is most commonly associated with an outcome with undesirable results. However, in the actuarial world, risk can be translated as uncertainty. The actuarial valuation process uses many actuarial assumptions to project how future contributions and investment returns will meet the cash flow needs for future benefit payments. Of course, we know that actual experience will not unfold exactly as anticipated by the assumptions and that uncertainty, whether favorable or unfavorable, creates risk. ASOP 51 defines risk as the potential of actual future measurements to deviate from expected results due to actual experience that is different than the actuarial assumptions.

The various risk factors for a given plan can have a significant impact – positive or negative – on the actuarial projection of liability and contribution rates.

There are a number of risks inherent in the funding of a defined benefit plan. These include:

- economic risks, such as investment return and price inflation;
- demographic risks such as mortality, payroll growth, aging population including impact of baby boomers, and retirement ages;
- contribution risk, i.e., the potential for contribution rates to be too high for the plan sponsor/employer to pay and
- external risks such as the regulatory and political environment.

There is a direct correlation between healthy, well-funded retirement plans and consistent contributions equal to the full actuarial contribution rate each year. The System is primarily funded by State contributions that are equal to 5% of certain fire insurance premium taxes collected and passed through the general fund. These contributions, together with the earnings on these accumulated contributions fund benefit accruals for current active members and administrative expenses. The remainder of the contributions amortizes the unfunded actuarial accrued liability. The contribution rates are set by state statute and intended to provide the needed amounts to fund the system over time. The purpose of the valuation is to determine if the fixed employer and member contributions remain sufficient to fund the Plan. Due to the fixed nature of the contributions actuarial gains and losses are reflected in the amortization period. Generally, the largest source of actuarial gains and losses are caused by investment volatility. A key risk factor to the System’s funding is that over time, the Statutory Contribution Rates will be insufficient to accumulate enough funds, with investment income, to fund the promised benefits.



## SECTION 7 – RISK CONSIDERATIONS

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The other significant risk factor for the System is investment return because of the volatility of returns and the size of plan assets compared to payroll. This is to be expected, given the underlying capital market assumptions and the System's asset allocation. To the extent market rates of interest affect the expected return on assets, there is a risk of change to the discount rate which determines the present value of liabilities and actuarial valuation results. Please see the summary of results of this report which demonstrates the sensitivity of valuation results to differing discount rates.

Under the revised Actuarial Standards of Practice (ASOP) No. 4 effective for valuations after February 15, 2023, we include a low-default-risk obligation measure of the System's liability in our funding valuation report. This is an informational disclosure as described below and would not be appropriate for assessing the funding progress or health of the plan. This measure uses the unit credit cost method and reflects all the assumptions and provisions of the funding valuation except that the discount rate is derived from considering low-default-risk fixed income securities. We considered the FTSE Pension Discount Curve based on market bond rates published by the Society of Actuaries as of June 30, 2024 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of \$55.9 million. This amount approximates the termination liability if the plan (or all covered employment) ended on the valuation date and all of the accrued benefits had to be paid with cash-flow matched bonds. This assurance of funded status and benefit security is typically more relevant for corporate plans than for governmental plans since governments rarely have the need or option to completely terminate a plan.

A key demographic risk for the Retirement System is improvements in mortality (longevity) greater than anticipated. While the actuarial assumptions reflect a margin for improvement in mortality experience these assumptions are refined every experience study, the risk arises because there is a possibility of some sudden shift, perhaps from a significant medical breakthrough that could quickly increase liabilities. Likewise, there is some possibility of a significant public health crisis that could result in a significant number of additional deaths in a short time period, which would also be significant, although more easily absorbed. While either of these events could happen, it represents a small probability and thus represents much less risk than the volatility associated with investment returns.

The following exhibits summarize some historical information that helps indicate how certain key risk metrics have changed over time. Many are due to the maturing of the retirement system.



## SECTION 7 – RISK CONSIDERATIONS



### Historical Cash Flows (in 1,000's)

Plans with negative cash flows will experience increased sensitivity to investment return volatility. Cash flows, for this purpose, are measured as contributions less benefit payments. If the System has negative cash flows and then experiences returns below the assumed rate, there are fewer assets to be reinvested to earn the higher returns that typically follow. While any negative cash flow will produce such a result, it is typically a negative cash flow of more than 5% of MVA that may cause significant concerns. The System has cash flows which ranged from (3.00%) to 1.00% for the prior ten years.

Year End	Market Value of Assets (MVA)	Contributions	Benefit Payments	Net Cash Flow	Net Cash Flow as a Percent of MVA
6/30/2015	34,104	1,913	2,560	(647)	(1.90%)
6/30/2016	33,883	2,036	2,877	(841)	(2.48%)
6/30/2017	36,630	2,065	3,154	(1,089)	(2.97%)
6/30/2018	38,730	2,212	3,248	(1,036)	(2.67%)
6/30/2019	39,866	2,370	3,305	(935)	(2.35%)
6/30/2020	39,908	2,487	3,491	(1,004)	(2.52%)
6/30/2021	49,641	2,592	3,487	(895)	(1.80%)
6/30/2022	47,086	2,852	3,442	(590)	(1.25%)
6/30/2023	50,608	3,156	3,126	30	0.06%
6/30/2024	54,984	3,519	3,171	348	0.63%







### Liability Maturity Measurement

Most public sector retirement systems have been in operation for many years. As a result, they have aging plan populations, and in some cases declining active populations, resulting in an increasing ratio of retirees to active members and a growing percentage of retiree liability. The retirement of the remaining baby boomers over the next decade is expected to further exacerbate the aging of the retirement system population. Retiree liability as a percentage of the total actuarial accrued liability has been growing over the last five years. As more of the total liability begins to reside with retirees, investment volatility has a greater impact on the funding of the system since it is more difficult to restore the system financially after losses occur when there is comparatively less payroll over which to spread costs. Below are two tables which demonstrate the ratio of the System's retiree liability compared to the total accrued liability and the ratio of the number of retirees and beneficiaries to the number of active members.

<b>Year End</b>	<b>Retiree Liability (a)</b>	<b>Total Actuarial Accrued Liability (b)</b>	<b>Retiree Percentage (a) / (b)</b>
6/30/2015	22,161,310	44,318,250	50.0%
6/30/2016	22,884,202	44,010,066	52.0%
6/30/2017	24,499,104	45,871,379	53.4%
6/30/2018	25,051,618	46,305,640	54.1%
6/30/2019	25,285,800	47,200,070	53.6%
6/30/2020	25,807,928	47,868,436	53.9%
6/30/2021	25,834,201	45,137,677	57.2%
6/30/2022	25,043,670	52,604,373	47.6%
6/30/2023	25,133,227	52,490,470	47.9%
6/30/2024	25,073,645	52,502,552	47.8%

### Historical Member Statistics

<b>Valuation Date</b>	<b>Number of</b>		<b>Active/ Retired</b>
	<b>Active</b>	<b>Retired</b>	
<b>June 30,</b>			
2015	1,977	1,371	1.44
2016	1,895	1,425	1.33
2017	1,957	1,438	1.36
2018	2,026	1,474	1.37
2019	2,249	1,488	1.51
2020	2,401	1,524	1.58
2021	2,031	1,531	1.33
2022	2,233	1,524	1.47
2023	2,510	1,541	1.63
2024	2,723	1,540	1.77





The assumptions and methods utilized in the valuation were developed in the five-year experience study for the period ending June 30, 2021.

Tables B-2 and B-3 give rates of decrement for service retirement and other terminations of employment.

### **Actuarial Cost Method**

The actuarial valuation was prepared using the entry age actuarial cost method. Under this method, the actuarial present value of the projected benefits of each individual included in the valuation is allocated as a level percentage of the individual's projected compensation between entry age and assumed exit. The portion of this actuarial present value allocated to a valuation year is called the normal cost. The normal cost was first calculated for each individual member. The normal cost rate is the total of the individual normal costs, divided by the total pay rate.

The portion of this actuarial present value not provided for at a valuation date by the sum of (a) the actuarial value of the assets and (b) the actuarial present value of future normal costs is called the UAAL. The UAAL is amortized as a level percentage of the projected salaries of present and future members of the System.

### **Records and Data**

The data used in the valuation consists of financial information, records of age, sex, service, salary, contribution rates, and account balances of contributing members and records of age, sex, and amount of benefit for retired members and beneficiaries. All of the data was supplied by the System and has been accepted for valuation purposes without audit.

### **Replacement of Terminated Members**

The ages at entry and distribution by sex of future members are assumed to average the same as those of the present members they replace. If the number of active members should increase, it is further assumed that the average entry age of the larger group will be the same, from an actuarial standpoint, as that of the present group. Under these assumptions, the normal cost rates for active members will not vary with the termination of present members.





### Investment Expenses

The investment expenses of the System are assumed to be funded by investment earnings in excess of 7.30% per year.

### Valuation of Assets

The actuarial asset valuation method spreads asset gains and losses over four years. The expected return is determined each year based on the beginning of year market value and actual cash flows during the year. Any difference between the expected market value return and the actual market value return is recognized evenly over a period of four years.

### Investment Earnings

The annual rate of investment earnings of the assets of the System is assumed to be 7.30% per year net of administrative and investment expenses, compounded annually.

### Service Retirement

Table B-2 shows the annual assumed rates of retirement among members eligible for service retirement. Separate rates are used when a member is eligible for reduced benefits, for the first year a member is eligible for full benefits, and for the years following the first year a member is eligible for full benefits.

### Disablement

There are no rates of disablement used in this valuation.

### Mortality

A written description of each table used is included in Table B-1.

### Other Terminations of Employment

The rates of assumed future withdrawal from active service for reasons other than death, disability or retirement are shown for representative ages in Table B-3.

### Probability of Marriage and Dependent Children

If death occurs in active status, all members are assumed to have an eligible spouse with no dependent children. Female spouses are assumed to be three years younger than males.





### Terminated and Nonvested Terminated Members

For valuation purposes, terminated and nonvested terminated members are treated as active members.





**Table B-1**

**Summary of Valuation Assumptions**

I. Economic assumptions	
A. Investment return	7.30%
B. Price Inflation Assumption	2.75%
C. Growth in membership	0.00%
II. Demographic assumptions	
A. Retirement	Table B-2
B. Mortality among contributing members: PUB 2010 Safety Amount Weighted Employee Mortality projected to 2021 for males and females. Projected generationally using MP-2021.	
C. Mortality among service retired members: PUB 2010 Safety Amount Weighted Healthy Retiree Mortality Table projected to 2021, set forward one year for males and adjusted 105% for males and 100% for females. Projected generationally using MP-2021.	
D. Mortality among beneficiaries: PUB 2010 Amount Weighted Contingent Survivor Mortality projected to 2021, set forward one year for males. Projected generationally using MP-2021.	
E. Mortality among disabled members: PUB 2010 Safety Amount Weighted Disabled Retiree Mortality projected to 2021, set forward one year for males.	
F. Other terminations of employment	Table B-3





**Table B-2**

**Retirement  
Annual Rates**

Age	10 to 19 Years of Service	20 or More Years of Service
Less than 55	0.0%	0.0%
55	0.0	32.0
56	0.0	32.0
57	0.0	32.0
58	0.0	32.0
59	0.0	32.0
60	20.0	32.0
61	20.0	32.0
62	20.0	32.0
63	20.0	32.0
64	20.0	32.0
65	20.0	32.0
66	20.0	32.0
67	20.0	32.0
68	20.0	32.0
69	20.0	32.0
70 & Over	100.0	100.0





**Table B-3**

**Other Terminations of Employment  
Among Members Not Eligible to Retire  
Annual Rates**

Years of Service	<u>All Members</u>
0	30.0%
1	30.0
2	30.0
3	30.0
4	30.0
5	30.0
6	25.0
7	25.0
8	21.0
9	17.0
10-26	13.0
26 & Over	10.0



## APPENDIX C – SUMMARY OF BENEFIT PROVISIONS



<b>Type of plan</b>	<ul style="list-style-type: none"><li>• Multiple-employer cost-sharing</li></ul>
<b>Membership eligibility</b>	<ul style="list-style-type: none"><li>• Unpaid volunteer firefighters serving with qualified volunteer fire companies in unincorporated areas throughout the state.</li></ul>
<b>Member contributions</b>	<ul style="list-style-type: none"><li>• No member contributions</li></ul>
<b>State contributions</b>	<ul style="list-style-type: none"><li>• 5% of certain fire insurance premium taxes collected and passed through the general fund</li></ul>
<b>Credit for service</b>	<p>To receive a year of credit for service, a volunteer firefighter must:</p> <ul style="list-style-type: none"><li>• Serve with a single fire company for an entire fiscal year, <b>and</b></li><li>• Receive a minimum of 30 hours of training.</li><li>• Fractional years <b>are not</b> credited.</li></ul>
<b>Normal retirement eligibility and benefit formula</b>	<ul style="list-style-type: none"><li>• Age 55 with 20 years of credit for service, <b>or</b></li><li>• Age 60 with 10 years of credit for service</li><li>• \$8.75 per month x year of credit for service up to 20 years</li><li>• \$7.50 per month x year of credit for service after 20 years</li><li>• For VFCA members retiring <b>prior to</b> July 1, 2011, maximum credited service is 30 years</li><li>• VFCA members retiring <b>on or after</b> July 1, 2011, will receive \$7.50 per month for each additional year of credited service after 30 years in each year that the trust is actuarially sound and the amortization period is 20 years or less; otherwise benefits for the year will only be paid on credited service up to 30 years.</li></ul>
<b>Duty-related disability retirement eligibility and benefit formula</b>	<ul style="list-style-type: none"><li>• Any current member on a fire company's roster</li><li>• <b>The greater of:</b><ul style="list-style-type: none"><li>a. \$87.50 per month, <b>or</b></li><li>b. (\$8.75 per month x year of credit for service up to 20 years) + (\$7.50 per month x year of credit for service after 20 years up to 30 years of credit for service)</li></ul></li></ul>
<b>Survivor's eligibility and benefit formula</b>	<ul style="list-style-type: none"><li>• 10 years of credit for service or a retired member</li><li>• A monthly survivor benefit to the surviving spouse (or equally to dependent children if there is no surviving spouse or after a surviving spouse dies, for as long as they remain dependent children) equal to the full benefit otherwise payable to the member.</li><li>• Survivor benefits terminate when benefits have been paid for a total of 40 months, including any benefits paid to the retired member prior to death.</li></ul>





# APPENDIX C – SUMMARY OF BENEFIT PROVISIONS

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Changes since last valuation

- None



## APPENDIX D – VALUATION DATA



This chart is presented for informational purposes only. The counts shown in the valuation line were used for preparation of the liabilities disclosed within this report. The counts disclosed for the Annual Financial Report and the Summary of Results (page 1) match the ACFR at the request of the Board. The differences between counts, if any, have no material effect upon the liability calculation.

	<u>Active</u>	<u>Disabled</u>	<u>Retirees and Beneficiaries</u>	<u>Terminated Vested Members</u>	<u>Terminated Non-Vested Members</u>	<u>Total</u>
<b>Participant Counts Used for Valuation</b>	2,719	1	1,539	835	8,497	13,591
Disabled Members having attained normal retirement age						
Beneficiaries of Disabled Members						
Beneficiaries with less than one year of certain payments remaining						
Other Adjustments	4					4
<b>Participant Counts shown in the Annual Financial Report</b>	2,723	1	1,539	835	8,497	13,595





## APPENDIX D – VALUATION DATA

This valuation is based upon the membership of the System as of June 30, 2024. Membership data was supplied by the System and has been accepted for valuation purposes without audit. However, tests were performed to ensure that the data is sufficiently accurate for valuation purposes.

<u>Active Members</u>	<u>Number</u>
Full-Time Members	2,719

Table D-1 contains summaries of the data for active members. For full-time members, values shown in the tables are the numbers of members and their service.

Table D-2 presents distributions of the following:

- Members receiving service retirement benefits.
- Members receiving disability retirement benefits.
- Survivors of deceased retired members receiving benefits.
- Survivors of deceased active members.
- Terminated vested members.
- Terminated non-vested members.

Table D-3 is a reconciliation of membership data from June 30, 2023 to June 30, 2024.





## APPENDIX D – VALUATION DATA

The following is a summary of retired members and beneficiaries currently receiving benefits. The chart reflects the counts and benefits used for valuation purposes as a result of data processing. Please refer to the chart on page 38 for an explanation of the number of annuitants used for valuation purposes.

Type of Annuitant	Number	Annual Benefits	Average Annual Benefits
Service Retirement	1,535	\$ 3,130,500	\$ 2,039
Survivors of Deceased Retired Members	2	4,920	2,460
Survivors of Deceased Active Members	2	3,450	1,725
Total Retirees and Beneficiaries	1,539	\$ 3,138,870	\$ 2,040
Disability Retirement	1	1,050	1,050
Total Annuitants	1,540	\$ 3,139,920	\$ 2,039

	Number
Vested Terminated Members	835
Non-Vested Terminated Members	8,497
Total Terminated Members	9,332





**Table D-1:  
Active Members Distribution of  
Full-Time Employees  
as of June 30, 2024**

**Number of Employees**

Age	<u>Completed Years of Service</u>												Totals	
	0	1	2	3 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40+		
<25	147	69	39	27	2									284
25 to 29	116	55	38	47	53	6								315
30 to 34	93	48	29	47	71	37	3							328
35 to 39	79	41	23	45	66	29	13	1						297
40 to 44	73	41	21	41	78	34	35	10						333
45 to 49	39	30	20	44	54	41	30	26	4					288
50 to 54	32	20	13	23	47	38	26	25	12	5				241
55 to 59	24	18	23	17	34	32	26	19	10	6	1			210
60 to 64	23	14	7	13	28	21	26	12	9	5	1	2		161
65 to 69	19	11	17	17	27	13	14	14	6	1	2	3		144
70 and up	16	7	13	12	32	13	15	6	2	2				118
<b>Totals</b>	<b>661</b>	<b>354</b>	<b>243</b>	<b>333</b>	<b>492</b>	<b>264</b>	<b>188</b>	<b>113</b>	<b>43</b>	<b>19</b>	<b>4</b>	<b>5</b>		<b>2,719</b>





**Table D-2:  
Distribution of Inactive Lives**

**Members Receiving Service Retirement Benefits as of June 30, 2024**

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	-	\$ -	\$ -
50 to 54	-	-	-
55 to 59	69	170,370	2,469
60 to 64	177	383,940	2,169
65 to 69	306	640,335	2,093
70 to 74	385	780,750	2,028
75 to 79	285	558,030	1,958
80 to 84	177	345,270	1,951
85 to 89	101	187,995	1,861
90 and up	35	63,810	1,823
Totals	1,535	\$ 3,130,500	\$ 2,039

**Members Receiving Disability Retirement Benefits as of June 30, 2024**

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	-	\$ -	\$ -
50 to 54	-	-	-
55 to 59	-	-	-
60 to 64	-	-	-
65 to 69	-	-	-
70 to 74	1	1,050	1,050
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
Totals	1	\$ 1,050	\$ 1,050





**Table D-2:  
Distribution of Inactive Lives**

**Survivors of Deceased Retired Members as of June 30, 2024**

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	-	\$ -	\$ -
50 to 54	-	-	-
55 to 59	-	-	-
60 to 64	1	2,100	2,100
65 to 69	-	-	-
70 to 74	-	-	-
75 to 79	1	2,820	2,820
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
<b>Totals</b>	<b>2</b>	<b>\$ 4,920</b>	<b>\$ 2,460</b>

**Survivors of Deceased Active Members as of June 30, 2024**

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	1	\$ 1,260	\$ 1,260
50 to 54	-	-	-
55 to 59	-	-	-
60 to 64	1	2,190	2,190
65 to 69	-	-	-
70 to 74	-	-	-
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
<b>Totals</b>	<b>2</b>	<b>\$ 3,450</b>	<b>\$ 1,725</b>





**Table D-2:  
Distribution of Inactive Lives**

**Terminated Vested Members as of June 30, 2024  
Number of Persons**

Age	Number
<25	
25 to 29	
30 to 34	8
35 to 39	18
40 to 44	77
45 to 49	62
50 to 54	122
55 to 59	137
60 to 64	133
65 to 69	105
70 and above	173
Total	835

**Terminated Non-Vested Members as of June 30, 2024  
Number of Persons**

Age	Number
<25	77
25 to 29	303
30 to 34	546
35 to 39	737
40 to 44	816
45 to 49	791
50 to 54	932
55 to 59	932
60 to 64	961
65 to 69	931
70 and above	1,471
Total	8,497







## APPENDIX D – VALUATION DATA

**Table D-3:  
Data Reconciliation**

The following table shows a reconciliation of the participants used in the previous valuation to this valuation. This chart reflects the counts used for valuation purposes as a result of data processing.

	<u>Active Contributing Members</u>	<u>Terminated Vested Members</u>	<u>Terminated Non-Vested Members</u>	<u>Service Retired Members</u>	<u>Disabled Members</u>	<u>Survivors and Beneficiaries</u>
<b>June 30, 2023 Valuation</b>	2,510	832	8,464	1,533	1	7
Non-Vested Terminations	(168)		168			
Vested Terminations	(66)	66				
Service Retirements	(30)	(25)		55		
Disability Retirements						
Deaths	(4)	(3)	(49)	(57)		(4)
New Entrants	358					1
Rehires	119	(34)	(85)			
Other		(1)	(1)	4		
<b>June 30, 2024 Valuation</b>	2,719	835	8,497	1,535	1	4



## APPENDIX E – COMPARATIVE SCHEDULES

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This section contains tables that summarize the experience of the System shown in present and past valuation reports.

Table E-1 shows a summary of the active members covered as of the various valuation dates.

Table E-2 shows a summary of the retired and inactive members as of the various valuation dates.

Table E-3 summarizes the contribution amounts determined by each annual actuarial valuation.





**Table E-1:  
Active Membership Data**

Valuation Date June 30,	Actives	Average Age	Average Years of Service	Average Hire Age
2024	2,723	43.4	5.9	37.5
2023	2,510	43.3	6.2	37.1
2022	2,233	44.1	7.0	37.1
2021	2,031	43.4	7.4	36.0
2020	2,401	45.1	9.1	36.1
2019	2,249	45.3	9.2	36.1
2018	2,026	45.6	9.2	36.3
2017	1,957	45.5	9.5	36.0
2016	1,895	45.6	9.8	35.8
2015	1,977	46.0	9.8	36.2
2014	1,935			
2013	2,101			
2012	2,106			





**Table E-2:  
Members in Receipt of Annuities and Inactive Membership Data**

Valuation Date June 30,	Number	All Annuitants					Terminated Members	
		Annual Benefits in Thousands	Average Annual Benefit	Average Current Age	Average Age at Retirement	Average Service at Retirement	Number Vested Terminated	Number Non-Vested Terminated
2024	1,540	3,140	2,039	73.2	60.4	19.4	835	8,497
2023	1,541	3,127	2,029	72.9	60.4	19.3	832	8,464
2022	1,524	3,085	2,024	72.5	60.3	19.3	835	8,395
2021	1,531	3,092	2,019	72.2	60.2	19.2	890	8,477
2020	1,524	3,068	2,013	71.9	60.1	19.2	766	
2019	1,488	2,985	2,007	71.7	60.1	19.1	777	
2018	1,474	2,953	2,004	71.4	59.8	19.1	815	
2017	1,438	2,871	1,997	71.2	59.9	19.0	824	
2016	1,425	2,831	1,987	71.0	59.8	19.0	878	
2015	1,371	2,377	1,734	70.9	59.7	18.7	905	
2014	1,332	2,314	1,737				939	
2013	1,285	2,235	1,739				884	
2012	1,242	2,118	1,705				879	





**Table E-3:  
Contribution Amounts**

Valuation Date June 30,	Calculated Employer Contribution	Normal Cost Amount*	UAAL Amount**	Actual State Contribution***
2024	\$445,283	\$737,821	(\$292,538)	
2023	796,125	719,594	76,531	3,519,342
2022	1,060,482	697,657	362,825	3,156,488
2021	351,815	351,222	593	2,851,975
2020	913,824	404,455	509,369	2,591,791
2019	899,555	304,111	595,444	2,486,772
2018	823,290	162,169	661,121	2,370,454
2017	915,642	177,318	738,824	2,212,113
2016	1,109,996	271,371	838,625	2,064,561
2015	1,331,372	280,441	1,050,931	2,036,297
2014	890,358	245,657	644,701	1,913,482
2013	1,116,227	197,941	843,867	1,818,237
2012	1,125,222	199,294	879,482	1,711,321

\* Includes administrative expenses starting in the 2014 through 2021 Valuation Date. Effective June 30, 2022, Normal Cost includes an amount for vested and non-vested terminations valued as active members

\*\* The UAAL amount is the contribution available to amortize the UAAL. It is equal to the total contribution, minus the normal cost.

\*\*\* The actual contribution amount is for the FYE on the June 30 following the valuation date.



## APPENDIX F – FINANCIAL STATEMENT INFORMATION



The information presented in the required supplementary schedules was determined as part of the actuarial valuation as of June 30, 2024. Additional information as of the latest actuarial valuation follows.

Valuation date	June 30, 2024
Actuarial cost method	Entry Age Normal
Amortization method	Open
Remaining amortization period	0 Years
Asset valuation method	Four-year smoothed market
Actuarial assumptions:	
Investment rate of return*	7.30%
General wage growth*	N/A
Merit salary increases	N/A
*Includes inflation	2.75%





## APPENDIX F – FINANCIAL STATEMENT INFORMATION

Gain and Loss in Accrued Liability During Years Ended June 30 Resulting from Differences Between Assumed Experience and Actual Experience						
Type of Activity	Gain or (Loss) for Year Ending June 30, (expressed in thousands)					
	2019	2020	2021	2022	2023	2024
Investment Income on Actuarial Value of Assets	\$ (274)	\$ (310)	\$ 1,152	\$ 107	\$ (83)	\$ 493
Combined Liability Experience	(365)	(126)	3,277	647	1,462	1,306
(Loss)/Gain During Year from Financial Experience	\$ (639)	\$ (436)	\$ 4,429	\$ 754	\$ 1,379	\$ 1,799
Non-Recurring Items	0	0	0	(7,780)	0	0
Composite Gain or (Loss) During Year	\$ (639)	\$ (436)	\$ 4,429	\$ (7,026)	\$ 1,379	\$ 1,799

Schedule of Funding Progress (expressed in thousands)						
Valuation Date June 30,	Actuarial Value of Assets	Actuarial Accrued Liability (AAL)	Funded Ratio	Unfunded AAL (UAAL)	Covered Payroll	UAAL as a Percentage of Covered Payroll
2024	\$ 56,152	\$ 52,503	106%	\$ (3,650)	N/A	N/A
2023	51,536	52,490	98%	955	N/A	N/A
2022	48,078	52,604	91%	4,527	N/A	N/A
2021	45,131	45,138	99%	7	N/A	N/A
2020	41,717	47,868	87%	6,152	N/A	N/A
2019	40,009	47,200	85%	7,191	N/A	N/A





## APPENDIX F – FINANCIAL STATEMENT INFORMATION

Solvency Test								
Aggregate Accrued Liabilities for (expressed in thousands)								
Valuation Date June 30,	Active Member Contributions (1)	Retirees & Beneficiaries (2)	Active Member Employer Financed Contributions (3)	Actuarial Value of Reported Assets	Portion of Accrued Liability Covered by Reported Assets			
					(1)	(2)	(3)	
2024	\$ -	\$ 25,074	\$ 27,429	\$ 56,152	N/A	100%	113%	
2023	-	25,133	27,357	51,536	N/A	100%	96%	
2022	-	25,044	27,561	48,078	N/A	100%	83%	
2021	-	25,834	19,303	45,131	N/A	100%	99%	
2020	-	25,817	22,052	41,717	N/A	100%	72%	
2019	-	25,295	21,905	40,009	N/A	100%	67%	







The following definitions are largely excerpts from a list adopted in 1981 by the major actuarial organizations in the United States. In some cases the definitions have been modified for specific applicability to the Volunteer Firefighters' Compensation Act of the State of Montana. Defined terms are capitalized throughout this Appendix.

### **Accrued Benefit**

The amount of an individual's benefit (whether or not vested) as of a specific date, determined in accordance with the terms of a pension plan and based on compensation and service to that date.

### **Actuarial Accrued Liability**

That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of pension plan benefits and expenses which is not provided for by future Normal Costs.

### **Actuarial Assumptions**

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, withdrawal, disablement, and retirement; changes in compensation, rates of investment earnings, and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; and other relevant items.

### **Actuarial Cost Method**

A procedure for determining the Actuarial Present Value of pension plan benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.

### **Actuarial Gains and Losses**

A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions during the period between two Actuarial Valuation dates, as determined in accordance with a particular Actuarial Cost Method.

### **Actuarial Present Value**

The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions.

### **Actuarial Valuation**

The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a pension plan.

### **Actuarial Value of Assets**

The value of cash, investments and other property belonging to a pension plan, as used by the actuary for the purpose of an Actuarial Valuation.





### **Actuarially Equivalent**

Of equal Actuarial Present Value, determined as of a given date with each value based on the same set of Actuarial Assumptions.

### **Amortization Payment**

That portion of the pension plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

### **Entry Age Actuarial Cost Method**

A method under which the Actuarial Present Value of the Projected Benefits of each individual included in an Actuarial Valuation is allocated on a level basis over the earnings of the individual between entry age and assumed exit ages. The portion of this Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion of this Actuarial Present Value not provided for at a valuation date by the Actuarial Present Value of future Normal Costs is called the Actuarial Accrued Liability.

### **Market Value of Assets**

The fair value of cash, investments and other property belonging to a pension plan that could be acquired by exchanging them on the open market.

### **Normal Cost**

That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

### **Projected Benefits**

Those pension plan benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits.

### **Unaccrued Benefit**

The excess of an individual's Projected Benefits over the Accrued Benefits as of a specified date.

### **Unfunded Actuarial Accrued Liability**

The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.

