

Volunteer Firefighters' Compensation Act of the State of Montana



Actuarial Valuation Report

Prepared as of June 30, 2025



September 30, 2025

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, 2025.

The purpose of this report is to provide a summary of the funded status of the System as of June 30, 2025 to determine the adequacy of the System's funding policy, to compare the actual and expected experience during the year ending June 30, 2025, to assess and disclose the key risks associated with funding the System, and to analyze and report on trends in contributions, assets and liabilities over the past several years. While not verifying the data at source, the actuary performed tests for consistency and reasonability. The valuation indicates that the plan is over 100% funded.

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,

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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:

VALUATION DATE	June 30, 2025	June 30, 2024
Participant Counts		
Active Members	2,936	2,723
Retirees and Beneficiaries	1,541	1,539
Disabled Members	1	1
Terminated Vested Members	830	835
Terminated Non-Vested Members	8,571	8,497
Total*	13,879	13,595
Annual Retirement Allowances for Retired Members and Beneficiaries	\$ 3,561,497	\$ 3,139,920
Assets		
Actuarial value	\$ 59,730,427	\$ 56,152,239
Market value	60,398,828	54,984,229
Actuarial Accrued Liability (AAL)	\$ 59,364,543	\$ 52,502,552
Unfunded Actuarial Accrued Liability (UAAL)	\$ (365,884)	\$ (3,649,687)
Funded Ratio	100.62%	106.95%
Market Value Rate of Return	8.49%	7.93%
Annual Cost		
Employer Contribution Rate		
Normal Rate	\$ 850,545	\$ 737,821
UAAL Amortization (30 Years)	(29,327)	(292,538)
Total	\$ 821,218	\$ 445,283
Actual Contribution for Preceding Fiscal Year	\$ 3,910,471	\$ 3,519,342
Amortization Period Based on Actual Contributions	0 years	0 years

* 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



As a result of this actuarial valuation of the benefits in effect under the Volunteer Firefighters' Compensation Act as of June 30, 2025, the state contribution amortizes the Unfunded Actuarial Accrued Liability (UAAL) of the Retirement System over 0 years. The Funded Ratio is 100.62%.

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, 2025, market value of assets is \$668,401 more 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 101.74%.

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.

MCA-19-17-404 was amended, increasing the full pension benefit payable to eligible members to \$200 a month and increasing the partial pension benefit by a fraction of the full benefit based on the members years of service up to 20 years.

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.





Investment Experience

The market assets earned 8.49% net of investment expenses. As a result of prior years' unrecognized losses, the actuarial assets earned 5.07%, which is 2.23% less 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
7/1/2015 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
7/1/2024 to 6/30/2025	8.49	5.07	7.30	1.19	(2.23)

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, 2024, actuarial valuation was equal to \$3,519,342. This contribution was sufficient to amortize the actuarial unfunded accrued liability over a 0-year period. The total State contribution for the June 30, 2025, valuation is equal to \$3,910,471. 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, 2025 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.





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%	100.62%	0 Years	\$3.9
Higher Assumption 8.30%	110.62%	0 Years	(5.3)
Increase / (Decrease)	10.00%	0 Years	(\$9.2)
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%	100.62%	0 Years	\$3.9
Higher Assumption 7.80%	105.60%	0 Years	(2.5)
Increase / (Decrease)	4.98%	0 Years	(\$6.4)
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%	100.62%	0 Years	\$3.9
Lower Assumption 6.80%	95.69%	1 Year	3.7
Increase / (Decrease)	(4.93%)	1 Year	(\$0.2)
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%	100.62%	0 Years	\$3.9
Lower Assumption 6.30%	90.83%	3 Years	7.3
Increase / (Decrease)	(9.79%)	3 Years	\$3.4

* Amounts reflect estimated increase/(decrease) in FY2026 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

House Bill 358 was passed, effective 7/1/2025, increasing the full pension benefit multiplier from \$8.75 per month per year of service up to 20 years to \$10 per month per year of service.

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, 2024 Actuarial Valuation. Further detail can be found in Tables 10 and 11.

Changes in the Unfunded Actuarial Accrued Liability (UAAL)

June 30, 2024 Valuation UAAL	(\$3,649,687)
Normal Cost	737,821
Contributions	(3,910,471)
Interest	(355,298)
Expected June 30, 2025 UAAL	(7,177,635)
Experience (Gain)/Loss on Actuarial Liabilities	(\$1,296,925)
Experience (Gain)/Loss on Actuarial Assets	1,262,043
Assumption & Method Changes	0
Plan Changes	6,846,633
Total (Gain) / Loss	6,811,751
June 30, 2025 Valuation UAAL	(365,884)





Summary

- * The System's return on actuarial value of assets of 5.07% for the year ended June 30, 2025, is 2.23% less than the actuarial assumption of 7.30%. This represents an asset loss of \$1,262,043 due to investment return being less than anticipated. As of June 30, 2025, the market value of assets was \$60,398,828. As of June 30, 2025, the actuarial value of assets was \$59,730,427. The June 30, 2025 deferred asset experience will be recognized in future actuarial valuations unless it is offset by returns less than 7.30% on an actuarial basis.
- * As of June 30, 2025, the amortization period of the UAAL is 0 years. Prior to this valuation, the funding period was 0 years. 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.





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, 2025. 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, 2025

	2025	2024
ASSETS		
Cash and Short Term Investments	\$ 703,753	\$ 591,101
Securities Lending Collateral	2,837,162	1,849,390
Receivables:		
Interest Receivable	3,644	4,516
Accounts Receivable	-	175
Due from Other Funds	-	-
Due from Primary Government	-	-
Notes Receivable	-	-
Def Outflow of Resources	12,052	11,433
Total Receivables	\$ 15,696	\$ 16,124
Investments, at fair value:		
Investment Pools	59,992,872	54,653,102
Other Investments	-	-
Total Investments	\$ 59,992,872	\$ 54,653,102
Capital Assets		
Property and Equipment, at cost, net of Accumulated Depreciation	\$ -	\$ 298
Intangible Assets, at cost, net of Amortization Expense	184,204	233,584
Total Capital Assets	\$ 184,204	\$ 233,882
TOTAL ASSETS	\$ 63,733,687	\$ 57,343,599
LIABILITIES		
Securities Lending Liability	\$ 2,837,162	\$ 1,849,390
Accounts Payable	-	-
Contributions Received in Advance	-	-
Due to Other Funds	312,581	317,394
Def Inflow of Resources	15,013	15,652
Other Liabilities	28,330	24,510
Leasing Liabilities	141,773	152,424
TOTAL LIABILITIES	\$ 3,334,859	\$ 2,359,370
NET POSITION - RESTRICTED FOR PENSION BENEFITS	\$ 60,398,828	\$ 54,984,229





Table 2:
Statement of Changes in Fiduciary Net Position
Fiscal Year Ended June 30, 2025

	2025	2024
ADDITIONS		
Contributions:		
Employer	\$ -	\$ -
Plan Member	-	-
Other	3,910,471	3,519,342
Total Contributions	<u>\$ 3,910,471</u>	<u>\$ 3,519,342</u>
Misc Income	\$ -	\$ -
Investment Income:		
Net Appreciation/(Depreciation) in Fair Value of Investments	\$ 5,336,452	\$ 4,695,642
Investment Earnings	30,335	34,506
Security Lending Income	130,142	64,975
Investment Income/(Loss)	<u>\$ 5,496,929</u>	<u>\$ 4,795,123</u>
Investment Expense	(316,964)	(317,169)
Security Lending Expense	(113,111)	(52,177)
Net Investment Income/(Loss)	<u>\$ 5,066,854</u>	<u>\$ 4,425,777</u>
Total Additions	<u>\$ 8,977,325</u>	<u>\$ 7,945,119</u>
DEDUCTIONS		
Benefits, Refunds and Distributions	\$ 3,182,101	\$ 3,156,902
Transfers out - Employer Forfeitures	-	-
Supplemental Insurance Payments	13,350	13,725
Administrative Expense	367,275	394,255
Miscellaneous Expenses	-	-
Total Deductions	<u>\$ 3,562,726</u>	<u>\$ 3,564,882</u>
NET INCREASE (DECREASE) IN PLAN NET ASSETS	<u>\$ 5,414,599</u>	<u>\$ 4,380,237</u>
NET POSITION - RESTRICTED FOR PENSION BENEFITS BEGINNING OF YEAR	<u>\$ 54,984,229</u>	<u>\$ 50,607,511</u>
ADJUSTMENT	<u>\$ -</u>	<u>\$ (3,519)</u>
END OF YEAR	<u><u>\$ 60,398,828</u></u>	<u><u>\$ 54,984,229</u></u>





Table 3:
Determination of Actuarial Value of Assets

Valuation Date June 30:	2024	2025	2026	2027	2028
A. Actuarial Value Beginning of Year	\$ 51,535,670	\$ 56,152,239			
B. Market Value End of Year	54,984,229	60,398,828			
C. Market Value of Beginning of Year	50,607,511	54,984,229			
D. Cash Flow					
D1. Contributions	\$ 3,519,342	\$ 3,910,471			
D2. Benefit Payments	(3,170,627)	(3,195,451)			
D3. Administrative Expenses	(394,255)	(367,275)			
D4. Investment Expenses	(369,346)	(430,075)			
D5. Net	\$ (414,886)	\$ (82,330)			
E. Investment Income					
E1. Market Total: B. - C. - D5.	\$ 4,791,604	\$ 5,496,929			
E2. Assumed Rate	7.30%	7.30%			
E3. Amount for Immediate Recognition C.*E2. + ((D1.+D2.)*E2.*0.5) - D3. - D4.	4,470,677	4,837,297			
E4. Amount for Phased-in Recognition E1. - E3.	320,927	659,632			
F. Excluded Gain/(Loss)					
F1. Current Year: 0.25 * E4.	\$ 80,232	\$ 164,908	\$ -	\$ -	\$ -
F2. First Prior Year	13,218	80,232	164,908	-	-
F3. Second Prior Year	(1,435,137)	13,218	80,232	164,908	-
F4. Third Prior Year	1,902,465	(1,435,137)	13,218	80,231	164,908
F5. Total Excluded Investment Gain/(Loss)	\$ 560,778	\$ (1,176,779)	\$ 258,358	\$ 245,139	\$ 164,908
G. Actuarial Value End of Year A. + D5. + E3. + F5.	\$ 56,152,239	\$ 59,730,427			





Table 4:
Historical Investment Returns*

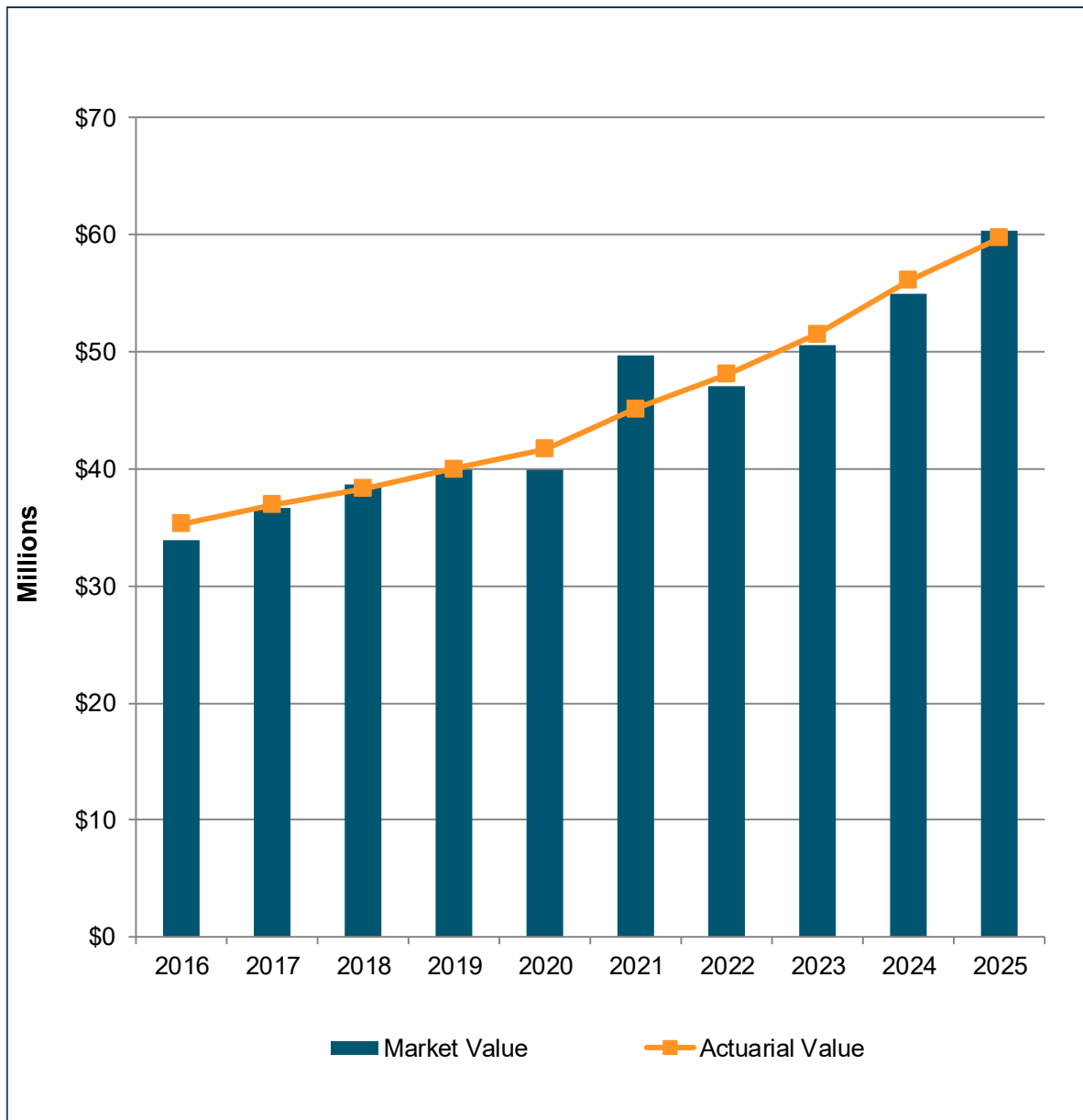
Fiscal Year Ending	Market Returns	Actuarial Returns	Actuarial Assumption	Actuarial Return Over Assumption
June 30, 2016	1.84%	8.30%	7.75%	0.55%
June 30, 2017	11.51%	7.89%	7.75%	0.14%
June 30, 2018	8.68%	6.59%	7.65%	(1.06)%
June 30, 2019	5.41%	6.93%	7.65%	(0.72)%
June 30, 2020	2.66%	6.87%	7.65%	(0.78)%
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%
June 30, 2025	8.49%	5.07%	7.30%	(2.23)%
10 Year Average	7.43%	7.53%		(0.04)%

* 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



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

	June 30, 2025	June 30, 2024
	Total	Total
A. Active Members Liability Due to Probability of		
Retirements	\$ 25,531,197	\$ 22,311,735
Disabilities	-	-
In-Service Deaths	332,729	319,049
Terminations	7,994,744	7,077,326
Total	\$ 33,858,670	\$ 29,708,110
B. Inactive Members and Annuitants		
Service Retirement	\$ 28,112,761	\$ 25,050,521
Disability Retirement	9,002	8,155
Beneficiaries*	6,840	14,969
Vested Terminated Members	-	-
Total	\$ 28,128,603	\$ 25,073,645
C. Grand Total	\$ 61,987,273	\$ 54,781,755

* 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



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.





**Table 7:
Normal Cost Contribution Amounts**

	<u>June 30, 2025</u> <u>Total</u>	<u>June 30, 2024</u> <u>Total</u>
Service retirements	\$ 547,923	\$ 470,170
Disability retirements	-	-
In Service Death	71,658	67,355
Termination benefits	<u>230,964</u>	<u>200,296</u>
Total Normal Cost	<u>\$ 850,545</u>	<u>\$ 737,821</u>
Amount Available to Amortize the Unfunded Actuarial Accrued Liability	<u>\$ 3,059,926</u>	<u>\$ 2,781,521</u>
Statutory Funding Rate	\$ 3,910,471	\$ 3,519,342





Table 8:
Unfunded Actuarial Accrued Liability

	<u>June 30, 2025</u>	<u>June 30, 2024</u>
A. Actuarial present value of all future benefits for present members and retirees and their survivors (Table 6)	\$ 61,987,273	\$ 54,781,755
B. Less actuarial present value of total future normal costs for present members	<u>2,622,730</u>	<u>2,279,203</u>
C. Actuarial accrued liability	\$ 59,364,543	\$ 52,502,552
D. Less assets available for benefits	<u>59,730,427</u>	<u>56,152,239</u>
E. Unfunded actuarial accrued liability	\$ (365,884)	\$ (3,649,687)



SECTION 5 – CASH FLOW HISTORY



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.

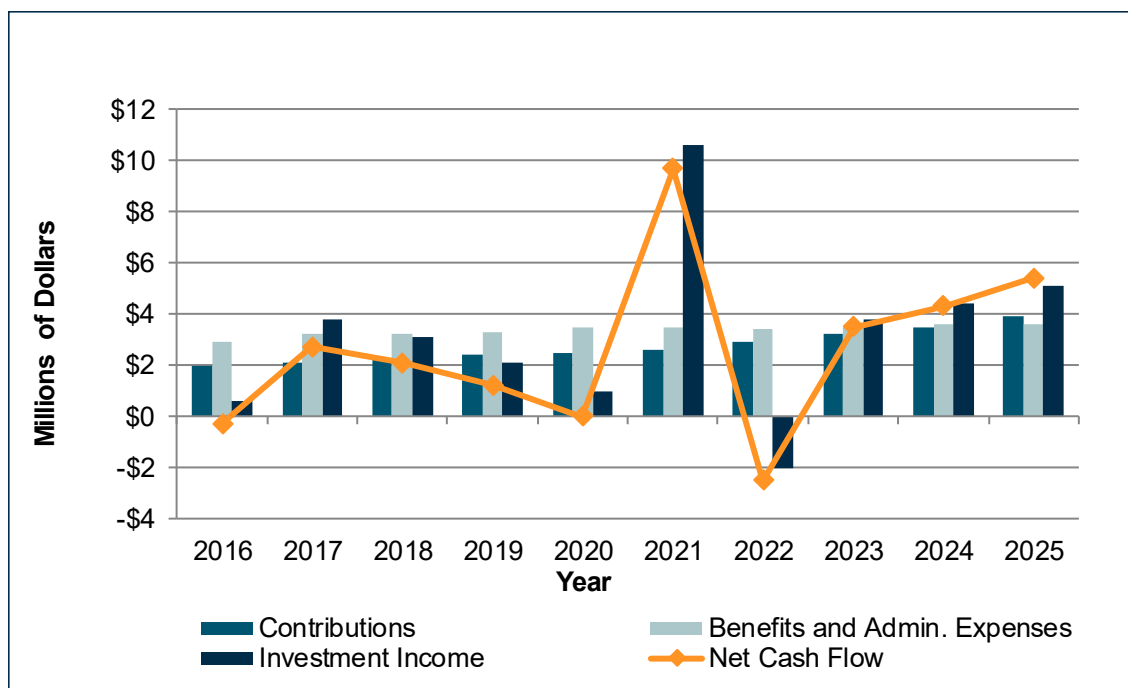
Table 9 shows the System had a positive cash flow for the year ended June 30, 2025. The System’s total cash flow including contributions, benefit payments, administrative expenses and investment earnings was \$5.4 million. Of the \$5.4 million, \$5.1 million was due to investment returns.

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)



Year Ended June 30	Historical Cash Flows			
	Contributions	Benefits & Administrative Expenses	Investment Income	Net Cash Flow
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
2025	3.9	3.6	5.1	5.4



SECTION 6 – ACTUARIAL GAINS OR LOSSES



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.





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

A. ACTUARIAL ACCRUED LIABILITY (GAIN) / LOSS ANALYSIS	
1. Actual Actuarial Accrued Liability as of June 30, 2024:	\$ 52,502,552
2. Normal Cost for this Plan Year:	737,821
3. Interest on items 1 and 2 $[(1+2) \times 7.30\%]$:	3,886,547
4. Benefit Payments for this Plan Year:	(3,195,451)
5. Interest on item $[4 \times 7.30\% \times .5]$:	(116,634)
6. Expected Actuarial Accrued Liability as of June 30, 2025:	\$ 53,814,835
7. Changes due to:	
a. Assumption Changes:	-
b. Plan Amendments:	6,846,633
c. Funding Method:	-
d. Actuarial (Gain) / Loss:	\$ (1,296,925)
8. Actual Actuarial Accrued Liability as of June 30, 2025:	\$ 59,364,543
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. ASSET (GAIN) / LOSS ANALYSIS	
1. Actuarial Value of Assets as of June 30, 2024:	\$ 56,152,239
2. Interest on item $[1 \times 7.30\%]$:	4,099,113
3. Contributions for this Plan Year:	3,910,471
4. Interest on item $[3. \times 7.30\% \times .5]$:	142,732
5. Benefit Payments for this Plan Year:	(3,195,451)
6. Interest on item $[5. \times 7.30\% \times .5]$:	(116,634)
7. Expected Actuarial Value of Assets as of June 30, 2025:	\$ 60,992,470
8. Actuarial Value of Assets as of June 30, 2025:	\$ 59,730,427
9. (Gain) / Loss:	\$ 1,262,043
C. UNFUNDED ACTUARIAL ACCRUED LIABILITY (GAIN) / LOSS ANALYSIS	
1. Actual Unfunded Actuarial Accrued Liability as of June 30, 2024:	\$ (3,649,687)
2. Normal Cost for this Plan Year:	737,821
3. Contributions for this Plan Year:	(3,910,471)
4. Interest on items 1 - 3: $[(1+2) \times 7.30\% + (3 \times 7.30\% \times .5)]$:	(355,298)
5. Expected Unfunded Actuarial Accrued Liability as of June 30, 2025:	\$ (7,177,635)
6. Changes due to:	
a. Assumption Changes:	-
b. Plan Amendments:	6,846,633
c. Funding Method:	-
d. Actuarial (Gain) / Loss:	\$ (34,882)
7. Actual Unfunded Actuarial Accrued Liability as of June 30, 2025:	\$ (365,884)

* 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.





Table 11:
Historical Actuarial (Gains) or Losses*

	UAAL (Gain)/Loss		
	June 30, 2025	June 30, 2024	June 30, 2023
Investment Income			
Investment income was (greater) less than expected based on actuarial value of assets.	\$ 1,262,043	\$ (493,022)	\$ 83,000
Age & Service Retirements			
Members retired at (older) younger ages or with (less) greater final average pay than expected	(391,688)	(276,723)	(354,546)
Disability Retirements			
Disability claims were (less) greater than expected	-	-	-
Death-in-Service Benefits			
Survivor claims were (less) greater than expected	14,313	15,415	13,552
Withdrawal From Employment			
(More) less reserves were released by withdrawals than expected	3,462,868	3,496,869	3,480,012
Death After Retirement			
Retirees (died younger) lived longer than expected	169,117	21,015	21,790
Data Adjustments and Benefit Payment Timing			
Service purchases, data corrections, etc.	(4,551,537)	(4,591,454)	(4,622,916)
Other			
Miscellaneous (gains) and losses	2	29,386	-
Total (Gain) or Loss During Period From Financial Experience	\$ (34,882)	\$ (1,798,514)	\$ (1,379,108)
Non-Recurring Items.			
Changes in actuarial assumptions and methods	-	-	-
Changes in benefits caused a (gain) loss	6,846,633	-	-
Composite (Gain) Loss During Period	\$ 6,811,751	\$ (1,798,514)	\$ (1,379,108)

* 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



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, 2025 and with the 30-year spot rate used for all durations beyond 30. Using these assumptions, we calculate a liability of \$62.9 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.





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 less than 2.00% 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
6/30/2016	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%
6/30/2025	60,399	3,910	3,195	715	1.18%





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.

Year End	Retiree Liability (a)	Total Actuarial Accrued Liability (b)	Retiree Percentage (a) / (b)
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%
6/30/2025	28,128,603	59,364,543	47.4%

Historical Member Statistics

Valuation Date June 30,	Number of		Active/ Retired
	Active	Retired	
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
2025	2,936	1,542	1.90





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



Type of plan	Multiple-employer cost-sharing
Membership eligibility	Unpaid volunteer firefighters serving with qualified volunteer fire companies in unincorporated areas throughout the state.
Member contributions	No member contributions
State contributions	5% of certain fire insurance premium taxes collected and passed through the general fund
Credit for service	To receive a year of credit for service, a volunteer firefighter must: - Serve with a single fire company for an entire fiscal year, and - Receive a minimum of 30 hours of training. - Fractional years are not credited.
Normal retirement eligibility and benefit formula	- Age 55 with 20 years of credit for service, or - Age 60 with 10 years of credit for service \$10.00 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 - For VFCA members retiring prior to July 1, 2011, maximum credited service is 30 years - VFCA members retiring on or after 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.
Duty-related disability retirement eligibility and benefit formula	- Any current member on a fire company's roster The greater of: \$100.00 per month, or (\$10.00 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)
Survivor's eligibility and benefit formula	10 years of credit for service or a retired member - 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. - 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.
Changes since last valuation	Effective July 1, 2025, House Bill 358 increased the base pension monthly benefit from \$175 per month to \$200 per month.



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.

	Active	Disabled	Retirees and Beneficiaries	Terminated Vested Members	Terminated Non-Vested Members	Total
Participant Counts Used for Valuation	2,932	1	1,541	830	8,571	13,875
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
Participant Counts shown in the Annual Financial Report	2,936	1	1,541	830	8,571	13,879





This valuation is based upon the membership of the System as of June 30, 2025. 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.

Active Members	Number
Full-Time Members	2,932

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, 2024 to June 30, 2025.



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 36 for an explanation of the number of annuitants used for valuation purposes.

Type of Annuitant	Number	Annual Benefits *	Average Annual Benefits
Service Retirement	1,538	\$ 3,553,967	\$ 2,311
Survivors of Deceased Retired Members	1	2,400	2,400
Survivors of Deceased Active Members	2	3,930	1,965
Total Retirees and Beneficiaries	1,541	\$ 3,560,297	\$ 2,310
Disability Retirement	1	1,200	1,200
Total Annuitants	1,542	\$ 3,561,497	\$ 2,310

*Annual benefits reflect increased pension benefits provided by House Bill 358

	Number
Vested Terminated Members	830
Non-Vested Terminated Members	8,571
Total Terminated Members	9,401





Table D-1:
Active Members Distribution of
Full-Time Employees
as of June 30, 2025

Number of Employees

Age	Completed Years of Service												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	161	59	40	27	2								289
25 to 29	136	64	39	54	49	3							345
30 to 34	84	55	33	56	84	36	2						350
35 to 39	94	46	31	51	72	37	12	1					344
40 to 44	86	31	24	33	76	34	29	12					325
45 to 49	52	33	19	42	67	44	32	27	3				319
50 to 54	30	23	21	22	43	31	29	24	10	3			236
55 to 59	35	17	14	28	48	30	23	21	9	6	2		233
60 to 64	30	19	10	18	35	21	22	15	9	5	3	2	189
65 to 69	25	18	11	21	32	12	16	17	8	2		1	163
70 and up	30	9	11	13	32	15	18	4	3	1	2	1	139
Totals	763	374	253	365	540	263	183	121	42	17	7	4	2,932





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

Members Receiving Service Retirement Benefits as of June 30, 2025

Age	Service Retirement		
	Number of Persons	Annual Benefits	Average Annual Benefits
<50	-	\$ -	\$ -
50 to 54	-	-	-
55 to 59	58	160,170	2,762
60 to 64	164	407,100	2,482
65 to 69	300	695,027	2,317
70 to 74	364	852,210	2,341
75 to 79	331	740,310	2,237
80 to 84	187	414,540	2,217
85 to 89	105	222,870	2,123
90 and up	29	61,740	2,129
Totals	1,538	\$ 3,553,967	\$ 2,311

Members Receiving Disability Retirement Benefits as of June 30, 2025

Age	Disability Retirement		
	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	1,200	1,200
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
Totals	1	\$ 1,200	\$ 1,200





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

Survivors of Deceased Retired Members as of June 30, 2025

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	-	\$ -	\$ -
50 to 54	-	-	-
55 to 59	-	-	-
60 to 64	-	-	-
65 to 69	1	2,400	2,400
70 to 74	-	-	-
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
Totals	1	\$ 2,400	\$ 2,400

Survivors of Deceased Active Members as of June 30, 2025

Age	Number of Persons	Annual Benefits	Average Annual Benefits
<50	1	\$ 1,440	\$ 1,440
50 to 54	-	-	-
55 to 59	-	-	-
60 to 64	1	2,490	2,490
65 to 69	-	-	-
70 to 74	-	-	-
75 to 79	-	-	-
80 to 84	-	-	-
85 to 89	-	-	-
90 and up	-	-	-
Totals	2	\$ 3,930	\$ 1,965





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

**Terminated Vested Members as of June 30, 2025
Number of Persons**

Age	Number
<25	
25 to 29	
30 to 34	9
35 to 39	15
40 to 44	69
45 to 49	67
50 to 54	109
55 to 59	140
60 to 64	134
65 to 69	100
70 and above	187
Total	830

**Terminated Non-Vested Members as of June 30, 2025
Number of Persons**

Age	Number
<25	66
25 to 29	308
30 to 34	513
35 to 39	701
40 to 44	840
45 to 49	771
50 to 54	944
55 to 59	917
60 to 64	991
65 to 69	910
70 and above	1,610
Total	8,571





**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.

	Active Contributing Members	Terminated Vested Members	Terminated Non-Vested Members	Service Retired Members	Disabled Members	Survivors and Beneficiaries
June 30, 2024 Valuation	2,719	835	8,497	1,535	1	4
Non-Vested Terminations	(233)		233			
Vested Terminations	(42)	42				
Service Retirements	(28)	(21)		56		
Disability Retirements						
Deaths	(9)	(12)	(67)	(53)		(1)
New Entrants	419					
Rehires	106	(17)	(89)			
Other		3	(3)			
June 30, 2025 Valuation	2,932	830	8,571	1,538	1	3



APPENDIX E – COMPARATIVE SCHEDULES



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
2025	2,936	43.7	5.7	38.0
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
2025	1,542	3,561	2,310	73.5	60.5	19.5	830	8,571
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***
2025	\$821,218	\$850,545	(\$29,327)	
2024	445,283	737,821	(292,538)	3,910,471
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, 2025. Additional information as of the latest actuarial valuation follows.

Valuation date	June 30, 2025
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)					
	2020	2021	2022	2023	2024	2025
Investment Income on Actuarial Value of Assets	\$ (310)	\$ 1,152	\$ 107	\$ (83)	\$ 493	\$ (1,262)
Combined Liability Experience	(126)	3,277	647	1,462	1,306	1,297
(Loss)/Gain During Year from Financial Experience	\$ (436)	\$ 4,429	\$ 754	\$ 1,379	\$ 1,799	\$ 35
Non-Recurring Items	0	0	(7,780)	0	0	(6,847)
Composite Gain or (Loss) During Year	\$ (436)	\$ 4,429	\$ (7,026)	\$ 1,379	\$ 1,799	\$ (6,812)

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	
2025	\$ 59,730	\$ 59,365	100%	\$ (366)	N/A	N/A	
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	





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)	
2025	\$ -	\$ 28,129	\$ 31,236	\$ 59,730	N/A	100%	101%	
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%	





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.

