

# **THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

## ***Annual Financial Audit Report***

As of and for the Year Ended

December 31, 2024

With Comparatives for 2023

**KEITH J. ROVIRA**  
***Certified Public Accountant***

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**INDEPENDENT AUDITOR'S REPORT**

The Board of Trustees of  
The Employees' Retirement System of Jefferson Parish  
Jefferson Parish, Louisiana  
A Component Unit of Jefferson Parish

**Report on the Audit of the Financial Statements**

***Opinions***

I have audited the accompanying financial statements of the governmental activities and the major fund of the Employees' Retirement System of Jefferson Parish, a component unit of Jefferson Parish, as of and for the years ended December 31, 2024 and 2023, and the related notes to the financial statements, which collectively comprise the Employees' Retirement System of Jefferson Parish's basic financial statements as listed in the table of contents.

In my opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of the Employees' Retirement System of Jefferson Parish, as of and for the years ended December 31, 2024 and 2023, and the respective changes in financial position thereof for the years then ended in conformity with accounting principles generally accepted in the United States of America.

***Basis for Opinions***

I conducted my audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. My responsibilities

under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am required to be independent of the Employees' Retirement System of Jefferson Parish and to meet my other ethical responsibilities, in accordance with the relevant ethical requirements relating to my audit. I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinions.

### ***Change in Accounting Principle***

In 2024, as described in Note L to these financial statements the Employees' Retirement System of Jefferson Parish adopted new accounting guidance, GASB Statement No. 101, Compensated Absences. My opinion is not modified with respect to this matter.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Employees' Retirement System of Jefferson Parish ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may arise substantial doubt shortly thereafter.

### ***Auditor's Responsibilities for the audit of the Financial Statements***

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free of material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting in error, as fraud may include collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, I:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risk of a material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Employees' Retirement System of Jefferson Parish's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude, whether in my judgement, there are conditions or events considered in the aggregate, that raise substantial doubt about the Employees' Retirement System of Jefferson Parish's ability to continue as a going concern for a reasonable period of time.

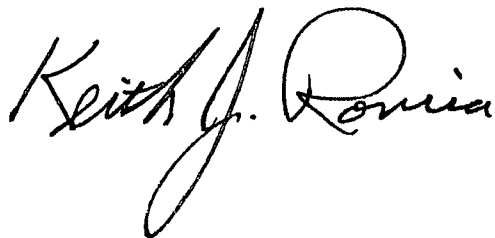
I am required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that I identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, budgetary comparison information, schedule of changes in the System's total OPEB liability and related ratios, schedule of employer's share of net pension liability, schedule of employer contributions, and notes to the required supplementary information as listed in the table of contents to be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Government Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. I have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to my inquiries, the basic financial statements, and other knowledge I obtained during my audit of the basic financial statements. I do not express an opinion or provide any assurance on the information because limited procedures do not provide me with sufficient evidence to express an opinion or provide any assurance.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, I have also issued my report dated June 20, 2025, on my consideration of the Employees' Retirement System of Jefferson Parish's internal control over financial reporting and on my tests of its compliance with certain provisions of laws, regulations, contracts and other matters. The purpose of that report is solely to describe the scope of my testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Employees' Retirement System of Jefferson Parish's internal control over financial reporting and compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Employees' Retirement System of Jefferson Parish's internal control over financial reporting and compliance.

A handwritten signature in black ink, reading "Keith J. Rovira". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Keith J. Rovira  
Certified Public Accountant  
Metairie, Louisiana

June 20, 2025

## **MANAGEMENT'S DISCUSSION AND ANALYSIS**

## THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

### Management's Discussion and Analysis

December 31, 2024 and 2023

The Management's Discussion and Analysis (MD&A) of the Employees' Retirement System of Jefferson Parish's (System) financial performance presents a narrative overview and analysis of the System's financial activities for the year ended December 31, 2024 and 2023. This System is a component unit of Jefferson Parish and is reporting as a single-employer defined benefit pension plan which is closed to new employee participants. This document focuses on the current year's activities, resulting changes, and currently known facts. Please read this document in conjunction with the additional information contained in the basic financial statements. The MD&A is an element of the new reporting model adopted by the Government Accounting Standards Board (GASB) in their Statement No. 34, "*Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*" issued June, 1999. Certain comparative information between the current year and prior year has been presented in the MD&A.

#### FINANCIAL HIGHLIGHTS:

The minimum requirements for Special Purpose Governments Engaged in Business-Type Activities established by GASB Statement No. 34 are divided into the following sections:

- (a) Management's Discussion and Analysis
- (b) Basic Financial Statements
- (c) Required Supplementary Information (other than MD&A)

#### Basic Financial Statements:

The basic information statements present information for the System as a whole, in a format designed to make the statements easier for the reader to understand. The two statements in this section are the Statement of Fiduciary Net Positions and the Statement of Changes in Fiduciary Net Positions:

The Statement of Fiduciary Net Positions is prepared on the accrual basis of accounting. Plan assets are subdivided into (a) major categories of assets held (for example, cash and cash equivalents, receivable, investments, and assets used in plan operations), and (b) the principal components of the receivables and investment categories. Assets and liabilities are presented separately on the statement. Plan liabilities generally consist of regular payables for administrative expenses, retirees' payments and deductions for health insurance premiums payable, federal income tax withholdings, and accrued annual and sick leave. Plan liabilities are recognized on the accrual basis. The difference between total assets and total liabilities called Net Positions Held in Trust for Pension Benefits. This statement may provide a useful indicator of whether the financial position of the System is improving or deteriorating.



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH****Management's Discussion and Analysis****December 31, 2024 and 2023**

Net Positions Held in Trust for Pension Benefits. This statement may provide a useful indicator of whether the financial position of the System is improving or deteriorating.

The Statement of Changes in Fiduciary Net Positions presents information showing how the System's assets changed as a result of current year operations and activities. Regardless of when cash is affected, all changes in plan net assets are reported when the underlying transactions occur. As a result, there are transactions included that will not affect cash until future fiscal periods. This is known as accrual basis accounting. This statement presents information in two principal sections, Additions and Deductions. Additions are comprised of employer and member contributions and net investment income (loss). The resulting difference between investment income and net investment expense is net investment income (loss). Deductions include benefit payments to retirees, refunds of employee contributions, and administrative expenses. The difference between total additions and total deductions is reported as the Net Increase (Decrease) in Fiduciary Net Positions for the year.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Management's Discussion and Analysis (Continued)  
December 31, 2024 and 2023

**FINANCIAL ANALYSIS OF THE ENTITY**

**Statement of Fiduciary Net Position**  
As of December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<u>Assets</u>		
Current and other assets	\$ 271,700	\$ 196,637
Investments	54,114,549	51,342,860
Capital assets	<u>-</u>	<u>1,216</u>
Total Assets	<u>54,386,249</u>	<u>51,540,713</u>
Deferred outflows of resources	<u>183,662</u>	<u>211,856</u>
<u>Liabilities</u>		
Current	42,735	43,361
Long-term - accrued annual and sick leave	111,404	103,896
Long-term - net other postemployment benefit obligations (OPEB)	117,456	119,991
Long-term – net pension liability (asset)	<u>25,635</u>	<u>98,329</u>
Total Liabilities	<u>297,230</u>	<u>365,577</u>
Deferred inflows of resources	<u>131,672</u>	<u>115,988</u>
Net Position Held in Trust and Restricted for Pension Benefits	<u>\$54,141,009</u>	<u>\$51,271,004</u>

All of the System's net assets are essentially held in trust at a local financial institution for the payment of future pension benefits and administrative operations.

Net Positions Held in Trust for Pension Benefits by the System increased by \$2,870,005 during the year due to an increase in investment values for the current year.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Management's Discussion and Analysis (Continued)  
December 31, 2024 and 2023

**Statement of Changes in Fiduciary Net Position**  
For the years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions	\$5,723,618	\$(5,852,279)
Deductions	<u>(2,853,613)</u>	<u>(2,866,163)</u>
Net Increase (Decrease) in Fiduciary Net Position	<u>\$2,870,005</u>	<u>\$ 2,986,116</u>

The increase in Fiduciary Net Position was due to the increase in the value of investments.

**DEBT ADMINISTRATION AND CAPITAL ASSETS**

Long-term Liabilities:

The System's total outstanding liabilities found on its Statement of Fiduciary Net Positions at December 31, 2024, was \$297,230. The long-term portion of that liability totaled \$254,495 and includes the following: \$111,404 for accrued annual and sick leave due to employees, \$25,635 for the net pension liability, and \$117,456 for the net other postemployment benefit obligation (OPEB).

Capital Assets:

At December 31, 2024, the System had \$24,103 invested in office furniture and equipment. This amount represents the total original cost of the capital assets held by the System. Accumulated depreciation on these assets totaled \$24,103, leaving capital assets, net of depreciation, equaling \$0.

**ECONOMIC FACTORS AND NEXT YEAR'S RECOMMENDED CONTRIBUTION RATES**

The annual actuarial valuation of the System is prepared as of the end of each calendar year, and reported on by the Curran Actuarial Consulting, Ltd. Included in that report is the actuary's recommended employer contribution rate which is needed to meet the System's funding plan. The Board of Trustees reviews each annual report, including the underlying actuarial assumptions. The Board then recommends an employer contribution rate for the following year to the Jefferson Parish Council for inclusion in the Parish's budget.

The long-term expected rate of return (discount rate) is the average rate of total return on investments expected in the future, realizing that some years will produce greater returns and some years will produce lesser returns. This assumed rate is one of the actuarial assumptions which most affects current recommended contribution rates. A reduction in this rate will cause

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Management's Discussion and Analysis (continued)

December 31, 2024 and 2023

contribution rates to increase, and an increase in this rate will cause contribution rates to decrease. For fiscal year 2024, the discount rate used to measure the total pension liability was **4.75%**. For fiscal year 2023, the discount rate used was also **4.75%**.

The Board believes that the System will continue to be able to maintain sufficient liquid assets necessary to meet its expected needs and annual pension benefit obligations. The Board's annual review of the actuarial valuation will allow the System to timely adjust to changing conditions so as to provide all members their promised benefits at the least cost to the Parish.

**CONTACTING THE SYSTEM'S MANAGEMENT**

This financial report is designed to provide our retirees, system beneficiaries, citizens, taxpayers, investors and creditors with a general overview of the System's finances, and to show the System's accountability for the money it receives. If you have any questions about this report or need additional financial information, please contact the Employees' Retirement System of Jefferson Parish, Louisiana at Suite 4100, P.O. Box 9, Gretna, Louisiana 70054, or call them at 504-364-2668.

**BASIC FINANCIAL STATEMENTS**

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Statement of Fiduciary Net Positions

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<b>ASSETS</b>		
Cash	\$ <u>61,238</u>	\$ <u>46,588</u>
Receivables:		
Employer contributions	21,053	15,937
Members contributions	72	60
Accrued interest and dividends	<u>189,337</u>	<u>134,052</u>
Total Receivables	<u>210,462</u>	<u>150,049</u>
Investments:		
Cash & cash equivalents	2,374,832	1,178,108
Common stocks	28,267,419	28,772,041
Corporate bonds	8,714,992	7,567,894
U.S. Treasury obligations	8,701,654	7,334,080
U.S. Government agencies	<u>6,055,652</u>	<u>6,490,737</u>
Total Investments	<u>54,114,549</u>	<u>51,342,860</u>
Office Equipment (net of depreciation)	<u>-</u>	<u>1,216</u>
Total Assets	<u>54,386,249</u>	<u>51,540,713</u>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>	<u>183,662</u>	<u>211,856</u>
<b>LIABILITIES</b>		
Accounts payable	35,620	36,709
Accrued annual & sick leave	111,404	103,896
Hospitalization premiums payable	7,115	6,652
Net other postemployment benefit obligations (OPEB)	117,456	119,991
Net pension liability (asset)	<u>25,635</u>	<u>98,329</u>
Total Liabilities	<u>297,230</u>	<u>365,577</u>
<b>DEFERRED INFLOWS OF RESOURCES</b>	<u>131,672</u>	<u>115,988</u>
<b>NET POSITIONS HELD IN TRUST AND RESTRICTED FOR PENSION BENEFITS</b>	<u>\$54,141,009</u>	<u>\$51,271,004</u>

The accompanying notes are an integral of this statement.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
**Statements of Changes in Fiduciary Net Positions**  
**December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
<b>ADDITIONS</b>		
Contributions:		
Employer	\$ 418,980	\$ 354,689
Member	<u>1,591</u>	<u>1,539</u>
Total Contributions	<u>420,571</u>	<u>356,228</u>
Investment income:		
Net appreciation (depreciation) in the fair value of investments	4,146,301	4,407,931
Interest	790,356	671,202
Dividends	<u>550,583</u>	<u>587,931</u>
	5,487,240	5,667,064
Less: Investment expense	<u>(184,193)</u>	<u>(171,013)</u>
Net investment income	<u>5,303,047</u>	<u>5,496,051</u>
Total Additions	<u>5,723,618</u>	<u>5,852,279</u>
<b>DEDUCTIONS</b>		
Retirement benefits paid	2,419,611	2,462,351
Refunds of contributions	36,232	32,425
Administrative expenses	<u>397,770</u>	<u>371,387</u>
Total Deductions	<u>2,853,613</u>	<u>2,866,163</u>
Net Increase (Decrease) in Fiduciary Net Position	2,870,005	2,986,116
<b>NET POSITIONS HELD IN TRUST AND RESTRICTED FOR PENSION BENEFITS:</b>		
Beginning of Year	<u>51,271,004</u>	<u>48,284,888</u>
End of Year	<u>\$54,141,009</u>	<u>\$51,271,004</u>

The accompanying notes are an integral of this statement.

**NOTES TO THE FINANCIAL STATEMENTS**



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

Plan Description

The following brief description of the Employees' Retirement System of Jefferson Parish (System), established January 1, 1973, is provided for general information purposes only. Participants should refer to Ordinance No. 11027 and all amendments for more complete information.

The System is a single-employer defined benefit pension plan replacing Social Security for substantially all employees of Jefferson Parish who began their employment prior to December 15, 1979. On that date the System merged with the Parochial Employees' Retirement System of Louisiana (PERS) and became a closed system. All new employees of the Parish after that date are members of the PERS only.

The System's governing body is comprised of a seven-member Board of Trustees, as follows: The Parish's Finance Director is automatically a member. The Parish Council Clerk is automatically a member and remains on the Board until the Parish Council appoints a new Clerk. The Parish Council can appoint an additional seat on the Board. The Personnel Director, serves as ex-officio and is appointed by the personnel board and remains on the Board until retirement. Three Board members are employee members or retiree members, and are elected by the members of the System. They serve four-year terms.

The following employee membership data is actuarially determined and is a categorized listing of the total number of members on whom the Jefferson System retains liability as of December 31, 2024:

Retired plan members or beneficiaries currently receiving benefits	255
Retired plan members with contingent survivors receiving benefits	161
Inactive plan members entitled to but not yet receiving benefits	18
Active plan members	<u>3</u>
	<u>437</u>

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****1. Basis of Accounting**

The System's financial statements are prepared in accordance with the standards established by the Governmental Accounting Standards Board (GASB), and use the accrual basis of accounting, whereby revenues are recognized when they are earned, and expenses are recognized when incurred. Contributions from the System and the System's employees are recognized as revenue in the period in which employees provide services to the System. Contributions made to the System by Jefferson Parish, the employer, are recognized when due and the employer has made a formal commitment to provide the contributions. Pension benefits and refunds of employee contributions are recognized when due and payable in accordance with the terms of the plan. Investment income is recognized as earned by the plan.

The System financial statements include the provisions of GASB Statement No. 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*, GASB Statement No. 67, *Financial Reporting for Pension Plans – An Amendment of GASB Statement No. 25*, GASB Statement No. 75, *Accounting and Financial Reporting for Other Postemployment Benefits Other Than Pension Plans*, and GASB Statement No. 82, *Pension Issues*.

GASB Statement No. 67 establishes financial reporting standards for state and local governmental pension plans, such as this System's defined benefit pension plan, which is administered through a trust. The statement requires single-employer retirement plans, like this System, to present in Required Supplementary Information the 10 most recent fiscal years of employer and nonemployer contributing entity net pension liability, information about the components of the net pension liability and related ratios, including the pension plan's fiduciary net position as a percentage of the total pension liability, and the net pension liability as a percentage of covered-employee payroll.

GASB Statement No. 75 was implemented by the System in the year ended December 31, 2018. This statement changed the accounting and financial reporting postemployment benefits other than pensions (OPEB) that are provided to employees who participate in the parish's multiple-employer OPEB plan as described later in Note E to these financial statements.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****2. Reporting Entity**

In classifying the reporting entity, the System uses GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, where certain criteria are used for defining the organizations, functions and activities of a governmental unit that should be included in the general purpose financial statements of the Employees' Retirement System of Jefferson Parish. Such information has been subjected to the auditing procedures applied in the audit of the financial statements of that governmental entity. The criteria considered and evaluated were accountability for fiscal matters, scope of public service and manifestations of oversight. Manifestations of oversight were considered to include the designation of management, the selection of the governing board and the ability to significantly influence operations. Accountability for fiscal matters was considered to include control over surpluses, responsibility for debt, managerial control of fiscal matters, certain revenue characteristics and budgetary approval, or the lack thereof.

Based on the foregoing criteria, the Employees' Retirement System of Jefferson Parish was determined to be a component unit of Jefferson Parish, the governmental entity with oversight responsibility. The accompanying financial statements present information only on those funds maintained by the System and do not present information on Jefferson Parish, the general government services provided by that governmental entity, or other governmental entities that comprise the governmental reporting entity.

**3. Cash Deposits and Investments**

All cash deposits are valued and reported at cost, which approximate fair value. Investments are reported at fair value. Securities traded on a national exchange are valued at the last reported sales price at current exchange rates at December 31.

**4. Capital Assets**

Office equipment is valued at cost less accumulated depreciation, calculated on straight-line basis over estimated useful lives of 5 and 10 years.

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

### 5. Annual and Sick Leave

Annual leave (vacation) and sick leave (sick pay) are accrued when incurred for the office employees.

The adoption of GASB Statement No. 101 (Note L) did not impact the accrued benefits.

### 6. Comparative Data

Comparative total data for the prior year have been presented in the accompanying financial statements in order to provide an understanding of changes in the System's financial and operations.

### 7. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

## NOTE B – CONTRIBUTION RATES AND RETIREMENT BENEFITS

### Contribution Rates

Contribution rates for plan members are actuarially determined. The required contribution percentages for members depends on which retirement system that individual is a member. Employees who are members of the System contribute 6.05% of their salary. Employees who are members of both the System and the Parochial Employees' Retirement System (PERS) or the Firefighters' Retirement System (FRS) contribute an additional 4% of all monthly earnings over \$100. The System receives the excess if any of these contributions over 9.25% of pay. Member contribution rates may be amended only by the Jefferson Parish Council.

The employer contribution rate for the System is actuarially determined. The System's Board of Trustees can recommend a change in the employer contribution rate, however the Jefferson Parish Council has to approve the change.

### Retirement Benefits

Beginning on January 1, 1980, PERS provided substantially all benefits to new retirees who belonged to both systems. For such retirees, the benefits provided by the Jefferson System are now limited to amounts resulting from differences between benefits provided by the two systems: Jefferson's free credit for military service to retirees who did not purchase credit from PERS, Jefferson's automatic one-half benefit to a surviving spouse,

## THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

### NOTE B – CONTRIBUTION RATES AND RETIREMENT BENEFITS (CONTINUED)

and Jefferson's guarantee that combined retirement benefits at least equal the benefits a member would have received and they remained under only Social Security and PERS until the date of their retirement, death or disability.

The System permits retirement at age 60 with at least 10 years of service; members with 25 years of service may retire at age 55; members with 30 years of service may retire regardless of age. Members terminating before rendering 10 years of service may elect to receive a lump-sum distribution equal to their accumulated contributions at their termination date.

Ten years of credible service are required in order to be eligible for disability benefits. Members have the option to choose benefits equal to retirement benefits based on service projected to age 60, not to exceed 85% of final average compensation with benefits terminating at death (the "maximum") or accrued retirement benefits paid on the basis of a joint and 50% survivor annuity (the "minimum").

For members who have attained a vested interest in the System, the surviving spouse receives one-half of what the member's retirement benefit would have been on the date when the member would have been eligible for retirement.

### NOTE C – CASH DEPOSITS AND INVESTMENTS

Governmental Accounting Standards Board Statement No. 40, *Deposit and Investment Risk Disclosures* establishes and modifies disclosure requirements related to the following deposit and investment risks: credit risk (including custodial credit risk and concentrations of credit risk), interest rate risk, and foreign currency risk, as applicable.

#### Cash Deposits

Cash includes amounts in an interest-bearing demand deposit account. Under state law, the System may deposit funds in demand deposit accounts with state banks organized under Louisiana law and national banks having their principal offices in Louisiana. These deposits are stated at market value. Under state law, these deposits or the resulting bank balances must be secured by federal deposit insurance or the pledge of securities owned by the fiscal agent bank. The market value of the pledged securities plus the federal deposit insurance must at all times equal the amount on deposit with the fiscal agent. These securities are held in the name of the pledging fiscal agent bank in a holding or custodial bank that is mutually acceptable to both parties.

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE C – CASH DEPOSITS AND INVESTMENTS (CONTINUED)

At year-end, the carrying amount (book balance) of the System's cash account was \$61,238. The bank balance deposit was \$69,345. Federal depository insurance (FDIC) totaling \$250,000 secured this bank balance during the year. The inflow and outflow of cash deposits within the System's checking account is monitored by the financial institution frequently in order to make sure all deposits are protected by either FDIC or securities pledged as collateral.

### Investments

The current Investment Policy Statement, dated October 1, 2021, is between the System and its brokerage house, Hancock Whitney Bank. Hancock Whitney Bank will adhere to the guidelines in the October 1, 2021, Investment Policy as follows:

Investment Objective: Long-term growth - to achieve annual returns of **4.75%**, net of pension plan investment expenses, including inflation, consistent with actuarial assumptions and expectations.

Method used to value investments: Investments are reported at fair market value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. All investments are Level 1 assets.

No trustee and no employee on the Board of Trustees shall have any direct interest in the gains or profits of any investment made by the Board of Trustees, nor as such receive any pay or emolument for his/her service. No trustee or employee of the board shall directly or indirectly, for himself or as an agent in any manner use the same, except to make such current and necessary payments as are authorized by the Board of Trustees; nor shall any trustee or employee of the Board of Trustees become an endorser or surety or in any manner an obligor for moneys loaned or borrowed from the Board of Trustees.

### Risk Tolerance

Investment theory and historical capital markets return data suggest that, over long periods of time, there is a relationship between the level of risk assumed and the level of return that can be expected in an investment program. In general, higher risk (e.g., volatility of return) is associated with higher return. Given this relationship between risk and return, a fundamental step in determining the investment policy for the portfolio is the determination of an appropriate risk tolerance.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE C – CASH DEPOSITS AND INVESTMENTS (CONTINUED)**

There are two primary factors that affect the investor's risk tolerance: (1) financial ability to accept risk within the investment program, and; (2) willingness to accept return volatility.

Taking those two factors into account, the System has rated its own risk tolerance as, above average. The System is also willing to accept an above average risk tolerance and a high level of portfolio volatility.

A "target allocation" of equity holdings of 55%, and fixed income/bond holdings of 45% is to be maintained in the portfolio. This allocation was agreed upon in the Investment Policy between the System and the Investment Broker.

Concentration of Credit Risk

Concentration of credit risk is defined as the risk of loss attributed to the magnitude of the System's investment in a single issuer.

Equity Portfolio:

The System's investment policy states that the equity portfolio should be diversified to avoid undue exposure to any single economic sector, industry group, or individual security; (1) no more than 5% of total equity assets can be invested in any one stock or issuing corporation at the time of purchase; (2) no more than 20% of the market value of the equities should be invested in any one industry at the time of purchase; (3) investments in any corporation should not exceed 5% of the outstanding shares of the corporation; (4) Domestic Real Estate Investment Trusts (REIT) shall be limited to 3% of the total fund.

Long-term Fixed Income Portfolio:

Excluding U.S. government securities or securities guaranteed by the U.S. government, no more than 4% of assets will be held in securities of any one entity. Any security which receives a rating of less than Ba3 by Moody's or BB- by Standard and Poor's shall be sold within 90 days at the manager's discretion. Fixed income assets may only be U.S. Dollar denominated assets but may include entities that are domiciled outside of the U.S. Corporate notes, debentures, asset backed, and pass-through securities rated between Baa-1 and Baa-3 by Moody's and BBB+ and BBB- by Standard & Poor's shall be limited to 15 % of the fixed income of the portfolio.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE C – CASH DEPOSITS AND INVESTMENTS (CONTINUED)****Credit Risk**

Credit risk is defined as the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Any security which receives a rating of less than Ba3 by Moody's or BB- Standard and Poor's shall be sold within 90 days at the manager's discretion.

The System also invests in obligations guaranteed or explicitly guaranteed by the U.S. Government and these investments are not considered to have credit risk. These obligations include debt securities with the Federal Home Loan Mortgage/Bank, Federal National Mortgage Association, and U.S. Treasury Notes.

**Custodial Credit Risk**

Custodial credit risk defined as the risk that, in the event of the failure of the counterparty, the System will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party.

On the Broker's books, the System's investments are segregated from the Broker's assets while being held in trust in the name of the System.

Among other duties and responsibilities as listed in the System's Investment Policy Statement, the Broker is responsible for the following: act as the custodian to safeguard the System's assets; design, recommend and implement an appropriate asset collection consistent with the investment objectives, time horizon, risk profile, guidelines and constraints of the policy statement; advise on allocation of asset categories; monitor asset performance; recommend changes to the policy; monitor its compliance with the guidelines of the investment policy and provide a certification of the same on a quarterly basis.

**Interest Rate Risk**

Interest rate risk is defined as the risk that changes in the interest rate will adversely affect the fair value of an investment. The interest rate risk of the fixed income portfolio should normally be no more or no less than 20% of the comparable benchmark duration.



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE C – CASH DEPOSITS AND INVESTMENTS (CONTINUED)**

As of December 31, 2024, the System had the following investments in fixed income securities and maturities:

<u>Investment Type</u>	<u>Fair Value</u>	<u>Less than 5 year</u>	<u>5 to 10 Years</u>	<u>More than 10 years</u>
<u>Fixed Income Securities:</u>				
Fed. Mortgage-Backed Securities	\$6,055,652	\$339,233	\$221,798	\$5,494,621
U.S. Treasury Obligations	8,701,654	3,394,906	5,306,748	-
Corporate Bonds	6,119,463	4,132,054	1,987,409	
Mutual Funds & ETF Bond Funds	<u>2,595,529</u>	<u>2,595,529</u>	<u>-</u>	<u>-</u>
	<u>\$23,472,298</u>	<u>\$10,461,722</u>	<u>\$7,515,955</u>	<u>\$5,494,621</u>

Foreign Currency Risk

Foreign currency risk is defined as the risk that changes in exchange rates will adversely affect the fair value of an investment. All of the System's foreign investments are traded on United States exchanges.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Notes to the Financial Statements (Continued)  
December 31, 2024 and 2023

**NOTE D – OFFICE EQUIPMENT**

A summary of changes in capital assets and accumulated depreciation during the fiscal year is listed as follows:

	<u>Balance</u> <u>1/1/2024</u>	<u>Additions</u>	<u>Deletions</u>	<u>Balance</u> <u>12/31/24</u>
Office furniture and Equipment	\$24,103	-	-	\$24,103
<u>Less: Accumulated Depreciation:</u>				
Office furniture and Equipment	(22 887)	\$(1,216)	-	(24,103)
	<u>\$1 216</u>	<u>\$(1,216)</u>	-	<u>\$ -</u>

At December 31, 2024, the net carrying (book) value of office equipment was \$ -0- (capital asset costs less accumulated depreciation).

**THE EMPLOYEES’ RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Notes to the Financial Statements (Continued)  
December 31, 2024 and 2023

NOTE E – OTHER POST-EMPLOYMENT BENEFITS

Health and Life Insurance Benefits Plan

Plan Description: Jefferson Parish (hereafter referred to as the “Parish”) provides health care and life insurance benefits to its employees upon retirement as authorized by Resolution No. 74791 under its other post-employment benefit health and life insurance plan. The System’s 3 employees are members of the Parish’s plan. Health coverage includes a fully insured group health maintenance organization plan (HMO) together with Medicare 65 plans for those eligible. Life insurance coverage is continued after retirement but at a reduced amount of coverage. There are no assets accumulated in a trust that meet the criteria of paragraph 4 of GASB Statement 75.

Medical benefits are provided to Parish employees upon retirement according to the retirement eligibility provisions as follows: for employees hired prior to January 1, 2007, 30 years of service at any age; age 55 and 25 years of service; age 60 and 10 years of service; or, age 65 and 7 years of service basis; for employees hired after January 1, 2007, age 55 and 30 years of service; age 62 and 10 years of service; or, age 67 and 7 years of service basis. The plan is a fully insured, single-employer defined benefit plan.

Life insurance coverage is provided in the amount of \$10,000 for retirees under age 70 and \$5,000 to retirees age 70 and older.

A summary of members participating in the Parish’s plan at December 31, 2024, is as follows:

	<u>Plan Membership</u>
Active employees	2,933
Retirees and beneficiaries currently receiving benefit payments	<u>3,124</u>
Total	<u>6,057</u>

Certain amounts in this Note E were arrived at by multiplying the Parish's figures in those respective categories by a multiplier of .0013, which was calculated by dividing the System's annual covered payroll for the current year by the Parish's annual covered payroll. This is the same multiplier used in calculating the System's amounts as listed in the additional tables below.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE E – OTHER POST-EMPLOYMENT BENEFITS (CONTINUED)**

Funding Policy: Prior to the implementation of GASB Statement No. 45 in 2007, the Parish recognized the cost of providing post-employment medical and life benefits (the Parish's portion of the retiree medical and life benefit premiums) as an expense when the benefit premiums were due and thus financed the cost of the post-employment benefits on a pay-as-you-go basis. In 2024, the Parish's portion of healthcare funding cost for retired employees totaled \$4,992,643 and the life insurance totaled \$387,070.

The Parish has set up an internal service fund as a dedicated reserve for the post-employment benefit obligation. As of December 31, 2023, \$51,075,140 has been dedicated in the Internal Service Fund Post-Employment Benefits for this purpose.

Total OPEB Liability: The System's proportionate share of the Parish's total OPEB liability is \$117,456, or  $\$90,350,455 \times .0013$ . It was measured as of December 31, 2024, and was determined by an actuarial valuation as of January 1, 2024.

Actuarial Methods and Other Inputs: The total OPEB liability in the January 1, 2024, actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

Salary increase	2.50%
Discount rate	4.28% based on the S&P High Grade 20 Year Rate Index as of December 31, 2024.
Healthcare cost trend rates	7.50% graded uniformly to 6.60% over 3 years and following the Getzen model thereafter to an ultimate rate of 4.04% in the year 2075.
Retirees' share of benefit-related costs	Retiree medical premiums are determined according to a "vesting" schedule based on the number of years of service at retirement date. There are different schedules for retiree coverage and for dependent coverage. Contributions are assumed to increase at the health care cost trend rates.

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE E – OTHER POST-EMPLOYMENT BENEFITS (CONTINUED)

For active employees, mortality rates were based on the PUB-2010 Employee Mortality Table, Generational with Projection Scale MP-2021. For retirees and beneficiaries, PUB-2021 Mortality Tables for retirees and disabled employees, Generational Contingent Survivor with Projection Scale MP-2021.

### Changes in the "System" Total OPEB Liability

Balance at 12/31/2023	\$119,991
Changes for the year:	
Service cost	1,579
Interest	4,566
Difference between expected and actual experience	-
Changes in assumptions	(1,259)
Benefit payments	(7,421)
Net Changes	(2,535)
Balance at 12/31/2024	<u>\$117,456</u>

Changes of assumptions and other inputs reflect a change in the discount rate from 4.00% as of the beginning of the measurement period to 4.28% based on the S&P Municipal Bond 20 Year High Grade Rate Index as of December 31, 2024.

Sensitivity of the System's total OPEB liability to changes in the discount rate: The following presents the total OPEB liability of the System, as well as what the System's total OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (3.28%) or 1-percentage-point higher (5.28%) than the current discount rate:

	1.00% Decrease (3.28%)	Current Discount Rate (4.28%)	1.00% Increase (5.28%)
Total OPEB Liability	\$132,385	\$117,456	\$105,237

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE E – OTHER POST-EMPLOYMENT BENEFITS (CONTINUED)**

Sensitivity of the total OPEB liability to changes in the healthcare cost trend rates. The following presents the total OPEB liability of the System, as well as what the System's total OPEB liability would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower (5.60%) or 1-percentage-point higher (7.60%) than the current discount rate:

	1.00% Decrease <u>5.60%</u>	Healthcare Cost Trend Rates <u>6.60%</u>	1.00% Increase <u>7.60%</u>
Total OPEB Liability	\$105,600	\$117,456	\$131,807

**OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB**

For the year ended December 31, 2024, the System recognized total OPEB expense of \$(37,864).

At December 31, 2024, the System reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>
Differences between expected and actual experience	-	-
Changes in assumptions and other inputs	<u>-</u>	<u>\$839</u>
Total	<u>-</u>	<u>\$839</u>

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Notes to the Financial Statements (Continued)  
December 31, 2024 and 2023

**NOTE E – OTHER POST-EMPLOYMENT BENEFITS (CONTINUED)**

Amounts reported by the System as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year ended <u>December 31:</u>	Net Amount Recognized in <u>OPEB Expense</u>
2025	\$(19,196)
2026	(420)

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)**

The System's employee are members of the Parochial Employees Retirement System of Louisiana (PERS), a cost sharing, multiple-employer, defined benefit pension plan administered by a separate board of trustees. The PERS is composed of two distinct plans, Plan A and Plan B, with separate assets and separate benefit provisions. The System's employees are members of Plan A.

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Parochial Employees Retirement System of Louisiana and additions to/deductions from the PERS's fiduciary net position have been determined on the same basis as they are reported by the Fund. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Plan Description: The PERS was established and provided for by R.S.11:1901-2025 of the Louisiana Revised Statutes (LRS). The PERS provides retirement benefits to employees of taxing districts of a parish or any branch or section of a parish within the State which does not have their own retirement PERS and which elect to become members of PERS.

Eligibility requirements: All permanent parish government employees (except those employed by Orleans, Lafourche, and East Baton Rouge Parishes) who work at least 28 hours a week shall become members on the date of employment. New employees meeting the age and Social Security criteria have up to 90 days from the date of hire to elect to participate. As of January 1997, elected officials, except coroners, justice of the peace, and parish presidents may no longer join the PERS.

For employees hired prior to January 1, 2007:

1. Any age with thirty (30) or more years of creditable service.
2. Age 55 with twenty-five (25) years of creditable service.
3. Age 60 with a minimum of ten (10) years of creditable service.
4. Age 65 with a minimum of seven (7) years of creditable service.

For employees hired after January 1, 2007:

1. Age 55 with 30 years of service
2. Age 62 with 10 years of service
3. Age 67 with 7 years of service



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)**

Generally, the monthly amount of the retirement allowance of any member of Plan A shall consist of an amount equal to 3% of the member's final average compensation multiplied by his/her years of creditable service. However, under certain conditions as outlined in the statutes, the benefits are limited to specified amounts.

Survivor benefits: Upon the death of any member of Plan A with five 5 or more years of creditable service who is not eligible for retirement, the plan provides for benefits for the surviving spouse and minor children as outlined in the statutes. Any member of Plan A, who is eligible for normal retirement at time of death, the surviving spouse shall receive an automatic Option 2 benefit as outlined in the statutes.

DROP benefits: Act 338 of 1990 established the Deferred Retirement Option Plan (DROP) for the PERS. DROP is an option for that member who is eligible for normal retirement.

In lieu of terminating employment and accepting a service retirement, any member of Plan A who is eligible to retire may elect to participate in DROP in which they are enrolled for three years and defer the receipt of benefits. During participation in the plan, employer contributions are payable but employee contributions cease. The monthly retirement benefits that would be payable had the person elected to cease employment and receive a service retirement allowance, are paid into the DROP Fund.

Upon termination of employment prior to or at the end of the specified period of participation, a participant in the DROP may receive, at his option, a lump sum from the account equal to the payments into the account, a true annuity based upon his account balance in that fund or roll over the fund to an Individual Retirement Account. Interest is accrued on the DROP benefits for the period between the end of DROP participation and the member's retirement date.

For individuals who become eligible to participate in DROP on or after January 1, 2004, all amounts which remains credited to the individual's subaccount after termination in the Plan will be placed in liquid asset money market investments at the discretion of the board of trustees. These subaccounts may be credited with interest based on money market rates of return or at the option of the PERS, the funds may be credited to self-directed subaccounts. The participant in the self-directed portion of this Plan must agree that the benefits payable to the participant are not the obligations of the state or the PERS, and that any returns and other rights of the Plan are the sole liability and responsibility of the participant and the designated provider to which contributions have been made.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)**

**Disability Benefits:** For Plan A, a member shall be eligible to retire and receive a disability benefit if they were hired prior to January 1, 2007 and has at least five years of creditable service or if hired after January 1, 2007, has seven years of creditable service, and is not eligible for normal retirement and has been officially certified as disabled by the State Medical Disability Board. Upon retirement caused by disability, a member of Plan A shall be paid a disability benefit equal to the lesser of an amount equal to three percent of the member's final average compensation multiplied by his years of service, not to be less than fifteen, or three percent multiplied by years of service assuming continued service to age sixty.

**Cost of living increases:** The Board is authorized to provide a cost of living allowance for those retirees who retired prior to July 1973. The adjustment cannot exceed 2.0% of the retiree's original benefit for each full calendar year since retirement and may only be granted if sufficient funds are available from investment income in excess of normal requirements. In addition, the Board may provide an additional cost of living increase to all retirees and beneficiaries who are over age 65 equal to 2.0% of the member's benefit paid on October 1, 1977, (or the member's retirement date, if later). Also, the Board may provide a cost of living increase up to 2.50% for retirees 62 and older (RS 11:1937). Lastly, Act 270 of 2009 provided for further reduced actuarial payments to provide an annual 2.50% cost of living adjustment commencing at age 55.

According to state statute, the PERS also receives one-fourth of one percent of ad valorem taxes collected within respective parishes, except for Orleans and East Baton Rouge parishes. The PERS also receives revenue sharing funds each year as appropriated by the Legislature. Tax monies and revenue sharing monies are apportioned between Plan A and Plan B in proportion to the member's compensation.

These additional sources of income are used as additional employer contributions and are considered support from non-employer contributing entities.

**Employer allocations:** The schedule of employer allocations reports the required projected employer contributions, in addition to the employer allocation percentage. The required projected employer contributions are used to determine the proportionate relationship of each employer to all employers of the PERS. The employer's proportion was determined on a basis that is consistent with the manner in which contributions to the pension plan are determined. The allocation percentages were used in calculating each employer's proportionate share of pension amounts.

The allocation method used in determining each employer's proportion was based on the employer's contributions to the plan during the fiscal year ended December 31, 2024, as

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Notes to the Financial Statements (Continued)  
December 31, 2024 and 2023

**NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN  
THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)**

compared to the total of all employers' contributions received by the plan during the fiscal year ended December 31, 2024.

Pension liabilities, pension expense, deferred outflows of resources, and deferred inflows of resources related to pensions: At December 31, 2024, the System reported \$25,635 for its proportionate share of the Net Pension Liability. The Net Pension Liability was measured as of December 31, 2023, and the total pension liability used to calculate the Net Pension Liability was determined by an actuarial valuation as of that date also. The System's proportion of the Net Pension Liability was based on a projection of the System's long-term share of contributions to the pension plan relative to the projected contributions of all participating employers, actuarially determined. At December 31, 2023, the System's proportion was 0.026907%.

For the year ended December 31, 2024, the System recognized its proportionate share of plan pension expense of \$10,141.

At December 31, 2024, the System reported deferred outflows of resources and deferred inflows of resource related to pensions from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$12,139	\$6,881
Net difference between projected and actual earnings on pension plan investments	41,314	-
Changes in assumptions	-	4,466
Change in proportion and differences between employer contributions and proportionate share of contributions	<u>1,534</u>	<u>251</u>
	<u>\$54,987</u>	<u>\$11,598</u>

# EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)

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

Fiscal Year <u>Ended</u>	
2024	\$4,006
2025	21,421
2026	34,756
2027	<u>(16,794)</u>
Total	<u>\$43,389</u>

Contributions - proportionate share: Differences between contributions remitted to the PERS and the employer's proportionate share are recognized in pension expense/(benefit) using the straight-line amortization method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with a pension through the pension plan. The resulting deferred inflow/outflow and amortization is not reflected in the schedule of employer amounts due to differences that could arise between contributions reported by the PERS and contributions reported by the participating employer.

Actuarial assumptions: The net pension liability was measured as the portion of the present value of projected benefit payments to be provided through the pension plan to current active and inactive employees that is attributed to those employees' past periods of service, less the amount of the pension plan's fiduciary net position.

The mortality rate assumption used was set based upon an experience study performed on plan data for the period January 1, 2010 through December 31, 2014. The data was then assigned credibility weighting and combined with a standards table to produce current levels of mortality. This mortality was then projected forward to a period equivalent to the estimated duration of the PERS's liabilities.

Annuity values calculated based on this mortality were compared to those produced by using a setback of standard tables. The result of the procedure indicated that the tables used would produce liability values approximating the appropriate generational mortality tables.

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)

A summary of the actuarial methods and assumptions for PERS Plan A used in determining the total pension liability as of December 31, 2024, are as follows:

Valuation Date:	December 31, 2024
Actuarial Cost Method:	Plan A – Entry Age Normal
Investment Rate of Return: (Discount Rate)	6.40%, net investment expense, including inflation
Expected Remaining Service Lives:	4 years
Projected Salary Increases:	4.75%
Inflation Rate:	2.30%

Cost of Living Adjustments: The present value of future retirement benefits is based on benefits currently being paid by the PERS and includes previously granted cost of living increases. The present values do not include provisions for potential future increase not yet authorized by the Board of Trustees.

Mortality: Pub-2010 Public Retirement Plans Mortality Table for Health Retirees multiplied by 130% for males and 125% for females using MP2021 scale of annuitant and beneficiary mortality. For employees, the Pub-2010 Public Retirement Plans Mortality Table for General Employees multiplied by 130% for males and 125% for females using MP2021 scale. Pub-2010 Public Retirement Plans Mortality Table for General Disabled Retirees multiplied by 130% for males and 125% for females using MP2021 scale for disables annuitants.

Discount Rate: The discount rate used to measure the total pension liability was 6.40% for Plan A. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contributions rates and contributions from participating employers and non-employer contributing entities will be made at the actuarially determined contribution rates, which are calculated in accordance with relevant statutes and approved by the Board of Trustees and the Public Retirement Systems' Actuarial Committee. Based on those assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments were applied to all periods of projected benefit payments to determine the total pension liability.

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)

Best estimates of arithmetic real rates of return for each major asset class included in the PERS target asset allocation as of December 31, 2024 are summarized in the following table:

<u>Asset Class</u>	<u>Target Asset Allocation</u>	<u>Long-Term Expected Portfolio Real Rate of Return</u>
Fixed income	33%	1.12%
Equity	51%	3.20%
Alternatives	14%	.67%
Real assets	2%	.11%
Totals	<u>100%</u>	5.10%
Inflation		<u>2.40%</u>
Expected Arithmetic Nominal Return		<u>7.50%</u>

Sensitivity of the Employer's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate: The following presents in the net pension liability of the participating employers calculated using the discount rate of 6.40%, as well as what the employers' net pension liability would be if it were calculated using a discount rate that is one percentage point lower (5.40%) or one percentage point higher (7.40%) than the current rate:

	<u>Changes in Discount Rate</u>		
	1.00% Decrease	Current Discount Rate	1.00% Increase
	<u>5.40%</u>	<u>6.40%</u>	<u>7.40%</u>
Employer's proportionate share of the net pension liability (asset)	\$182,910	\$25,635	\$(106,382)

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE F – PENSION PLAN ON THE SYSTEM'S EMPLOYEES WHO ARE MEMBERS IN THE PAROCHIAL EMPLOYEES' RETIREMENT SYSTEM (PERS PLAN A)

Change in net pension liability: The changes in the net pension liability for the year ended December 31, 2024, were recognized in the current reporting period except as follows:

- a. Differences between expected and actual experience:  
Differences between expected and actual experience with regard to economic or demographic factors in the measurement of the total pension liability were recognized in pension expense using the straight-line amortization method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan. The difference between expected and actual experience resulted in a deferred outflow of resources in the amount of \$12,139 and a deferred inflow of resources of \$6,881.
- b. Net differences between projected and actual investment earnings:  
Differences between projected and actual investment earnings on pension plan investments were recognized in pension expense using the straight-line amortization method over a closed five-year period. The difference between projected and actual investment earnings resulted in a deferred outflow of resources in the amount of \$41,314 and a deferred inflow of resources of \$0.
- c. Changes in assumptions: The changes of assumptions about future economic or demographic factors were recognized in pension expense using the straight-line amortization method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan. The changes in assumptions resulted in deferred outflow of resources in the amount of \$0 and a deferred inflow of resources of \$4,466.
- d. Change in proportion: Changes in the employer's proportionate shares of the collective net pension liability and collected deferred outflows of resources and deferred inflows of resources since the prior measurement date were recognized in employer's pension expense/(benefit) using the straight-line amortization method over a closed period equal to the average of the expected remaining service lives of all employees that are provided pensions through the pension plan. The change in proportion was \$1,534 for deferred outflows and \$251 for deferred inflow of resources.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE G – NET PENSION LIABILITY OF THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH (SYSTEM)**

The components of the net pension liability of the Employees' Retirement System of Jefferson Parish (hereinafter referred to as the "System") at December 31, 2024, were as follows:

Total Pension Liability	\$42,665,887
Less: Plan Fiduciary Net Pension	<u>54,258,465</u>
Net Pension Liability (Asset)	<u>\$(11,592,575)</u>

The total pension liability (asset) was determined by an actuarial valuation as of the valuation date using the actuarial assumptions and methods as described below.

The total pension liability for the System is based on the Individual Entry Age Normal actuarial cost method as described in GASB Statement No. 67. Actuarial calculations were made and based on December 31, 2024, data. The current year actuarial assumptions utilized for this report are based on the assumptions used in the December 31, 2024, actuarial funding valuation unless otherwise specified. All assumptions were determined to be reasonable.

The System's collective pension expense (income) for the year ended December 31, 2024, is \$(1,599,392).

The following actuarial assumptions apply to all periods included in the measurement of total pension liability for the System as of December 31, 2024:

Inflation	2.10%
Salary increases, including inflation and merit increases:	5.00%
Investment rate of return: (Discount Rate):	4.75%, net of pension plan investment expense, including inflation



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE G – NET PENSION LIABILITY OF THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH (SYSTEM)**

For the System, the discount rate, or the long-term expected rate of return, used to measure the total pension liability was **4.75%**. It is the average rate of total return on investments expected in the future, realizing that some years will produce greater returns and some years will produce lesser returns. This assumed rate is one of the actuarial assumptions which most affects current recommended contribution rates. A reduction in this rate will cause contribution rates to increase, and an increase in this rate will cause contribution rates to decrease. The projection of cash flows used to determine the discount rate assumes that contributions from plan members will be made at the current contribution rates and that contributions from the employer will be made at actuarially determined contribution rates, which are calculated in accordance with relevant ordinances and policies and approved by the Board of Trustees. Based on these assumptions and the other assumptions and methods as specified in this report, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applicable to all periods of projected benefit payments to determine the total pension liability.

Mortality rates were based on the MP-2020 Healthy Annuitant Mortality Table for annuitants and beneficiaries, and the MP-2020 Employee Mortality Table for active members. The MP-2020 Disabled Lives Mortality Table was also used.

**Sensitivity of the Net Pension Liability to  
Changes in the Discount Rate**

The following presents the net pension liability of the System calculated using the discount rate of **4.75%**, as well as what the System's net pension liability would be if it were calculated using a discount rate that is 1.00% point lower (3.75%) or 1.00% point higher (5.75%) than the current rate (assuming all other assumptions remain unchanged):

	1.00% Decrease (3.75%)	1.00% Discount Rate (4.75%)	1.00% Increase (5.75%)
Net Pension Liability (Asset)	\$(6,884,872)	\$(11,592,578)	\$(15,586,883)

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

## NOTE H – RISK MANAGEMENT

The System is exposed to risks of loss in the areas of general and auto liability and workers' compensation. Those risks are handled by purchasing commercial insurance. There have been no reductions in insurance coverage during the current year, nor have there been any settlements which have exceeded the insurance coverages maintained in the past three years. See Schedule of Insurance Policies in Force found in the Other Supplementary Information section.

## NOTE I – SUBSEQUENT EVENTS

Management has evaluated any potential subsequent events through June 20, 2025, the date which the financial statements were available to be issued. As a result, management noted no subsequent events that required adjustment to, or disclosure in, this audit report.

## NOTE J – LITIGATION

There is no pending litigation against the System as of December 31, 2024.

## NOTE K – ACT 76 - SCHEDULE OF COMPENSATION, REIMBURSEMENTS, BENEFITS AND OTHER PAYMENTS TO ENTITY HEAD

All Members of the Board of Trustees of the Employees' Retirement System of Jefferson Parish are considered "agency heads" as noted in Act 706 of the 2014 Regular Louisiana Legislative Session. No Trustee has received any form of compensation. Registration fees listed below were paid directly to the Louisiana Association of Public Employees' Retirement System (LAPERS) for attendance to the annual seminar.

<u>Trustee</u>	<u>Registration Fees</u>	Travel & Expense
		<u>Reimbursement for Conference</u>
Gary L. Duker	\$150	\$43
Linda A. Roy	\$150	\$707
Joy Armstrong	\$150	-
Timothy J. Palmatier	\$175	-
Ned A. Pitre	\$175	\$384

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Notes to the Financial Statements (Continued)

December 31, 2024 and 2023

**NOTE L – NEW GASB PRONOUNCEMENT – STATEMENT NO. 101, COMPENSATED ABSENCES**

In June, 2022, the Governmental Accounting Standards Board issued GASB Statement No. 101, *Compensated Absences*. This statement requires that liabilities for compensated absences be recognized for (1) leave that has not been used, and (2) leave that has been used but not yet paid in cash or settled through noncash means. A liability should be recognized for leave that has not been used if (a) the leave is attributable to services already rendered, (b) the leave accumulates, and (c) the leave is more likely than not to be used for time off or otherwise paid in cash or settled through noncash means. The unified recognition and measurement model in this statement will result in a liability for compensated absences that more appropriately reflects when a governmental entity incurs an obligation. In addition, the model can be applied to any type of compensated absences and will eliminate potential comparability issues between governments that offer different types of leave. The System adopted this GASB standard in the current year ended December 31, 2024. The implementation of this standard had no effect on the financial statements for the year ending December 31, 2024. Therefore, there is no restatement necessary of the Net Position Held in Trust and Restricted for Pension Benefits as a result of implementation of this standard.

**REQUIRED SUPPLEMENTARY INFORMATION  
(RSI)**

# THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH

Required Supplementary Information  
For the Year Ended December 31, 2024

## Schedule of Changes in Net Pension Liability and Related Ratios

	2024	2023	2022	2021
<b>Total Pension Liability:</b>				
Service Cost	\$ 6,610	\$ 6,387	\$ 10,363	\$ 10,207
Interest	2,031,473	2,111,741	2,102,232	2,161,333
Changes of Benefit Terms	0	0	0	0
Differences Between Expected and Actual Experience	(891,272)	(1,332,656)	621,141	(877,416)
Changes of Assumptions	0	0	0	0
Benefit Payments	(2,419,611)	(2,462,351)	(2,520,366)	(2,470,199)
Refunds of Member Contributions	(36,232)	(32,425)	(43,252)	(43,766)
Other	0	0	0	0
<b>Net Change in Total Pension Liability</b>	<b>\$ (1,309,032)</b>	<b>\$ (1,709,304)</b>	<b>\$ 170,118</b>	<b>\$ (1,219,841)</b>
<b>Total Pension Liability – Beginning</b>	<b>\$ 43,974,919</b>	<b>\$ 45,684,223</b>	<b>\$ 45,514,105</b>	<b>\$ 46,733,946</b>
<b>Total Pension Liability – Ending (a)</b>	<b>\$ 42,665,887</b>	<b>\$ 43,974,919</b>	<b>\$ 45,684,223</b>	<b>\$ 45,514,105</b>
<b>Plan Fiduciary Net Position:</b>				
Contributions – Member	\$ 1,591	\$ 1,539	\$ 1,557	\$ 2,563
Contributions – Employer	418,980	354,689	436,632	536,305
Contributions – Nonemployer Contributing Entities	0	0	0	0
Net Investment Income	5,303,047	5,496,051	(7,545,316)	6,706,254
Benefit Payments	(2,419,611)	(2,462,351)	(2,520,366)	(2,470,199)
Refunds of Member Contributions	(36,232)	(32,425)	(43,252)	(43,766)
Administrative Expenses*	(280,314)	(371,387)	(277,253)	(353,510)
Other	0	0	0	0
<b>Net Change in Plan Fiduciary Net Position</b>	<b>\$ 2,987,461</b>	<b>\$ 2,986,116</b>	<b>\$ (9,947,998)</b>	<b>\$ 4,377,647</b>
<b>Plan Fiduciary Net Position – Beginning</b>	<b>\$ 51,271,004</b>	<b>\$ 48,284,888</b>	<b>\$ 58,232,886</b>	<b>\$ 53,855,239</b>
<b>Plan Fiduciary Net Position – Ending (b)</b>	<b>\$ 54,258,465</b>	<b>\$ 51,271,004</b>	<b>\$ 48,284,888</b>	<b>\$ 58,232,886</b>
<b>Net Pension Liability (Asset) – Ending (a) – (b)</b>	<b>\$ (11,592,578)</b>	<b>\$ (7,296,085)</b>	<b>\$ (2,600,665)</b>	<b>\$ (12,718,781)</b>
<b>Plan Fiduciary Net Position as a Percentage of the Total Pension Liability</b>	<b>127.17%</b>	<b>116.59%</b>	<b>105.69%</b>	<b>127.94%</b>
<b>Covered-Employee Payroll</b>	<b>\$ 215,347</b>	<b>\$ 209,738</b>	<b>\$ 203,840</b>	<b>\$ 342,689</b>
<b>Net Pension Liability (Asset) as a Percentage of Covered-Employee Payroll</b>	<b>(5,383.21%)</b>	<b>(3,478.67%)</b>	<b>(1,275.84%)</b>	<b>(3,711.46%)</b>

2020	2019	2018	2017	2016	2015
\$ 12,189	\$ 14,757	\$ 14,684	\$ 11,946	\$ 20,045	\$ 19,260
2,238,083	2,301,319	2,357,190	2,481,835	2,474,064	2,817,938
0	0	0	0	0	0
(455,299)	(1,071,131)	(895,823)	(427,223)	285,538	(367,601)
1,424,500	0	0	2,569,457	0	1,763,465
(2,423,269)	(2,512,320)	(2,601,391)	(2,595,133)	(2,612,078)	(2,544,214)
(16,979)	(60,015)	(13,066)	(26,025)	(27,755)	(25,539)
0	0	249	75	702	6,365
\$ 779,225	\$ (1,327,390)	\$ (1,138,157)	\$ 2,014,932	\$ 140,516	\$ 1,669,674
<u>\$ 45,954,721</u>	<u>\$ 47,282,111</u>	<u>\$ 48,420,268</u>	<u>\$ 46,405,336</u>	<u>\$ 46,264,820</u>	<u>\$ 44,595,146</u>
<u>\$ 46,733,946</u>	<u>\$ 45,954,721</u>	<u>\$ 47,282,111</u>	<u>\$ 48,420,268</u>	<u>\$ 46,405,336</u>	<u>\$ 46,264,820</u>
\$ 3,603	\$ 4,761	\$ 4,684	\$ 4,665	\$ 5,609	\$ 7,953
686,866	831,994	1,437,221	1,562,975	2,497,301	2,387,312
0	0	0	0	0	0
5,559,271	7,509,901	(2,001,810)	6,198,990	1,747,381	573,394
(2,423,269)	(2,512,320)	(2,601,391)	(2,595,133)	(2,612,078)	(2,544,214)
(16,979)	(60,015)	(13,066)	(26,025)	(27,755)	(25,539)
(471,932)	(343,991)	(507,353)	(393,215)	(405,865)	(302,100)
0	0	249	75	702	6,365
\$ 3,337,560	\$ 5,430,330	\$ (3,681,466)	\$ 4,752,332	\$ 1,205,295	\$ 103,171
<u>\$ 50,517,679</u>	<u>\$ 45,087,349</u>	<u>\$ 48,768,815</u>	<u>\$ 44,016,483</u>	<u>\$ 42,811,188</u>	<u>\$ 42,708,017</u>
<u>\$ 53,855,239</u>	<u>\$ 50,517,679</u>	<u>\$ 45,087,349</u>	<u>\$ 48,768,815</u>	<u>\$ 44,016,483</u>	<u>\$ 42,811,188</u>
\$ (7,121,293)	\$ (4,562,958)	\$ 2,194,762	\$ (348,547)	\$ 2,388,853	\$ 3,453,632
115.24%	109.93%	95.36%	100.72%	94.85%	92.54%
\$ 340,390	\$ 518,446	\$ 625,187	\$ 624,890	\$ 618,467	\$ 988,525
(2,092.10%)	(880.12%)	351.06%	(55.78%)	386.25%	349.37%

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Required Supplementary Information (Continued)  
For the Year Ended December 31, 2024

**Schedule of Net Pension Liability**  
For the Years 2014 – 2024

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Total Pension Liability	\$ 42,665,887	\$ 43,974,919	\$ 45,684,223	\$ 45,514,105
Plan Fiduciary Net Position	<u>54,258,465</u>	<u>51,271,004</u>	<u>48,284,888</u>	<u>58,232,886</u>
Net Pension Liability (Asset)	<u>\$ (11,592,578)</u>	<u>\$ (7,296,085)</u>	<u>\$ (2,600,665)</u>	<u>\$ (12,718,781)</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	127.17%	116.59%	105.69%	127.94%
Covered-Employee Payroll	\$ 215,347	\$ 209,738	\$ 203,840	\$ 342,689
Net Pension Liability (Asset) as a Percentage of Covered-Employee Payroll	(5,383.21%)	(3,478.67%)	(1,275.84%)	(3,711.46%)

**Schedule of Contributions**  
For the Years 2014 – 2024

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>
Actuarially Determined Contribution (Determined as of the Prior Fiscal Year)	\$ 418,980	\$ 354,689	\$ 401,701	\$ 393,290
Contributions in Relation to the Actuarially Determined Contribution	<u>418,980</u>	<u>354,689</u>	<u>436,632</u>	<u>536,305</u>
Contribution Deficiency (Excess)	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ (34,931)</u>	<u>\$ (143,015)</u>
Covered-Employee Payroll	\$ 215,347	\$ 209,738	\$ 203,840	\$ 342,689
Contributions as a Percentage of Covered Employee Payroll	194.56%	169.11%	214.20%	156.50%

<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
\$ 46,733,946	\$ 45,954,721	\$ 47,282,111	\$ 48,420,268	\$ 46,405,336	\$ 46,264,820
53,855,239	50,517,679	45,087,349	48,768,815	44,016,483	42,811,188
<u>\$ (7,121,293)</u>	<u>\$ (4,562,958)</u>	<u>\$ 2,194,762</u>	<u>\$ (348,547)</u>	<u>\$ 2,388,853</u>	<u>\$ 3,453,632</u>
115.24%	109.93%	95.36%	100.72%	94.85%	92.54%
\$ 340,390	\$ 518,446	\$ 625,187	\$ 624,890	\$ 618,467	\$ 988,525
(2,092.10%)	(880.12%)	351.06%	(55.78%)	386.25%	349.37%

<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
\$ 412,120	\$ 499,196	\$ 1,405,283	\$ 1,281,640	\$ 1,201,826	\$ 1,880,008
686,866	831,994	1,437,221	1,562,975	2,497,301	2,387,312
<u>\$ (274,746)</u>	<u>\$ (332,798)</u>	<u>\$ (31,938)</u>	<u>\$ (281,335)</u>	<u>\$ (1,295,475)</u>	<u>\$ (507,304)</u>
\$ 340,390	\$ 518,446	\$ 625,187	\$ 624,890	\$ 618,467	\$ 988,525
201.79%	160.48%	229.89%	250.12%	403.79%	241.50%



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Required Supplementary Information (Continued)  
For the Year Ended December 31, 2024

**Schedule of Pension Expense**

	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability (c) = (a) – (b)	Collective Deferred Inflows (d)	Collective Deferred Outflows (e)	Collective Pension Expense* (f) = (c) + (d) – (e) + (g)*	Revenue Excluded from Pension Expense* (g)
<b>Beginning Balance:</b>	\$ 43,974,919	\$ 51,271,004	\$ (7,296,085)	\$ 4,907,918	\$ 6,152,986	N/A	N/A
Service Cost	6,610		6,610			\$ 6,610	
Interest on Total Pension Liability	2,031,473		2,031,473			2,031,473	
Changes in Benefit Terms	0		0			0	
Differences Between Expected and Actual Experience with Regard to Economic or Demographic Assumptions	(891,272)		(891,272)	891,272	0		
Current Year Amortization				(891,272)	0	(891,272)	
Changes in Assumptions About Future Economic or Demographic Factors or Other Inputs	0		0	0	0		
Current Year Amortization				0	0	0	
Benefit Payments	(2,419,611)		(2,419,611)			(2,419,611)	
Refunds of Contributions	(36,232)		(36,232)			(36,232)	
Other	0		0			0	
Contributions – Member		1,591	(1,591)			(1,591)	
Contributions – Employer*		418,980	(418,980)				\$ 418,980
Contributions – Nonemployer Contributing Entities*		0	0				0
Projected Earnings on Pension Plan Investments		2,381,016	(2,381,016)			(2,381,016)	
Difference Between Projected and Actual Earnings on Pension Plan Investments		2,922,031	(2,922,031)	2,922,031	0		
Current Year Amortization				(2,694,905)	(2,050,995)	(643,910)	
Benefit Payments		(2,419,611)	2,419,611			2,419,611	
Refunds of Contributions		(36,232)	36,232			36,232	
Administrative Expenses**		(280,314)	280,314			280,314	
Other		0	0			0	
<b>Net Increase (Decrease)</b>	\$ (1,309,032)	\$ 2,987,461	\$ (4,296,493)	\$ 227,126	\$ (2,050,995)	\$ (1,599,392)	\$ 418,980
<b>Ending Balance</b>	\$ 42,665,887	\$ 54,258,465	\$ (11,592,578)	\$ 5,135,044	\$ 4,101,991	N/A	N/A

For the year ended December 31, 2024, the Collective Pension Expense (Pension Income) for the system is (\$1,599,392).

\* Contributions from employers are excluded from Pension Expense (Income) and are reported as revenue per paragraphs 58 and 71(c) of GASB 68.

\*\* Includes Deferred Inflows and Deferred Outflows as well as the allocated share of Collective Pension Expense (Pension Income) due to participation in PERS and OPEB Expense.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Required Supplementary Information (Continued)  
For the Year Ended December 31, 2024

**Schedule of Changes in the System's Total OPEB Liability and Related Ratios**  
(On the System's Employees)

	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
<u>Total OPEB Liability</u>							
Service cost	\$1,579	\$2,216	\$4,591	\$2,590	\$2,147	\$1,663	\$1,934
Interest	4,566	7,285	6,302	4,574	7,733	6,878	7,987
Changes in benefit terms	-	-	-	-	-	-	954
Difference between expected and actual experience	-	(90,405)	(12,280)	19,050	49,249	(50,663)	-
Changes in assumptions	(1,259)	7,344	(73,611)	7,469	17,780	29,862	19,280
Benefit payments	<u>(7,421)</u>	<u>(6,935)</u>	<u>(11,721)</u>	<u>(10,829)</u>	<u>(11,244)</u>	<u>(8,366)</u>	<u>(9,637)</u>
Net Change in Total OPEB Liability	<u>(2,535)</u>	<u>(80,495)</u>	<u>(86,720)</u>	<u>5,337</u>	<u>65,665</u>	<u>(20,626)</u>	<u>(20,518)</u>
Total OPEB Liability -- beginning	<u>119,991</u>	<u>200,486</u>	<u>268,058</u>	<u>262,721</u>	<u>197,056</u>	<u>217,682</u>	<u>197,164</u>
Total OPEB Liability -- ending	<u>\$117,456</u>	<u>\$119,991</u>	<u>\$200,486</u>	<u>\$268,058</u>	<u>\$262,721</u>	<u>\$197,056</u>	<u>\$217,682</u>
Changes of assumptions and other inputs reflect a change in the discount rate from 4.00% as of the beginning of the measurement period to 4.28% at December 31, 2024.							
Covered Employee Payroll	\$221,375	\$213,463	\$182,275	\$201,630	\$218,383	\$201,630	\$185,599
Total OPEB Liability as a percentage of covered employee payroll	.53%	.56%	1.10%	1.33%	1.20%	104.7%	117.4%

This schedule is intended to show information of 10 years.  
Additional years will be displayed as they become available.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Required Supplementary Information (Continued)

For the Year Ended December 31, 2024

**Schedule of Employer's Share of Net Pension Liability**  
(On the System's Employees)

Year Ended <u>Dec.31.</u>	Employer Proportion of the Net Pension Liability <u>(Asset)</u>	Employer Proportionate Share of the Net Pension Liability <u>(Asset)</u>	Employer's Covered Employee <u>Payroll</u>	Employer's Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Employee <u>Payroll</u>	Plan Fiduciary Net Position as a Percentage of the Total Pension <u>Liability</u>
2015	.025290%	\$6,915	\$151,276	4.57%	99.15%
2016	.025704%	67,600	159,623	42.39%	94.85%
2017	.026736%	55,063	171,352	32.13%	100.72%
2018	.027019%	(20,055)	185,599	(10.81%)	95.36%
2019	.028556%	126,742	188,146	67.36%	109.93%
2020	.027809%	1,309	218,383	.60%	115.24%
2021	.030162%	(52,886)	201,630	(26.23)%	127.94%
2022	.029270%	(137,874)	182,275	(75.64)%	105.69%
2023	.025548%	98,329	213,463	46.10%	116.59%
2024	.026907%	25,635	221,375	11.60%	127.17%

This schedule is intended to show information of 10 years.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Required Supplementary Information (Continued)

For the Year Ended December 31, 2024

**Schedule of Employer Contributions**

(On the System's Employees)

Year Ended Dec. 31,	Contractually Required Contribution	Contributions in Relation to Contractual Required Contribution		Employer Covered Payroll	Contributions as a % of Covered Payroll
		Contribution	Contribution Deficiency (Excess)		
2015	\$21,552	\$21,552	-	\$151,276	14.2%
2016	20,680	20,680	-	159,623	12.9%
2017	20,438	20,438	-	171,352	11.9%
2018	20,180	20,180	-	185,599	10.9%
2019	20,869	20,869	-	188,146	11.1%
2020	24,885	24,885	-	218,383	11.4%
2021	23,909	23,909	-	201,630	11.9%
2022	20,007	20,007	-	182,275	9.2%
2023	22,427	22,427	-	213,463	10.5%
2024	24,435	24,435	-	221,375	11.0%

This schedule is intended to show information of 10 years.

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Required Supplementary Information (Continued)

For the Year Ended December 31, 2024

**Notes to the Required Supplementary Information**Pension Plan

Changes of Assumptions - Changes of assumptions about future economic or demographic factors or of other inputs were recognized in pension expense using the straight-line amortization method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan.

**OTHER SUPPLEMENTARY INFORMATION**

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
 Other Supplementary Information  
 For the Year Ended December 31, 2024

**SCHEDULE OF ADMINISTRATIVE EXPENSES**

Salaries	\$221,375
Retirement contributions	24,907
Group insurance	50,396
Depreciation	1,216
Postage	1,470
Office expenses	12,784
Insurance	16,846
Legal fees	15,117
Actuarial fees	29,700
Audit & consulting fees	27,700
Telephone	176
Expense allowance	10,050
Travel and seminar	2,382
Security	<u>12,042</u>
	426,161
Includes deferred inflows, deferred outflows, pension expense (income), net pension liability (asset), and net other postemployment benefit obligation	<u>(28,391)</u>
Total	<u>\$397,770</u>

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
 Other Supplementary Information (Continued)  
 December 31, 2024

**SCHEDULE OF INSURANCE POLICIES IN FORCE**

Insurance Policies in Force

The following insurance policies were in force on December 31, 2024:

<u>Type of Coverage</u>	<u>Amount of Coverage</u>
General liability, \$500 deductible	\$2,000,000 general aggregate
Employees non-owned and hired vehicles liability, combined bodily injury and property damage, \$2,500 deductible	\$1,000,000 combined single limit
Public employee benefit plan and trustee fiduciary liability, \$25,000 deductible	\$2,000,000 aggregate
Workers compensation, no deductible	\$100,000 each occurrence;
Employee theft and forgery Coverage, \$5,000 deductible	\$500,000



**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**  
Other Supplementary Information (Continued)  
December 31, 2024

**SUMMARY OF HISTORICAL DATA**

The Employees' Retirement System of Jefferson Parish began operating on January 1, 1973, after the employees of Jefferson Parish voted 87.8% in favor of such retirement system to replace Social Security.

The Parish paid all retirement benefits and other expenses of the System from January 1, 1973, through December 31, 1974, from its General Fund. Contributions to the System began on January 1, 1975.

The System was funded initially by contributions of 5.85% of total wages by both the employee and the employer from January 1, 1975, through January 6, 1978. The rate was increased to 6.05% each, effective with the January 30, 1978, payroll.

In 1979 the Louisiana Legislature amended the Parochial Employees' Retirement System law to require Jefferson Parish to pay an additional 4.3% contribution (from 1%) or abandon Jefferson Parish's supplemental system and join the revised PERS effective January 1, 1980.

On December 12, 1979, the Jefferson Parish System agreed to merge its supplemental system with PERS, effective December 15, 1979. As a result of this, the 4.3% increase in cost was avoided.

After advice by its actuary, confirmed by its legal counsel, and with a written opinion from the Louisiana Attorney General, the Employees' Retirement System of Jefferson Parish decided to join PERS' supplemental system before January 1, 1980, at no added cost to the Parish or its employees.

All of the employees who were members of the Employees' Retirement System of Jefferson Parish's separate supplemental plan on December 14, 1979 will be guaranteed all of the benefits offered by that plan, and all retirees entitled to benefits under that plan will continue to receive those benefits. The accumulated assets and funds of the Employees' Retirement System of Jefferson Parish were retained for that purpose. All persons employed after December 14, 1979 are members of the PERS only.

**INTERNAL CONTROL, COMPLIANCE AND OTHER MATTERS**

**KEITH J. ROVIRA**  
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**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER  
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS  
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED  
IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

The Board of Trustees of  
The Employees' Retirement System of Jefferson Parish  
Jefferson Parish, Louisiana  
A Component Unit of Jefferson Parish

I have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the Employees' Retirement System of Jefferson Parish, as of and for the years ended December 31, 2024 and 2023, and the related notes to the financial statements, which collectively comprise the Employees' Retirement System of Jefferson Parish's basic financial statements and have issued my report thereon dated June 20, 2025.

**Report on Internal Control over Financial Reporting**

In planning and performing my audit of the financial statements, I considered the Employees' Retirement System of Jefferson Parish's internal control over financial reporting to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing my opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Employees' Retirement System of Jefferson Parish's internal control. Accordingly, I do not express an opinion on the effectiveness of the Employees' Retirement System of Jefferson Parish's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to

prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency or combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

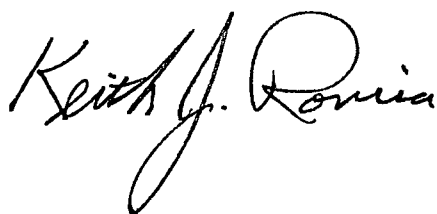
My consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations during my audit I did not identify any deficiencies in internal control that I consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

### **Report on Compliance and Other Matters**

As a part of obtaining reasonable assurance about whether the Employees' Retirement System of Jefferson Parish's financial statements are free of material misstatement, I performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of the financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of my audit, and accordingly, I do not express such an opinion. The results of my tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of this Report**

The purpose of this report is solely to describe the scope of my testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the System's internal control or compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the System's internal control and compliance. Accordingly, this communication is not suitable for any other purpose. Although the intended use of this report may be limited, under Louisiana Revised Statute 24:513, this report is distributed by the Louisiana Legislative Auditor as a public document.



Keith J. Rovira  
Certified Public Accountant  
Metairie, Louisiana

June 20, 2025

**THE EMPLOYEES' RETIREMENT SYSTEM OF JEFFERSON PARISH**

Schedule of Current and Prior Year Audit Findings and  
Management's Corrective Action Plan (Continued)  
For the Year Ended December 31, 2024 and 2023

I. Current Year (2024) Audit Finding:

Internal Control over Financial Reporting

There are no findings to be reported at December 31, 2024.

Compliance

There are no findings to be reported at December 31, 2024.

Management Letter

There are no items to be reported at December 31, 2024.

II. Prior Year (2023) Audit Finding:

Internal Control over Financial Reporting

There were no findings to be reported at December 31, 2023.

Compliance

There were no findings to be reported at December 31, 2023.

Management Letter

There were no items to be reported at December 31, 2023.

**THE EMPLOYEES' RETIREMENT SYSTEM  
OF JEFFERSON PARISH**

***Statewide Agreed-Upon Procedures Report***

As of and for the Year Ended

December 31, 2024

**KEITH J. ROVIRA**  
*Certified Public Accountant*

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**INDEPENDENT ACCOUNTANT'S REPORT ON APPLYING  
AGREED-UPON PROCEDURES FOR THE YEAR ENDED  
DECEMBER 31, 2024**

The Board of Trustees of  
The Employees' Retirement System of Jefferson Parish  
Jefferson Parish, Louisiana  
and the Louisiana Legislative Auditor (LLA)

I have performed the procedures enumerated below on the control and compliance (C/C) areas identified in the Louisiana Legislative Auditor's (LLA's) Statewide Agreed-Upon Procedures (SAUPs) for the period January 1, 2024 through December 31, 2024. The Employees' Retirement System of Jefferson Parish's management is responsible for those C/C areas identified in the SAUPs.

The Employees' Retirement System of Jefferson Parish has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of the engagement, which is to perform specified procedures on the C/C areas identified in LLA's SAUPs for the period January 1, 2024 through December 31, 2024. Additionally, LLA has agreed to and acknowledged that the procedures performed are appropriate for its purposes. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The Statewide Agreed-Upon Procedures and associated findings are as follows:

### ***1) Written Policies and Procedures***

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1. Obtain and inspect the entity's written policies and procedures and observe whether they address each of the following categories and subcategories if applicable to public funds and the entity's operations:
  - i. ***Budgeting***, including preparing, adopting, monitoring, and amending the budget.  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - ii. ***Purchasing***, including (1) how purchases are initiated, (2) how vendors are added to the vendor list, (3) the preparation and approval process of purchase requisitions and purchase orders, (4) controls to ensure compliance with the Public Bid Law, and (5) documentation required to be maintained for all bids and price quotes.  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - iii. ***Disbursements***, including processing, reviewing, and approving.  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - iv. ***Receipts/Collections***, including receiving, recording, and preparing deposits. Also, policies and procedures should include management's actions to determine the completeness of all collections for each type of revenue or agency fund additions (e.g., periodic confirmation with outside parties, reconciliation to utility billing after cutoff procedures, reconciliation of traffic ticket number sequences, agency fund forfeiture monies confirmation).  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - v. ***Payroll/Personnel***, including (1) payroll processing, (2) reviewing and approving time and attendance records, including leave and overtime worked, and (3) approval process for employee rates of pay or approval and maintenance of pay rate schedules.  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - vi. ***Contracting***, including (1) types of services requiring written contracts, (2) standard terms and conditions, (3) legal review, (4) approval process, and (5) monitoring process.  
*Written policies and procedures were obtained and address the subcategories noted above.*
  - vii. ***Travel and Expense Reimbursement***, including (1) allowable expenses, (2) dollar thresholds by category of expense, (3) documentation requirements, and (4) required approvers.  
*Written policies and procedures were obtained and address the subcategories noted above.*



- viii. **Credit Cards (and debit cards, fuel cards, purchase cards, if applicable)**, including (1) how cards are to be controlled, (2) allowable business uses, (3) documentation requirements, (4) required approvers of statements, and (5) monitoring card usage (e.g., determining the reasonableness of fuel card purchases).

*Written policies and procedures were obtained and address the subcategories noted above.*

- ix. **Ethics**, including (1) the prohibitions as defined in Louisiana Revised Statute (R.S.) 42:1111-1121, (2) actions to be taken if an ethics violation takes place, (3) system to monitor possible ethics violations, and (4) a requirement that documentation is maintained to demonstrate that all employees and officials were notified of any changes to the entity's ethics policy.

*Written policies and procedures were obtained and address the subcategories noted above.*

- x. **Debt Service**, including (1) debt issuance approval, (2) continuing disclosure/EMMA reporting requirements, (3) debt reserve requirements, and (4) debt service requirements.

*The System has no outstanding debt. Written policies and procedures state that policies related to debt service will be determined should the need arise.*

- xi. **Information Technology Disaster Recovery/Business Continuity**, including (1) identification of critical data and frequency of data backups, (2) storage of backups in a separate physical location isolated from the network, (3) periodic testing/verification that backups can be restored, (4) use of antivirus software on all systems, (5) timely application of all available system and software patches/updates, and (6) identification of personnel, processes, and tools needed to recover operations after a critical event.

*Written policies and procedures were obtained and address the subcategories noted above.*

- xii. **Prevention of Sexual Harassment**, including R.S. 42:342-344 requirements for (1) agency responsibilities and prohibitions, (2) annual employee training, and (3) annual reporting.

*Written policies and procedures were obtained and address the subcategories noted above.*

## **2) Board of Trustees**

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Obtain and inspect the board's minutes for the fiscal period, as well as the board's enabling legislation, charter, bylaws, or equivalent document in effect during the fiscal period, and

- i. Observe that the board met with a quorum at least monthly, or on a frequency in accordance with the board's enabling legislation, charter, bylaws, or other equivalent document.

*No exceptions were found as a result of these procedures.*

- ii. For those entities reporting on the governmental accounting model, observe whether the minutes referenced or included monthly budget-to-actual comparisons

on the general fund, quarterly budget-to-actual, at a minimum, on proprietary funds, and semi-annual budget- to-actual, at a minimum, on all special revenue funds.

*The System is not required by law to construct a budget; therefore, this procedure is not applicable.*

- iii. For governmental entities, obtain the prior year audit report and observe the unassigned fund balance in the general fund. If the general fund had a negative ending unassigned fund balance in the prior year audit report, observe that the minutes for at least one meeting during the fiscal period referenced or included a formal plan to eliminate the negative unassigned fund balance in the general fund.

*No exceptions were found as a result of these procedures.*

- iv. Observe whether the board received written updates of the progress of resolving audit finding(s), according to management's corrective action plan at each meeting until the findings are considered fully resolved.<sup>1</sup>

*No exceptions were found as a result of these procedures.*

### **3) Bank Reconciliations**

---

- A. Obtain a listing of entity bank accounts for the fiscal period from management and management's representation that the listing is complete. Ask management to identify the entity's main operating account. Select the entity's main operating account and randomly select 4 additional accounts<sup>2</sup> (or all accounts if less than 5). Randomly select one (1) month from the fiscal period, obtain and inspect the corresponding bank statement and reconciliation for each selected account, and observe that:

*Obtained the System's one (1) and only bank account, the main operating account, and management has represented to that fact. Randomly selected one (1) month from the fiscal period and obtained and inspected the corresponding bank statement and reconciliation.*

- i. Bank reconciliations include evidence that they were prepared within 2 months of the related statement closing date (e.g., initialed and dated or electronically logged);

*No exceptions were found as a result of these procedures.*

- ii. Bank reconciliations include written evidence that a member of management or a board member who does not handle cash, post ledgers, or issue checks has reviewed each bank reconciliation (e.g., initialed and dated, electronically logged); and

*No exceptions were found as a result of these procedures.*

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<sup>1</sup> No exception is necessary if management's opinion is that the cost of taking corrective action for findings related to improper segregation of duties or inadequate design of controls over the preparation of the financial statements being audited exceeds the benefits of correcting those findings.

<sup>2</sup> Accounts selected may exclude savings and investment accounts that are not part of the entity's daily business operations.

- iii. Management has documentation reflecting it has researched reconciling items that have been outstanding for more than 12 months from the statement closing date, if applicable.

*The System's only bank account is its main operating account, and management has represented that there are no other accounts.*

*No exceptions were found as a result of these procedures.*

#### **4) Collections (excluding electronic funds transfers)**

---

- A. Obtain a listing of deposit sites<sup>3</sup> for the fiscal period where deposits for cash/checks/money orders (cash) are prepared and management's representation that the listing is complete. Randomly select 5 deposit sites (or all deposit sites if less than 5).

*Management has represented that there is only one (1) deposit site and collection location for the System. It is in the System's administrative office which is located in the Jefferson Parish Government Building, Suite 4100 in Gretna, Louisiana.*

- B. For each deposit site selected, obtain a listing of collection locations<sup>4</sup> and management's representation that the listing is complete. Randomly select one collection location for each deposit site (e.g., 5 collection locations for 5 deposit sites), obtain and inspect written policies and procedures relating to employee job duties (if there are no written policies or procedures, then inquire of employees about their job duties) at each collection location, and observe that job duties are properly segregated at each collection location such that

- i. Employees responsible for cash collections do not share cash drawers/registers;

*No exceptions were found as a result of these procedures.*

- ii. Each employee responsible for collecting cash is not also responsible for preparing/making bank deposits, unless another employee/official is responsible for reconciling collection documentation (e.g., pre-numbered receipts) to the deposit;

*No exceptions were found as a result of these procedures.*

- iii. Each employee responsible for collecting cash is not also responsible for posting collection entries to the general ledger or subsidiary ledgers, unless another employee/official is responsible for reconciling ledger postings to each other and to the deposit; and

*No exceptions were found as a result of these procedures.*

- iv. The employee(s) responsible for reconciling cash collections to the general ledger and/or subsidiary ledgers, by revenue source and/or custodial fund additions, is

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<sup>3</sup> A deposit site is a physical location where a deposit is prepared and reconciled.

<sup>4</sup> A collection location is a physical location where cash is collected. An entity may have one or more collection locations whose collections are brought to a deposit site for deposit.

(are) not also responsible for collecting cash, unless another employee/official verifies the reconciliation.

*No exceptions were found as a result of these procedures.*

- C. Obtain from management a copy of the bond or insurance policy for theft covering all employees who have access to cash. Observe that the bond or insurance policy for theft was in force during the fiscal period.

*No exceptions were found as a result of these procedures.*

- D. Randomly select two (2) deposit dates from the one (1) bank account selected for Bank Reconciliations procedure #3A (select the next deposit date chronologically if no deposits were made on the dates randomly selected and randomly select a deposit if multiple deposits are made on the same day). Obtain supporting documentation for each of the two (2) deposits and:

- i. Observe that receipts are sequentially pre-numbered.

*This attribute is not applicable due to the nature of the cash collections. No exceptions were found as a result of these procedures.*

- ii. Trace sequentially pre-numbered receipts, system reports, and other related collection documentation to the deposit slip.

*No exceptions were found as a result of these procedures.*

- iii. Trace the deposit slip total to the actual deposit per the bank statement.

*No exceptions were found as a result of these procedures.*

- iv. Observe that the deposit was made within one business day of receipt<sup>5</sup> at the collection location (within one week if the depository is more than 10 miles from the collection location or the deposit is less than \$100 and the cash is stored securely in a locked safe or drawer).

*No exceptions were found as a result of these procedures.*

- v. Trace the actual deposit per the bank statement to the general ledger.

*No exceptions were found as a result of these procedures.*

##### **5) Non-Payroll Disbursements (excluding card purchases, travel reimbursements, and petty cash purchases)**

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- A. Obtain a listing of locations that process payments for the fiscal period and management's representation that the listing is complete. Randomly select 5 locations (or all locations if less than 5).

*Management has represented that there is only one (1) location where it processes non-payroll payments. It is in the System's administrative office which is located in the*

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<sup>5</sup> As required by Louisiana Revised Statute 39:1212.

*Jefferson Parish Government Building, Suite 4100 in Gretna, Louisiana.*

- B. For each location selected under procedure #5A above, obtain a listing of those employees involved with non-payroll purchasing and payment functions. Obtain written policies and procedures relating to employee job duties (if the agency has no written policies and procedures, then inquire of employees about their job duties), and observe that job duties are properly segregated such that:
- i. At least two employees are involved in initiating a purchase request, approving a purchase, and placing an order or making the purchase;  
*No exceptions were found as a result of these procedures.*
  - ii. At least two employees are involved in processing and approving payments to vendors;  
*No exceptions were found as a result of these procedures.*
  - iii. The employee responsible for processing payments is prohibited from adding/modifying vendor files, unless another employee is responsible for periodically reviewing changes to vendor files;  
*No exceptions were found as a result of these procedures.*
  - iv. Either the employee/official responsible for signing checks mails the payment or gives the signed checks to an employee to mail who is not responsible for processing payments; and  
*No exceptions were found as a result of these procedures.*
  - v. Only employees/officials authorized to sign checks approve the electronic disbursement (release) of funds, whether through automated clearinghouse (ACH), electronic funds transfer (EFT), wire transfer, or some other electronic means.  
*[Note: Findings related to controls that constrain the legal authority of certain public officials (e.g., mayor of a Lawrason Act municipality) should not be reported.]*  
*No exceptions were found as a result of these procedures.*
- C. For each location selected under procedure #5A above, obtain the entity's non-payroll disbursement transaction population (excluding cards and travel reimbursements) and obtain management's representation that the population is complete. Randomly select five (5) disbursements for each location, obtain supporting documentation for each transaction, and
- i. Observe whether the disbursement, whether by paper or electronic means, matched the related original itemized invoice and supporting documentation indicates that deliverables included on the invoice were received by the entity, and  
*No exceptions were found as a result of these procedures.*

- ii. Observe whether the disbursement documentation included evidence (e.g., initial/date, electronic logging) of segregation of duties tested under procedure #5B above, as applicable.

*No exceptions were found as a result of these procedures.*

- D. Using the entity's main operating account and the month selected in Bank Reconciliations procedure #3A, randomly select 5 non-payroll-related electronic disbursements (or all electronic disbursements if less than 5) and observe that each electronic disbursement was (a) approved by only those persons authorized to disburse funds (e.g., sign checks) per the entity's policy, and (b) approved by the required number of authorized signers per the entity's policy.

*No exceptions were found as a result of these procedures.*

#### **6) Credit Cards/Debit Cards/Fuel Cards/Purchase Cards (Cards)**

- A. Obtain from management a listing of all active credit cards, bank debit cards, fuel cards, and purchase cards (cards) for the fiscal period, including the card numbers and the names of the persons who maintained possession of the cards. Obtain management's representation that the listing is complete.

*The System has only one (1) credit card, Office Depot, and management has represented that there are no other cards. The card is not frequently used. The Secretary-Manager has customized an "Employee Credit Card Agreement" form for the System, and all three employees in the office have signed their own agreement.*

*No exceptions were found as a result of these procedures.*

- B. Using the listing prepared by management, randomly select 5 cards (or all cards if less than 5) that were used during the fiscal period. Randomly select one (1) monthly statement or combined statement for each card (for a debit card, randomly select one monthly bank statement). Obtain supporting documentation, and
  - i. Observe whether there is evidence that the monthly statement or combined statement and supporting documentation (e.g., original receipts for credit/debit card purchases, exception reports for excessive fuel card usage) were reviewed and approved, in writing (or electronically approved) by someone other than the authorized card holder (those instances requiring such approval that may constrain the legal authority of certain public officials, such as the mayor of a Lawrason Act municipality, should not be reported); and

*No exceptions were found as a result of these procedures.*

- ii. Observe that finance charges and late fees were not assessed on the selected statements.

*No exceptions were found as a result of these procedures.*

- C. Using the monthly statements or combined statements selected under procedure #6B above, excluding fuel cards, randomly select 10 transactions (or all transactions if less than 10) from each statement, and obtain supporting documentation for the transactions (e.g., each card should have 10 transactions subject to inspection. For each transaction, observe that it is supported by an original itemized receipt that identifies precisely what was purchased, (2) written documentation of the business/public purpose, and (3) documentation of the individuals participating in meals (for meal charges only). For missing receipts, the practitioner should describe the nature of the transaction and observe whether management had a compensating control to address missing receipts, such as a “missing receipt statement” that is subject to increased scrutiny.

*For the System's one and only credit card, monthly statements were selected and supporting documentation for transactions was obtained. The supporting documentation examined adequately addressed the functions noted above for the transactions selected.*

*No exceptions were found as a result of these procedures.*

## **7) Travel and Travel-Related Expense Reimbursements (excluding card transactions)**

- A. Obtain from management a listing of all travel and travel-related expense reimbursements during the fiscal period and management's representation that the listing or general ledger is complete. Randomly select 5 reimbursements and obtain the related expense reimbursement forms/prepaid expense documentation of each selected reimbursement, as well as the supporting documentation. For each of the 5 reimbursements selected.

*Obtained a listing of all travel and travel-related expense reimbursements during the fiscal period and management's representation that the listing is complete. Randomly selected five (5) reimbursements.*

- i. If reimbursed using a per diem, observe that the approved reimbursement rate is no more than those rates established either by the State of Louisiana or the U.S. General Services Administration ([www.gsa.gov](http://www.gsa.gov));  
*No exceptions were found as a result of these procedures.*
- ii. If reimbursed using actual costs, observe that the reimbursement is supported by an original itemized receipt that identifies precisely what was purchased;  
*No exceptions were found as a result of these procedures.*
- iii. Observe that each reimbursement is supported by documentation of the business/public purpose (for meal charges, observe that the documentation includes the names of those individuals participating) and other documentation required by Written Policies and Procedures (procedure #1.vii.).

*No exceptions were found as a result of these procedures.*

- iv. Observe that each reimbursement was reviewed and approved, in writing, by someone other than the person receiving reimbursement.

*No exceptions were found as a result of these procedures.*

## **8) Contracts**

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- A. Obtain from management a listing of all agreements/contracts for professional services, materials and supplies, leases, and construction activities that were initiated or renewed during the fiscal period. *(Alternatively, the practitioner may use an equivalent selection source, such as an active vendor list.)* Obtain management's representation that the listing is complete. Randomly select 5 contracts (or all contracts if less than 5) from the listing, excluding the practitioner's contract, and:

*Obtained from management a listing of all agreements/contracts for professional services, materials and supplies, leases, and construction activities that were initiated or renewed during the fiscal period and received management's representation that the listing is complete. Selected the four (4) contracts on the listing.*

- i. Observe whether the contract was bid in accordance with the Louisiana Public Bid Law (e.g., solicited quotes or bids, advertised), if required by law;

*The contracts tested were not required to comply with the Louisiana Public Bid Law; therefore, this step is not applicable.*

- ii. Observe whether the contract was approved by the governing body/board, if required by policy or law (e.g., Lawrason Act, Home Rule Charter);

*No exceptions were found as a result of these procedures.*

- iii. If the contract was amended (e.g., change order), observe that the original contract terms provided for such an amendment and that amendments were made in compliance with the contract terms (e.g., if approval is required for any amendment, the documented approval); and

*Contracts tested were not amended; therefore, this step is not applicable.*

- iv. Randomly select one (1) payment from the fiscal period for each of the five (5) contracts, obtain the supporting invoice, agree the invoice to the contract terms, and observe that the invoice and related payment agreed to the terms and conditions of the contract.

*No exceptions were found as a result of these procedures.*



## 9) Payroll and Personnel

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- A. Obtain a listing of employees and officials<sup>6</sup> employed during the fiscal period and management's representation that the listing is complete. Randomly select five (5) employees or officials, obtain related paid salaries and personnel files, and agree paid salaries to authorized salaries/pay rates in the personnel files.

*The System employs only three (3) employees. None of the Board of Trustees (officials) receive compensation for their services.*

*No exceptions were found as a result of these procedures.*

- B. Randomly select one pay period during the fiscal period. For the five (5) employees selected under procedure #9A above, obtain attendance records and leave documentation for the pay period, and

- i. Observe that all selected employees or officials documented their daily attendance and leave (e.g., vacation, sick, compensatory);

*No exceptions were found as a result of these procedures.*

- ii. Observe whether supervisors approved the attendance and leave of the selected employees or officials;

*No exceptions were found as a result of these procedures.*

- iii. Observe that any leave accrued or taken during the pay period is reflected in the entity's cumulative leave records; and

*No exceptions were found as a result of these procedures.*

- iv. Observe the rate paid to the employees or officials agrees to the authorized salary/pay rate found within the personnel file.

*No exceptions were found as a result of these procedures.*

- C. Obtain a listing of those employees or officials that received termination payments during the fiscal period and management's representation that the list is complete. Randomly select two employees or officials and obtain related documentation of the hours and pay rates used in management's termination payment calculations and the entity's policy on termination payments. Agree the hours to the employee's or official's cumulative leave records, agree the pay rates to the employee's or official's authorized pay rates in the employee's or official's personnel files, and agree the termination payment to entity policy.

*This procedure is not applicable because there were no terminations during the year, and management represented to that fact.*

- D. Obtain management's representation that employer and employee portions of third-party payroll related amounts (e.g., payroll taxes, retirement contributions, health insurance premiums, garnishments, workers' compensation premiums, etc.) have been paid, and any associated forms have been filed, by required deadlines.

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<sup>6</sup> "Officials" would include those elected, as well as board members who are appointed.

*No exceptions were found as a result of these procedures.*

#### **10) Ethics**

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- A. Using the five (5) selected employees from Payroll and Personnel procedure #9A obtain ethics documentation from management, and
- i. Observe whether the documentation demonstrates that each employee/official completed one hour of ethics training during the calendar year as required by R.S. 42:1170; and  
*No exceptions were found as a result of these procedures.*
  - ii. Observe whether the entity maintains documentation which demonstrates that each employee and official were notified of any changes to the entity's ethics policy during the fiscal period, as applicable.  
*There were no changes in the entity's ethics policy; therefore, this step is not applicable.*
- B. Inquire and/or observe whether the agency has appointed an ethics designee as required by R.S. 42:1170.  
*No exceptions were found as a result of these procedures.*

#### **11) Fraud Notice**

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- A. Obtain a listing of misappropriations of public funds and assets during the fiscal period and management's representation that the listing is complete. Select all misappropriations on the listing, obtain supporting documentation, and observe that the entity reported the misappropriation(s) to the legislative auditor and the district attorney of the parish in which the entity is domiciled as required by R.S. 24:523.  
*Management represented that there were no misappropriations of public funds and assets during the fiscal period; therefore, this step does not apply.*
- B. Observe that the entity has posted, on its premises and website, the notice required by R.S. 24:523.1 concerning the reporting of misappropriation, fraud, waste, or abuse of public funds.  
*No exceptions were found as a result of these procedures.*

#### **12) Information Technology Disaster Recovery/Business Continuity**

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Perform the following procedures, **verbally discuss the results with management, and report, "I performed the procedure and discussed the results with management."**

- A. Obtain and inspect the entity's most recent documentation that it has backed up its critical data (if there is no written documentation, then inquire of personnel responsible for backing

up critical data) and observe evidence that such backup (a) occurred within the past week, (b) was not stored on the government's local server or network, and (c) was encrypted.

*No exceptions were found as a result of these procedures.*

- B. Obtain and inspect the entity's most recent documentation that it has tested/verified that its backups can be restored (if there is no written documentation, then inquire of personnel responsible for testing/verifying backup restoration) and observe evidence that the test/verification was successfully performed within the past 3 months.

*No exceptions were found as a result of these procedures.*

- C. Obtain a listing of the entity's computers currently in use and their related locations, and management's representation that the listing is complete. Randomly select three (3) computers and observe while management demonstrates that the selected computers have current and active antivirus software and that the operating system and accounting system software in use are currently supported by the vendor.

*No exceptions were found as a result of these procedures.*

- D. Randomly select five (5) terminated employees (or all terminated employees if less than 5) using the list of terminated employees obtained in procedure #9C. Observe evidence that the selected terminated employees have been removed or disabled from the network.

*This procedure is not applicable because there were no terminations of employees during this year, and management represented to that fact.*

- E. Using the 5 randomly selected employees/officials from Payroll and Personnel procedure #9A, obtain cybersecurity training documentation from management, and observe that the documentation demonstrates that the following employees/officials with access to the agency's information technology assets have completed cybersecurity training as required by R.S. 42:1267. The requirements are as follows:

*The System only has three employees.*

- Hired before June 9, 2020 - completed the training; and
- Hired on or after June 9, 2020 - completed the training within 30 days of initial service or employment.

*All three employees were tested, and no exceptions were found as a result of these procedures.*

### ***13) Prevention of Sexual Harassment***

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- A. Using the 5 randomly selected employees/officials from Payroll and Personnel procedure #9A, obtain sexual harassment training documentation from management, and observe

that the documentation demonstrates each employee/official completed at least one hour of sexual harassment training during the calendar year as required by R.S. 42:343.

*The System only has three employees. All three employees were tested, and no exceptions were found as a result of these procedures.*

- B. Observe that the entity has posted its sexual harassment policy and complaint procedure on its website (or in a conspicuous location on the entity's premises if the entity does not have a website).

*No exceptions were found as a result of these procedures.*

- C. Obtain the entity's annual sexual harassment report for the current fiscal period, observe that the report was dated on or before February 1, and observe that the report includes the applicable requirements of R.S. 42:344:

- i. Number and percentage of public servants in the agency who have completed the training requirements;
- ii. Number of sexual harassment complaints received by the agency;
- iii. Number of complaints which resulted in a finding that sexual harassment occurred;
- iv. Number of complaints in which the finding of sexual harassment resulted in discipline or corrective action; and
- v. Amount of time it took to resolve each complaint.

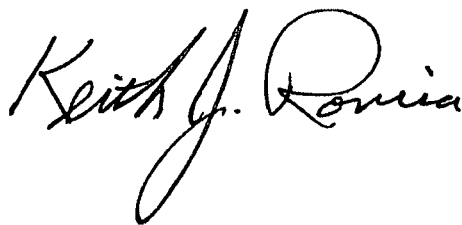
*No exceptions were found as a result of the procedures tested above in this section.*

I was engaged by the Employees' Retirement System of Jefferson Parish to perform this agreed-upon procedures engagement and conducted my engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants and applicable standards of *Government Auditing Standards*. I was not engaged to and did not conduct an audit examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on those C/C areas identified in the SAUPs. Accordingly, I do not express such an opinion or conclusion. Had I performed additional procedures, other matters might have come to our attention that would have been reported to you.

I am required to be independent of the Employees' Retirement System of Jefferson Parish, and to meet my other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely to describe the scope of testing performed on those C/C areas identified in the SAUPs, and the result of that testing, and not to provide an opinion on control or

compliance. Accordingly, this report is not suitable for any other purpose. Under Louisiana Revised Statute 24:513, this report is distributed by the Louisiana Legislative Auditor as a public document.

A handwritten signature in black ink, reading "Keith J. Rovira". The signature is fluid and cursive, with the first name "Keith" and last name "Rovira" clearly legible, and a middle initial "J." in between.

Keith J. Rovira  
Certified Public Accountant  
Metairie, Louisiana

June 17, 2025