



*Luther Speight & Company, LLC*  
*Certified Public Accountants and Consultants*

**FIREFIGHTERS' PENSION AND RELIEF FUND  
OF THE CITY OF NEW ORLEANS**

**AUDIT OF FINANCIAL STATEMENTS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

# **FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**

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INDEPENDENT AUDITOR'S REPORT

Honorable Mayor and Council of  
the City of New Orleans, Louisiana

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

**Opinion**

We have audited the accompanying financial statements of the New System and the Old System of the Firefighters' Pension and Relief Fund of the City of New Orleans (collectively referred to as NOFF or the Fund), a fiduciary fund of the City of New Orleans, which comprise the Statement of Fiduciary Net Position as of the year ended December 31, 2024, and the related Statement of Changes in Fiduciary Net Position for the year then ended, and the related notes to the financial statements

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the New System and the Old System of the Firefighters' Pension and Relief Fund of the City of New Orleans, as of December 31, 2024, and the changes in fiduciary net position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Opinion**

We conducted our 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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Fund, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**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; this includes 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.

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

### **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our 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 from error, as fraud may involve 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 judgment 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*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of 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 Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of 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 our judgment, there are conditions or events, considered in the aggregate, which raise substantial doubt about the Fund's ability to continue as a going concern for a reasonable period of time.

We are 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 we 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, Schedules of Changes in Net Pension Liability, Schedules of Employers' Net Pension Liability, Schedule of Investment Returns, the Schedule of Employer Contributions, and related notes, listed as Required Supplemental Information in the Table of Contents be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental 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.

We 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 our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

**Supplementary Information**

Our audit was conducted for the purpose of forming opinions on the financial statements of the New System and the Old System that collectively comprise the Firefighters' Pension and Relief Fund of the City of New Orleans basic financial statements. The schedule of administrative expenses and the schedule of compensation, benefits, and other payments to the agency head are presented for the purposes of additional analysis and are not a part of the basic financial statements.

These supplementary schedules are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary schedules are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

**Emphasis of Matters***Emphasis of Matter Regarding Funding Obligations – Old System Trust*

The accompanying financial statements have been prepared assuming that the Old System will continue as a going concern. At December 31, 2024, the Old System has net position restricted for pension benefits in the amount of \$13,502,846.

As described in Note 12, the composition of net position for the Old System Trust has legally restricted account balances totaling \$917,866 leaving \$12,584,980 available for future benefit payments of its members. In addition, the actuarially determined total pension liability of the Old System Trust is \$73,690,076 at December 31, 2024. The Old System is a "pay as you go" system. The System's employer is legally obligated to meet all future obligations of the Fund.

*Emphasis of Matter Regarding Funding Obligations and Future Cash Flow to Fund Benefits – New System Trust*

As described in Note 12, the composition of net position for the New System Trust has legally restricted account balances totaling \$22,315,554 leaving a surplus of \$69,138,256 available for future benefit payments of its members. In addition, the actuarially determined total pension liability of the New System Trust is \$739,876,762 at December 31, 2024. The System's employer is legally obligated to meet all future obligations of the Fund.

*Actuarial Assumptions*

As described above, the total pension liability for the New System and Old System was \$739,876,762 and \$73,690,076 as of December 31, 2024, respectively. The actuarial valuations were based on various assumptions made by the Fund's actuary. Because actual experience may differ from the assumptions used in the actuarial valuations, there is a risk that the total pension liability at December 31, 2024 could be materially different from the estimate.

Our opinions are not modified with respect to these matters.

**Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we have also issued our report dated June 12, 2025, on our consideration of NOFF's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Fund's internal control over financial reporting and compliance.



Luther Speight & Company, CPAs  
New Orleans, Louisiana  
June 12, 2025

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

The following is management's discussion and analysis of the financial performance of the New System and the Old System of the Firefighters' Pension and Relief Fund of the City of New Orleans (NOFF or the Fund). It is presented as a narrative overview and analysis for purpose of assisting the reader with interpreting key elements of the financial statements, notes to the financial statements, required supplementary information, and supporting schedules for the current year.

**FINANCIAL HIGHLIGHTS**

- Total assets and deferred outflows of resources of the Fund exceeded its liabilities and deferred inflows of resources at December 31, 2024 by \$104,956,656 (net position), consisting of \$91,453,810 in the New System and \$13,502,846 in the Old System.
- The Fund's total net position increased by \$19,835,892, consisting of an increase of \$18,788,834 in the New System and an increase of \$1,047,058 in the Old System. The increase in the New System is due to an increase in member and employer contributions and increased interest and dividend income. The increase in the Old System is due to an increase in interest and dividend income and a decrease in retirement benefits paid.

**OVERVIEW OF THE FINANCIAL STATEMENTS**

The discussion and analysis are intended to serve as an introduction to the Fund's basic financial statements, which are comprised of three components:

- Statement of Fiduciary Net Position
- Statement of Changes in Fiduciary Net Position, and
- Notes to Financial Statements

This report also contains required supplemental information in addition to the basic financial statements themselves.

The Statement of Fiduciary Net Position reports the pension fund's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and resultant net position restricted for pension benefits. It discloses the financial position of the Fund as of December 31, 2024.

The Statement of Changes in Fiduciary Net Position reports the results of the pension fund's operations during the year disclosing the additions and deductions. It supports the change that has occurred to the prior year's net position on the Statement of Fiduciary Net Position.



**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

The required supplementary information consists of six schedules and related notes concerning the net pension liability and employer contributions of the Fund and the Fund's participation in the Municipal Employees' Retirement System of Louisiana. Supporting supplementary schedules include information on administrative expenses and compensation paid to the agency head.

**NOFF FINANCIAL ANALYSIS**

NOFF provides retirement allowances and other benefits for firefighters of the City of New Orleans. The Fund consists of two systems, the Old System and the New System. The Old System includes firefighters employed before January 1, 1968. The New System covers firefighters who were employed after December 31, 1967 or Old System members who have elected coverage under the New System.

**Condensed Statements of Fiduciary Net Position  
December 31, 2024 and 2023**

	<b>New System</b>		<b>Old System</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
Cash	396,330	3,789,364	277,994	3,045,139
Receivables	150,542	145,045	-	-
Due From New System	-	-	265,081	165,098
Investments	93,349,691	70,736,687	14,365,678	10,434,152
Other Assets	263,769	-	4,688	-
Property and Equipment, Net	895,224	912,584	79,704	130,637
Total Assets	95,055,556	75,583,680	14,993,145	13,775,026
Deferred Outflows	36,487	93,990	16,392	42,227
Current Liabilities	18,496	64,972	182,483	19,297
Net Pension Liability	385,571	477,218	173,227	214,403
Due To Old System	265,081	165,098	-	-
Total Liabilities	669,148	707,288	355,710	233,700
Deferred Inflows	2,969,085	2,958,409	1,150,981	1,146,184
Net Pension - Restricted for Pension Benefits	<u>\$ 91,453,810</u>	<u>\$ 72,011,973</u>	<u>\$ 13,502,846</u>	<u>\$ 12,437,369</u>

**Increase in Assets**

Total assets increased by \$20,689,995, with a \$19,471,876 increase for the New System and a \$1,218,119 increase for the Old System. These increases are primarily due to the increase in the investment accounts. Total Investments for the New System increased by \$22,613,004 and total investments for the Old System increased by \$3,931,526. The increases in the investment accounts are due to the net appreciation in the value of investments and increased employer contributions.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

**Condensed Statements of Changes in Fiduciary Net Position  
For the Years Ended December 31, 2024 and 2023**

	<b>New System</b>		<b>Old System</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
<b>Additions:</b>				
Contributions	51,545,765	45,357,246	10,969,461	12,178,448
Other Additions	99,406	1,787,447	-	-
Investment Income, Net	6,246,644	5,796,842	542,667	441,857
Total Additions	57,891,815	52,941,535	11,512,128	12,620,305
Total Deductions	39,102,981	34,397,703	10,465,070	10,799,645
Net Increase in Net Position	<u>\$ 18,788,834</u>	<u>\$ 18,543,832</u>	<u>\$ 1,047,058</u>	<u>\$ 1,820,660</u>

**Additions to Fiduciary Net Position**

Additions to the Fund's fiduciary net position were derived from member and employer contributions, state fire insurance rebates, and investment income. The change in City appropriations was primarily attributable to larger actuarially determined contribution amounts in 2024. Investment earnings in the New System are comprised of significant earnings related to certain investments in partnerships and mutual funds, as well as interest and dividend earnings.

	<b>New System</b>		<b>Old System</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
Member Contributions	\$ 4,884,855	\$ 4,537,595	\$ -	\$ -
Employer Contributions and City Appropriations	44,964,414	39,187,978	10,293,236	11,445,377
State Insurance Rebate	1,696,496	1,631,673	676,225	733,071
Net Investment Income (Loss)	6,246,644	5,796,842	542,667	441,857
Miscellaneous Revenue	99,406	1,787,447	-	-
Total Additions	<u>\$ 57,891,815</u>	<u>\$ 52,941,535</u>	<u>\$ 11,512,128</u>	<u>\$ 12,620,305</u>

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

**Deductions from Fiduciary Net Position**

The majority of deductions from net position include retirement, death and survivor benefits, PLOP and DROP withdrawals, and administrative expenses. Deductions from fiduciary net position increased by \$4,705,278 in the New System in 2024, primarily due to a net increase in DROP and PLOP withdrawals and retirement benefits paid. Deductions from fiduciary net position decreased by \$334,575 in the Old System in 2024, primarily due to a decrease in retirement benefits paid.

	New System		Increase (Decrease) Percentage	Old System		Increase (Decrease) Percentage
	2024	2023		2024	2023	
Retirement Benefits Paid	\$ 29,248,732	\$ 27,928,717	4.73%	\$ 9,831,180	\$ 10,278,411	-4.35%
Pension Expense - GASB	70,133	37,632	86.37%	31,509	16,907	86.37%
Refund of Contributions	118,116	154,478	-23.54%	-	-	-
Death Benefits	63,000	42,000	50.00%	34,500	36,000	-4.17%
Depreciation Expense	23,960	21,507	11.41%	50,933	43,279	17.69%
Administrative Expense	969,844	754,382	28.56%	289,801	119,162	143.20%
DROP Withdrawal	7,933,091	4,636,797	71.09%	39,725	115,596	-65.63%
PLOP Withdrawal	676,105	822,190	-17.77%	67,040	74,742	-10.30%
Transfer to Other System	-	-	-	120,382	115,548	4.18%
Total Deductions	<u>\$ 39,102,981</u>	<u>\$ 34,397,703</u>	13.68%	<u>\$ 10,465,070</u>	<u>\$ 10,799,645</u>	-3.10%

**Investments**

NOFF is responsible for the prudent management of funds held in trust for the exclusive benefit of members' pension benefits. Funds are invested to achieve maximum returns without exposing retirement assets to unacceptable risks. Total investments at December 31, 2024 amounted to \$93,349,691 and \$14,365,678 for the New and Old Systems, respectively, as compared to \$70,736,687 and \$10,434,152 at December 31, 2023. Total investments increased approximately 32% in the New System and increased approximately 38% in the Old System. The change in investments for the New System and Old System was primarily attributable to improved investment returns during 2024 as well as the excess of contributions over benefits paid.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

**Actuarial Valuation**

The following table illustrates the unfunded pension liability under the plan's funding policy.

	New System		Old System	
	Valuation Date January 1, 2024	Valuation Date January 1, 2025	Valuation Date January 1, 2024	Valuation Date January 1, 2025
<b>Pension Liability</b>				
Retired Participants and Beneficiaries				
Receiving Payment	\$ 293,685,750	\$ 303,036,439	\$ 72,606,845	\$ 64,077,284
Terminated Vested Participants	4,035,770	4,813,467	-	-
Active Participants	228,228,709	233,046,177	-	-
Total	\$ 525,950,229	\$ 540,896,083	\$ 72,606,845	\$ 64,077,284
Actuarial Value of Assets	76,112,921	93,051,900	12,437,369	13,502,846
Unfunded Accrued Liability	\$ 449,837,308	\$ 447,844,183	\$ 60,169,476	\$ 50,574,438
Funded Ratio	14.47%	17.20%	17.13%	21.07%
Discount Rate	7.20%	7.20%	6.62%	6.74%

**Actuarial Determined Contribution**

The following table illustrates the annual actuarial determined contribution under the plan's funding policy.

	New System		Old System	
	Fiscal Year Ending December 31, 2024	Fiscal Year Ending December 31, 2025	Fiscal Year Ending December 31, 2024	Fiscal Year Ending December 31, 2025
<b>Actuarial Determined Contribution</b>				
Normal Cost	\$ 9,776,856	\$ 10,452,554	\$ -	\$ -
Assumed Administrative Expenses	800,000	1,000,000	100,000	300,000
Expected Benefit Payments	-	-	11,091,078	10,288,320
Amortization of the Unfunded Liability	58,057,666	41,071,947	-	-
Expected Employee Contribution	(4,964,137)	(5,237,256)	-	-
Interest Adjustment	4,584,267	1,672,755	-	-
Actuarial Determined Contribution	\$ 68,254,652	\$ 48,960,000	\$ 11,191,078	\$ 10,588,320

**Requests for Information**

Questions concerning any of the information provided or requests for additional financial information should be addressed to Thomas F. Meagher III, Secretary-Treasurer of the Firefighters' Pension and Relief Fund of the City of New Orleans, 5710 General Haig St, New Orleans, LA 70124.

**FIREFIGHTER'S PENSION AND RELIEF FUND  
OF THE CITY OF NEW ORLEANS  
STATEMENT OF FIDUCIARY NET POSITION  
FOR THE YEAR ENDED DECEMBER 31, 2024**

	<u>New System</u>	<u>Old System</u>	<u>Total</u>
<b>ASSETS</b>			
Cash	\$ 396,330	\$ 277,994	\$ 674,324
Receivables			
Accounts Receivable, Net	150,542	-	150,542
Due From New System	-	265,081	265,081
Total Receivables	<u>150,542</u>	<u>265,081</u>	<u>415,623</u>
Investments			
Money Market Funds	7,419,172	14,365,678	21,784,850
Mutual Funds	78,283,244	-	78,283,244
Investments in Limited Liability Companies	61,181	-	61,181
Investments in Partnerships	7,285,094	-	7,285,094
Investments in Real Estate	301,000	-	301,000
Total Investments	<u>93,349,691</u>	<u>14,365,678</u>	<u>107,715,369</u>
Other Assets			
Other Receivables	250,000	-	250,000
Other Assets	13,769	4,688	18,457
Total Other Assets	<u>263,769</u>	<u>4,688</u>	<u>268,457</u>
Property and Equipment, Net	895,224	79,704	974,928
<b>TOTAL ASSETS</b>	<u>95,055,556</u>	<u>14,993,145</u>	<u>110,048,701</u>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>			
Related to Pension	<u>36,487</u>	<u>16,392</u>	<u>52,879</u>
Total Deferred Outflow of Resources	<u>36,487</u>	<u>16,392</u>	<u>52,879</u>
<b>LIABILITIES</b>			
Accounts Payable and Other Liabilities	18,496	106,097	124,593
Compensated Absences	-	76,386	76,386
Net Pension Liability - MERS	385,571	173,227	558,798
Due (To) From Old System	265,081	-	265,081
Total Liabilities	<u>669,148</u>	<u>355,710</u>	<u>1,024,858</u>
<b>DEFERRED INFLOW OF RESOURCES</b>			
Unavailable Revenue	2,954,045	1,144,224	4,098,269
Related to Pension	15,040	6,757	21,797
Total Deferred Inflow of Resources	<u>2,969,085</u>	<u>1,150,981</u>	<u>4,120,066</u>
<b>NET POSITION - RESTRICTED FOR PENSION BENEFITS</b>	<u>\$ 91,453,810</u>	<u>\$ 13,502,846</u>	<u>\$ 104,956,656</u>

See accompanying notes to the financial statements.

**FIREFIGHTER'S PENSION AND RELIEF FUND  
OF THE CITY OF NEW ORLEANS  
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION  
FOR THE YEAR ENDED DECEMBER 31, 2024**

	<u>New System</u>	<u>Old System</u>	<u>Total</u>
<b>ADDITIONS</b>			
Contributions			
Member	\$ 4,884,855	\$ -	\$ 4,884,855
Employer	44,964,414	10,293,236	55,257,650
Non-Employer Contributions			
Fire Insurance Rebate	1,696,496	676,225	2,372,721
Total Contributions	<u>51,545,765</u>	<u>10,969,461</u>	<u>62,515,226</u>
Investment Income/(Loss)			
Interest and Dividend Income	3,100,216	546,880	3,647,096
Net Appreciation in Fair Value	<u>3,387,226</u>	<u>-</u>	<u>3,387,226</u>
Total Investment Income/(Loss)	<u>6,487,442</u>	<u>546,880</u>	<u>7,034,322</u>
Less Investment Expenses			
Investment Management Fees	112,376	-	112,376
Filing and Legal	32,090	-	32,090
Custodian Fees	20,073	4,213	24,286
Other Investment Expenses	<u>76,259</u>	<u>-</u>	<u>76,259</u>
Total Investment Expenses	<u>240,798</u>	<u>4,213</u>	<u>245,011</u>
Net Investment Income	<u>6,246,644</u>	<u>542,667</u>	<u>6,789,311</u>
<b>OTHER ADDITIONS</b>			
Miscellaneous Revenue	<u>99,406</u>	<u>-</u>	<u>99,406</u>
Total Other Additions	<u>99,406</u>	<u>-</u>	<u>99,406</u>
<b>TOTAL ADDITIONS</b>	<u>57,891,815</u>	<u>11,512,128</u>	<u>69,403,943</u>
<b>DEDUCTIONS</b>			
Retirement Benefits Paid	29,248,732	9,831,180	39,079,912
Pension Expense - GASB	70,133	31,509	101,642
Refund of Contributions	118,116	-	118,116
Death Benefits	63,000	34,500	97,500
Depreciation Expense	23,960	50,933	74,893
Administrative Expenses	969,844	289,801	1,259,645
DROP Withdrawal	7,933,091	39,725	7,972,816
PLOP Withdrawal	676,105	67,040	743,145
Transfer to Other Retirement Systems	<u>-</u>	<u>120,382</u>	<u>120,382</u>
<b>TOTAL DEDUCTIONS</b>	<u>39,102,981</u>	<u>10,465,070</u>	<u>49,568,051</u>
<b>NET INCREASE IN NET POSITION</b>	<u>18,788,834</u>	<u>1,047,058</u>	<u>19,835,892</u>
<b>NET POSITION - RESTRICTED FOR PENSION BENEFITS</b>			
Beginning of Year	72,011,973	12,437,369	84,449,342
Net Position Adjustments	<u>653,003</u>	<u>18,419</u>	<u>671,422</u>
End of Year	<u>\$ 91,453,810</u>	<u>\$ 13,502,846</u>	<u>\$ 104,956,656</u>

See accompanying notes to the financial statements.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 1 – PLAN DESCRIPTION**

The Firefighters' Pension and Relief Fund (the Fund) was created as a single employer plan, pursuant to Louisiana Revised Statute 11:3361, for the purpose of providing retirement benefits for firefighters of the City of New Orleans. Benefits, including normal retirement, early retirement, disability retirement and death benefits, are provided as specified in La. R.S. 11:3361 et seq. The Fund is a fiduciary fund of the City of New Orleans and is administered by a Board of Trustees. The Board composed of the following members: (1) the Superintendent of the New Orleans Fire Department; (2) the Director of Finance of the City of New Orleans; (3) two members elected from the active ranks of the department; (4) two members elected from the ranks of retired members of the department; and (5) one member who is domiciled in and an elector of the City of New Orleans and who is appointed by the mayor, subject to confirmation by the New Orleans' City Council. The term of elected members are two years. The terms of the appointed trustees are four years.

The Firefighters' Pension and Relief Fund was established and placed under the management of the Board of Trustees for the purpose of providing retirement benefits as stated under the provisions of La. R.S. 11:3361 et seq. for retired firefighters of the City of New Orleans and their beneficiaries.

The Fund consists of two systems, the Old System and the New System. The Old System covers firefighters who were employed before January 1, 1968. The New System covers firefighters who were employed after December 31, 1967 or Old System members who have given written application to the Board to elect coverage under the New System.

At December 31, 2024, the Firefighters' Pension and Relief Fund's membership consisted of:

	<u>New System</u>	<u>Old System</u>
Inactive plan members or beneficiaries receiving benefits	803	312
Inactive plan members entitled to but not yet receiving benefits	15	-
Active plan members	<u>638</u>	<u>-</u>
Total plan members	1,456	312

**Retirement Benefits**

Members hired on or after January 1, 2015 through August 14, 2016, and who reach age 52, are eligible for retirement benefit of 2.75% of average annual compensation for each year of creditable service. Members hired on or after August 15, 2016 and who have reached a retirement age as defined in 42 USC 416(1)(1) less ten years, will receive a benefit of 2.5% of average annual compensation for each year of creditable service.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 1 – PLAN DESCRIPTION (CONTINUED)**

Members hired before January 1, 2015 covered under the New System may retire with twelve years of creditable service at age fifty. The retirement benefit paid is two and one-half percent of average pensionable compensation for each year of creditable service during the five highest consecutive years of service preceding the date of retirement for the first 12 years of service and for each year of service to age 50. The retirement benefit for each year or portion of a year beyond twelve years of service and age fifty shall be an amount equal to three and one-third percent of the average annual compensation. If the member continues service beyond thirty years, the retirement benefit for each year or portion of a year of service shall be an amount equal to three and one-third percent of the average annual pensionable compensation. The maximum benefit payable is 100% of average pensionable compensation earned during any of the five highest average consecutive years of service preceding retirement. The minimum benefit payable is \$1,200 per month

Members covered under the Old System could retire with twenty years of creditable service regardless of age. For the first twenty years of service, the retirement benefit paid is 50% of average compensation during the highest year of service preceding the date of retirement. For each year of service in excess of twenty years, benefits are an additional 2.5% per year not to exceed 100%. In addition, if the member has attained age 50, his/her benefit is increased by 0.5% for each year of service over 25. There are no active member participants in the Old System.

**Refund Benefits**

Under the New System, upon withdrawal from service, members not entitled to receive benefits from the Fund are paid a refund of accumulated contributions plus interest at a rate of 3.5%.

**Disability Benefits**

Disability benefits are paid to employees who become physically or mentally disabled and unable to perform their duties. Non-service-related benefits are 30% of average compensation during the last year of service immediately preceding the date of established disability for those members with ten years of service or less, 40% for those members with more than ten years but less than fifteen years of service and 50% for those members with more than fifteen years of service. Service-related benefits for those unable to do any work are greater of 2/3 of monthly compensation or a regular retirement benefit if the member is so eligible. For those unable to perform firefighting duties but able to do other work, service-related benefits are equal to the greater of 1/2 of monthly compensation or a regular retirement benefit if the member is so eligible.



**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 1 – PLAN DESCRIPTION (CONTINUED)**

**Survivor Benefits**

If a member dies from service-connected causes while actively employed, irrespective of their years of service or eligibility for pension by age, the member's surviving spouse shall be paid a pension in the sum of 66.67% of the member's salary at the time of death as an annuity with a minimum benefit of \$1,200. If the member leaves children under the age of eighteen, those children shall receive a pension of \$300 per month each. If a member is killed or dies in any other manner, the surviving spouse shall be paid a pension in the sum of 50% of the member's salary at the time of death as an annuity and the member's children under 18 years of age shall receive \$300 per month each.

**DROP Benefits**

In lieu of terminating employment and accepting a service retirement allowance, any member who has twelve or more years of service and is eligible to receive a service retirement benefit may elect to participate in the Deferred Retirement Option Plan (DROP) for up to five years and defer the receipt of benefits. Upon commencement of participation in the plan, active membership in the system ceases and the member is classified as retired.

During participation in the plan, employee contributions cease. The monthly DROP benefit is equal to the member's retirement benefit. The DROP benefit is transferred into the DROP fund. This fund does not earn interest during a member's DROP participation. In addition, no cost-of-living increases are payable to participants until employment has been terminated for at least one full year.

Upon completion of participation in the DROP, and after the member terminates employment and subject to an irrevocable election, the DROP fund will earn interest annually based on a one-year composite rate of return of the Fund, minus an administrative fee up to two percent or earned interest at a money market investment return. Upon termination of employment prior to or at the end of the specified period of participation, a participant in the plan may receive, at his option, a lump sum from the account equal to the payments into the account.

If employment continues after the DROP period, member contributions to the fund are resumed and upon later termination, additional retirement benefits may accrue based on the additional service.

In lieu of terminating employment and accepting a service retirement allowance, any member of this system who has not less than twelve years of creditable service in this system, and who is eligible to receive a service retirement benefit, may elect to participate in the DROP on a retroactive basis and receive a lump sum benefit of up to five years, based upon the value of the pension on a retroactive date selected.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 1 – PLAN DESCRIPTION (CONTINUED)**

**PLOP Benefits**

A member, upon application for retirement, may elect to receive the actuarial equivalent of his retirement benefit as a reduced monthly benefit payable for life, plus an initial lump-sum benefit. The amount of the initial lump-sum benefit, as determined by the member, shall not exceed an amount equal to the member's normal retirement benefit times sixty. The member's monthly retirement benefit will be actuarially reduced based on the lump-sum amount withdrawn and the member's age at retirement. The partial lump-sum benefit, together with the member's reduced normal retirement benefit, must be actuarially equivalent to the member's normal retirement benefit.

The cost-of-living adjustment granted by the Board of Trustees to retirees who elect to receive a reduced retirement benefit and a partial lump-sum benefit shall be based only on the reduced retirement benefit and not on the partial lump-sum benefit.

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting and Presentation**

The Fund's financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Contributions are recognized as revenue when due, pursuant to ordinance requirements, formal commitments, and statutory contractual requirements. Benefits and refunds are recognized when due and payable in accordance with established regulations. Interest and dividend income is recognized when earned. Fire insurance rebates are recognized when due. The Fund has no component units as defined by the Governmental Accounting Standards Board.

**Methods Used to Value and Report Investments**

Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on national or international exchanges are valued at the last reported sales price at current exchange rates. Investments that do not have an established market value (e.g., partnerships and limited liability corporations) are reported at estimated fair value as determined by the Fund based on net asset value. The fair value of real estate investments is based on independent appraisals.

**Capital Assets**

The Fund's capital assets are comprised of buildings, property, and equipment. These assets are valued on the basis of historical cost, less accumulated depreciation, and is depreciated using the straight-line method of depreciation over the asset's useful life. Useful lives range from 3 to 40 years.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions to and deductions from assets held in trust for pension benefits during the reporting period. Actual results could differ from those estimates.

**Deferred Outflows/Inflows of Resources**

In addition to assets, the statement of fiduciary net position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then. See Note 11 for more information regarding deferred outflows of resources related to the net pension liability. In addition to liabilities, the statement of fiduciary net position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period(s) and so will not be recognized as an inflow of resources (revenue) until that time. The Fund received prepayments of employer contributions for the subsequent year. These amounts are deferred, reported as unavailable revenue on the statement of fiduciary net position and will be recognized as revenue in the subsequent year. See Note 11 for more information regarding deferred inflows of resources related to the net pension liability.

**Recently Adopted Accounting Standards**

NOFF adopted GASB Statement No. 96, *Subscription Based Information Technology Arrangements (SBITA)*. Under this Statement, SBITA, as defined, are financings of the right to use an underlying asset. SBITA liabilities are measured at the present value of lease payments over the term of each respective contract. Options to renew the lease are included in the lease term if reasonably certain to be exercised. The right to use asset may also include certain implementation phase costs. The adoption of this standard did not have a material effect on the financial statements for the year ended December 31, 2024.

NOFF adopted 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. Leave is attributable to services already rendered when an employee has performed the services required to earn the leave.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 3 – CONTRIBUTIONS AND RESERVES**

**Contributions**

The New System is funded by employee and employer contributions established by state statute. During 2024, employees contributed 10% of pensionable salary. Actual amount contributed by employees for the year ended December 31, 2024 was \$4,884,855. Employer contributions are made monthly. The actuarial determined contribution of the employer was \$48,960,000. This is based on the actuarial valuation date of January 1, 2025 with a measurement date of December 31, 2024. The actual amount contributed by the employer for the year ended December 31, 2024 was \$46,660,910 which includes fire insurance rebates of \$1,696,496. The Old System is funded by employer contributions established by state statute. There are no active employees in the Old System, thus no employee contributions are required.

Employer contributions are made monthly to pay the actuarially determined contributions for the year. The actuarial determined contribution of the employer for the Old System was \$10,588,320. This is based on the actuarial valuation date of January 1, 2025 with a measurement date of December 31, 2024. The actual amount contributed by the employer for the year ended December 31, 2024 was \$10,969,461 which includes fire insurance rebates of \$676,225. The Fund receives fire insurance taxes of 2% of the fire insurance premiums written in the City of New Orleans. In 2023, amounts received as a result of this tax were allocated between the systems based on the total number of members in each system on June 30, 2024. The total amount received during the year ended December 31, 2024 was \$2,372,721 and is accounted for as contributions from a non-employer contributing entity.

**Administrative costs**

Administrative costs of the Fund are paid by the Fund and financed through employer contributions

**Reserves**

Use of the term "reserve" by the Fund indicates that a portion of the fund net position is legally restricted for a specific future use. The nature and purpose of these reserves are explained below:

a) **Annuity Savings**

The Annuity Savings is credited with contributions made by members of the Fund. The annuity savings are also credited for interest earned on a member's account balance. When a member terminates his service, or upon his death before qualifying for a benefit, the refund of his contributions plus interest is made from this reserve. When a member retires, the amount of his accumulated contributions plus interest is transferred to the Pension Reserve to provide part of the benefits. The Annuity Savings balance of the New System is \$44,273,742. There are no active members in the Old System; therefore, the Old System has no Annuity Savings balance.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 3 – CONTRIBUTIONS AND RESERVES (CONTINUED)**

b) Deferred Retirement Option Plan Account

The Deferred Retirement Option Plan (DROP) Account receives and holds the monthly retirement benefits deposited on behalf of DROP participants while they continue to work. At termination, a lump sum payment of the DROP deposits is made to the participant, or the participant may elect to leave the accumulated benefits on deposit in the DROP account. The DROP account balance of the New System is \$18,844,140. The DROP balance of the Old System is \$392,886.

c) Partial Lump-Sum Option Payment Account

The Partial Lump-Sum Option Payment (PLOP) Account receives and holds until requested an initial lump-sum benefit which shall not exceed an amount equal to the member's normal monthly retirement benefit times sixty, for those members who upon application for retirement, elect to receive the actuarial equivalent of their retirement benefit as a reduced monthly benefit plus an initial lump-sum benefit. The PLOP account balance of the New System is \$3,471,414. The PLOP balance of the Old System is \$524,980.

**NOTE 4 – NET PENSION LIABILITY OF EMPLOYER**

The components of the liability of the Fund's employer to plan members for benefits provided through the pension plan was as follows as of December 31, 2024:

	<b>Total Pension Liability</b>	<b>Plan Fiduciary Net Position</b>	<b>Plan Net Pension Liability</b>	<b>Plan Fiduciary Net Position as a % of the Total Pension Liability</b>
New System	\$ 739,876,762	\$ 91,453,810	\$ 648,422,952	12.36%
Old System	73,690,076	13,502,846	60,187,230	18.32%

**Actuarial Assumptions and Methods**

For the funding valuation, the Firefighters' Pension and Relief Fund for the City of New Orleans selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with the state's funding regulations. The Fund's actuary provided guidance with respect to these assumptions and indicated their belief that the assumptions represent reasonable expectations of anticipated plan experience. The actuarial cost and amortization methods are prescribed by Louisiana Statutes Title 11 and the January 1, 2016 CEA with the City of New Orleans.

**Actuarial Determined Contribution**

The actuarial determined contribution is determined as the amount needed to fund the benefits accrued in the current year, plus administrative expenses incurred in the current year, plus an amortization of the unfunded liability.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 4 – NET PENSION LIABILITY OF EMPLOYER (CONTINUED)**

Actuarial valuations involve estimates of the value of reported amounts and assumptions about the probability of events far into the future. Actuarially determined amounts regarding the net pension liability are subject to continual revision as actual results are compared to past expectations and as new estimates are made about the future.

The actuarial assumptions used in the January 1, 2025 valuation were based on the results of an experience study for the period from January 1, 2023 to December 31, 2024. The required Schedule of Employer's Net Pension Liability located in the required supplementary information following the notes to the Financial Statements presents multi-year trend information regarding whether the plan fiduciary net position is increasing or decreasing over time relative to the total pension liability.

Information on the actuarial methods and assumptions used at December 31, 2024 is as follows:

Valuation Date: January 1, 2025

Actuarial Cost Method: Entry Age Normal

Investment Rate of Return:   New System – 7.20% (net of investment expenses)  
  Old System – 6.74% (net of investment expenses)

Salary Increases:               New System – N/A  
  Old System – N/A

Inflation Rate:                 New System – 2.30%  
  Old System – 2.30%

Mortality:                        Pub-2016 for Public Safety healthy employees and  
retirees.  
  Pub-2016 for Public Safety disabled retirees and  
contingent survivors.

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

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**NOTE 4 – NET PENSION LIABILITY OF EMPLOYER (CONTINUED)**

The forecasted long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense, and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The resulting long-term rate of return is 7.20% and 6.74% for the New System and Old System, respectively, for the year ended December 31, 2024. The municipal bond index rate is 4.08 %.

The estimated arithmetic real rates of return for each major asset class based on each of the systems target asset allocation as of December 31, 2024 are as follows:

Asset Class	New System		Old System	
	Target Allocation	Long-Term Expected Real Rate of Return	Target Allocation	Long-Term Expected Real Rate of Return
Domestic Equity	40.00%	5.41%	75.00%	4.50%
International Equity	15.00%	4.79%		
Domestic Bonds	20.00%	2.64%	25.00%	2.64%
Real Estate	10.00%	3.42%		
International Bonds	5.00%	4.01%		
Alternative Assets	10.00%	4.11%		
	Total Real Return	4.78%	Total Real Return	4.34%

The discount rate used to measure the total pension liability at December 31, 2024 for the New System and Old System was 4.43% and 4.08%, respectively. The discount rate used to measure the total pension liability at December 31, 2023 for the New System and Old System was 3.63% and 3.26%, respectively. The change in discount rates contributed to a decrease in the total pension liability for the Old System of \$14,144,074 and a decrease in the total pension liability for the New System of \$58,345,511. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rates and that contributions from participating employers will be made at the approved actuarially determined rates taking into consideration the recommendation of the Fund's actuary.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 4 – NET PENSION LIABILITY OF EMPLOYER (CONTINUED)**

Based on those assumptions, the New System's fiduciary net position was not projected to be available to make all projected future benefit payments for current plan members. Therefore, the long-term expected rate of return on Pension Plan investments was not applied to all periods of projected benefit payments to determine the total pension liability. The Old System's fiduciary net position was not 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 not applied to all periods of projected benefit payments to determine the total pension liability.

In accordance with GASB 67, regarding the disclosure of the sensitivity of the net pension liability to changes in the discount rate, the following presents the net pension liability of the participating employers calculated using the discount rate of 4.43% and 4.08% for the New System and Old System, respectively, 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 or one percentage point higher than the current rate as of December 31, 2024:

	<u>New System</u>		
	1% Decrease 3.43%	Current Discount Rate 4.43%	1% Decrease 5.43%
Total Pension Liability	\$ 842,648,639	\$ 739,876,762	\$ 655,837,253
Fiduciary Net Position	(91,453,810)	(91,453,810)	(91,453,810)
Net Pension Liability	<u>\$ 751,194,829</u>	<u>\$ 648,422,952</u>	<u>\$ 564,383,443</u>

	<u>Old System</u>		
	1% Decrease 3.08%	Current Discount Rate 4.08%	1% Decrease 5.08%
Total Pension Liability	\$ 78,058,147	\$ 73,690,076	\$ 69,766,189
Fiduciary Net Position	(13,502,846)	(13,502,846)	(13,502,846)
Net Pension Liability	<u>\$ 64,555,301</u>	<u>\$ 60,187,230</u>	<u>\$ 56,263,343</u>



**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 5 – DEPOSITS, CASH EQUIVALENTS, AND INVESTMENTS**

The information below presents disclosures to inform financial statement users of the investment risks that could affect the Retirement System's ability to meet its obligations. The Fund's Board mitigates custodial credit risk by having the custodian hold securities in the Fund's name as a requirement of the custody contract. The Fund's investment policy, as adopted by the Board, provides the performance objectives, asset allocation guidelines, and overall investment guidelines.

**Deposits**

As of December 31, 2024, the Fund's cash balances in bank accounts totaled \$773,354. These deposits exceeded the FDIC insurance levels covered by the financial institution. The amounts in excess of the FDIC insured amounts were adequately covered by proper collateral.

The Fund considers all investments with original maturities of three months or less to be cash equivalents. Cash equivalents of the New System and Old System consist of government backed pooled funds and institutional funds. The cash equivalents are held by the Fund's custodian's trust departments in the Fund's name.

**Investments**

Statutes authorize the Fund to invest under the Prudent Man Rule. The Prudent Man Rule shall require each fiduciary of this Fund and the Board of Trustees acting collectively on behalf of this Fund to act with the care, skill, prudence, and diligence under the circumstances prevailing that a prudent institutional investor acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

**Concentration of Credit Risk**

Concentration of credit risk is defined as the risk of loss attributed to the magnitude of the Fund's investment in a single issuer. The risk occurs when investments are concentrated in any one issuer that represents 5% or more of the Fund's net position. Investments issued or explicitly guaranteed by the U.S. Government and investments in mutual funds, external investment pools, and other pooled investments are excluded from this requirement. At December 31, 2024, the New System held investments in Lakewood Restoration Partners, LTD which represented approximately 7% of the New System's net position.

The Fund's investment policy states that no more than 25% of the equity portfolio market value may be invested in any single industry at the time of purchase. In addition, no more than 5% of total Fund assets at market may be invested in any one issuer's securities at the time of purchase (exclusive of issues of the U.S. Treasury or other Federal agencies). The Fund was in compliance with the concentration of credit risk investment policy during the fiscal year ended December 31, 2024.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 5 – DEPOSITS, CASH EQUIVALENTS, AND INVESTMENTS (CONTINUED)**

**Credit Risk**

The Fund's investment policy allows for investment in publicly traded debt securities rated at or above Baa by Moody's and BBB by Standard and Poor's at time of purchase. At December 31, 2024, the New and Old system investments did not include any material publicly traded debt securities.

**Custodial Credit Risk**

Custodial credit risk is defined as the risk that, in the event of the failure of the counterparty, the Fund will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. The Fund's investments are not insured. The Fund has no formal investment policy regarding custodial credit risk.

**Interest Rate Risk**

Interest rate risk is defined as the risk that changes in interest rates will adversely affect the fair value of an investment. The Fund's investment policy prohibits investment in debt securities with maturities greater than thirty years at time of purchase.

**NOTE 6 – FAIR VALUE MEASUREMENTS**

To the extent available, the Fund's investments are recorded at fair value as of December 31, 2024. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. This statement establishes a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace. Inputs are used in applying the various valuation techniques and consider the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, interest and yield curve data, and other factors specific to the financial instrument. Observable inputs reflect market data obtained from independent sources. In contrast, unobservable inputs reflect the entity's assumptions about how market participants would value the financial instrument. Valuation techniques should maximize the use of observable inputs to the extent available.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 6 – FAIR VALUE MEASUREMENTS (CONTINUED)**

The following describes the hierarchy of inputs used to measure fair value and the primary valuation methodologies used for financial instruments measured at fair value on a recurring basis:

- Level 1 – Debt and equity securities classified in Level 1 of the fair value Hierarchy are valued using prices quoted in active markets for those securities.
- Level 2 – Debt securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique. Matrix pricing is used to value securities based on the securities' relationship to benchmark quoted prices.
- Level 3 – Investments classified in Level 3 of the fair value hierarchy are valued using unobservable inputs and are not directly corroborated with market data. Level 3 investments consist primarily of real estate, either directly held or through a limited liability corporation or partnership investment. They are valued using independent appraisals or other market data.

**Money market funds**

Cash equivalent investments consist of money market funds. These funds are used as a source of liquidity to meet capital commitments, settle trades, or pay normal investment-related expenses. The fair value of these funds has been determined using NAV per share (or equivalent) of the investments. Units are valued at \$1 per share and redemption of units can be made on a same day basis.

**Investments in limited liability corporations**

Investments in limited liability corporations consist of one fund, which is described in Note 8. The fair value of the investment in this fund has been determined using NAV per share (or equivalent) of the investment. Investment in the limited liability corporation is not eligible for redemptions; however, distributions from the fund will be received as the underlying investments of the limited liability corporations are liquidated.

**Investments in partnerships**

Investments in partnerships consist of five funds, which are described in Note 9. The fair value of the investments in these funds has been determined using NAV per share (or equivalent) of the investments. These investments are not eligible for redemptions; however, distributions from each partnership will be received as the underlying investments of the partnerships are liquidated.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**NOTE 6 – FAIR VALUE MEASUREMENTS (CONTINUED)**

**Fair value hierarchy**

A summary of the Fund's investments along with the Fair value hierarchy levels of each type of investment is as follows as of December 31, 2024:

		Fair Value Measurement Using		
		Quoted Prices in Active Markets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
	Total			
Investments Measured by Fair Value:				
Equity Funds				
Domestic Equity	\$ 36,945,595	36,945,595		
International Equity	12,856,089	12,856,089		
Total Investments at Fair Value	49,801,684	49,801,684		
Investments Measured at NAV:				
Fixed Income Securities:				
Domestic Fixed Income	15,192,366			
Global Fixed Income	8,178,934			
Total Fixed Income Securities	23,371,300			
Total Alternative Investments	12,757,535			
Total Investments Measured at NAV	36,128,835			
Investments Measured At Cost:				
Money Market Funds	21,784,850			
Total Investments at Cost	21,784,850			
Total Investments	\$ 107,715,369			

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 6 – FAIR VALUE MEASUREMENTS (CONTINUED)**

The unfunded commitments and redemption terms for investments measured at net asset value (NAV) per share (or its equivalent) as of December 31, 2024 are presented in the following table:

Investments Measured at NAV:	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Domestic Fixed Income	\$ 15,192,366	-	Daily	Daily
Global Fixed Income	8,178,934	-	Daily	Daily
Alternative Investments	12,757,535	-	N/A	N/A
Total Investments Measured at NAV	<u>\$ 36,128,835</u>			

**NOTE 7 – PROPERTY AND EQUIPMENT**

Property and equipment consisted of the following at December 31, 2024:

Pension Fund - New System:

Land	\$ 128,887
Building	821,496
Less: accumulated depreciation	(55,159)
Total Property and Equipment, net	<u>\$ 895,224</u>

Pension Fund - Old System:

Digicomm Pension Mgmt. System	\$ 226,700
Office Equipment	35,975
Less: accumulated depreciation	(182,971)
Total Property and Equipment, net	<u>\$ 79,704</u>

Depreciation expense totaled \$74,892 for the year ended December 31, 2024.

**NOTE 8 – INVESTMENT IN LIMITED LIABILITY CORPORATION**

At December 31, 2024, the new System of the Fund had an investment in a limited liability corporation (Wilton Private Equity Fund, LLC (the corporation)). The corporation is a Delaware limited liability corporation that invests in closed-end private investment funds that target investments in leveraged buyouts, mezzanine financings, distressed debt, natural resources, and venture capital. As of December 31, 2024, the Fund had an investment of \$61,181 in the corporation.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**NOTE 9 – INVESTMENTS IN PARTNERSHIPS**

At December 31, 2024, the New System of the Fund had investments in partnerships as follows:

- a) The Fund has invested in Lakewood Restoration Partners L.T.D. The partnership was formed for the purpose of acquiring, operating, and developing the former Lakewood Country Club and certain surrounding real estate for residential and commercial purposes. As of December 31, 2024, the value of the Fund's investment in the partnership was \$6,243,405.
- b) The Fund has invested in Louisiana Fund I, L.P. (the partnership). The partnership was formed to invest in early-stage companies that are located primarily in Louisiana. As of December 31, 2024, the value of the Fund's investment in the partnership was \$520,808.
- c) The Fund has invested in Greenspring Associates Crossover Ventures I, L.P. (the partnership). The partnership was formed to capture returns associated with investing in small companies, venture-backed private companies, and mature investment funds. As of December 31, 2024, the value of the Fund's investment in the partnership was \$237,285.

**NOTE 10 – INVESTMENT IN REAL ESTATE**

At December 31, 2024, the New System of the Fund had an investment in land located in Biloxi, Mississippi. As of December 31, 2024, the value of the land was \$301,000.

**NOTE 11 – PENSION PLAN**

All full-time employees participate in the Municipal Employees' Retirement System of Louisiana (MERS). MERS is a cost-sharing defined benefit pension plan administered by a public employee retirement system, the Municipal Employees' Retirement System of Louisiana (MERS). Article X, Section 29(F) of the Louisiana Constitution of 1974 assigns the authority to establish and amend benefit provisions of this plan to the State Legislature. MERS is administered by a separate board of trustees. MERS was established and provided for by R.S. 11:1731 of the Louisiana Revised Statutes (LRS). MERS issues an annual publicly available financial report that includes financial statements and required supplementary information for the system. The report may be obtained by writing 7937 Office Park Boulevard, Baton Rouge, Louisiana 70809, calling (225) 925-4810 or downloading the reports at ([www.mersla.com](http://www.mersla.com)).

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
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**NOTE 11 – PENSION PLAN (CONTINUED)**

**Plan Description**

MERS is the administrator of a cost-sharing multiple-employer defined benefit pension plan. The plan provides retirement, disability, and survivor benefits to eligible state employees as defined in LRS 11:1731. The age and years of creditable service required in order for a member to receive retirement benefits are established by LRS 11:1801. Benefit provisions are authorized within Act 356 of the 1954 regular session and amended by LRS 11:1756-1785.

**Funding Policy**

Article X, Section 29(E)(2)(a) of the Louisiana Constitution of 1974 assigns the Legislature the authority to determine employee contributions. Employer contributions are actuarially determined using statutorily established methods on an annual basis and are constitutionally required to cover the employer's portion of the normal cost and provide for the amortization of the unfunded accrued liability. Employer contributions are adopted by the Legislature annually upon recommendation of the Public Retirement Systems' Actuarial Committee (PRSAC).

Contributions to the plans are required and determined by State statute (which may be amended) and are expressed as a percentage of covered payroll. The contribution rates in effect for the year ended December 31, 2024, for the Fund and covered employees were as follows:

	<u>NOFF</u>	<u>Employees</u>
MERS Plan A	28.00%	10.00%

The contributions made to the System for the past two fiscal years, which equaled the required contributions for each of these years, were as follows:

	<u>2024</u>	<u>2023</u>
MERS Plan A	119,336	112,199

**Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

The following schedule lists the Fund's proportionate share of the Net Pension Liability allocated by each of the pension plans based on the June 30, 2024 measurement date. The Fund uses this measurement to record its Net Pension Liability and associated amounts as of December 31, 2024 in accordance with GASB Statement 68. The schedule also includes the proportionate share allocation rate used at June 30, 2024 along with the change compared to the June 30, 2023 rate.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**NOTE 11 – PENSION PLAN (CONTINUED)**

The Fund's proportion of the Net Pension Liability was based on a projection of the Fund's long-term share of contributions to the pension plan relative to the projected contributions of all participating employers, actuarially determined.

	<b>Net Pension Liability at June 30, 2024</b>	<b>Rate at June 30, 2024</b>	<b>Increase/(Decrease) to June 30, 2023 Rate</b>
MERS Plan A	\$ 558,798	0.198578%	0.009345%

The following schedule lists each pension plan's recognized pension expense of the Fund for the year ended December 31, 2024:

MERS Plan A	\$ 102,253
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At December 31, 2024, the Fund reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	<b>Deferred Outflows of Resources</b>	<b>Deferred Inflows of Resources</b>
Differences between expected and actual experience	\$ -	\$ 18,498
Changes of assumptions	-	3,299
Net difference between projected and actual earnings on pension plan investments	7,525	-
Changes in proportion and differences between Employer contributions and proportionate share of contributions	35,354	-
Employer contributions subsequent to the measurement date	58,410	-
Total	<u>\$ 101,289</u>	<u>\$ 21,797</u>

The Fund reported a total of \$58,410 as deferred outflow of resources related to pension contributions made subsequent to the measurement period of June 30, 2024 which will be recognized as a reduction in Net Pension Liability in the year ended December 31, 2024.



**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 11 – PENSION PLAN (CONTINUED)**

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

December 31,	MERS
2025	\$ 16,574
2026	47,564
2027	(19,182)
2028	(13,873)
	\$ 31,083

**Actuarial Assumptions**

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

	MERS
<b>Valuation Date</b>	June 30, 2024
<b>Actuarial Cost Method</b>	Entry Age Normal
<b>Actuarial Assumptions:</b>	
<b>Expected Remaining Services Lives</b>	3 Years
<b>Investment Rate of Return</b>	6.85%, net of pension plan investment expense, including inflation
<b>Inflation Rate</b>	2.50%

<b>Mortality</b>	For annuitant and beneficiary mortality tables used were: PubG-2010(B) Healthy Retiree Table set equal to 115% for males and females, each adjusted using their respective male and female MP2021 scales. For employees, the PubG-2010(B) Employee Table set equal to 115% for males and females, each adjusted using their respective male and female MP2021 scales. For disabled annuitants, PubNS-2010(B) Disabled Retiree Table set equal to 115% for males and females with the full generational MP2021 scale.
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**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 11 – PENSION PLAN (CONTINUED)**

**Actuarial Assumptions (Continued)**

<b>Salary Increases</b>	1 - 2 years of service - 9.0%
	> 2 years of service - 4.4%

<b>Cost of Living Adjustments</b>	<p>The System is authorized under state law to grant a cost-of-living increase to members who have been retired for at least one year. The adjustment cannot exceed 2% 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. State law allows the System to grant additional cost of living increases to all retirees and beneficiaries who are age sixty-five and above equal to 2% of the benefit being received on October 1, 1977, or the original benefit, if retirement commenced after that date.</p>
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The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimates ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation of 2.50% and an adjustment for the effect of rebalancing /diversification. The resulting expected long-term rate of return is 6.85% for the year ended June 30, 2024.

The following table provides a summary of the best estimates of arithmetic/geometric real rates of return for each major asset class included in each of the Retirement System target asset allocation as of June 30, 2024:

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 11 – PENSION PLAN (CONTINUED)**

	<u>Target Allocation</u>	<u>Long-term Expected Real Rate of Return</u>
Public Equity	56.00%	2.44%
Public Fixed Income	29.00%	1.26%
Alternatives	<u>15.00%</u>	<u>0.65%</u>
Total	<u>100.00%</u>	4.35%
Inflation		<u>2.50%</u>
Expected Arithmetic Nominal Return		<u>6.85%</u>

**Discount Rate**

The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that sponsor contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, 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 applied to all periods of projected benefit payments to determine the total pension liability. The discount rate used to measure the total pension liability for MERS was 6.85%, for the year ended June 30, 2024.

**Sensitivity of the Employer's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate**

The following table presents the Fund's proportionate share of the Net Pension Liability (NPL) using the discount rate of the Retirement System as well as what the Fund's proportionate share of the NPL would be if it were calculated using a discount rate that is one percentage-point lower or one percentage-point higher than the current rate used by the Retirement Systems:

**Sensitivity of the Employer's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate (Continued)**

1% Decrease 5.85%	Current Discount Rate 6.85%	1% Increase 7.85%
\$ 841,468	\$ 558,798	\$ 320,176

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**NOTE 11 – PENSION PLAN (CONTINUED)**

**Payables to the Retirement Plan**

NOFF had no accrued liabilities due to the retirement plan for the year ended December 31, 2024. The balance in the accounts payable and other liabilities balance stated at \$124,593 relates to vendor payables and other accrued liabilities.

**NOTE 12 – FUNDING OBLIGATIONS**

At December 31, 2024, the Old System has a net position available for benefits in the amount of \$13,502,846. As discussed in Note 3, the composition of net position for the Old System Trust has legally restricted account balances totaling \$917,866 leaving \$12,584,980 available for future benefit payments of its members. In addition, the actuarially determined total pension liability of the Old System Trust is \$73,690,076 at December 31, 2024. The Old System is a “pay as you go” system. The Old System’s employer (the City of New Orleans) is legally obligated to meet all obligations of the Old Fund. The Fund’s management fully expects the City of New Orleans to meet all future obligations of the Old System.

As of December 31, 2024, the New System has net position available for benefits in the amount of \$91,453,810 with a total pension liability of \$739,876,762. Also, as described in Note 3, the composition of net position for the New System Trust has legally restricted account balances totaling \$22,315,554 leaving a surplus of \$69,138,256. The New System's employer (the City of New Orleans) is legally obligated to meet all future obligations of the New System, and the Fund’s management fully expects the City of New Orleans to meet all future obligations of the New System.

**NOTE 13 – OTHER MATTERS**

The audit report for the year ended December 31, 2021 included a disclosure of a misappropriation of funds that occurred during the year between 2004 and 2017. The fraud was perpetrated by a former investment manager engaged by NOFF. The fraud perpetrator pleaded guilty in federal court on March 16, 2022. He was ordered to pay restitution totaling \$937,658 to the NOFF. The NOFF received \$46,060 in partial restitution payments during 2023 and \$83,716 in partial restitution payments during 2024. NOFF does not anticipate any major receipts in the future.

**NOTE 14 – SUBSEQUENT EVENTS**

Management evaluated subsequent events as of June 12, 2025, which is the date these financial statements. There were no subsequent events that required disclosure.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF CHANGES IN NET PENSION LIABILITY AND RELATED RATIOS**  
**YEAR ENDED DECEMBER 31, 2024**

	New System									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ 21,864,305	\$ 8,135,376	\$ 7,868,430	\$ 7,028,535	\$ 7,532,704	\$ 6,289,441	\$ 5,851,426	\$ 6,020,016	\$ 6,327,772	\$ 6,183,235
Interest	29,084,889	34,256,090	29,645,336	31,913,679	31,226,471	29,295,484	29,890,231	29,807,146	28,032,524	25,108,885
Changes of Benefit Terms	-	-	-	-	-	4,291,492	-	-	(18,912,503)	-
Differences Between Expected and Actual Expenses	9,746,151	(3,732,084)	53,013,990	(36,488,412)	(19,459,842)	11,154,725	(8,072,878)	(222,473)	45,022,465	(18,529,944)
Changes of Assumptions	(81,001,812)	328,046,055	-	-	25,414,108	9,117,253	-	-	-	(80,611,355)
Pension Payments	(38,039,044)	(33,584,182)	(34,277,214)	(38,238,097)	(32,863,222)	(35,940,582)	(35,256,899)	(33,736,884)	(39,880,379)	(40,760,039)
<b>Net change in Total Pension Liability</b>	<b>(58,345,511)</b>	<b>333,121,255</b>	<b>56,250,542</b>	<b>(35,784,295)</b>	<b>11,850,219</b>	<b>24,207,813</b>	<b>(7,588,120)</b>	<b>1,867,805</b>	<b>20,589,879</b>	<b>(108,609,218)</b>
<b>Total Pension Liability, Beginning</b>	<b>798,222,273</b>	<b>465,101,018</b>	<b>408,850,476</b>	<b>444,634,771</b>	<b>432,784,552</b>	<b>408,576,739</b>	<b>416,164,859</b>	<b>414,297,054</b>	<b>393,707,175</b>	<b>502,316,393</b>
<b>Total Pension Liability, Ending (a)</b>	<b>\$ 739,876,762</b>	<b>\$ 798,222,273</b>	<b>\$ 465,101,018</b>	<b>\$ 408,850,476</b>	<b>\$ 444,634,771</b>	<b>\$ 432,784,552</b>	<b>\$ 408,576,739</b>	<b>\$ 416,164,859</b>	<b>\$ 414,297,054</b>	<b>\$ 393,707,175</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Member	\$ 4,884,855	\$ 4,537,595	\$ 3,708,895	\$ 3,253,474	\$ 3,089,859	\$ 3,123,545	\$ 3,052,370	\$ 3,011,193	\$ 2,729,769	\$ 2,654,721
Contributions - Employer	46,660,910	40,819,651	36,000,000	35,290,228	33,244,562	33,217,683	33,189,708	35,345,772	31,393,089	29,635,220
Contributions - Non-Employer Contributing Entities	-	-	1,946,745	-	981,023	959,860	913,159	983,081	885,504	865,912
Net Investment Income (Loss)	6,904,960	7,525,599	(6,453,562)	2,760,254	4,385,827	8,561,116	(12,648,537)	(5,309,489)	(1,518,395)	(6,683,482)
Pension Payments	(38,039,044)	(33,584,182)	(34,277,214)	(38,238,097)	(32,863,222)	(35,940,582)	(35,256,899)	(33,736,884)	(39,880,379)	(40,760,039)
Administrative Expenses	(969,844)	(754,832)	(326,450)	(224,497)	(786,610)	(953,901)	(565,575)	(555,675)	(879,623)	(822,056)
Miscellaneous Revenue	-	-	-	-	26,982	1,562,262	-	-	-	-
<b>Net Change in Plan Fiduciary Net Position</b>	<b>19,441,837</b>	<b>18,543,831</b>	<b>598,414</b>	<b>2,841,362</b>	<b>8,078,421</b>	<b>10,529,983</b>	<b>(11,315,774)</b>	<b>(262,002)</b>	<b>(7,270,035)</b>	<b>(15,109,724)</b>
<b>Plan Fiduciary Net Position, Beginning</b>	<b>72,011,973</b>	<b>53,468,142</b>	<b>52,869,728</b>	<b>50,028,366</b>	<b>41,949,945</b>	<b>31,419,962</b>	<b>42,735,736</b>	<b>42,997,738</b>	<b>50,267,773</b>	<b>65,377,497</b>
<b>Plan Fiduciary Net Position, Ending (b)</b>	<b>\$ 91,453,810</b>	<b>\$ 72,011,973</b>	<b>\$ 53,468,142</b>	<b>\$ 52,869,728</b>	<b>\$ 50,028,366</b>	<b>\$ 41,949,945</b>	<b>\$ 31,419,962</b>	<b>\$ 42,735,736</b>	<b>\$ 42,997,738</b>	<b>\$ 50,267,773</b>
<b>Net Pension Liability, Ending = (a) - (b)</b>	<b>\$ 648,422,952</b>	<b>\$ 726,210,300</b>	<b>\$ 411,632,876</b>	<b>\$ 355,980,748</b>	<b>\$ 394,606,405</b>	<b>\$ 390,834,607</b>	<b>\$ 377,156,777</b>	<b>\$ 373,429,123</b>	<b>\$ 371,299,316</b>	<b>\$ 343,439,402</b>
<b>Plan Fiduciary Net Position as a % of Total Pension Liability</b>	<b>12.36%</b>	<b>9.02%</b>	<b>11.50%</b>	<b>12.93%</b>	<b>11.25%</b>	<b>9.69%</b>	<b>7.69%</b>	<b>10.27%</b>	<b>10.38%</b>	<b>12.77%</b>
<b>Covered Payroll</b>	<b>54,196,884</b>	<b>51,545,717</b>	<b>37,647,989</b>	<b>29,440,916</b>	<b>32,367,204</b>	<b>28,816,039</b>	<b>28,171,135</b>	<b>27,762,479</b>	<b>27,148,936</b>	<b>27,088,650</b>
<b>Net Pension Liability as a % of Covered Payroll</b>	<b>1196.42%</b>	<b>1408.87%</b>	<b>1093.37%</b>	<b>1209.14%</b>	<b>1219.16%</b>	<b>1356.31%</b>	<b>1338.81%</b>	<b>1345.09%</b>	<b>1367.64%</b>	<b>1267.84%</b>
	Old System									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
<b>Total Pension Liability</b>										
Service Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest	2,702,146	3,157,675	2,182,374	2,531,583	3,076,091	4,981,565	5,234,203	5,433,119	5,722,877	6,202,285
Differences Between Expected and Actual Expenses	(1,606,316)	4,369,739	(2,444,129)	(5,233,722)	(31,205)	(10,208,293)	8,500,536	(5,868,851)	(4,198,811)	3,064,837
Changes of Assumptions	(5,267,459)	723,327	(10,321,208)	462,195	16,644,856	9,738,720	(5,077,869)	2,283,939	(2,589,493)	1,457,230
Pension Payments	(9,972,445)	(10,504,749)	(10,538,711)	(11,929,022)	(13,154,058)	(14,340,912)	(15,296,667)	(16,786,524)	(17,978,200)	(18,119,812)
<b>Net change in Total Pension Liability</b>	<b>(14,144,074)</b>	<b>(2,254,008)</b>	<b>(21,121,674)</b>	<b>(14,168,966)</b>	<b>6,335,684</b>	<b>(9,828,920)</b>	<b>(6,639,797)</b>	<b>(14,938,317)</b>	<b>(19,043,627)</b>	<b>(7,395,460)</b>
<b>Total Pension Liability, Beginning</b>	<b>87,834,150</b>	<b>90,088,158</b>	<b>111,209,832</b>	<b>125,378,798</b>	<b>118,843,114</b>	<b>128,672,034</b>	<b>135,311,831</b>	<b>150,250,148</b>	<b>169,293,775</b>	<b>176,689,235</b>
<b>Total Pension Liability, Ending (a)</b>	<b>\$ 73,690,076</b>	<b>\$ 87,834,150</b>	<b>\$ 90,088,158</b>	<b>\$ 111,209,832</b>	<b>\$ 125,378,798</b>	<b>\$ 118,843,114</b>	<b>\$ 128,672,034</b>	<b>\$ 135,311,831</b>	<b>\$ 150,250,148</b>	<b>\$ 169,293,775</b>
<b>Plan Fiduciary Net Position</b>										
Contributions - Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions - Employer	10,969,461	12,178,448	13,384,001	13,871,600	14,742,586	14,680,217	16,148,777	11,688,825	11,460,735	17,200,000
Contributions - Non-Employer Contributing Entities	-	-	-	-	539,943	563,727	608,772	691,674	659,878	865,912
Net Investment Income (Loss)	358,262	266,124	116,305	31,968	22,929	91,886	69,664	40,908	(206,646)	200,276
Pension Payments	(9,972,445)	(10,504,749)	(10,538,711)	(11,929,022)	(13,154,058)	(14,340,912)	(15,296,667)	(16,786,524)	(17,978,200)	(18,119,812)
Administrative Expenses	(289,801)	(119,162)	(950,840)	(655,926)	(351,716)	(534,905)	(322,268)	(330,530)	(423,979)	(403,870)
<b>Net Change in Plan Fiduciary Net Position</b>	<b>1,065,477</b>	<b>1,820,661</b>	<b>2,010,755</b>	<b>1,318,620</b>	<b>1,799,684</b>	<b>460,013</b>	<b>1,208,278</b>	<b>(4,695,647)</b>	<b>(6,488,212)</b>	<b>(257,494)</b>
<b>Plan Fiduciary Net Position, Beginning</b>	<b>12,437,369</b>	<b>10,616,708</b>	<b>8,605,953</b>	<b>7,287,333</b>	<b>5,487,649</b>	<b>5,027,636</b>	<b>3,819,358</b>	<b>8,515,005</b>	<b>15,003,217</b>	<b>15,260,711</b>
<b>Plan Fiduciary Net Position, Ending (b)</b>	<b>\$ 13,502,846</b>	<b>\$ 12,437,369</b>	<b>\$ 10,616,708</b>	<b>\$ 8,605,953</b>	<b>\$ 7,287,333</b>	<b>\$ 5,487,649</b>	<b>\$ 5,027,636</b>	<b>\$ 3,819,358</b>	<b>\$ 8,515,005</b>	<b>\$ 15,003,217</b>
<b>Net Pension Liability, Ending = (a) - (b)</b>	<b>\$ 60,187,230</b>	<b>\$ 75,396,781</b>	<b>\$ 79,471,450</b>	<b>\$ 102,603,879</b>	<b>\$ 118,091,465</b>	<b>\$ 113,355,465</b>	<b>\$ 123,644,398</b>	<b>\$ 131,492,473</b>	<b>\$ 141,735,143</b>	<b>\$ 154,290,558</b>
<b>Plan Fiduciary Net Position as a % of Total Pension Liability</b>	<b>18.32%</b>	<b>14.16%</b>	<b>11.78%</b>	<b>7.74%</b>	<b>5.81%</b>	<b>4.62%</b>	<b>3.91%</b>	<b>2.82%</b>	<b>5.67%</b>	<b>8.86%</b>
<b>Covered Payroll</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Position as a % of Covered Employee Payroll</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

**Notes to Schedule:**

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF EMPLOYER'S NET PENSION LIABILITY**  
**YEAR ENDED DECEMBER 31, 2024**

<b>New System</b>						
<b>Fiscal Year</b>	<b>Total Pension Liability</b>	<b>Plan Fiduciary Net Position</b>	<b>Employers' Net Pension Liability</b>	<b>Plan Fiduciary Net Position as a % of Total Pension Liability</b>	<b>Covered Payroll</b>	<b>Employers' Net Pension Liability (Asset) as a % of Covered Payroll</b>
2024	739,876,762	91,453,810	648,422,952	12.36%	54,196,884	1196.42%
2023	798,222,273	72,011,973	726,210,300	9.02%	51,545,717	1408.87%
2022	465,101,018	53,468,142	411,632,876	11.50%	37,647,989	1093.37%
2021	408,850,476	52,869,728	355,980,748	12.93%	29,440,916	1209.14%
2020	444,634,771	50,028,366	394,606,405	11.25%	32,367,204	1219.16%
2019	432,784,552	41,949,945	390,834,607	9.69%	28,816,039	1356.31%
2018	408,576,739	31,419,962	377,156,777	7.69%	28,171,135	1338.81%
2017	416,164,859	42,735,736	373,429,123	10.27%	27,762,479	1345.09%
2016	414,297,054	42,997,738	371,299,316	10.38%	27,148,936	1367.64%
2015	393,707,175	50,267,773	343,439,402	12.77%	27,088,650	1267.84%

<b>Old System</b>						
	<b>Total Pension Liability</b>	<b>Plan Fiduciary Net Position</b>	<b>Employers' Net Pension Liability</b>	<b>Plan Fiduciary Net Position as a % of Total Pension Liability</b>	<b>Covered Payroll</b>	<b>Employers' Net Pension Liability (Asset) as a % of Covered Payroll</b>
2024	73,690,076	13,502,846	60,187,230	18.32%	-	N/A
2023	87,834,150	12,437,369	75,396,781	14.16%	-	N/A
2022	90,088,158	10,616,708	79,471,450	11.78%	-	N/A
2021	111,209,832	8,605,953	102,603,879	7.74%	-	N/A
2020	125,378,798	7,287,333	118,091,465	5.81%	-	N/A
2019	118,843,114	5,487,649	113,355,465	4.62%	-	N/A
2018	128,672,034	5,027,636	123,644,398	3.91%	-	N/A
2017	135,311,831	3,819,358	131,492,473	2.82%	-	N/A
2016	150,250,148	8,515,005	141,735,143	5.67%	-	N/A
2015	169,293,775	15,003,217	154,290,558	8.86%	-	N/A

**Note to Schedule:**

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF EMPLOYER CONTRIBUTIONS**  
**EMPLOYER AND NON-EMPLOYER CONTRIBUTING ENTITIES FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>New System</b>					
<b>Fiscal Year</b>	<b>Actuarially Determined Contribution</b>	<b>Contributions in Relation to the Actuarial Determined Contribution*</b>	<b>Contribution Excess (Deficiency)</b>	<b>Covered Payroll</b>	<b>Contributions as a % of Covered Payroll</b>
2024	48,960,000	46,660,910	(2,299,090)	54,196,884	86.10%
2023	68,254,652	40,819,651	(27,435,001)	51,545,717	79.19%
2022	45,964,414	36,000,000	(9,964,414)	37,647,989	95.62%
2021	40,146,006	34,301,094	(5,844,912)	29,440,916	116.51%
2020	35,435,883	34,225,585	(1,210,298)	32,367,204	105.74%
2019	34,147,005	34,177,543	30,538	28,816,039	118.61%
2018	34,102,683	34,102,867	184	28,171,135	121.06%
2017	33,639,710	36,328,853	2,689,143	27,762,479	130.86%
2016	35,880,883	32,278,593	(3,602,290)	27,148,936	118.89%
2015	31,992,690	30,501,132	(1,491,558)	27,088,650	112.60%

  

<b>Old System</b>					
<b>Fiscal Year</b>	<b>Actuarially Determined Contribution</b>	<b>Contributions in Relation to the Actuarial Determined Contribution*</b>	<b>Contribution Excess (Deficiency)</b>	<b>Covered Payroll</b>	<b>Contributions as a % of Covered Payroll</b>
2024	11,191,078	10,969,461	221,617	-	N/A
2023	10,993,236	12,178,448	(1,185,212)	-	N/A
2022	12,509,376	10,993,236	1,516,140	-	N/A
2021	11,895,377	13,338,990	(1,443,613)	-	N/A
2020	13,825,460	15,282,529	1,457,069	-	N/A
2019	15,654,432	15,243,944	(410,488)	-	N/A
2018	15,339,217	16,757,549	1,418,332	-	N/A
2017	16,598,777	12,380,499	(4,218,278)	-	N/A
2016	17,168,843	12,120,613	(5,048,230)	-	N/A
2015	17,404,180	18,065,912	661,732	-	N/A

\* Includes 2% of the fire insurance premiums in the City of New Orleans.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF INVESTMENT RETURNS**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	New System Annual Money-Weighted Rate of Return*
2015	-10.92%
2016	-3.10%
2017	-11.24%
2018	-28.80%
2019	31.90%
2020	10.16%
2021	6.28%
2022	6.28%
2023	13.78%
2024	9.03%

	Old System Annual Money-Weighted Rate of Return*
2015	1.33%
2016	1.05%
2017	0.67%
2018	1.59%
2019	1.80%
2020	0.25%
2021	0.25%
2022	0.25%
2023	2.44%
2024	2.90%

\* Annual money-weighted rates of return are presented net of investment expense. The annual money-weighted rate of return is shown in this schedule. The money-weighted rate of return is calculated as the internal rate of return on pension plan investments, net of pension plan investment expense. This expresses investment performance adjusted for the changing amounts actually invested throughout the year, measured using monthly inputs with expenses measured on an accrual basis.

**Notes to Schedule:**

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.



**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**SCHEDULE OF PROPORTIONATE SHARE**  
**OF THE NET PENSION LIABILITY**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

**Municipal Employees' Retirement System (Plan A)**

Fiscal Year	Employer's Proportion of the Net Pension Liability (Asset) %	Employer's Proportionate Share of the Net Pension Liability (Asset)	Employer's Covered Payroll	Employer's Proportionate Share of the net Pension Liability (Asst) as a Percentage of its Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension Liability
2024	0.198578%	558,798	519,506	107.56%	72.46%
2023	0.189233%	691,621	424,788	162.82%	72.46%
2022	0.167379%	695,164	403,612	172.24%	67.87%
2021	0.162002%	450,609	305,215	147.64%	77.82%
2020	0.167200%	722,852	311,649	231.94%	64.52%
2019	0.124290%	519,366	324,270	160.16%	64.68%

**Note to Schedule:**

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

(\*) The amounts presented have a measurement date of June 30th.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
REQUIRED SUPPLEMENTARY INFORMATION  
SCHEDULE OF CONTRIBUTIONS  
FOR THE YEAR ENDED DECEMBER 31, 2024**

**Municipal Employees' Retirement System (Plan A)**

<u>Fiscal Year</u>	<u>Contractually Required Contribution (1)</u>	<u>Contributions in Relation to Contractually Required Contribution (2)</u>	<u>Contribution Deficiency (Excess)</u>	<u>Employer's Covered Payroll (3)</u>	<u>Contributions as a % of Covered Payroll</u>
2024	119,336	119,336	-	519,506	22.971%
2023	112,199	112,199	-	424,788	26.413%
2022	99,574	99,574	-	403,612	24.671%
2021	94,633	94,633	-	315,354	30.008%
2020	91,359	91,359	-	320,791	28.479%
2019	91,508	91,508	-	340,985	26.836%

**Note to Schedule:**

Schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

- (1) Employer contribution rate multiplied by employer's covered payroll
- (2) Actual employer contributions remitted to MERS
- (3) Employer's covered payroll amount for the fiscal year ended December 31 of each year.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**  
**DECEMBER 31, 2024**

**1. Schedule of Changes in Net Pension Liability**

The total pension liability contained in this schedule was provided by the Fund's actuary, Aon. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position for the New System and Old System.

**2. Schedule of Employer's Net Pension Liability**

The schedule of employer's net pension liability shows the percentage of the Fund's employer's net pension liability as a percentage of covered payroll for the New System and the Old System. The employer's net pension liability is the liability of contributing employers to members for benefits provided through the Fund. Covered payroll is the payroll of all employees that are provided with benefits through the plan.

**3. Schedule of Employer Contributions – Employer and Non-Employer Contributing Entities**

The difference between the actuarially determined contributions from employer and non-employer contributing entities and the contributions reported from employers and non-employer contributing entities, and the percentage of employer contributions received to covered employee payroll is presented in this schedule. Fire rebate revenue is considered support from non-employer contributing entities.

**4. Actuarial Assumptions**

The information presented in the required supplementary schedules was used in the actuarial valuation for purposes of determining the actuarially determined contribution rate and the total pension liability. The assumptions and methods used for the actuarial valuation were recommended by the actuary and adopted by the Board

Information on the actuarial methods and assumptions used at December 31, 2024 is as follows:

Valuation Date:	January 1, 2025
Actuarial Cost Method:	Entry Age Normal
Investment Rate of Return:	New System – 7.20% (net of investment expenses) Old System – 6.74% (net of investment expenses)
Salary Increases:	New System – N/A; Old System – N/A
Inflation Rate:	New System – 2.30% Old System – 2.30%
Mortality:	Pub-2016 for Public Safety healthy retirees, disabled retirees, and contingent survivors (amounts weighted) mortality projected with scale MP-2021.
Cost of Living Adjustments:	The present value of future retirement benefits is based on benefits currently being paid by the Fund and includes previously granted cost of living increases. The present values do not include provisions for potential future increases not yet authorized by the Board of Trustees.

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**NOTES TO REQUIRED SUPPLEMENTARY INFORMATION**  
**DECEMBER 31, 2024**

**5. Changes of Assumptions**

Changes in the discount rate used to measure the total pension liability for the New System and Old System are listed below:

<u>Valuation Date</u>	<u>New System</u>	<u>Old System</u>
December 31, 2024	4.43%	4.08%
December 31, 2023	3.63%	3.26%
December 31, 2022	7.50%	3.72%
December 31, 2021	7.50%	2.06%
December 31, 2020	7.50%	2.12%
December 31, 2019	7.50%	2.74%
December 31, 2018	7.50%	4.10%
December 31, 2017	7.50%	3.50%
December 31, 2016	7.50%	3.83%
December 31, 2015	7.50%	5.37%
December 31, 2014	5.21%	3.70%

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS**  
**SCHEDULE OF ADMININSTRATIVE EXPENSES**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

	<u>New System</u>	<u>Old System</u>	<u>Total</u>
Accounting, Auditing, Legal, and Other Professional Services	\$ -	\$ 213,329	\$ 213,329
Actuary Fees	96,019	32,041	128,060
Computer Support Services	-	98,739	98,739
Insurance	-	96,207	96,207
Meals	-	1,581	1,581
Office Expense	3,651	11,018	14,669
Payroll and Payroll Taxes	-	567,526	567,526
Compensated Absences	-	52,632	52,632
Pension Seminars and Education	-	44,383	44,383
Professional - Medical	-	22,500	22,500
Telephone	-	10,907	10,907
Utilities	-	9,112	9,112
Operating Expenses to Old System	870,174	(870,174)	-
	<u>\$ 969,844</u>	<u>\$ 289,801</u>	<u>\$ 1,259,645</u>

See Independent Auditor's Report

**FIREFIGHTERS' PENSION AND RELIEF FUND OF THE CITY OF NEW ORLEANS  
SUPPLEMENTARY INFORMATION  
SCHEDULE OF COMPENSATION, BENEFITS, AND OTHER PAYMENTS TO AGENCY HEAD  
FOR THE YEAR ENDED DECEMBER 31, 2024**

**Agency Head Name: Thomas F. Meagher III, Secretary-Treasurer**

<u>Purpose</u>	<u>Amount</u>
Salary	\$ 104,060
Benefits	30,698
Mileage Reimbursement	265
Registration Fees	1,050
Conference Travel	3,696
Meals	220
	<hr/>
	\$ 139,989

See Independent Auditor's Report



*Luther Speight & Company, LLC*  
*Certified Public Accountants and Consultants*

INDEPENDENT AUDITORS' 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*

Honorable Mayor and Council of  
the City of New Orleans, Louisiana

We have audited, in accordance with the 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 New System and the Old System of the Firefighters' Pension and Relief Fund of the City of New Orleans (collectively referred to as NOFF or the Fund), a fiduciary fund of the City of New Orleans, as of and for the year ended December 31, 2024, and the related notes to the financial statements, and have issued our report thereon dated June 12, 2025.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Fund's internal control over financial reporting (internal control) as a basis for designing the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control. Accordingly, we do not express an opinion on the effectiveness of the Fund'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 a 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.

Our consideration of the internal control 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 and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We identified certain deficiencies in internal control, described in the accompanying schedule of findings and responses as Findings #2024-001 and #2024-002 that we consider to be significant deficiencies

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Memphis Office: 1661 International Drive, Suite 441 / Memphis, TN 38120 / (901)202-4688  
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**Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Fund's financial statements are free of material misstatement, we 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 financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instance of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

**Management's Response to Findings**

*Government Auditing Standards* requires the auditor to perform limited procedures on the Fund's response to the findings identified in our audit and described in the accompanying schedule of findings and management's responses. The Fund's response was not subject to the other auditing procedures applied in the audit of the financial statements, and accordingly, we express no opinion on the response.

**Purpose of this Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in blue ink, appearing to read "Luther Speight & Co".

Luther Speight & Company, CPAs  
New Orleans, Louisiana  
June 12, 2025



**FIREFIGHTERS' PENSION AND RELIEF FUND FOR THE CITY OF NEW ORLEANS  
SCHEDULE OF FINDINGS AND RESPONSES  
DECEMBER 31, 2024**

**Section I – Summary of Auditor's Results**

**Financial Statements**

An unmodified opinion was issued on the financial statements of the auditee.

Internal Control Over Financial Reporting:

Material weakness(es) identified?                            yes      X  no

Significant deficiency(s) identified  
not considered to be material weaknesses?                        X  yes          none reported

Noncompliance material to financial statements noted?                            yes      X  no

**Federal Awards**

(Not Applicable)

**FIREFIGHTERS' PENSION AND RELIEF FUND FOR THE CITY OF NEW ORLEANS**  
**SCHEDULE OF FINDINGS AND RESPONSES**  
**DECEMBER 31, 2024**

**Section II – Financial Statement Findings**

**FINDING 2024-001 – BANK RECONCILIATION PROCEDURES NOT ADEQUATE**  
**(SIGNIFICANT DEFICIENCY) – ORIGINATED IN 2024**

**CRITERIA:**

Best practices over bank reconciliations state that bank reconciliations should be reconciled to the general ledger on a monthly basis and completed bank reconciliations, bank statements, and supporting documentation should be reviewed by a designated official on a timely basis who is knowledgeable about the entity's operations but does not handle cash, post ledgers, or prepare checks.

**CONDITION:**

During our review of the System's bank reconciliations, it was noted that the general ledger balance for a certain cash account was \$557,465 lower than the book balance on the bank reconciliation. This resulted in an audit adjustment to properly state the financial statement balances. Additionally, we noted that bank reconciliations were not signed by management indicating review and approval.

**CAUSE:**

Management did not follow established procedures for review and approval of bank reconciliations.

**EFFECT:**

Cash on hand per the System's financial statements was materially misstated prior to recording the audit adjusting entry.

**RECOMMENDATION:**

We recommend that management update the System's bank reconciliation procedures to include a detailed review of bank reconciliations on a monthly basis by a designated official. Management should sign the bank reconciliations to document their review.

**MANAGEMENT'S RESPONSE:**

Management agrees with the auditors' recommendation and will review and sign all bank reconciliations.

**FIREFIGHTERS' PENSION AND RELIEF FUND FOR THE CITY OF NEW ORLEANS**  
**SCHEDULE OF FINDINGS AND RESPONSES**  
**DECEMBER 31, 2024**

**FINDING 2024-002 – PROCEDURES FOR UPDATING PARTICIPANTS LISTING FOR THE ACTUARY ARE NOT ADEQUATE (SIGNIFICANT DEFICIENCY) – ORIGINATED IN 2024**

**CRITERIA:**

The System sends a listing of active members contributing to the System and retirees receiving benefits to the actuary for the purpose of determining the total pension liability and other related computations for the New and Old Systems. The completeness and accuracy of the System's data is a critical element to the accuracy and reliability of the actuary's annual report.

**CONDITION:**

During our review of forty (40) active firefighters contributing to the Plan, we noted two (2) in our sample that were terminated prior to year-end, but were still included in the Active list that was sent to the actuary. Upon closer inspection from management, it was also determined that three (3) firefighters needed to be added to the Active list and four (4) needed to be removed from the list. Management provided these changes to the actuary during our fieldwork to assure proper inclusion in the actuary's report.

**CAUSE:**

Management did not perform a sufficient detailed comparison of the participant data reports provided to the actuary.

**EFFECT:**

The original active employee list sent to the actuary was inaccurate, which could adversely impact the accuracy of the calculations made by the actuary.

**RECOMMENDATION:**

We recommend that management more closely review their list of terminations, resignations, and new hires and update their files as appropriate prior to sending them to the actuary to perform the actuarial valuation.

**MANAGEMENT'S RESPONSE:**

Management agrees with the auditors' recommendation. The system relies on the New Orleans Fire Department headquarters to provide data on terminations and hirings. The system now receives human resource activity updates on a monthly basis.

**FIREFIGHTERS' PENSION AND RELIEF FUND FOR THE CITY OF NEW ORLEANS**  
**STATUS OF PRIOR YEAR FINDINGS**  
**DECEMBER 31, 2024**

<b>Finding Number</b>	<b>Description</b>	<b>Resolved/Unresolved</b>	<b>Current Year Finding Number</b>
2023-001	Cash Management Internal Controls Not Adequate	Resolved	N/A



*Luther Speight & Company, LLC*  
*Certified Public Accountants and Consultants*

**FIREFIGHTERS' PENSION AND RELIEF FUND  
OF THE CITY OF NEW ORLEANS**

**AGREED UPON PROCEDURES REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2024**



*Luther Speight & Company, LLC*  
*Certified Public Accountants and Consultants*

**INDEPENDENT ACCOUNTANT'S REPORT  
ON APPLYING AGREED-UPON PROCEDURES**

To the Board of Directors of Firefighters' Pension and Relief Fund of the City of New Orleans  
and the Louisiana Legislative Auditor:

We 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 fiscal period January 1, 2024, through December 31, 2024. Firefighters' Pension and Relief Fund of the City of New Orleans's management is responsible for those C/C areas identified in the SAUPs.

Firefighters' Pension and Relief Fund of the City of New Orleans 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 fiscal 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 procedures and associated findings are as follows:

***Written Policies and Procedures***

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1. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

***Board or Finance Committee***

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2. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

### ***Bank Reconciliations***

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3. Obtain a listing of client bank accounts for the fiscal period from management and management's representation that the listing is complete.

***Results:*** *We obtained a list of all bank accounts for the audit period from management.*

4. Ask management to identify the entity's main operating account. Select the entity's main operating account and randomly select 4 additional accounts (or all accounts if less than 5).

***Results:*** *Management identified the entity's main operating account. All accounts were selected.*

5. Randomly select one month from the fiscal period, obtain, and inspect the corresponding bank statement and reconciliation for selected each account, and observe that:

- a) Bank reconciliations include evidence that they were prepared within 1 month of the related statement closing date (e.g., initialed and dated, electronically logged);

***Results:*** *Per review of the three bank reconciliations and bank statements, we noted that all had evidence of being reconciled. However, we did not observe any evidence that the three accounts were reconciled within 1 month of year-end.*

***Management's Response:*** *We will document the timing of all bank reconciliations going forward.*

- b) Bank reconciliations include evidence that a member of management/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

***Results:*** *We noted that the bank reconciliations did not have a signature or date that documented evidence of review and approval.*

***Management's Response:*** *We will document management review in the future.*

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

***Results:*** *We noted that each of the three accounts had outstanding items for more than 12 months from the statement's closing date.*

***Management's Response:*** *We will resolve the minor outstanding reconciling items.*

### ***Collections***

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6. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

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

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7. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

### ***Credit Cards/Debit Cards/Fuel Cards/P-Cards***

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8. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

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

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9. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

### ***Contracts***

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10. **Results:** *There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

### ***Payroll and Personnel***

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11. Obtain a listing of employees and officials employed during the fiscal period and management's representation that the listing is complete. Randomly select 5 employees or officials, obtain related paid salaries and personnel files, and agree paid salaries to authorized salaries/pay rates in the personnel files.

**Results:** *NOFFPF did not maintain complete personnel file documentation that included offer letters or personnel change forms documenting salary increases. Although offer letters are not*



*available, the policy and procedures manual states that any pay increase must be signed and approved by the board.*

***Management's Response:*** *The Fund employs four individuals, two of which have been employed for over 40 years and 27 years respectively. Katrina destroyed any offer letters issued at that time. Starting salary, salary increases, and payroll changes are approved by the Board and Personnel Committee. Those items are added to the personnel files shortly after approval.*

12. Randomly select one pay period during the fiscal period. For the 5 employees or officials selected under #16 above, obtain attendance records and leave documentation for the pay period, and:

- a) Observe all selected employees or officials documented their daily attendance and leave (e.g., vacation, sick, compensatory). (Note: Generally, officials are not eligible to earn leave and do not document their attendance and leave. However, if the official is earning leave according to a policy and/or contract, the official should document his/her daily attendance and leave.)

***Results:*** *NOFFPF has two hourly and two salary employees. The hourly employees' completed timesheets are approved by the Director.*

***Management's Response:*** *The two salaried employees report time on an exception basis noting any vacation and sick time are reported to the payroll clerk for deduction from the annual leave balance.*

- b) Observe whether supervisors approved the attendance and leave of the selected employees or officials.

***Results:*** *Approvals were noted on the timesheets for the two hourly employees. No vacation time or sick time was taken during the selected period of testing.*

- c) Observe any leave accrued or taken during the pay period is reflected in the entity's cumulative leave records.

***Results:*** *NOFFPF employee timesheets keep a running total of accrued sick and vacation time, and their CPA records the accrued time to the financials at the end of the month. No vacation time or sick time was taken during the period selected for testing.*

- d) Observe the rate paid to the employees or officials agree to the authorized salary/pay rate found within the personnel file.

***Results:*** *Personnel files included authorized salary rate documentation.*

13. 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, 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 or officials' cumulative leave records, agree the pay rates to the employee or officials' authorized pay rates in the employee or officials' personnel files, and agree the termination payment to entity policy.

***Results:** There were no employees terminated within the fiscal period.*

14. 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.

***Results:** Management advised that all payroll taxes are current.*

#### ***Ethics***

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15. ***Results:** There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

#### ***Debt Service***

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16. ***Results:** There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

#### ***Fraud Notice***

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17. ***Results:** There were no findings in this section in the 2023 AUP report. As a result, this section is not applicable for 2024. However, these procedures will be required to be performed for 2025.*

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

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**18.** Perform the following procedures, verbally discuss the results with management, and report “We 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 no written documentation, inquire of personnel responsible for backing up critical data) and observe that such backup occurred within the past week. If backups are stored on a physical medium (e.g., tapes, CDs), observe evidence that backups are encrypted before being transported.

**Results:** *We performed the procedure and discussed the results with management.*

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

**Results:** *We performed the procedure and discussed the results with management.*

- 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 5 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.

**Results:** *We performed the procedure and discussed the results with management.*

- d) Observe evidence that employees with access to the agency’s information technology assets have received cybersecurity training as required by R.S 42:1267

**Results:** *We performed the procedure and discussed the results with management.*

## ***Sexual Harassment***

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**19. Results:** *There were no findings in the prior year, thus the section is not applicable for the current year*

We were not engaged to and did not conduct an examination or review, the objective of which would be the expression of an opinion or conclusion, respectively, on those C/C areas identified in the SAUPs. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

The purpose of this report is 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 LLA as a public document.

A handwritten signature in blue ink, appearing to read "Luther Speight & Co.", is written above the printed name.

Luther Speight & Company CPAs  
New Orleans, Louisiana  
June 12, 2025