

EISNERAMPER

FIREFIGHTERS' RETIREMENT SYSTEM

FINANCIAL STATEMENTS AUDIT

JUNE 30, 2025



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LETTER OF TRANSMITTAL

**December 22, 2025
Board of Trustees
Firefighters' Retirement System
3100 Brentwood Drive
Baton Rouge, LA 70809**



I am pleased to present the Financial Report of Firefighters' Retirement System (FRS) for the fiscal year ended June 30, 2025. My office is responsible for the management of FRS, which was established on January 1, 1980 by Act. No. 434 of 1979. All invested funds, cash, and property are held in the name of FRS for the sole benefit of membership.

This report was prepared to conform with the principles of governmental accounting and reporting set forth by the Governmental Accounting Standards Board (GASB). Responsibility for both the accuracy of the data, and the completeness and fairness of the presentation, rests with FRS management. In addition, management is responsible for maintaining a system of adequate internal controls. The controls are designed to serve the following purposes: (1) To provide reasonable assurance that transactions are recorded as necessary, (2) To maintain the accountability for assets, and (3) To permit the preparation of financial statements in accordance with generally accepted accounting principles.

Plan Characteristics

FRS is a cost sharing, multi-employer, governmental defined benefit pension plan, established by the State legislature on January 1, 1980, to provide retirement and other benefits for Louisiana firefighters. A twelve member Board of Trustees governed the FRS for the fiscal year ended June 30, 2025.

Controls

In accordance with the board's and management's goals and policies, FRS maintains a system of internal controls to reasonably assure that assets are properly safeguarded, resources are effectively and economically employed, and financial information is reliable and accurate. To achieve those objectives, FRS utilizes advanced computer technology, continuing education for staff, and numerous checks and balances within the control environment. An operating budget for administrative expenses is prepared by staff each year, the Board of Trustees review and approve the annual budget and any changes during the year, and the budget also requires review by the Joint Legislative Committee on the Budget. An independent certified public accounting firm must audit the financial statements of FRS to ensure that they conform to the U.S. Generally Accepted Accounting Principles (GAAP) in all material respects. For the fiscal year ended June 30, 2025, EisnerAmper LLP performed its audit.

Management's Discussion and Analysis

Management's discussion and analysis (MD&A) begins on page 10 and provides an overview and analysis of FRS' basic financial statements. This letter of transmittal complements the MD&A and should be read in conjunction with it.

Investments

FRS is responsible for the prudent management of an investment portfolio with a market value of \$2.8 billion as of June 30, 2025. Diversification to reduce risk is evident in the allocation of invested assets. FRS holds a wide range of investments such as domestic and international stocks, investment grade and international bonds, and holdings in real estate and private equity. In addition to a diverse asset allocation, FRS obtains diversification through various management styles including growth and value, market capitalization, and sector exposures.

Funding

The actuary determines the annual funding requirements needed to meet current and future benefit obligations. Calculations of contributions are based on FRS' normal cost and amortization of the unfunded accrued liability. The FRS Board of Trustees' elected to adopt the rates as follows:

For the fiscal year ended June 30, 2025:

	<u>Above Poverty</u>	<u>Below Poverty</u>
Employee	10.00%	8.00%
Employer	33.25%	35.25%

For the fiscal year ended June 30, 2026:

	<u>Above Poverty</u>	<u>Below Poverty</u>
Employee	10.00%	8.00%
Employer	33.25%	35.25%

The overwhelming majority of plan participants are paid a salary that exceeds the poverty rate; therefore, most employers are paying the above poverty rates for current and future periods.

On an actuarially funded basis (ratio of net actuarial value of assets to entry age normal accrued liability), FRS was 86.75% funded as of June 30, 2025, compared to 81.86% as of June 30, 2024; an increase of 4.89% in the system's funded status on an actuarial basis.

Acknowledgements and Considerations

Our efforts are first and foremost for the benefit of our participating employees and employer members. All FRS departments work together to provide the high-quality service that our participants deserve. The commitment to hard work demonstrated by FRS' staff made the preparation of this report possible. The FRS staff and I would like to thank the Board of Trustees for its support and dedication.



Barbara Goodson
Executive Director

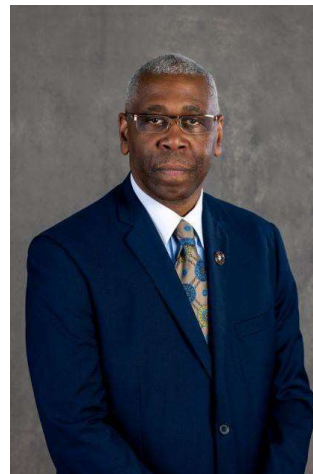
BOARD OF TRUSTEES



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Board Chairman
PFFA Representative



Chief Jerry Tarleton
Vice Chairman
Fire Chief Representative



Mayor Darnell Waites
LMA Representative



Mayor Chad Monceaux
LMA Representative



Stacy Birdwell
Retiree's Representative



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PFFA Representative

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Honorable John Fleming
State Treasurer



Chief Terrell Stuard
Fire Chief Representative



Honorable Bob Hensgens
Senate Retirement Designee



Honorable Tim Kerner
House Retirement Designee



Taylor F. Barras
Division of Administration

INDEPENDENT AUDITORS' REPORT

To the Board of Trustees
Firefighters' Retirement System
Baton Rouge, Louisiana

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of the Firefighters' Retirement System (the System), which are comprised of the statement of fiduciary net position as of June 30, 2025 and 2024, and the related statement of changes in fiduciary net position for the years ended, and the related notes to the financial statements, which collectively comprise the System's basic financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the fiduciary net position of the System, as of June 30, 2025 and 2024, and the changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the System 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.

Emphasis of Matters

As disclosed in note 4 to the financial statements, the total pension liability for the System was \$3,229,309,328 and \$3,073,207,753 as of June 30, 2025, and June 30, 2024, respectively. The actuarial valuations were based on various assumptions made by the System'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 June 30, 2025 and 2024, could be understated or overstated. Our opinion is not modified with respect to this matter.

"EisnerAmper" is the brand name under which EisnerAmper LLP and Eisner Advisory Group LLC and its subsidiary entities provide professional services. EisnerAmper LLP and Eisner Advisory Group LLC are independently owned firms that practice in an alternative practice structure in accordance with the AICPA Code of Professional Conduct and applicable law, regulations and professional standards. EisnerAmper LLP is a licensed CPA firm that provides attest services, and Eisner Advisory Group LLC and its subsidiary entities provide tax and business consulting services. Eisner Advisory Group LLC and its subsidiary entities are not licensed CPA firms.

As disclosed in note 5 to the financial statements, the financial statements include investments that are not listed on national exchanges or for which quoted market prices are not available. These investments include private equities/real assets, real estate and multi-asset strategies. Where a publicly listed price is not available, the management of the System uses alternative sources of information including audited financial statements, unaudited interim reports, independent appraisals, and similar evidence to determine the fair value of investments. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the System'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 System'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, that raise substantial doubt about the System'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 and other required supplementary information, as listed 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 an opinion on the financial statements that collectively comprise the System's basic financial statements. The supplementary information, as listed in the table of contents, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information presented as of and for the year ended June 30, 2025 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 basic 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 information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.



Other Information

Management is responsible for the other information included in the annual report. The other information comprises the Introductory Section, including the Letter of Transmittal and Board of Trustees chart, but does not include the basic financial statements and our auditors' report thereon. Our opinion on the basic financial statements does not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated December 22, 2025, on our consideration of the System's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of System's 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 System's internal control over financial reporting and compliance.

A stylized, handwritten-style signature of EisnerAmper LLP in black ink.

EISNERAMPER LLP
Baton Rouge, Louisiana
December 22, 2025



MANAGEMENT'S DISCUSSION AND ANALYSIS

The following is management's discussion and analysis of the financial performance of Firefighters' Retirement System (System). This narrative provides an overview of the financial activities and funding conditions for the fiscal year ended June 30, 2025. Please review it in conjunction with the financial statements which begin on page 15.

FINANCIAL HIGHLIGHTS

- The System's net position restricted for pensions was \$2.8 billion for fiscal year 2025, as compared to \$2.5 billion for fiscal year 2024, and \$2.3 billion for fiscal year 2023. Net position restricted for pensions increased \$298.0 million, or 11.9% for fiscal year 2025 over 2024, and increased \$237.4 million, or 10.4% for fiscal year 2024 over fiscal year 2023.
- The employers' net pension liability for fiscal year 2025 was \$421.2 million, as compared to \$563.1 million for fiscal year 2024, and \$652.7 million for fiscal year 2023. This represents a \$141.9 million decrease, or 25.2% decrease in the pension liability for fiscal year 2025 over fiscal year 2024, and a \$89.6 million decrease, or 13.7% decrease in the pension liability for fiscal year 2024 over fiscal year 2023.
- The rate of return on the estimated fair value of the System's investments, net of fees, was 11.5% for fiscal year 2025, as compared to 11.0% for fiscal year 2024, and 9.5% for fiscal year 2023.
- The System experienced net investment gains of \$293.8 million in fiscal year 2025. The gains in fiscal year 2025 are attributable to positive equity market performance. The System experienced net investment gains of \$237.1 million in fiscal year 2024. The gains in fiscal year 2024 are attributable to positive equity market performance.
- Contributions to the System increased by \$8.3 million, or 5.2% in fiscal year 2025 over fiscal year 2024 due to pay increases for active members, as well as an increase of 107 active members. Contributions to the System increased by \$14.0 million, or 9.6% in fiscal year 2024 over fiscal year 2023 due to pay increases for active members, as well as an increase of 147 active members.
- Benefit and disability payments experienced a net increase of \$5.4 million, or 3.5% in fiscal year 2025 over fiscal year 2024. Benefit payments for 82 additional retirees resulted in an increase of \$1.8 million, and Deferred Retirement Option Plan (DROP) withdrawals increased by \$3.6 million. Benefit and disability payments experienced a net increase of \$20.3 million, or 15.2% in fiscal year 2024 over fiscal year 2023. Benefit payments for 113 additional retirees resulted in an increase of \$7.6 million, and Deferred Retirement Option Plan (DROP) withdrawals increased by \$6.8 million, and a one-time settlement payment to

qualifying retirees, beneficiaries, and certain designated surviving children in accordance with Act 337 of the 2023 Regular Session of the Louisiana Legislature, in the amount of \$5.9 million. Benefit and disability payments experienced a net increase of \$1.3 million, or 1.0% in fiscal year 2023 over fiscal year 2022. Benefit payments for 75 additional retirees resulted in an increase of \$6.4 million, and Deferred Retirement Option Plan (DROP) withdrawals decreased by \$5.1 million.

OVERVIEW OF THE FINANCIAL STATEMENTS

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

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

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

The Statements of Fiduciary Net Position report the pension fund's assets, deferred outflows, liabilities, deferred inflows, and resulting net position restricted for pension benefits. They disclose the financial position of the System as of June 30, 2025, and 2024.

The Statements of Changes in Fiduciary Net Position report the results of the pension fund operations during the year, disclosing the additions to and deductions from the fiduciary net position.

The notes to the financial statements provide additional information and insight that is essential to gaining a full understanding of the data provided in the statements.

FINANCIAL ANALYSIS

Comparative Statements of Fiduciary Net Position

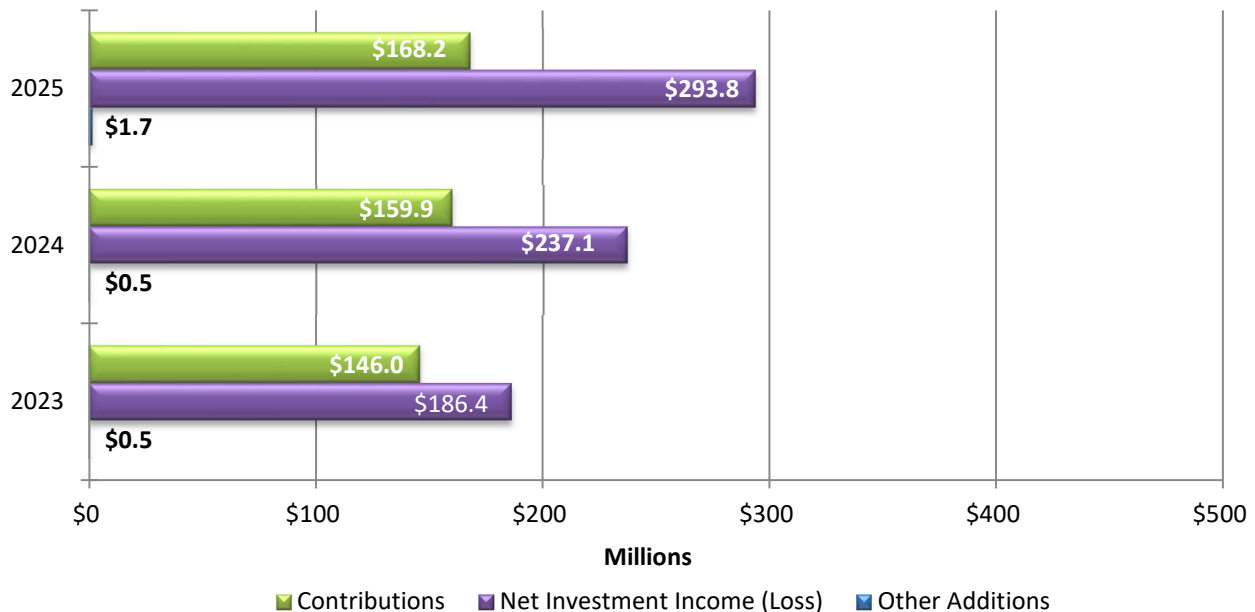
	Fiscal Year 2025	Fiscal Year 2024	Fiscal Year 2023
Assets:			
Cash	\$15,677,494	\$15,805,048	\$13,050,118
Receivables	23,870,840	22,547,455	17,808,598
Investments	2,770,703,124	2,475,702,749	2,243,387,201
Other assets	2,010,945	2,035,224	2,054,645
Total assets	<u>2,812,262,403</u>	<u>2,516,090,476</u>	<u>2,276,300,562</u>
Deferred outflows of resources - OPEB:			
Total deferred outflows of resources	<u>109,943</u>	<u>99,723</u>	<u>52,390</u>
Liabilities:			
Total liabilities	<u>4,085,255</u>	<u>5,747,343</u>	<u>3,141,312</u>
Deferred inflows of resources - OPEB:			
Total deferred inflows of resources	<u>186,275</u>	<u>292,401</u>	<u>416,165</u>
Net Position Restricted for Pensions	<u>\$2,808,100,816</u>	<u>\$2,510,150,455</u>	<u>\$2,272,795,475</u>

Comparative Statements of Changes in Fiduciary Net Position

	Fiscal Year 2025	Fiscal Year 2024	Fiscal Year 2023
Additions:			
Contributions	\$168,211,273	\$159,924,430	\$145,962,240
Net Investment Income (Loss)	293,816,510	237,122,318	186,362,447
Other Additions	1,738,556	478,081	459,314
Total Additions	463,766,339	397,524,829	332,784,001
Deductions:			
Total Deductions	165,815,978	160,169,849	139,434,622
Change in Fiduciary Net Position	297,950,361	237,354,980	193,349,379
Net position restricted for pensions - beginning of year	2,510,150,455	2,272,795,475	2,079,446,096
Net position restricted for pensions - end of year	<u>\$2,808,100,816</u>	<u>\$2,510,150,455</u>	<u>\$2,272,795,475</u>

Changes in the System's fiduciary net position include member and employer contributions, an allocation from the insurance premium assessment, net investment income and deductions for payment of retiree benefits, refunds of contributions, and administrative expenses. The System experienced a gain of \$298.0 million for fiscal year 2025, gain of \$237.4 million for fiscal year 2024, a gain of \$193.3 million for fiscal year 2023.

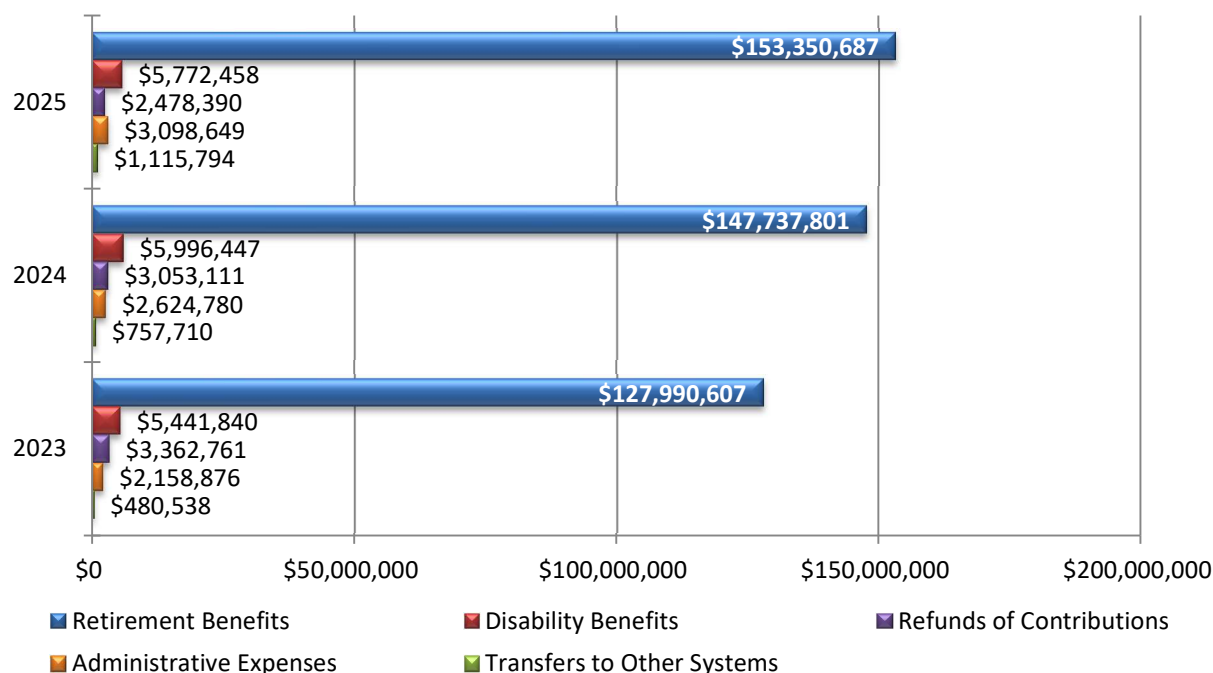
ADDITIONS (REDUCTIONS) TO FIDUCIARY NET POSITION



For fiscal year 2025, total additions increased \$66.2 million, or 16.7%, from fiscal year 2024. The change in total additions is mainly comprised of an increase in net investment income of \$56.7 million in fiscal year 2025, primarily due to increased earnings from equity markets, and an increase of \$8.3 million in contributions.

For fiscal year 2024, total additions increased \$64.7 million, or 19.5%, from fiscal year 2023. The change in total additions is comprised of an increase in net investment income of \$50.8 million in fiscal year 2024, primarily due to increased earnings from equity markets, and an increase of \$13.9 million in contributions.

DEDUCTIONS FROM FIDUCIARY NET POSITION



For the fiscal year 2025, total deductions from fiduciary net position increased by \$5.6 million, or 3.5%. This increase was primarily due to increased benefits of \$1.8 million for 82 additional retirees, an increase of \$3.6 million for DROP payments, an increase of \$0.4 million for transfer to other systems, an increase of \$0.5 million for administrative expenses and offset by a \$0.6 million decrease in refunds.

For the fiscal year 2024, total deductions from fiduciary net position increased by \$20.7 million, or 14.9%. This increase was primarily due to increased benefits of \$7.6 million for 113 additional retirees, an increase of \$6.8 million for DROP payments, a one-time settlement payment of \$5.9 million to qualifying retirees, beneficiaries, and certain designated surviving children in accordance with Act 337 of the 2023 Regular Session of the Louisiana Legislature, and an increase of \$0.7 million for administrative expenses and transfers to other systems, offset by a \$0.3 million decrease in refunds.

INVESTMENTS

The System is responsible for the prudent management of funds held in trust for the exclusive benefit of its members. The primary long-term objectives of the System are to achieve a return equal to or greater than the actuarial return assumption and to maintain asset growth above the rate of inflation. Preservation of capital, capital appreciation, and funding ratio stability are important to the System. The long-term investment horizon of the System enables it to tolerate short-term fluctuations in value. Because investment income is vital to the System's current and continued financial stability, trustees have a fiduciary responsibility 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 when making investment decisions.

The following table summarizes the approximate investment return by asset class:

Investment Returns Summary

	For the fiscal year ending June 30,		
	2025	2024	2023
<u>Equities</u>			
U.S. Equity	13.6%	19.0%	17.6%
Non-U.S. Equity	19.8%	12.9%	16.8%
Global Equity	20.2%	16.8%	16.9%
Emerging Market Equity	13.3%	16.8%	8.0%
<u>Fixed Income</u>			
U.S. Core	6.1%	2.7%	-0.7%
U.S. TIPS	5.8%	2.7%	-1.4%
Emerging Market Debt	10.9%	4.6%	11.2%
Multisector Fixed Income	8.9%	1.4%	
<u>Multi-Asset Strategies</u>	-	12.0%	8.0%
<u>Alternatives</u>			
Private Equity/Private Debt	6.1%	4.7%	-8.6%
Real Estate	0.6%	-3.8%	5.1%
Real Assets	10.1%	3.4%	-1.4%
Total	11.5%	11.0%	9.5%

CONTACTING THE PLAN'S FINANCIAL MANAGEMENT

This financial report is designed to provide citizens, taxpayers, and System members with an overview of the System's finances and the prudent exercise of the board's oversight. If you have any questions regarding this report or need financial information, please either visit our website at www.lafrrs.org or contact the System's Chief Financial Officer at 3100 Brentwood Drive, Baton Rouge, Louisiana 70809.

FIREFIGHTERS' RETIREMENT SYSTEM

Statements of Fiduciary Net Position
June 30, 2025, and 2024

	2025	2024
ASSETS:		
Cash - operating	\$15,677,494	\$15,805,048
Receivables:		
Member contributions	2,537,893	2,808,587
Employer contributions	8,438,477	9,338,821
Accrued interest and dividends	8,424,893	5,919,283
Investment receivable	609,023	-
Notes receivable	3,860,554	4,480,764
Total receivables	23,870,840	22,547,455
Investments at fair value:		
Cash and cash equivalents	78,083,644	92,280,226
Equities - domestic	140,166,103	128,591,461
Equities - foreign	391,763,760	315,478,864
Equity security funds	1,019,331,814	896,155,983
Corporate bonds - domestic	42,309,822	54,331,236
Asset backed securities	2,125,918	1,678,418
Municipal bonds	1,297,725	1,263,634
U.S. government treasury bonds	22,503,708	5,639,354
U.S. government agency bonds	37,686,236	35,958,346
Fixed income funds	715,523,447	616,410,523
Multi-asset strategies	-	38,058,425
Private equity/Real assets	189,673,496	150,771,200
Real estate	130,237,362	139,085,904
Derivative instruments	89	(825)
Total investments at fair value	2,770,703,124	2,475,702,749
Other assets:		
Capital assets, net of depreciation	1,993,828	2,014,247
Prepaid expenses and other	17,117	20,977
Total other assets	2,010,945	2,035,224
Total assets	2,812,262,403	2,516,090,476
DEFERRED OUTFLOWS OF RESOURCES:		
Deferred outflows of resources related to OPEB	109,943	99,723
Total deferred outflows of resources	109,943	99,723
LIABILITIES:		
Accounts payable	2,767,474	2,634,133
Investment payable	829,736	2,724,410
Total OPEB liability	488,045	388,800
Total liabilities	4,085,255	5,747,343
DEFERRED INFLOWS OF RESOURCES:		
Deferred inflows of resources related to OPEB	186,275	292,401
Total deferred inflows of resources	186,275	292,401
NET POSITION RESTRICTED FOR PENSIONS	\$2,808,100,816	\$2,510,150,455

The accompanying notes are an integral part of these statements.

FIREFIGHTERS' RETIREMENT SYSTEM

**Statements of Changes in Fiduciary Net Position
For the Fiscal Years Ended June 30, 2025, and 2024**

	2025	2024
ADDITIONS:		
Contributions:		
Member contributions	\$30,936,731	\$28,870,543
Employer contributions	102,445,601	99,872,504
State appropriations from insurance premium assessments	34,828,941	31,181,383
Total contributions	168,211,273	159,924,430
Investment income:		
Net appreciation in fair value of investments	267,832,976	213,356,856
Interest and dividends	34,279,671	32,201,848
Legal settlements	613	6,077
Less: investment expenses	(8,296,750)	(8,442,463)
Net investment income	293,816,510	237,122,318
Other additions:		
Interest on notes receivable	426,780	265,677
Transfers from other systems – employer, employee, and interest	1,311,776	212,404
Total other additions	1,738,556	478,081
Total additions	463,766,339	397,524,829
DEDUCTIONS:		
Retirement benefits paid	153,350,687	147,737,801
Disability benefits paid	5,772,458	5,996,447
Refunds of contributions	2,478,390	3,053,111
Administrative expenses	3,098,649	2,624,780
Transfers to other systems – employer, employee, and interest	1,115,794	757,710
Total deductions	165,815,978	160,169,849
NET INCREASE	297,950,361	237,354,980
NET POSITION RESTRICTED FOR PENSIONS		
Beginning of year	2,510,150,455	2,272,795,475
End of year	\$2,808,100,816	\$2,510,150,455

The accompanying notes are an integral part of these statements.

NOTES TO THE FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. BASIS OF PRESENTATION

The financial statements of the System are prepared in accordance with the standards established by the Governmental Accounting Standards Board (GASB).

In addition, these financial statements include the provisions of GASB Statement No. 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments* and GASB Statement No. 67, *Financial Reporting for Pension Plans – An Amendment of GASB Statement No. 25*, and related standards. These standards provide for the inclusion of a management discussion and analysis section and for supplementary information.

B. REPORTING ENTITY

Under GASB Codification Section 2100, *Defining the Financial Reporting Entity*, the definition of the reporting entity is based primarily on the concept of financial accountability. The System is not a component unit of the State of Louisiana. In determining its component unit status, the System administrators considered the following:

- The System exists for the benefit of current and former employees who are members of the System.
- Six of the 12 Board members are elected by the members who participate in the System.
- The System is funded by the investment of contributions from the members and member employers who are obligated to make the contributions to the System based upon actuarial valuations. The System receives additional funding from insurance premium assessment collections from the State of Louisiana based upon actuarial valuations in accordance with R.S. 22:1476(A)(3).

The System wholly owns FRS-LB, L.L.C., a limited liability company formed for the purpose of investing in direct real estate. At June 30, 2025, and 2024, FRS-LB, L.L.C.'s investments totaled \$10,866,338 and \$18,890,609, respectively. At June 30, 2025 and 2024, the investments included two properties, one is owned 100% by FRS-LB, L.L.C., and the other in which FRS-LB, L.L.C. owns 40.91%. The investment in FRS-LB, L.L.C. is recorded as an investment in accordance with GASB Statement No. 90, *Majority Equity Interest* (an amendment of GASB statements 14 and 61). The accompanying financial statements reflect the activity accordingly.

C. BASIS OF ACCOUNTING

The financial statements are prepared in conformity with standards established by GASB, using the accrual basis of accounting. Revenues are recognized in the accounting period in which they are earned, and expenses are recognized in the period incurred.

- Contributions are recognized in the period in which the employee is compensated for services.
- Benefits and refunds are recognized when due and payable.
- Investment purchases and sales are recorded as of their trade date.
- Dividends are recorded on the dividend date.
- State appropriations from insurance premium assessments are recorded when received.

D. CASH AND INVESTMENTS**Cash**

Cash represents amounts on deposit with the custodian fiscal agent banks. Under R.S. 11:2261, the System may deposit funds within a fiscal agent bank organized under the laws of the State of Louisiana or of the United States, provided that the bank is a fiscal agent of the State and approved by the Board of Trustees.

Investments

The System's permissible investments are set forth in R.S. 11:262-263 and are further limited in accordance with investment guidelines promulgated by the Board of Trustees.

The System's investments are reported at fair value in accordance with GASB Statement No. 72, *Fair Value Measurement and Application*, which requires investments to be valued at fair value, described as an exit price, using valuation techniques that are appropriate under the circumstances and for which sufficient data is available. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. This statement established a hierarchy of inputs to valuation techniques used to measure fair value, which includes three levels. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that a government can access at the measurement date. Level 2 inputs are inputs – other than quoted prices – included within Level 1 that are observable for the asset or liability, whether directly or indirectly. Finally, Level 3 inputs are unobservable inputs, such as management's assumption of the default rate among underlying mortgages of a mortgage-backed security. This statement requires disclosures to be made about fair value measurements, the level of fair value hierarchy, and valuation

techniques. These disclosures are organized by type of asset or liability. GASB 72 also requires additional disclosures regarding investments in certain entities that calculate net asset value per share (or its equivalent). These disclosures are located in Note 5.

Short-term investments (cash equivalents) are reported at market value when published prices are available, or cost which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. All derivative financial instruments are reported at fair value in the Statements of Fiduciary Net Position with valuation changes recognized in income. Gains and losses are reported in the Statements of Changes in Fiduciary Net Position as net appreciation (depreciation) in fair value of investments during the period the instruments are held, and when the instruments are sold or expire. The value of investments that have no readily available market or are not traded on an exchange may not have a readily ascertainable fair value (such as private equity and real estate). The fair values of these investments have been determined using the net asset value (NAV) per share of the System's ownership interest in partners' capital at the closest available reporting period, adjusted for subsequent contributions, distributions, and management fees. Because of inherent uncertainties in estimating fair value, it is at least reasonably possible that the estimates will change in the near term.

E. CAPITAL ASSETS

Capital assets include retirement software development costs, and property and equipment stated at historical cost less an allowance for depreciation. Depreciation is computed by the straight-line method over the estimated useful lives of 40 years for buildings and 3 to 15 years for equipment and furniture. Expenses for major renewals and betterments that extend the useful lives of property and equipment are capitalized. Expenses for maintenance and repairs are charged to expense as incurred.

F. COMPENSATED ABSENCES

The system recognizes a liability for compensated absences for leave that (1) has been earned for services previously rendered by employees, (2) accumulates and is allowed to be carried over to subsequent years, and (3) is more likely than not to be used as a time off during or upon separation from employment. The employees of the System accumulate unlimited amounts of annual and sick leave at varying rates as established by Board policy. Upon resignation or retirement of an employee that is a member of the System, their unused annual leave of up to 300 hours can be paid to the employee at the employee's rate of pay at the time of separation. If an FRS employee is not a member of the Firefighters' Retirement System, the maximum payment of 300 hours of accrued annual leave provisions do not apply and the full amount of accrued annual leave will be paid to the FRS employee at the employee's rate of pay at the time of separation. The liability for accrued annual leave is included

in accounts payable. Additionally, pursuant to R.S 11:2254.1, employees who are members of the System that retire from the System administrative office are allowed to convert any unused accrued leave to service credit.

G. USE OF ESTIMATES

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities, revenues, expenses, and disclosures at the date of the financial statements. Actual results could differ significantly from those estimates.

2. PLAN DESCRIPTION

The following brief description of the System membership and benefits is provided for general information purposes only. Participants should refer to the appropriate statutes for more information.

The Firefighters' Retirement System (FRS, or System) was created January 1, 1980, under the provisions of Louisiana Revised Statutes (R.S.) 11:2251 – 11:2272 and is a tax qualified plan as determined by the Internal Revenue Service [IRS Code Section 401(a)]. The System is a cost-sharing, multiple-employer governmental defined benefit pension plan. Members in the System consist of full-time firefighters, eligible employees of the retirement system, or any person in a position as defined in the municipal fire and police civil service system that earns at least \$375 per month, excluding supplemental pay, and is employed by a fire department of any municipality, parish, or fire district of the State of Louisiana, except for Orleans Parish and the City of Baton Rouge. The System is governed by an 12-member Board of Trustees (the Board). The Board is responsible for administering the assets of the System and for making policy decisions regarding investments. Two of the Trustees are elected by the officers of the Professional Firefighters Association, three Trustees are elected by the fire chiefs, and one Trustee is a retired firefighter. Two of the Trustees are mayors appointed by the Louisiana Municipal Association. The remaining membership of the Board consists of one member from the State Treasurer's office, one member from the Division of Administration, the chairman of the Senate Retirement Committee or his designee, and one member of the House Retirement Committee.

A. PLAN MEMBERSHIP

Membership data at June 30, 2025, and 2024, is as follows:

	2025	2024
<u>Participating Employers:</u>		
Cities	65	65
Parishes	14	14
Special districts	71	70
Total Participating Employers	<u>150</u>	<u>149</u>

	2025	2024
<u>Participants:</u>		
Inactive plan members or beneficiaries currently receiving benefits	2,939	2,857
Inactive plan members entitled to but not yet receiving benefits	1,452	1,270
Active plan members & DROP Participants	<u>4,881</u>	<u>4,784</u>
Total Participants	<u>9,272</u>	<u>8,911</u>

B. PLAN BENEFITS

Employees with 20 or more years of service who have attained age 50, or employees who have 12 years of service who have attained age 55, or 25 years of service at any age are entitled to annual pension benefits equal to 3.333% of their average final compensation based on the 36 consecutive months of highest pay multiplied by their total years of service, not to exceed 100%. Employees may elect to receive their pension benefits in the form of a joint and survivor annuity.

If members terminate before rendering 12 years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to their employer's contributions.

Benefits are payable over the retirees' lives in the form of a monthly annuity. A member may elect the maximum benefit (unreduced benefit which ceases upon the member's death) or any of the following six other options at retirement:

1. At death, their beneficiary will receive a lump-sum payment based on the present value of the member's annuity account balance.
2. At death, their beneficiary will receive a life annuity equal to the member's reduced retirement balance. The named beneficiary may not be changed after the retirement (or DROP) effective date with the

exception that any retiree may remove a former spouse as a beneficiary of any benefits paid or payable to the former spouse from this system, provided the former spouse consents to such removal and the consent is evidenced by a certified court order issued in connection with a divorce proceeding relative to the retiree and former spouse.

3. At death, their beneficiary will receive a life annuity equal to $\frac{1}{2}$ of the member's reduced retirement balance. The named beneficiary may not be changed after the retirement (or DROP) effective date with the exception that any retiree may remove a former spouse as a beneficiary of any benefits paid or payable to the former spouse from this system, provided the former spouse consents to such removal and the consent is evidenced by a certified court order issued in connection with a divorce proceeding relative to the retiree and former spouse.
4. Any other benefit certified by the actuary and approved by the Board of Trustees that will be equivalent in value to the member's retirement allowance. This option limits the beneficiary to a spouse and/or minor children or handicapped children.
5. The member can select a reduced option 2 benefit. However, if the beneficiary predeceases the retiree, the retiree's benefit will convert to the maximum. This option limits the beneficiary to a spouse and/or minor children or handicapped children.
6. The member can select a reduced option 3 benefit. However, if the beneficiary predeceases the retiree, the retiree's benefit will convert to the maximum. This option limits the beneficiary to a spouse and/or minor children or handicapped children.

Members that select the maximum option, or options 2 or 3 from above, can elect to receive a guaranteed 2.5% COLA (cost of living adjustment) every year beginning when the member reaches age 55. In exchange for this COLA, the member takes an actuarially-reduced benefit upon retirement.

C. DEATH BENEFITS

If an active member dies and is not eligible for retirement, his survivors shall be paid:

1. If the member is not eligible to retire and dies in the line of duty, their spouse will receive, monthly, an annual benefit equal to 66.667% of the member's average final compensation. If death is not in the line of duty, the spouse will receive, monthly, an annual benefit equal to 3.0% of the member's average final compensation multiplied by his total years of service; however, the benefit shall not be less than 40.0%, or more than 60.0% of the member's average final compensation (AFC).
2. Unmarried children of deceased members will receive the greater of \$200 or 10.0% of the member's final average compensation per month until reaching the age of 18 or until the age of 22 if enrolled full-time in an institution of higher education. Any unmarried surviving child of a

deceased member that has a total physical disability or an intellectual disability, regardless of age, shall receive the benefits if they are dependent on the surviving spouse or other legal guardian. The sum of the surviving spouse and surviving children's benefits shall not exceed 100% of the member's AFC.

3. If a member, who is eligible to retire, dies before retiring, the designated beneficiary shall be paid under option 2, survivor benefit equal to member's benefit.

D. DISABILITY BENEFITS

If an eligible member is officially certified as disabled by the State Medical Disability Board, he shall receive the greater retirement, if eligible for disability, as follows:

1. Any member totally disabled from injury received in the line of duty shall be paid, on a monthly basis, an annual pension of 60.0% of the average final compensation being received at the time of the disability.
2. Any member of the System who has become disabled or incapacitated because of continued illness or as a result of any injury received, even though not in the line of duty, and who has five years of creditable service but is not eligible for retirement under the provisions of R.S. 11:2256 may apply for retirement under the provisions of R.S. 11:2258 and shall be retired on 75.0% of the retirement salary to which he would be entitled under R.S. 11:2256 if he were otherwise eligible thereunder or 25.0% of the member's average salary, whichever is greater.
3. Any retired member or DROP plan participant who becomes disabled for any reason provided for by law shall be permitted to apply for conversion of a service retirement to a service-connected disability retirement under R.S. 11:2258(B)(1)(e).
4. Should a member who is on disability retirement die and leave a surviving spouse, the surviving spouse shall receive a benefit of \$200 per month. When the member takes disability retirement, he may, in addition, take an actuarially reduced benefit in which case the member's surviving spouse shall receive 50.0% of the disability benefit being paid immediately prior to the death of the disabled retiree.

E. DEFERRED RETIREMENT OPTION PLAN

After completing 20 years of creditable service and attaining the age of 50 years, or 25 years at any age, a member may elect to participate in the deferred retirement option plan (DROP) for up to 36 months.

Upon commencement of participation in the DROP, employer and employee contributions to the System cease. The monthly retirement benefit that would have been payable is paid into a member's DROP account. Upon termination of

employment, a participant in the program has several options to receive their DROP benefit. A member may (1) elect to roll over all or a portion of their DROP balance into another eligible qualified plan, (2) receive a lump-sum payment from the account, (3) receive single withdrawals at the discretion of the member, (4) receive monthly or annual withdrawals, or (5) receive an annuity based on the DROP account balance. These withdrawals are in addition to their regular monthly benefit.

If employment is not terminated at the end of the 36 months, the participant resumes regular contributions to the System. No withdrawals may be made from the DROP account until the participant retires.

F. INITIAL BENEFIT OPTION

Effective June 16, 1999, members eligible to retire and who do not choose to participate in DROP may elect to receive, at the time of retirement, an initial benefit option (IBO) in an amount up to 36 months of benefits, with an actuarial reduction of their future benefits. Such amounts may be withdrawn or remain in the IBO account earning interest at the same rate as a DROP account.

3. CONTRIBUTIONS AND RESERVES

A. CONTRIBUTIONS

The contribution rate for any member whose earnable compensation is less than or equal to the most recently issued poverty guidelines issued by the United States Department of Health and Human Services according to the size of the member's family unit shall be 8.0%. For all members whose earnable compensation is more than the most recently issued poverty guidelines, the contribution rates are established by R.S. 11:62 at a rate between 8.0% and 10.0%. The statute contains a table of combined employer plus member contribution rates that start at 25.0% and increment by .75% up to a rate of 30.26% or above. This table reflects the member contribution rate associated with each level of combined employer plus member rates. The member contribution rate in the table starts at 8.0% and is incremented by .25% up to 10.0%. For the fiscal years ended June 30, 2025, and 2024, the member's rate for earnable compensation above the poverty line was 10.0%. The contributions are deducted from the member's salary and remitted by the participating employer to the System.

According to State statute, employer contributions are actuarially-determined each year. For the years ended June 30, 2025, and 2024, employer contributions were 33.25% of covered payroll above the poverty line and 35.25% of covered payroll below the poverty line.

Contributions reported on the Statements of Changes in Fiduciary Net Position consist of regular contributions, as described above, and irregular contributions. Irregular contributions consist of prior-year collections, interest on delinquent contributions, and payments for the conversion of unused leave (as prescribed by R.S. 11:2254.1). The breakdown of contributions is detailed in the table below.

	2025		2024	
	Member	Employer	Member	Employer
Regular	\$30,936,332	\$102,862,855	\$28,797,803	\$95,745,830
Irregular	399	(417,254)	72,740	4,126,674
Total	<u>\$30,936,731</u>	<u>\$102,445,601</u>	<u>\$28,870,543</u>	<u>\$99,872,504</u>

According to State statute, the System receives insurance premium assessments from the State of Louisiana. This additional source of income is used to offset the cost of past mergers and is reported as a non-employer contribution. The total received from the State of Louisiana was \$34,828,941 and \$31,181,383 for the fiscal years ended June 30, 2025, and 2024, respectively. A portion of these contributions is used to finance administrative costs of the System.

B. RESERVES

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

1. Expense Fund

The Expense Fund reserves provide for general and administrative expenses of the System and those expenses not funded through other specific legislative appropriations. Funding consists of transfers from the Pension Accumulation Fund reserve and is made as needed.

2. Annuity Savings Fund

The Annuity Savings Fund reserves consist of contributions made by members of the System. When a member terminates his service or upon his death before qualifying for a benefit, the refund of his contributions is made from this reserve. If a member dies and there is a survivor who is eligible for a benefit, the amount of the member's accumulated contributions is transferred from the Annuity Savings Fund to the Annuity Reserve Fund to provide part of the benefits. When a member retires, the amount of his accumulated contribution is transferred to the Annuity Reserve Fund to provide part of his benefits. The Annuity Savings Fund balance as of June 30, 2025, and 2024, was \$271,071,062 and \$256,072,222, respectively.

3. Pension Accumulation Fund

The Pension Accumulation Fund reserves consist of contributions paid by employers, insurance premium assessments, income earned on investments, and any other income not covered by other accounts. This reserve account is charged annually with an amount, determined by the actuary, to be transferred to the Annuity Reserve Fund to fund retirement benefits for existing recipients. It is also charged when expenses are not covered by other accounts. The Pension Accumulation Fund balance as of June 30, 2025, and 2024, was \$862,594,190 and \$648,386,928, respectively.

4. Annuity Reserve Fund

The Annuity Reserve Fund consists of the reserves for all pensions, excluding COLAs, granted to retired members and is the reserve account from which such pensions and annuities are paid. Survivors of deceased members or retirees also receive benefits from this reserve account. The Annuity Reserve Fund balance as of June 30, 2025, and 2024, was \$1,482,156,089 and \$1,423,406,909, respectively.

5. Deferred Retirement Option Plan Accounts

The DROP Accounts consists of the reserves for all members who, upon retirement eligibility, elect to deposit into this account an amount equal to the member's monthly benefit if the member had retired. A member can only participate in the program for up to 36 months, and upon termination of employment may receive this benefit in a number of ways as fully described in Note 2, *Plan Description – Deferred Retirement Option Plan*. Such amounts may be withdrawn or remain in the DROP account earning interest at either the money market rate of return or the portfolio rate of return based upon the irrevocable election made by the member at the end of their DROP period. The DROP accounts balance as of June 30, 2025, and 2024, was \$174,252,240 and \$171,518,977, respectively.

6. Initial Benefit Option Plan Account

The Initial Benefit Option Plan (IBO) Account consists of the reserves for all members who, upon retirement eligibility elect to deposit into this account an amount up to 36 months of benefits, with an actuarial reduction of their future benefits. Such amounts may be withdrawn or remain in the IBO account earning interest at either the money market rate of return or the portfolio rate of return based upon the irrevocable election made by the member at the date of retirement. The IBO account balance as of June 30, 2025, and 2024, was \$6,520,483 and \$4,731,662, respectively.

7. Funding Deposit Account

The Funding Deposit Account consists of surplus funds collected by the System for any fiscal year ending on or after December 31 of the year immediately preceding the date the account is established, in which the Board of Trustees elects or previously elected to set the net direct employer contribution rate higher than the minimum recommended rate. If the contribution rate is set above the minimum recommended rate pursuant to R.S. 11:107, the surplus contributions collected, if any, are credited to the Funding Deposit Account defined in R.S. 11:107.1. The funds in the account earn interest annually at the Board-approved actuarial valuation interest rate, and such interest is credited to the account at least once a year. The Board of Trustees may in any fiscal year direct that funds from the account be charged for the following purposes: (1) to reduce the unfunded accrued liability; (2) to reduce the present value of future normal costs for systems using an aggregate funding method; and (3) to pay all or a portion of any future net direct employer contributions. In no event shall the funds charged from the account exceed the outstanding account balance. If the Board of Trustees of the System elects to utilize funds from the funding deposit account to pay all or a portion of any future net direct employer contributions, the percent reduction in the minimum recommended employer contribution rate otherwise applicable is determined by dividing the interest-adjusted value of the charges from the funding deposit account by the projected payroll for the fiscal year for which the contribution rate is to be reduced. For funding purposes, any asset value utilized in the calculation of the actuarial value of assets of a system excludes the funding deposit account balance as of the asset determination date for such calculation. For all purposes other than funding, the funds in the account are considered assets of the System. The Funding Deposit Account balance as of June 30, 2025, and 2024, was \$11,506,752 and \$6,033,757, respectively.

4. NET PENSION LIABILITY OF EMPLOYERS

The components of the net pension liability of the System's employers determined in accordance with GASB No. 67 as of June 30, 2025, and June 30, 2024, are as follows:

	2025	2024
Total pension liability	\$3,229,309,328	\$3,073,207,753
Less: Plan fiduciary net position	(2,808,100,816)	(2,510,150,455)
Employers' net pension liability	\$421,208,512	\$563,057,298
Plan fiduciary net position as a % of the total pension liability	86.96%	81.68%

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

The required Schedule of Employers' Net Pension Liability on page 58 presents multi-year trend information regarding whether the plan fiduciary net position is increasing or decreasing over time relative to the total pension liability. The total pension liability as of June 30, 2025, and 2024, is based on actuarial valuations for the same periods, updated using generally accepted actuarial procedures.

For each year, the actuary determines the reasonable range of the actuarial valuation interest rate, an expected long-term portfolio rate of return and standard deviation based upon the System's target asset allocation and a long-term time horizon. These rates were based on an analysis of the System's portfolio along with expected long-term rates of return, standard deviations of return, and correlations between asset classes collected from several investment consulting firms in addition to the System's investment consultant, NEPC. Using these values and assuming that future portfolio returns are normally distributed, ten thousand trials of returns over the upcoming thirty years were performed. The results of these trials were organized into percentiles and a reasonable range, equal to the 40th through 60th percentiles, was set. For the fiscal year ended June 30, 2025, the reasonable range was set at 6.64% through 7.76% and the Board of Trustees elected to set the System's assumed rate of return at 6.90% for Fiscal 2025. For the fiscal year ended June 30, 2024, the reasonable range was set at 6.73% through 7.91% and the Board of Trustees elected to set the System's assumed rate of return at 6.90% for Fiscal 2024. The actuarial valuation interest rates selected by the board, which were within the reasonable range, were 6.90% for fiscal years 2025 and 2024.

The remaining actuarial assumptions utilized for this report for fiscal years 2025 and 2024 are based on the results of an actuarial experience study for the period July 1, 2019 – June 30, 2024, unless otherwise specified in this report. Additional details are given in the actuary's complete 2025 Experience Study Report. Additional information on the actuarial methods and assumptions used in determining the total pension liability as of June 30, 2025, and 2024, are as follows:

Valuation Date	June 30, 2025	June 30, 2024
Actuarial Cost Method for Financial Reporting	Entry Age Normal	Entry Age Normal
Investment Rate of Return (Discount Rate)	6.90% per annum, net of investment expenses, including inflation	6.90% per annum, net of investment expenses, including inflation
Inflation Rate	2.50% per annum	2.50% per annum
Mortality Rate	Employee Mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Below-Median Employees, annuitant and beneficiary mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Below-Median Healthy Retirees, and disabled lives mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Disabled Retirees. In all cases the base table was multiplied by 110% for males and 110% for females, each with full generational projection using the appropriate MP-2021 scale.	Employee Mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Below-Median Employees, annuitant and beneficiary mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Below-Median Healthy Retirees, and disabled lives mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Disabled Retirees. In all cases the base table was multiplied by 105% for males and 115% for females, each with full generational projection using the appropriate MP-2019 scale.
Expected Remaining Service Lives	7 years, over a closed period	7 years, over a closed period
Cost of Living Adjustments (COLAs)	For the purpose of determining the present value of benefits, COLAs were deemed not to be substantively automatic and only those COLAs previously granted were included.	For the purpose of determining the present value of benefits, COLAs were deemed not to be substantively automatic and only those COLAs previously granted were included.
Salary Increases	14.50% in the first two years of service and 5.00% with 3 or more years of service; includes inflation and merit increases	14.10% in the first two years of service and 5.20% with 3 or more years of service; includes inflation and merit increases

The June 30, 2025, and June 30, 2024, estimated long-term expected rate of return on pension plan investments was determined by the System's actuary using the System's target asset allocation as of January 2025, and January 2024, respectively, and the Curran Actuarial Consulting average study performed in 2024. The consultants' average study included projected nominal rates of return, standard deviations of returns, and correlations of returns for a list of common asset classes collected from several investment consultants and investment management

firms. Each consultant's response included nominal expected long-term rates of return. To arrive at long term expected arithmetic real rates of return, the actuary normalized the data received from responses in the following ways. Where nominal returns received were arithmetic, the actuary simply reduced the return assumption by the long-term inflation assumption. Where nominal returns were geometric, the actuary converted the return to arithmetic by adjusting for the long-term standard deviation and then reduced the assumption by the long-term inflation assumption. Using the target asset allocation for the System and the average values for expected real rates of return, standard deviation of returns, and correlation of returns, an arithmetic expected nominal rate of return and standard deviation for the portfolio was determined. The target asset allocation changed slightly from June 30, 2024 to June 30, 2025. These changes included a decrease to target weight in U.S. public equity, a decrease to emerging market equity, an increase to U.S. Core fixed income, and an increase to multisector fixed income. These changes are reflected in the table on page 34 in Note 5. The System's long-term assumed rate of inflation of 2.50% was used in this process for the fiscal years ended June 30, 2025 and June 30, 2024.

Best estimates of arithmetic real rates of return for each major asset class included in the System's target asset allocation as of June 30, 2025, and 2024, are summarized in the following table:

		Long-Term Expected Real Rate of Return 2025	Long-Term Expected Real Rate of Return 2024
Asset Type			
Equity	U.S. Equity	6.23%	6.24%
	Non-U.S. Equity	6.36%	6.36%
	Global Equity	6.50%	6.42%
	Emerging Market Equity	8.26%	8.26%
Fixed Income	U.S. Core Fixed Income	2.09%	2.09%
	U.S. TIPS	2.00%	2.00%
	Global Multisector Fixed Income	2.34%	2.34%
	Emerging Market Debt	4.05%	4.05%
Alternatives	Private Equity/Private Debt	9.77%	9.77%
	Real Estate	4.85%	4.85%
	Real Assets	5.93%	5.93%

The Long-Term Expected Real Rate of Return is an important input into the actuary's determination of the reasonable range for the discount rate which is used in determining the total pension liability. The actuary's method incorporates information from multiple consultants and investments firms regarding future expected rates of return, standard deviations, and correlation coefficients for each asset class. The process integrates data from multiple sources to produce average values thereby reducing reliance on a single data source.

The discount rate used to measure the total pension liability was 6.90% at June 30, 2025, and June 30, 2024. The projection of cash flows used to determine the discount rate assumes that contributions from plan members will be made at the current contribution rates, and that contributions from participating employers and non-employer contributing entities will be made at the actuarially-determined rates approved by the Board of Trustees and by the Public Retirement Systems Actuarial

Committee, taking into consideration the recommendation of the System's actuary. Based on these assumptions, the System's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was 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 current discount rate for June 30, 2025, and June 30, 2024, 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.

June 30, 2025			
Changes in Discount Rate			
	1.0% Decrease	Current Discount Rate	1.0% Increase
	5.90%	6.90%	7.90%
Net Pension Liability	\$812,729,306	\$421,208,512	\$94,837,887

June 30, 2024			
Changes in Discount Rate			
	1.0% Decrease	Current Discount Rate	1.0% Increase
	5.90%	6.90%	7.90%
Net Pension Liability	\$934,793,025	\$563,057,298	\$252,993,761

5. CASH AND INVESTMENTS

A. OPERATING CASH

At June 30, 2025, and June 30, 2024, the System's operating cash deposits were entirely covered by federal depository insurance and by pledged securities. The pledged securities were held at the Bank of New York Mellon in joint custody.

B. INVESTMENTS - CASH AND CASH EQUIVALENTS

The System's short-term funds may be invested in cash equivalent securities defined as short-term highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Eligible investments include Treasury bills, commercial paper, money market funds, stable NAV investment pools, and custodial bank short-term investment funds.

At June 30, 2025, and June 30, 2024, the System held cash at its custody bank in the amounts of \$0 and \$73,258, respectively. These cash deposits were entirely covered by federal depository insurance.

At June 30, 2025, and June 30, 2024, the System held cash equivalents with a fair value of \$78,083,644 and \$92,280,226, respectively, of which \$5,356,513 and \$5,109,949, respectively, were rated AAAM and \$72,727,131 and \$87,097,019, respectively, were unrated.

The System invested \$5,356,513 and \$5,109,949 as of June 30, 2025, and June 30, 2024, in the Louisiana Asset Management Pool (LAMP), Inc., a local government investment pool. LAMP is administered by LAMP, Inc., a nonprofit corporation organized under the laws of the State of Louisiana. Only local government entities having contracted to participate in LAMP have an investment interest in its pool of assets. The primary objective of LAMP is to provide a safe environment for the placement of public funds in short-term, high-quality investments. The LAMP portfolio includes only securities and other obligations in which local governments in Louisiana are authorized to invest in accordance with R.S. 33:2955.

GASB Statement No. 40, *Deposit and Investment Risk Disclosures*, as amended, requires disclosure of credit risk, custodial credit risk, concentration of credit risk, interest rate risk, and foreign currency risk for all public entity investments.

LAMP is an investment pool that, to the extent practical, invests in a manner consistent with GASB Statement No. 79. The following facts are relevant for this investment pool:

- *Credit risk:* LAMP is rated AAAM by Standard & Poor's.

- *Custodial credit risk:* LAMP participants' investments in the pool are evidenced by shares of the pool. Investments in pools should be disclosed, but not categorized because they are not evidenced by securities that exist in physical or book-entry form. The System's investment is with the pool, not the securities that make up the pool; therefore, no disclosure is required.
- *Concentration of credit risk:* Pooled investments are excluded from the five percent disclosure requirement.
- *Interest Rate Risk:* LAMP is designed to be highly liquid to give its participants immediate access to their account balances. LAMP prepares its own interest rate risk disclosure using the weighted average maturity (WAM) method. The WAM of LAMP assets is restricted to not more than 90 days and consists of no securities with a maturity in excess of 397 days or 762 days for U.S. Government floating/variable rate investments. The WAM for LAMP's total investments is 26 days (from LAMP's monthly Portfolio Holdings) as of June 30, 2025.
- *Foreign currency risk:* Not applicable.

The investments in LAMP are stated at fair value. The fair value is determined on a weekly basis by LAMP, and the value of the position in the external investment pools is the same as the net asset value of the pool shares.

LAMP, Inc. is subject to the regulatory oversight of the State Treasurer and the Board of Directors. LAMP is not registered with the SEC as an investment company. LAMP issues annual financial reports, which can be found on the LAMP website at <http://lamppool.com>.

C. INVESTMENTS

1. Investment Policies

In accordance with R.S. 11:263, the System is authorized to invest under the prudent-man rule. The prudent-man rule means that, in investing, the governing authorities of the System "shall exercise the judgment and care under the circumstances then prevailing that an institutional investor of ordinary prudence, discretion, and intelligence exercises in the management of large investments entrusted to it, not in regard to speculation but in regard to the permanent disposition of funds considering probable safety of capital as well as probable income." Notwithstanding the prudent-man rule, the System shall not invest more than 55% of the total portfolio in equity investments, except the governing authority of any system may invest more than 55% of the total portfolio in equities, so long as not more than 65% of the total portfolio is invested in equities and at least 10% of the total equity portfolio is invested in one or more index funds which seek to replicate the performance of the chosen index or indices.

The System's policy regarding the allocation of invested assets is established and amended by the Board of Trustees. The System shall be managed at all times in accordance with Louisiana statutes and any other applicable law. The policy states that the investment of the System's assets shall be for the exclusive purpose of providing benefits for the participants and their beneficiaries, and paying the System's administrative expenses. The System's investments shall be prudently selected and properly diversified, so as to minimize the risk of large losses.

The following was the System's long-term asset allocation policy as of June 30, 2025, and June 30, 2024:

		Target Allocation 2025	Target Allocation 2024
Asset Type			
Equity	U.S. Equity	27.00%	28.50%
	Non-U.S. Equity	11.00%	11.00%
	Global Equity	10.00%	10.00%
	Emerging Market Equity	4.00%	4.50%
Fixed Income	U.S. Core Fixed Income	23.00%	22.00%
	U.S. TIPS	2.00%	2.00%
	Emerging Market Debt	2.00%	2.00%
	Multisector Fixed Income	5.00%	4.00%
Alternative	Private Equity/Private Debt	9.00%	9.00%
	Real Estate	4.00%	4.00%
	Real Assets	3.00%	3.00%
Total		100.00%	100.00%

2. Investment Valuation and Fair Value Disclosures

The System categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles as described in Note 1. The System has the following recurring fair value measurements as of June 30, 2025, and June 30, 2024, respectively:

Investments Reported at Fair Value at June 30, 2025

	6/30/2025	Fair Value Hierarchy		
		Quoted Prices in	Significant Other	Significant
		Active Markets	Observable	Unobservable
		Inputs	Inputs	Inputs
	6/30/2025	(Level 1)	(Level 2)	(Level 3)
Investments by Fair Value Level:				
<u>Debt Securities</u>				
U.S. Government Treasury Bonds	\$22,503,708	\$22,503,708	-	-
U.S. Government Agency Bonds	37,686,236	-	\$37,686,236	-
Corporate Bonds - Domestic	42,309,822	-	42,309,822	-
Municipal Bonds	1,297,725	-	1,297,725	-
Asset Backed Securities	2,125,918	-	2,125,918	-
Cash Equivalents	3,050,882	3,050,882	-	-
Total Debt Securities	108,974,291	25,554,590	83,419,701	-
<u>Preferred Securities (foreign)</u>				
Developed Markets	591,029	591,029	-	-
Emerging Markets	749,091	749,091	-	-
Total Preferred Securities (foreign)	1,340,120	1,340,120	-	-
<u>Equity Securities</u>				
Domestic - Large Cap	95,432,523	95,432,523	-	-
Domestic - Small and Mid Cap	44,733,580	44,733,580	-	-
Foreign - Developed Markets	336,938,760	336,938,760	-	-
Foreign - Emerging Markets	53,484,880	53,484,880	-	-
Total Equity Securities	530,589,743	530,589,743	-	-
<u>Alternatives</u>				
Direct real estate	10,866,338	-	-	\$10,866,338
Total Alternatives	10,866,338	-	-	10,866,338
Total Investments by Fair Value Level	\$651,770,492	\$557,484,453	\$83,419,701	\$10,866,338
Investments measured at the Net Asset Value (NAV):				
Cash Equivalents	75,032,762			
Fixed Income Funds	715,523,447			
Equity Security Funds	1,019,331,814			
Multi-asset Strategies	-			
<u>Alternative Investments</u>				
Real Estate	119,371,024			
Private Equity/Real Assets	189,673,496			
Total Investments measured at the NAV	\$2,118,932,543			
Other: cash held in custody	-			
Total Investments measured at Fair Value	\$2,770,703,035			
Investment Derivative Instruments (Note 6):				
Foreign Currency Forward Contracts	\$89	-	\$89	-
Total Investment Derivative Instruments	\$89	-	\$89	-

Investments Reported at Fair Value at June 30, 2024

	6/30/2024	Fair Value Hierarchy		
		Quoted Prices in Active Markets	Significant Other Observable Inputs	Significant Unobservable Inputs
		(Level 1)	(Level 2)	(Level 3)
Investments by Fair Value Level:				
<u>Debt Securities</u>				
U.S. Government Treasury Bonds	\$5,639,354	\$5,639,354	-	-
U.S. Government Agency Bonds	35,958,346	-	\$35,958,346	-
Corporate Bonds - Domestic	54,331,236	-	54,331,236	-
Municipal Bonds	1,263,634	-	1,263,634	-
Asset Backed Securities	1,678,418	-	1,678,418	-
Cash Equivalents	1,698,703	1,698,703	-	-
Total Debt Securities	100,569,691	7,338,057	93,231,634	-
<u>Preferred Securities (foreign)</u>				
Developed Markets	983,247	983,247	-	-
Emerging Markets	859,958	859,958	-	-
Total Preferred Securities (foreign)	1,843,205	1,843,205	-	-
<u>Equity Securities</u>				
Domestic - Large Cap	86,445,069	86,445,069	-	-
Domestic - Small and Mid Cap	42,146,392	42,146,392	-	-
Foreign - Developed Markets	270,842,284	270,842,284	-	-
Foreign - Emerging Markets	42,793,375	42,793,375	-	-
Total Equity Securities	442,227,120	442,227,120	-	-
<u>Alternatives</u>				
Direct real estate	18,980,609	-	-	\$18,980,609
Total Alternatives	18,980,609	-	-	18,980,609
Total Investments by Fair Value Level	\$563,620,625	\$451,408,382	\$93,231,634	\$18,980,609
Investments measured at the Net Asset Value (NAV):				
Cash Equivalents	90,508,265			
Fixed Income Funds	616,410,523			
Equity Security Funds	896,155,983			
Multi-asset Strategies	38,058,425			
<u>Alternative Investments</u>				
Real Estate	120,105,295			
Private Equity/Real Assets	150,771,200			
Total Investments measured at the NAV	\$1,912,009,691			
Other: cash held in custody	73,258			
Total Investments measured at Fair Value	\$2,475,703,574			
Investment Derivative Instruments (Note 6):				
Foreign Currency Forward Contracts	(\$825)	-	(\$825)	-
Total Investment Derivative Instruments	(\$825)	-	(\$825)	-

Valuation Techniques

Debt and equity securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. Debt securities classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique and inputs such as yield curves and indices. Matrix pricing is used to value securities based on the securities' relationship to benchmark quote prices. Derivative instruments classified in Level 2 are valued using a market approach that considers benchmark interest rates and foreign exchange rates. Investments classified in Level 3 of the fair value hierarchy are valued using unobservable inputs and are not directly corroborated with market data.

The unfunded commitments and redemption terms, if applicable, for investments measured at the net asset value (NAV) per share (or its equivalent) as of June 30, 2025, are presented in the following table.

<u>Investment Type</u>	<u>Fair Value 2025</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
Cash equivalents	\$75,032,762	-	Daily	Same day
Fixed income securities	715,523,447	-	Daily,	
Equity securities	1,019,331,814	-	Monthly	2-10 days
Multi-asset strategies	-	-	Daily	1-10 days
Alternatives:				3 days
Real-estate - open end	117,878,326	-	Quarterly	30-90 days
Real-estate - closed end	1,492,698	-	N/A	N/A
Private equity/Real Assets	189,673,496	\$251,423,206	N/A	N/A
Total investments measured at NAV	<u>\$2,118,932,543</u>	<u>\$251,423,206</u>		

The unfunded commitments and redemption terms, if applicable, for investments measured at the net asset value (NAV) per share (or its equivalent) as of June 30, 2024, are presented in the following table.

<u>Investment Type</u>	<u>Fair Value 2024</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (if currently eligible)</u>	<u>Redemption Notice Period</u>
Cash equivalents	\$90,508,265	-	Daily	Same day
Fixed income securities	616,410,523	-	Daily,	
Equity securities	896,155,983	-	Monthly	2-10 days
Multi-asset strategies	38,058,425	-	Daily	1-10 days
Alternatives:				3 days
Real-estate - open end	117,886,754	-	Quarterly	30-90 days
Real-estate - closed end	2,218,541	-	N/A	N/A
Private equity/Real Assets	150,771,200	\$280,042,716	N/A	N/A
Total investments measured at NAV	<u>\$1,912,009,691</u>	<u>\$280,042,716</u>		

Cash Equivalents - Cash equivalent investments consist of two funds. The largest fund invests principally in securities or other obligations issued by or guaranteed by the United States Government or agencies. The second fund invests in U.S. Government agency securities, repurchase agreements, commercial paper, and other highly-liquid, short-term securities. 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 the investments in the largest fund has been determined using the NAV per share (or equivalent) of the investments. Units are valued daily at \$1 per share, and redemption of units can be made on a same-day basis. The fair value of the investment in the second fund has been determined using the NAV per share (or equivalent) of the investments. Units are valued weekly, and redemption of units can be made on a same-day basis.

Fixed-Income Securities - Fixed-income investments consist of five strategies. Two of these strategies are index products designed to replicate the Bloomberg Barclays Aggregate bond index and the Bloomberg Barclays U.S. Treasury Inflation-Linked Bond Index. Two actively managed strategies invest in opportunities across fixed income sectors including investment grade, high yield, corporates, governments, international, and securitized markets. These strategies are opportunistic in nature with fewer investment constraints. Another actively managed strategy invests in sovereign and corporate debt of emerging market countries in their respective local currency or in hard currency (generally US Dollar or Euro) to benefit from improving credit quality and economic growth in excess of developed markets. The fair value of the investments in these funds has been determined using the NAV per share (or equivalent) of the investments. Units are valued daily, and redemption of units requires advance notice of two to ten days. Any amount redeemed will be paid within two trading days.

Equity Securities - Equity investments consist of seven strategies. Four of these strategies are index products designed to replicate the following indices: the S&P 500 index, the Russell 1000 Value index, the Russell 2500 Index, Dow Jones U.S. Completion Total Stock Market Index, and the MSCI EM index. Two actively managed strategies utilize quantitative and fundamental analysis to invest in equity of companies domiciled, listed, and/or traded on the securities exchanges of emerging market countries to benefit from economic growth in excess of developed markets. One actively managed strategy invests globally in companies that exhibit attractive growth, quality, and value characteristics. The fair value of the investments in these funds has been determined using the NAV per share (or equivalent) of the investments. Units are valued daily, and redemption of units requirements range from advance notice of one to ten days. Any amount redeemed will be paid within three trading days.

Multi-Asset Strategies - Multi-asset investments consist of one strategy. This strategy is designed to provide diversified exposure to a broad range of asset classes (including, but not limited to, stocks, bonds, real assets, and commodities) within one portfolio. This strategy combines asset class selection,

portfolio construction, and risk management techniques. Global Tactical Asset Allocation (GTAA) strategies tactically weight asset classes in an effort to add value above static, strategic allocations by taking advantage of mis-pricings and by exploiting relationships between global investment securities and markets. The fair value of the investments in this fund has been determined using the NAV per share (or equivalent) of the investments. Units are valued daily, and redemption of units requires advance notice of three days. Any amount redeemed will be paid within two trading days.

Real Estate Investments - Real estate investments consist of four open-end funds and two closed-end funds. These funds invest in well located, institutional-quality assets in markets mostly throughout the United States to benefit from durable income streams, partial inflation hedge, and appreciation over the mid to long term. The funds are diversified by property type (office, industrial, apartment, retail), economic exposure, and geography. The fair value of the investments in these funds has been determined using the NAV per share (or equivalent) of the Plan's ownership interest in partners' capital. With respect to the open-end funds, unit valuation is quarterly and redemption of units requirements range from advance notice of 30 to 90 days. Any amount redeemed will be paid 45 days to 27 months after the beginning of the following quarter. Investments in closed-end funds are not eligible for redemptions; however, distributions from each fund will be received as the underlying investments of the funds are liquidated. It is expected that the underlying assets of the funds will be liquidated between 10 to 15 years from the commencement of the fund.

Private Equity/Real Asset Investments - Private equity/real asset investments consist of ten funds. These funds invest in the equity and debt securities of companies that are privately held, rather than publicly traded on a stock exchange. These funds employ a combination of strategies (venture capital, buyout, mezzanine, fund of funds, direct lending, infrastructure) to achieve returns levels in excess of public market returns. The fair value of the investments in these funds has been determined using the NAV per share (or equivalent) of the Plan's ownership interest in partners' capital. These investments are not eligible for redemptions; however, distributions from each fund will be received as the underlying investments of the funds are liquidated. It is expected that the underlying assets of the funds will be liquidated between 10 to 15 years from the commencement of the fund.

3. Risk Disclosures

Risks and Uncertainties

Investment securities, in general, are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the System's account balances and the amounts reported in the financial statements.

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 risk is applicable to debt investments with fair values that are sensitive to changes in interest rates. One indicator of the measure of interest rate risk is the time to maturity dates for debt instruments. The System's investment policy states that the overall duration (interest rate sensitivity) of each domestic and emerging market fixed-income manager's portfolio shall not differ from that manager's passive benchmark by more than two years. The duration of a security is the weighted average maturity of all future cash flows paid by a security, in which the weights are the present value of these cash flows as a fraction of the bond's price. As of June 30, 2025, and June 30, 2024, the System had the following debt investment securities and maturities:

Debt Investments as of June 30, 2025

Investment Type	Fair Value	Investment Maturities (in years)			
		Less Than 1	1 to 5	5 to 10	More Than 10
Corporate Bonds - Domestic	\$42,309,822	-	\$18,271,282	\$6,745,743	\$17,292,797
Municipal Bonds	1,297,725	-	-	1,297,725	-
Asset Backed Securities	2,125,918	-	756,928	1,368,990	-
U.S. Government Agency Bonds	37,686,236	\$251	47,140	688,205	36,950,640
U.S. Government Treasury Bonds	22,503,708	1,510,723	7,796,651	7,551,881	5,644,453
Fixed-Income Funds	715,523,447	-	-	653,587,767	61,935,680

Debt Investments as of June 30, 2024

Investment Type	Fair Value	Investment Maturities (in years)			
		Less Than 1	1 to 5	5 to 10	More Than 10
Corporate Bonds - Domestic	\$54,331,236	\$7,890,462	\$17,002,967	\$11,552,405	\$17,885,402
Municipal Bonds	1,263,634	-	-	1,263,634	-
Asset Backed Securities	1,678,418	-	1,678,418	-	-
U.S. Government Agency Bonds	35,958,346	173	7,112	442,514	35,508,547
U.S. Government Treasury Bonds	5,639,354	1,370,346	-	1,422,750	2,846,258
Fixed-Income Funds	616,410,523	-	-	616,410,523	-

Custodial Credit Risk

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

Exposure to custodial credit risk arises when securities are uninsured or are not registered in the name of the System and are held by either the counterparty or the counterparty's trust department or agent, but not in the System's name. In the event of a bank failure, the System's cash held in trust may not be returned to it. Investments held in a trust in the name of the System, mutual funds, or investments held in external investment pools are not exposed to custodial credit risk because their existence is not evidenced by securities that exist in physical or book entry form. The System has no formal investment policy regarding custodial credit risk.

Credit Risk

Credit risk is defined as the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The standardized ratings systems are a good tool with which to assess credit risk on debt obligations. The System's investment policy requires that the average quality of each domestic fixed income manager's portfolio be rated A or higher and non-rated issues or issues below a BBB rating may be purchased, provided that in the judgment of the manager they are of a quality sufficient to maintain the average overall portfolio quality of A or higher. The combined allocation to non-rated issues or issues below a BBB rating may not exceed 15% of each manager's portfolio. The overall average quality of each emerging market fixed income investment manager's portfolio shall be rated BB or higher. Non-rated issues or issues below a BB rating may be purchased, provided that in the judgment of the manager, they are of a quality sufficient to maintain the average overall portfolio quality of BB or higher. Multisector fixed income managers are expected to invest in securities across the credit quality spectrum, including non-investment grade. The System's investment policy does not contain any quality limitations for these managers. Given that the investments may be made via commingled vehicles, the System recognizes that the commingled portfolio holdings cannot be customized or altered for any one investor. Accordingly, investments in each commingled fund will be governed by terms of the System manager's Investment Management Agreement and the spirit and intent of the Investment Policy. Obligations of the U.S. government or obligations explicitly guaranteed by the U.S. government are not considered to have credit risk. The fixed income funds are not rated at the fund level. However, the investment managers of these funds utilize nationally recognized bond rating agencies to develop an average credit quality for the funds in their assessment of credit risk.

Below is a schedule of bonds and bond funds with their applicable ratings and exposure to credit risk as of June 30, 2025, and June 30, 2024, respectively.

Standard & Poor's Rating	Bond Ratings at June 30, 2025					
	U.S. Government Treasury Bonds	U.S. Government Agency Bonds	Corporate Bonds (Domestic)	Municipal Bonds	Asset Backed Securities	Fixed Income Funds
AAA	-	\$22,673	\$1,204,950	\$1,297,725	-	-
AA+	-	37,663,563	798,580	-	-	-
AA	-	-	-	-	-	-
AA-	-	-	1,413,911	-	-	-
A+	-	-	2,059,448	-	-	-
A	-	-	12,042,288	-	\$1,122,164	-
A-	-	-	4,121,231	-	-	-
BBB+	-	-	4,812,486	-	-	-
BBB	-	-	10,146,081	-	-	-
BBB-	-	-	3,642,579	-	-	-
BB or below	-	-	-	-	-	-
Not Rated	\$22,503,708	-	2,068,268	-	1,003,754	\$715,523,447
Total	<u>\$ 22,503,708</u>	<u>\$ 37,686,236</u>	<u>\$ 42,309,822</u>	<u>\$ 1,297,725</u>	<u>\$ 2,125,918</u>	<u>\$ 715,523,447</u>

Standard & Poor's Rating	Bond Ratings at June 30, 2024					
	U.S. Government Treasury Bonds	U.S. Government Agency Bonds	Corporate Bonds (Domestic)	Municipal Bonds	Asset Backed Securities	Fixed Income Funds
AAA	-	\$24,387	\$1,230,121	\$1,263,634	-	-
AA+	-	35,933,959	3,257,437	-	-	-
AA	-	-	2,482,279	-	-	-
AA-	-	-	1,410,449	-	-	-
A+	-	-	2,006,626	-	\$931,370	-
A	-	-	13,103,248	-	-	-
A-	-	-	8,879,974	-	-	-
BBB+	-	-	8,953,830	-	-	-
BBB	-	-	10,060,129	-	-	-
BBB-	-	-	1,463,810	-	-	-
BB or below	-	-	1,483,333	-	-	-
Not Rated	\$5,639,354	-	-	-	747,048	\$616,410,523
Total	<u>\$ 5,639,354</u>	<u>\$ 35,958,346</u>	<u>\$ 54,331,236</u>	<u>\$ 1,263,634</u>	<u>\$ 1,678,418</u>	<u>\$ 616,410,523</u>

Concentration of Credit Risk

Concentration of credit risk is defined as the risk of loss attributed to the magnitude of an investment in a single issuer. The risk is the inability to recover the value of deposits, investments, or collateral securities in the possession of an outside party caused by lack of diversification. The System's investment policy states that no single holding may account for more than 5% of any domestic fixed-income manager's portfolio. No more than 10% of any domestic fixed-income manager's portfolio may be invested in any one issuer. No single corporate issuer shall constitute more than 5% of emerging markets fixed income manager's portfolio as determined at the time of purchase. The System's investment policy does not contain any concentration limitations for these Multisector fixed income managers. Obligations of the U.S. Government or of a U.S. Government agency may be held without limitation. There were no holdings in any single issuer that exceeded the System's investment policy at June 30, 2025, and June 30, 2024, respectively.

Concentrations

GASB Statement No. 67 requires the System to disclose investments in any one organization, other than those issued or explicitly guaranteed by the U.S. Government, that represent 5% or more of the System's fiduciary net position. There were no holdings in any single organization that exceeded 5% at June 30, 2025, and June 30, 2024, respectively. The System adopted the GASB Statement No. 67 concentration language as part of the formal investment policy statement. The investment policy statement defines the term "organization" as an individual security rather than a manager, mutual fund, partnership, or commingled vehicle.

Foreign Currency Risk

Foreign currency risk is defined as the risk that changes in exchange rates will adversely affect the fair value of an investment. The System has no formal policy regarding foreign currency risk. Foreign currency risk for derivative instruments is disclosed in Note 6. The System's foreign currency exposures for the remaining investments in its cash and investment portfolio for the years ended June 30, 2025, and June 30, 2024, are as follows:

Currency	Fair Value at June 30, 2025		Fair Value at June 30, 2024	
	Cash	Equities	Cash	Equities
Australian Dollar	\$32,532	\$7,063,881	\$7,647	\$8,861,112
Brazil Real	352,880	3,557,546	33,517	2,151,884
Canadian Dollar	46,383	15,234,898	81,540	9,828,843
Danish Krone	93,300	9,094,160	3,285	9,492,251
Euro	439,407	157,049,366	504,567	124,590,040
Hong Kong Dollar	267,873	24,317,803	175,286	18,003,748
Hungarian Forint	542	1,101,710	24,448	506,966
Indonesian Rupiah	32,728	1,406,601	-	1,481,917
Israeli Shekel	29,833	671,373	9,321	357,624
Japanese Yen	298,146	52,353,332	408,837	45,835,162
Malaysian Ringgit	67,091	974,494	-	828,517
Mexican Peso	225,101	1,814,533	5,449	869,394
Norwegian Krone	150,178	3,149,285	36,196	3,037,583
Polish Zloty	95,429	2,236,095	2,062	595,217
Pound Sterling	373,853	59,510,611	269,818	48,140,241
Singapore Dollar	77,846	3,214,231	10,528	3,260,877
South African Rand	76,604	2,001,579	2,205	1,434,112
South Korean Won	278,324	15,342,215	57,712	15,474,808
Swedish Krona	15,242	10,872,180	29,267	9,052,452
Swiss Franc	40,008	19,738,371	37,018	10,911,729
Thailand Baht	57,582.00	1,059,496	-	764,387
Total	<u>\$3,050,882</u>	<u>\$391,763,760</u>	<u>\$1,698,703</u>	<u>\$315,478,864</u>

4. Other Disclosures

Money-Weighted Rate of Return

For the years ended June 30, 2025, and June 30, 2024, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 12.01% and 10.52%, respectively. The money-weighted return expresses investment performance, net of investment expenses, adjusted for the changing amounts actually invested.

Realized and Unrealized Gains and Losses

During the year ended June 30, 2025, the System's investments (including those bought, sold, and held during the year) experienced an increase in value of \$267,832,976. This increase was comprised of \$532,101,434 in realized gains and \$264,268,458 in unrealized losses for the year ended June 30, 2025.

During the year ended June 30, 2024, the System's investments (including those bought, sold, and held during the year) experienced an increase in value of \$213,356,856. This increase was comprised of \$90,304,733 in realized gains and \$123,052,123 in unrealized gains for the year ended June 30, 2024.

The calculation of net appreciation or depreciation of investments is independent of realized gains and losses. Realized gains or losses on investments that had been held in more than one fiscal year and sold in the current year were included as a net change in the fair value of investments reported in the prior year and current year.

6. DERIVATIVE INSTRUMENTS

The System's investment derivative instruments include foreign currency forward contracts whereby the System agrees to receive and deliver a fixed quantity of foreign currency for an agreed-upon price on an agreed future date. These contracts were entered into with the foreign exchange department of a bank located in a major money market for the purpose of hedging cash flows due to changes in foreign currency rates associated with investments that are recorded at fair value. These contracts are valued daily. Recognition of realized gain or loss depends on whether the currency exchange rate has moved favorably or unfavorably to the contract holder upon termination of the contract.

The fair values of the foreign currency forward contracts were estimated based on the present value of their estimated future cash flows. At June 30, 2025, and June 30, 2024, the System has the following investment derivative instruments:

Investment Derivative Instruments at June 30, 2025

	Notional Amount	Fair Value		Changes in Fair Value	
		Classification	Amount	Classification	Amount
Forwards:		Derivative		Net App (Dep)	
Foreign Exchange Contracts	\$80,726	Instruments	\$89	in Fair Value	\$89
Total Derivative Instruments	\$80,726		\$89		\$89

Investment Derivative Instruments at June 30, 2024

	Notional Amount	Fair Value		Changes in Fair Value	
		Classification	Amount	Classification	Amount
Forwards:		Derivative		Net App (Dep)	
Foreign Exchange Contracts	\$1,424,894	Instruments	(\$825)	in Fair Value	(\$825)
Total Derivative Instruments	\$1,424,894		(\$825)		(\$825)

Risk Disclosures

Credit risk – The System is exposed to credit risk on its foreign currency forward contracts in the event that the counterparty to one of the contracts does not fulfill its obligations. The System's investment policy requires managers to measure and monitor exposure to counterparty credit risk resulting from over-the-counter derivative instrument activities. Managers are required to submit a report to the System semi-annually. The report must contain (1) each instance of exposure that represents greater than 5% of the manager's total portfolio value, (2) the specific legal entity that is counterparty to the transaction, and (3) the nature of the relationship with the counterparty. At June 30, 2025, and June 30, 2024, the System was exposed to counterparty credit risk in the amount of \$222 and \$0, respectively.

Foreign currency risk – The System is exposed to foreign currency risk on its foreign currency forward contracts that are denominated in foreign currency. The System has no formal policy regarding foreign currency risk. The fair values of the contracts by currency are as follows:

Currency Denomination	U.S. Dollar	
	June 30, 2025	June 30, 2024
Euro	(\$210)	\$30
Japanese Yen	(9)	(207)
Mexican Peso	229	-
Pound Sterling	77	(439)
Swiss Franc	-	(209)
Thai Bhat	2	-
Total	\$89	(\$825)

7. NOTES RECEIVABLE

The System and St. George Fire Protection District entered into a note receivable as of June 30, 2013. The note represents the increase in the present value of future benefits of the St. George Fire Protection District employees as of December 1, 2013. The initial amount due was \$961,141 and matures July 1, 2042. The note is being amortized over 30 years with interest computed at 7.5%. The receivable at June 30, 2025, and June 30, 2024, consisted of the following:

	Annual Payments (including interest)	Final Payment Due	Balance at June 30, 2025
St. George FD	\$73,628	July 1, 2042	\$714,636
Total	<u>\$73,628</u>		<u>\$714,636</u>

The balance of the note receivable was \$733,269 at June 30, 2024.

During the fiscal year ending June 30, 2024, the City of Kenner (Kenner) settled litigation in the suit Michael Dunn, ET AL verses City of Kenner, ET AL, Division "O" No. 687-197 relating to "earnable compensation", which resulted in an FRS note receivable from Kenner. Kenner and its offices shall pay to the FRS actuarial costs in the amount of \$4,039,725 as of December 31, 2023, which shall be amortized over thirty (30) years at a 6.9% interest rate to be paid to the FRS in accordance with an approved Schedule of Payments. On August 19, 2025, Public Retirement Systems' Actuarial Committee (PRSAC) voted to approve a credit of \$435,416 to Kenner for Insurance Premium Tax Funds (IPTF) that would have been received during the period affected by the litigation. Kenner opted to maintain the current annual payment therefore paying off the balance before the initial amortization schedule. FRS will recoup this credit through future IPTF payments. The receivable at June 30, 2025, and June 30, 2024, consisted of the following:

	Annual Payments (including interest)	Final Payment Due	Balance at June 30, 2025
City of Kenner	\$292,230	July 1, 2052	\$3,145,918
Total	<u>\$292,230</u>		<u>\$3,145,918</u>

The balance of the note receivable was \$3,747,495 at June 30, 2024.

8. CAPITAL ASSETS

Changes in capital assets for the year ended June 30, 2025, are as follows:

Asset Class	Beginning Balance July 1, 2024	Additions	Deletions	Ending Balance June 30, 2025
Land	\$260,107	-	-	\$260,107
Building	775,241	-	-	775,241
Equipment	59,074	-	-	59,074
Furniture and Fixtures	90,427	-	-	90,427
Computer Equipment	254,991	\$14,863	-	269,854
Retirement Software Development	1,440,172	15,191	-	1,455,363
Total Capital Assets, gross	2,880,012	30,054	-	2,910,066
Accumulated Depreciation	(865,765)	(50,473)	-	(916,238)
Total Capital Assets, net	\$2,014,247	(\$20,419)	-	\$1,993,828

Changes in capital assets for the year ended June 30, 2024, are as follows:

Asset Class	Beginning Balance July 1, 2023	Additions	Deletions	Ending Balance June 30, 2024
Land	\$260,107	-	-	\$260,107
Building	772,645	\$2,596	-	775,241
Equipment	70,919	-	(\$11,845)	59,074
Furniture and Fixtures	98,818	-	(8,391)	90,427
Computer Equipment	264,287	-	(9,296)	254,991
Retirement Software Development	1,400,172	40,000	-	1,440,172
Total Capital Assets, gross	2,866,948	42,596	(29,532)	2,880,012
Accumulated Depreciation	(842,314)	(52,983)	29,532	(865,765)
Total Capital Assets, net	\$2,024,634	(\$10,387)	\$0	\$2,014,247

Depreciation expense for the years ended June 30, 2025, and 2024, was \$50,473 and \$52,983, respectively.

9. RISK MANAGEMENT

Risks related to net pension liability and investments are discussed in Notes 4, 5, and 6 above. The System is also exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; and natural disasters for which the System carries insurance through the State of Louisiana, Office of Risk Management at levels which management believes are adequate to protect the System. During the past four fiscal years, there have been no claims resulting from these risks.

10. OTHER POSTEMPLOYMENT BENEFITS (OPEB)

General Information about the OPEB Plan

Plan Description and Benefits Provided

The Office of Group Benefits (OGB) administers the State of Louisiana Post-Retirement Benefits Plan – a defined-benefit, multiple-employer other post-employment benefit plan. The plan provides medical, prescription drug, and life insurance benefits to retirees, disabled retirees, and their eligible beneficiaries through premium subsidies. Current employees, who participate in an OGB health plan while active, are eligible for plan benefits if they are enrolled in the OGB health plan immediately before the date of retirement and retire under one of the State sponsored retirement systems (Louisiana State Employees' Retirement System, Teachers' Retirement System of Louisiana, Louisiana School Employees' Retirement System, or Louisiana State Police Retirement System) or they retire from a participating employer that meets the qualifications in Louisiana Administrative Code 32:3.303. Benefit provisions are established under R.S. 42:801-883. The obligations of the plan members, employers, and other contributing entities to contribute to the plan are established or may be amended under the authority of R.S. 42:802, 42:821 and 42:851.

There are no assets accumulated in a trust that meets the criteria of paragraph 4 of GASB Statement 75. The plan is funded on a "pay-as-you-go basis" under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments become due.

Employer contributions are based on plan premiums and the employer contribution percentage. Premium amounts vary depending on the health plan selected and if the retired member has Medicare coverage. OGB offers retirees the following plans:

Plans available to all retirees -

- Blue Cross Blue Shield (BCBS) Magnolia Open Access (self-insured)
- BCBS Magnolia Local (self-insured)
- BCBS Magnolia Local Plus (self-insured)
- BCBS Pelican HSA775 (self-insured)
- BCBS Pelican HRA 1000 (self-insured)

Plans available to retirees with Medicare Part A and B -

- Peoples Health HMO-POS
- Blue Advantage HMO
- Humana HMO
- Via Benefits Individual Medicare Market Exchange HRA

The employer contribution percentage is based on the date of participation in an OGB plan and employee years of service at retirement. Employees who begin participation or rejoin the plan before January 1, 2002, pay approximately 25% of the cost of coverage (except single retirees under age 65, who pay approximately 25% of the active employee cost). For those beginning participation or rejoining on or after January 1, 2002, the percentage of premiums contributed by the employer and retiree is based on the following schedule:

OGB Participation	Employer Share	Retiree Share
Under 10 years	19%	81%
10 - 14 years	38%	62%
15 - 19 years	56%	44%
20+ years	75%	25%

In addition to healthcare benefits, retirees may elect to receive life insurance benefits. Basic and supplemental life insurance is available for the individual retirees and spouses of retirees, subject to maximum values. Employers pay approximately 50% of monthly premiums for individual retirees. The retiree is responsible for 100% of the premium for dependents. Effective January 1, 2018, the total monthly premium for retirees in the basic or supplemental life insurance plan varies according to age group.

Employees Covered by Benefit Terms

	Valuation Date	
	July 1, 2024	July 1, 2023
Inactive employees or beneficiaries currently receiving benefit payments	-	-
Inactive employees entitled to but not yet receiving benefit payments	-	-
Active employees	11	11
Total	11	11

Total OPEB Liability

At June 30, 2025, and 2024, the System reported a total OPEB liability of \$488,045 and \$388,800, respectively. The total OPEB liability was measured as of July 1, 2024 and 2023, respectively, and was determined by an actuarial valuation as of that date. The total OPEB liability in the actuarial valuation was determined using the following actuarial methods, assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

- Actuarial cost method – Entry Age Normal, level percentage of pay. Service costs are attributed through all assumed ages of exit from active service.
- Estimated remaining service lives – 4.8 years for the July 1, 2024, and July 1, 2023, valuations
- Inflation rate – Consumer Price Index (CPI) 2.4% for the July 1, 2024, and July 1, 2023 valuations
- Salary increase rate– 3.00% to 12.80% for the July 1, 2024, and July 1, 2023, valuations
- Discount rate – 3.93% for the July 1, 2024 valuation based on the June 30, 2024, Bond Buyer 20 Index rate, and 4.13% for the July 1, 2023 valuation based on the June 30, 2022, Standard & Poor's 20-year municipal bond index rate
- Mortality rates – For the July 1, 2024 and July 1, 2023 valuations, assumptions for mortality rates were based on the following:
 - 2024
 - General active members: PubG-2010 Employee table adjusted by 1.055 for males and 1.034 for females projected from 2020 on a fully generational basis by Mortality Improvement Scale MP-2021.
 - General health retiree lives: PubG-2010 Retiree Table adjusted by 1.215 for males and 1.277 for females projected from 2020 on a fully generational basis by Mortality Improvement Scale MP-2021
 - Disability retirees: RP-2000 Disabled Retiree Mortality Table adjust by 0.936 for males and 1.065 for females not projected with mortality improvement.
 - 2023
 - General active members: RP-2014 Blue Collar Employee tables, adjusted by 0.978 for males and 1.144 for females, with projection for improvement using the MP-2018 Mortality Improvement Scale, applied on a fully generational basis
 - General healthy retiree/inactive members: RP-2014 Blue Collar Healthy Annuitant tables, adjusted by 1.280, for males, and RP-2014 White Collar Healthy Annuitant tables, adjusted by 1.417, for females with projection for improvement using the MP-2018 Mortality Improvement Scale, applied on a fully generational basis
 - Disability retirees: RP-2000 Disabled Retiree Mortality table, adjusted by 1.009 for males and 1.043 for females, no projection for improvement
- Healthcare cost trend rates – For the July 1, 2024 valuation, 8.50% for pre-Medicare eligible employees grading down by .25% each year, beginning in 2024-2025, to an ultimate rate of 7.5% in 2029 and thereafter a grading of .50% each year, beginning in 2029-2030, to an ultimate rate of 4.5% in 2034 and thereafter. For post-Medicare eligible employees grading down by .50% each year, beginning in 2024-2025, to a rate of 6.5% in 2027 and then grading down by .20% each year beginning in 2027-2028 to a rate of 6.10% in 2029 and then grading down by .10% to a rate of 6.0% for 2029 to 2030 and then grading down by .25% to an ultimate rate of 4.5% in 2034 and thereafter. For

the July 1, 2023 valuation, 7.00% for pre-Medicare eligible employees grading down by .25% each year, beginning in 2025-2026, to an ultimate rate of 4.5% in 2034 and thereafter; 6.50% for post-Medicare eligible employees grading down by .25% each year, beginning in 2025-2026, to an ultimate rate of 4.5% in 2035 and thereafter. The initial trend was developed using the National Health Care Trend Survey; the ultimate trend was developed using a building block approach which considers CPI, Gross Domestic Product, and technology growth.

- Healthcare claim cost – Per capita costs for the self-insured plans in the July 1, 2024 valuation were based on medical and prescription drug claims for retired participants for the period January 1, 2023, through December 31, 2024, trended to the valuation date. Per capita costs for the self-insured plans in the July 1, 2023 valuation were based on medical and prescription drug claims for retired participants for the period January 1, 2022, through December 31, 2023, trended to the valuation date. Per capita costs for fully-insured plans in the July 1, 2024 and July 1, 2023 valuations were based on calendar year 2025, and 2024, premiums adjusted to the valuation date using the trend assumptions above, respectively. Per capita costs were adjusted for expected age-related differences in morbidity, where applicable.
- Participation rates – Active employees who do not have current medical coverage are assumed not to participate in the medical plan as retirees. The percentage of employees and their dependents who are currently covered for medical coverage that are assumed to participate in the retiree medical plan is outlined in the table below. Active participants who have been covered continuously under the medical plan since before January 1, 2002 are assumed to participate at a rate of 88%. This rate assumes that a one-time irrevocable election to participate is made at the time of retirement.

<u>Years of Service</u>	<u>July 1, 2024 Valuation</u>	<u>July 1, 2023 Valuation</u>
Under 10 years	33%	33%
10 - 14 years	60%	60%
15 - 19 years	80%	80%
20+ years	88%	88%

Future retirees are assumed to participate in the life insurance benefit at a 36% rate and elect a total of \$45,000 in basic and supplemental life insurance coverage, before any age reductions. Spouses are assumed to elect \$2,000 of coverage.

- Medical plan election percentage – Current retirees are assumed to remain in their current plan. Future retirees are assumed to elect coverage based on the coverage elections of recent retirees.

Actuarial assumptions related to mortality, retirement, termination, disability, and salary increases are based on an experience study for the period July 1, 2021, through June 30, 2024. The actuarial assumption for medical plan election percentage in the July 1, 2024 valuation is based on a review of experience for the period July 1, 2021,

through June 30, 2024. The actuarial assumption for medical plan election percentage in the July 1, 2023 valuation is based on a review of experience for the period July 1, 2020, through June 30, 2023. All other demographic assumptions are based on a review of experience for the period July 1, 2021, through June 30, 2024.

Changes in Total OPEB Liability

	Total OPEB Liability	
	2025	2024
Beginning Balance	\$388,800	\$269,776
Changes for the year:		
Service Cost	36,971	22,753
Interest	17,295	11,964
Changes of benefit terms	-	-
Differences between expected and actual experience	19,489	64,583
Changes in assumptions or other inputs	39,630	19,724
Benefit payments	(14,140)	-
Net Changes	99,245	119,024
Ending Balance	\$488,045	\$388,800

Changes of assumptions and other inputs for the July 1, 2024 valuation include the following:

- Change in the discount rate from 4.13% as of July 1, 2023, to 3.93% as of July 1, 2024.
- Baseline per capita costs were updated to reflect 2024 claims and enrollment.
- Medical plan election percentages were updated based on the coverage elections of recent retirees.
- The mortality, retirement, termination, disability, and salary increase rates for the LASERS group were updated.
- The healthcare cost trend was updated.

Sensitivity of the total OPEB liability to changes in the discount rate

The following presents the System's total OPEB liability using the current discount rate as well as what the System's total OPEB 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:

	June 30, 2025		
	1.0% Decrease	Current Discount Rate	1.0% Increase
	(2.93%)	(3.93%)	(4.93%)
Total OPEB Liability	\$592,415	\$488,045	\$407,099

	June 30, 2024		
	1.0% Decrease	Current Discount Rate	1.0% Increase
	(3.13%)	(4.13%)	(5.13%)
Total OPEB Liability	\$480,395	\$388,800	\$318,417

Sensitivity of the total OPEB liability to changes in the healthcare cost trend rates

The following presents the System's total OPEB liability using the current healthcare cost trend rates as well as what the System's total OPEB liability would be if it were calculated using healthcare cost trend rates that are one percentage-point lower or one percentage-point higher than the current rates:

	June 30, 2025		
	1.0% Decrease	Current Healthcare Cost Trend Rates	1.0% Increase
Pre-65 Rates	7.5% decreasing to 3.5%	8.5% decreasing to 4.5%	9.5% decreasing to 5.5%
Post-65 Rates	6.5% decreasing to 3.5%	7.5% decreasing to 4.5%	8.5% decreasing to 5.5%
Total OPEB Liability	\$395,299	\$488,045	\$613,232

	June 30, 2024		
	1.0% Decrease	Current Healthcare Cost Trend Rates	1.0% Increase
Pre-65 Rates	6.0% decreasing to 3.5%	7.0% decreasing to 4.5%	8.0% decreasing to 5.5%
Post-65 Rates	4.5% decreasing to 3.5%	5.5% decreasing to 4.5%	6.5% decreasing to 5.5%
Total OPEB Liability	\$307,210	\$388,800	\$498,912

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

For the year ended June 30, 2025, and 2024, the System recognized OPEB expense of (\$2,962) and (\$52,072) respectively. At June 30, 2025, and 2024, the System reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	June 30, 2025		June 30, 2024	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Difference between expected and actual experience	\$55,063	(\$131,310)	\$55,541	(\$206,901)
Changes of assumptions or other inputs	54,880	(54,965)	44,182	(85,500)
Total	\$109,943	(\$186,275)	\$99,723	(\$292,401)

GASB requires deferred outflows of resources in the year ended June 30, 2025, and 2024, related to OPEB resulting from the System's benefit payments subsequent to the measurement date to be recognized as a reduction of the total OPEB liability in the year ended June 30, 2026, and 2025, respectively. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year Ended June 30:	Net Amount Recognized in OPEB Expense
2025	(\$59,644)
2026	(52,909)
2027	26,368
2028	9,853
	<u>(\$76,332)</u>

11. NEW ACCOUNTING PRONOUNCEMENTS

Following is a list of the Governmental Accounting Standards Board (GASB) recent pronouncements and the effects on the System's financial reporting:

Pronouncements effective for the 2025 financial statements:

In June 2022, the GASB issued Statement No. 101, *Compensated Absences*, effective for fiscal years beginning after December 15, 2023, which the System implemented in fiscal year ending June 30, 2025. The objective of this Statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences. That objective is achieved by aligning the recognition and measurement guidance under a unified model and by amending certain previously required disclosures. The implementation of this standard required the System to begin accruing additional liability for the estimate of accumulated time that is more likely than not to be used. The implementation of this pronouncement did not have a significant effect in these financials. Also, the System determined an adjustment to the beginning of the year equity was not necessary as the amount was not significant.

In December 2023, the GASB issued Statement No. 102, *Certain Risk Disclosures*, effective for fiscal years beginning after June 15, 2024, which the System implemented in fiscal year ending June 30, 2025. The objective of this Statement is to provide users of government financial statements with information about risks related to a government's vulnerabilities due to certain concentrations or constraints that is essential to their analyses for making decisions or assessing accountability. The implementation of this standard did not require any changes to the System's financial reporting requirements.

Pronouncements issued; but not yet effective:

In April 2024, the GASB issued Statement No. 103, *Financial Reporting Model Improvements*, effective for fiscal years beginning after June 15, 2025. The objective of this Statement is to improve key components of the financial reporting model. The purposes of the improvements are to (a) enhance the effectiveness of the financial reporting model in providing information that is essential for decision making and assessing a government's accountability and (b) address certain application issues identified through pre-agenda research conducted by the GASB. The System is in the process of evaluating the impact of the pronouncement on its financial statements.

In September 2024, the GASB issued Statement No. 104, *Disclosure of Certain Capital Assets*, effective for fiscal years beginning after June 15, 2025. The objective of this Statement is to provide users of government financial statements with essential information about certain types of capital assets, mandating separate notes for specific asset types like lease assets and intangible assets while providing detailed guidance on assets held for sale. The System is in the process of evaluating the impact of the pronouncement on its financial statements.

REQUIRED SUPPLEMENTARY INFORMATION

FIREFIGHTERS' RETIREMENT SYSTEM
Schedule 1
(continued)

Required Supplementary Information
Schedule of Changes in Net Pension Liability
For the Ten Fiscal Years Ended June 30, 2025

	For the Fiscal Years Ended				
	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Total Pension Liability					
Service cost	\$74,614,529	\$69,310,173	\$65,661,189	\$64,623,257	\$62,047,712
Interest	211,724,461	201,454,290	192,031,151	184,950,222	177,222,297
Changes of benefit terms	-	-	-	-	-
Differences between expected and actual experience	22,873,390	29,834,728	19,840,093	(13,225,961)	5,900,222
Changes of assumptions	8,284,823	-	-	0	29,563,548
Benefit payments	(159,123,145)	(153,734,248)	(133,432,447)	(132,107,687)	(124,061,952)
Refunds of member contributions	(2,478,390)	(3,053,111)	(3,362,761)	(2,056,377)	(1,658,028)
Other	205,907	3,919,785	163,593	1,207,795	1,325,665
Net change in total pension liability	156,101,575	147,731,617	140,900,818	103,391,249	150,339,464
Total pension liability - beginning	3,073,207,753	2,925,476,136	2,784,575,318	2,681,184,069	2,530,844,605
Total pension liability - ending (a)	<u>\$3,229,309,328</u>	<u>\$3,073,207,753</u>	<u>\$2,925,476,136</u>	<u>\$2,784,575,318</u>	<u>\$2,681,184,069</u>
Plan Fiduciary Net Position					
Contributions - employer	\$102,862,855	\$95,745,830	\$89,493,139	\$87,158,108	\$81,083,367
Contributions - member	30,936,332	28,797,803	26,944,318	25,824,943	25,141,642
Contributions - non-employer contributing entity	34,828,941	31,181,383	29,283,671	28,465,639	28,567,787
Net investment income (loss)	293,816,510	237,122,318	186,418,742	(253,855,804)	480,438,532
Benefit payments	(159,123,145)	(153,734,248)	(133,432,447)	(132,107,687)	(124,061,952)
Refunds of member contributions	(2,478,390)	(3,053,111)	(3,362,761)	(2,056,377)	(1,658,028)
Administrative expenses	(3,098,649)	(2,624,780)	(2,158,876)	(1,989,390)	(1,727,805)
Other	205,907	3,919,785	163,593	1,207,795	1,325,665
Net change in plan fiduciary net position	297,950,361	237,354,980	193,349,379	(247,352,773)	489,109,208
Plan fiduciary net position - beginning	2,510,150,455	2,272,795,475	2,079,446,096	2,326,798,869	1,837,689,661
Plan fiduciary net position - restatement	-	-	-	-	-
Plan fiduciary net position - ending (b)	<u>2,808,100,816</u>	<u>2,510,150,455</u>	<u>2,272,795,475</u>	<u>2,079,446,096</u>	<u>2,326,798,869</u>
Net pension liability - ending (a) - (b)	<u>\$421,208,512</u>	<u>\$563,057,298</u>	<u>\$652,680,661</u>	<u>\$705,129,222</u>	<u>\$354,385,200</u>
Plan fiduciary net position as a percentage of total pension liability	86.96%	81.68%	77.69%	74.68%	86.78%
Covered payroll	\$309,361,970	\$287,957,383	\$269,152,298	\$258,246,246	\$251,421,293
Net pension liability as a percentage of covered payroll	136.15%	195.53%	242.49%	273.05%	140.95%

See accompanying notes to the schedule.

FIREFIGHTERS' RETIREMENT SYSTEM
Schedule 1
 (concluded)

Required Supplementary Information
Schedule of Changes in Net Pension Liability
For the Ten Fiscal Years Ended June 30, 2025

	For the Fiscal Years Ended				
	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
Total Pension Liability					
Service cost	\$58,319,570	\$57,145,057	\$55,066,112	\$52,076,589	\$49,088,056
Interest	172,035,812	166,514,953	160,608,723	154,171,843	147,115,926
Changes of benefit terms	-	-	-	-	-
Differences between expected and actual experience	(13,516,923)	(13,797,929)	(22,251,660)	(13,331,207)	(6,578,348)
Changes of assumptions	25,591,821	28,739,403	23,944,920	22,708,091	-
Benefit payments	(115,059,424)	(111,352,185)	(104,277,290)	(102,768,682)	(94,078,659)
Refunds of member contributions	(2,384,014)	(2,216,744)	(1,781,606)	(1,467,175)	(1,358,460)
Other	735,439	832,802	1,066,212	1,509,479	944,097
Net change in total pension liability	125,722,281	125,865,357	112,375,411	112,898,938	95,132,612
Total pension liability - beginning	2,405,122,324	2,279,256,967	2,166,881,556	2,053,982,618	1,958,850,006
Total pension liability - ending (a)	<u>\$2,530,844,605</u>	<u>\$2,405,122,324</u>	<u>\$2,279,256,967</u>	<u>\$2,166,881,556</u>	<u>\$2,053,982,618</u>
Plan Fiduciary Net Position					
Contributions - employer	\$69,270,625	\$64,205,763	\$63,243,874	\$59,091,498	\$61,537,449
Contributions - member	24,962,007	24,230,606	23,860,402	23,404,268	22,579,714
Contributions - non-employer contributing entity	28,017,672	26,807,631	25,953,989	25,310,647	24,825,521
Net investment income (loss)	55,074,681	74,259,733	104,507,945	190,196,312	(32,230,824)
Benefit payments	(115,059,424)	(111,352,185)	(104,277,290)	(102,768,682)	(94,078,659)
Refunds of member contributions	(2,384,014)	(2,216,744)	(1,781,606)	(1,467,175)	(1,358,460)
Administrative expenses	(1,858,639)	(1,885,460)	(1,657,801)	(1,471,911)	(1,465,395)
Other	735,439	832,802	1,066,212	1,509,479	944,097
Net change in plan fiduciary net position	58,758,347	74,882,146	110,915,725	193,804,436	(19,246,557)
Plan fiduciary net position - beginning	1,778,931,314	1,704,049,168	1,593,696,648	1,399,892,212	1,419,138,769
Plan fiduciary net position - restatement	-	-	(563,205)	-	-
Plan fiduciary net position - ending (b)	<u>1,837,689,661</u>	<u>1,778,931,314</u>	<u>1,704,049,168</u>	<u>1,593,696,648</u>	<u>1,399,892,212</u>
Net pension liability - ending (a) - (b)	<u>\$693,154,944</u>	<u>\$626,191,010</u>	<u>\$575,207,799</u>	<u>\$573,184,908</u>	<u>\$654,090,406</u>
Plan fiduciary net position as a percentage of total pension liability	72.61%	73.96%	74.76%	73.55%	68.16%
Covered payroll	\$249,623,874	\$242,285,898	\$238,656,128	\$234,025,735	\$225,825,501
Net pension liability as a percentage of covered payroll	277.68%	258.45%	241.02%	244.92%	289.64%

See accompanying notes to the schedule.

FIREFIGHTERS' RETIREMENT SYSTEM

Required Supplementary Information
Schedule of Employers' Net Pension Liability
For the Ten Fiscal Years Ended June 30, 2025

Fiscal Year Ended	Total Pension Liability	Plan Fiduciary Net Position	Employers' Net Pension Liability	Plan Fiduciary Net Position as a Percentage of Total Pension Liability	Covered Payroll	Employers' Net Pension Liability as a Percentage of Covered Payroll
June 30, 2025	\$3,229,309,328	\$2,808,100,816	\$421,208,512	86.96%	\$309,361,970	136.15%
June 30, 2024	\$3,073,207,753	\$2,510,150,455	\$563,057,298	81.68%	\$287,957,383	195.53%
June 30, 2023	\$2,925,476,136	\$2,272,795,475	\$652,680,661	77.69%	\$269,152,298	242.49%
June 30, 2022	\$2,784,575,318	\$2,079,446,096	\$705,129,222	74.68%	\$258,246,246	273.05%
June 30, 2021	\$2,681,184,069	\$2,326,798,869	\$354,385,200	86.78%	\$251,421,293	140.95%
June 30, 2020	\$2,530,844,605	\$1,837,689,661	\$693,154,944	72.61%	\$249,623,874	277.68%
June 30, 2019	\$2,405,122,324	\$1,778,931,314	\$626,191,010	73.96%	\$242,285,898	258.45%
June 30, 2018	\$2,279,256,967	\$1,704,049,168	\$575,207,799	74.76%	\$238,656,128	241.02%
June 30, 2017	\$2,166,881,556	\$1,593,696,648	\$573,184,908	73.55%	\$234,025,735	244.92%
June 30, 2016	\$2,053,982,618	\$1,399,892,212	\$654,090,406	68.16%	\$225,825,501	289.64%

See accompanying notes to the schedule.

FIREFIGHTERS' RETIREMENT SYSTEM**Required Supplementary Information****Schedule of Contributions -****Employer and Nonemployer Contributing Entity****For the Ten Fiscal Years Ended June 30, 2025**

Fiscal Year Ended	(a) Actuarially Determined Contribution	(b) Contributions in Relation to the Actuarially Determined Liability	(b-a) Contribution Excess (Deficiency)	Covered Payroll	Contributions as a Percentage of Covered Payroll
June 30, 2025	\$135,371,581	\$137,691,796	\$2,320,215	\$309,361,970	44.51%
June 30, 2024	\$124,767,532	\$126,927,213	\$2,159,681	\$287,957,383	44.08%
June 30, 2023	\$119,632,694	\$118,776,810	(\$855,884)	\$269,152,298	44.13%
June 30, 2022	\$115,630,159	\$115,623,747	(\$6,412)	\$258,246,246	44.77%
June 30, 2021	\$109,651,155	\$109,651,154	(\$1)	\$251,421,293	43.61%
June 30, 2020	\$97,288,297	\$97,288,297	-	\$249,623,874	38.97%
June 30, 2019	\$90,407,679	\$91,013,394	\$605,715	\$242,285,898	37.56%
June 30, 2018	\$89,197,863	\$89,197,863	-	\$238,656,128	37.38%
June 30, 2017	\$84,402,145	\$84,402,145	-	\$234,025,735	36.07%
June 30, 2016	\$86,362,970	\$86,362,970	-	\$225,825,501	38.24%

See accompanying notes to the schedule.

FIREFIGHTERS' RETIREMENT SYSTEM

Required Supplementary Information
Schedule of Investment Returns
For the Ten Fiscal Years Ended June 30, 2025

<u>Fiscal Year-End</u>	<u>Annual Money-Weighted Rate of Return *</u>
June 30, 2025	12.01%
June 30, 2024	10.52%
June 30, 2023	9.28%
June 30, 2022	-11.21%
June 30, 2021	26.58%
June 30, 2020	3.01%
June 30, 2019	3.87%
June 30, 2018	5.77%
June 30, 2017	13.45%
June 30, 2016	-2.50%

* Annual money-weighted rates of return are presented net of investment expense.
See accompanying notes to the schedule.

FIREFIGHTERS' RETIREMENT SYSTEM**Required Supplementary Information****Schedule of Changes in the System's Total OPEB Liability and Related Ratios
For the Eight Fiscal Years Ended June 30, 2025**

	For the Fiscal Year Ended*							
	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021	June 30, 2020	June 30, 2019	June 30, 2018
Total OPEB Liability								
Service cost	\$36,971	\$22,753	\$47,339	\$38,453	\$39,147	\$36,888	\$45,402	\$49,036
Interest	17,295	11,964	16,395	16,139	15,600	17,995	19,478	16,577
Changes of benefit terms	-	-	-	-	-	-	-	-
Differences between expected and actual experience	19,489	64,583	(350,161)	11,768	(15,846)	(20,157)	(46,229)	-
Changes of assumptions or other inputs	39,630	19,724	(146,572)	72,005	9,393	(81,699)	(28,055)	(50,332)
Benefit payments	(14,140)	-	(3,866)	-	-	-	(1,064)	(1,063)
Net change in total OPEB liability	99,245	119,024	(436,865)	138,365	48,294	(46,973)	(10,468)	14,218
Total OPEB liability - beginning	388,800	269,776	706,641	568,276	519,982	566,955	577,423	563,205
Total OPEB liability - ending	<u>\$488,045</u>	<u>\$388,800</u>	<u>\$269,776</u>	<u>\$706,641</u>	<u>\$568,276</u>	<u>\$519,982</u>	<u>\$566,955</u>	<u>\$577,423</u>
Covered-employee payroll	\$1,113,383	\$1,016,656	\$800,741	\$773,922	\$777,640	\$705,214	\$679,536	\$632,333
Total OPEB liability as a percentage of covered-employee payroll	43.83%	38.24%	33.69%	91.31%	73.08%	73.73%	83.43%	91.32%

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

* Amounts presented were determined as of the beginning of the fiscal year (on the measurement date).
See accompanying notes to the schedule.

NOTES TO THE REQUIRED SUPPLEMENTARY INFORMATION

1. SCHEDULE OF CHANGES IN NET PENSION LIABILITY

The total pension liability contained in this schedule was provided by the System's actuary, Curran Actuarial Consulting, LTD. The net pension liability is measured as the total pension liability less the amount of the fiduciary net position of the System. The fiscal year 2018 beginning fiduciary net position contains \$563,205 in prior period adjustments for the cumulative effect of a change in accounting principle for GASB 75 implementation.

2. SCHEDULE OF EMPLOYERS' NET PENSION LIABILITY

The schedule shows the System's employers' net pension liability in relation to covered payroll. The employers' net pension liability is the liability of the contributing employers to members for benefits provided through the System. Covered payroll is the payroll of all employees that are contributing to the plan.

3. SCHEDULE OF CONTRIBUTIONS – EMPLOYER AND NONEMPLOYER CONTRIBUTING ENTITY

The difference between the actuarially-determined contributions for employers and a non-employer contributing entity and the contributions reported for employers and a non-employer contributing entity, and the percentage of contributions received to covered payroll is presented in this schedule. Insurance premium assessments are considered to be support from a non-employer contributing entity. The actuarially determined contributions for employers are the contributions determined by the actuary's funding valuation to be the minimum recommended contributions applicable to the fiscal year. For fiscal year 2025, the Board of Trustees elected to set the net direct employer contribution rate higher than the minimum recommended rate pursuant to R.S. 11:107(B) resulting in excess contributions. For fiscal year 2024 there was a difference in the projected versus actual Insurance Premium Assessment and employer contributions above the minimum rate, resulting in excess contributions.

4. SCHEDULE OF INVESTMENT RETURNS

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 the investment performance adjusted for changing amounts actually invested throughout the year, measured using monthly inputs with expenses measured on an accrual basis.

5. SCHEDULE OF CHANGES IN THE SYSTEM'S TOTAL OPEB LIABILITY AND RELATED RATIOS

The OPEB liability is funded on a "pay-as-you-go" basis. There are no assets accumulated in a trust that meets the requirements in paragraph 4 of GASB Statement No. 75 to pay related benefits. The fiscal year 2018 beginning fiduciary net position contains \$563,205 in prior period adjustments for the cumulative effect of a change in accounting principle for GASB 75 implementation. Changes of assumptions and other inputs used in the valuations are:

- Changes in the discount rate from 2.71% as of July 1, 2016, to 3.13% as of July 1, 2017, to 2.98% as of July 1, 2018, to 2.79% as of July 1, 2019, to 2.66% as of July 1, 2020, to 2.18% as of July 1, 2021, to 4.09% as of July 1, 2022, to 4.13% as of July 1, 2023, , to 3.93% as of July 1, 2024.
- The July 1, 2024 through July 1, 2018 valuations reflect updates in the health care claims costs assumptions. For the period January 1, 2023 through December 31, 2024, baseline per capita costs were based on medical and prescription drug claims and enrollment for retired participants. Retiree health plan contributions were updated during the calendar years 2025 through 2019, based on the premiums each year adjusted to the valuation date using the Medicare trend rates. For the July 1, 2018 valuation, the impact of the High Cost Excise Tax was revisited reflecting updated plan premiums. In the July 1, 2019 valuation, the impact of the High Cost Excise Tax was removed because the tax was repealed in December 2019. The July 1, 2019, valuation was also adjusted to include updates to life insurance contributions based on 2020 premium schedules. In the July 1, 2020, and July 1, 2021 valuations, the 2020 medical claims and enrollment experience was not included in the projection of expected 2021 and 2022 plan costs due to the COVID-19 pandemic which resulted in 2020 medical claims and experience that is not reflective of what is expected in future years. In the July 1, 2022 valuation, plan claims and premiums increased less than had been expected, which decreased the Plan's liability. In the July 1, 2023 valuation, plan claims and premiums increased more than had been expected, which increased the Plan's liability.
- The July 1, 2023, July 1, 2022, and July 1, 2021, valuations reflect updates in the medical plan election percentage assumption based on the coverage elections of recent retirees.
- The July 1, 2021, valuation reflects updates in the healthcare cost trend rate assumption based on updated National Health Care Trend Survey information.
- The July 1, 2020, valuation reflects updates to the Medicare eligibility assumption. Based on a review of OPEB experience from July 1, 2017, through June 30, 2020, the percentage of future retirees assumed to be Medicare-eligible upon reaching age 65 was decreased from 100% to 99% and the

percentage of current retirees under age 65 at June 30, 2017, assumed to be eligible was changed from 95% to rates ranging from 90% to 99% based on the date the retiree turns 65. Other assumptions were also updated based on the experience study, including the medical and life participation rates, the age difference between future retirees and their spouses, and medical plan election percentages.

- The July 1, 2019, and July 1, 2018, valuations reflect updates in the mortality assumptions. The July 1, 2019 assumptions were updated consistent with the LASERS pension plan and based on a June 30, 2019, LASERS pension valuation experience study. The July 1, 2018 assumptions were updated using project scale MP-2018 based on information released by the Society of Actuaries in October 2018.
- The July 1, 2018, valuation reflects updates in participation rate assumptions. The percentage of future retirees assumed to elect medical coverage was adjusted based on recent plan experience.

6. ACTUARIAL ASSUMPTIONS FOR PENSION AND CONTRIBUTION SCHEDULES

The pension information presented in the required supplementary schedules (schedules 1 - 2), including the related actuarial assumptions for inflation, discount rate, salary, mortality rates, and cost of living adjustments described below, was used in the actuarial valuation for funding purposes when determining the actuarially-determined contribution rate (schedule 3). The actuarially-determined contribution rates in the schedule of contributions are calculated as of June 30, one year prior to the end of the fiscal year in which contributions are reported. Additional actuarial assumptions for both the pension valuation and the funding valuation are included in the tables below. The assumptions and methods used for both actuarial valuations were recommended by the actuary and adopted by the Board.

Actuarial Assumptions for Pension and Contribution Schedules (continued)

Actuarial Assumptions for Pension Schedules	Fiscal Year End				
	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Valuation Date	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Actuarial Cost Method	No Change	No Change	No Change	No Change	No Change
Inflation Rate	No Change	No Change	No Change	No Change	No Change
Investment Rate of Return (Discount Rate)	No Change	No Change	No Change	No Change	6.900%, net of investment expenses, including inflation
Salary Increases	14.50% in the first two years of service and 5.00% with 3 or more years of service.	No Change	No Change	No Change	No Change
Mortality Rate	As stated in the experience study performed on plan data for the period July 1, 2019 through June 30, 2024, mortality assumptions were changed. Employee mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Below-Median Employees, annuitant and beneficiary mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Below-Median Healthy Retirees, and disabled lives mortality was set based on the Pub-2016 Public Retirement Plans Mortality Table for Safety Disabled Retirees. In all cases the base table was multiplied by 110% for males and 110% for females, each with full generational projection using the appropriate MP-2021 scale.	No Change	No Change	No Change	No Change
Cost of Living Adjustments	No Change	No Change	No Change	No Change	No Change

Actuarial Assumptions for Pension and Contribution Schedules (continued)

Actuarial Assumptions for Pension Schedules	Fiscal Year End				
	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
Valuation Date	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
Actuarial Cost Method	No Change	No Change	No Change	No Change	Entry Age Normal
Inflation Rate	No Change	2.50%	2.70%	2.78%	2.88%
Investment Rate of Return (Discount Rate)	7.000%, net of investment expenses, including inflation	7.150%, net of investment expenses, including inflation	7.300%, net of investment expenses, including inflation	7.400%, net of investment expenses, including inflation	7.500%, net of investment expenses, including inflation
Salary Increases	14.10% in the first two years of service and 5.20% with 3 or more years of service.	Vary from 14.75% in the first two years of service to 4.50% with 25 or more years of service.	No Change	No Change	Vary from 15.00% in the first two years of service to 4.75% with 25 or more years of service.
Mortality Rate	As stated in the experience study performed on plan data for the period July 1, 2014 through June 30, 2019, mortality assumptions were changed to full generational mortality based upon the sex distinct MP2019 mortality improvement scales. Employee mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Below-Median Employees, annuitant and beneficiary mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Below-Median Healthy Retirees, and disabled lives mortality was set based on the Pub-2010 Public Retirement Plans Mortality Table for Safety Disabled Retirees. In all cases the base table was multiplied by 105% for males and 115% for females, each with full generational projection using the appropriate MP-2019 scale.	No Change	No Change	No Change	Based on the results of an actuarial experience study for the period of July 1, 2009 – June 30, 2014. The pre- and post-mortality life expectancies of participants based on the RP-2000 Combined Healthy with Blue Collar Adjustment Sex Distinct Tables projected to 2031 using Scale AA for employee, annuitant, and beneficiary mortality. The RP-2000 Disabled Lives Mortality Table set back 5 years for males and set back 3 years for females was selected for disabled annuitants.
Cost of Living Adjustments	No Change	No Change	No Change	No Change	Not substantively automatic. The present value of future retirement benefits is based on benefits currently being paid by the System and includes previously granted cost of living adjustments.

Actuarial Assumptions for Pension and Contribution Schedules (concluded)

Actuarial Assumptions for Contribution Schedules	Fiscal Year End				
	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Valuation Date	June 30, 2025	June 30, 2024	June 30, 2023	June 30, 2022	June 30, 2021
Actuarial Cost Method	No Change	No Change	No Change	No Change	No Change
Amortization Method	No Change	No Change	No Change	No Change	No Change
Remaining Amortization Period	9 years for unamortized portion of non-merger bases and 1 to 16 years for gains and losses for mergers.	10 years for unamortized portion of non-merger bases and 1 to 17 years for gains and losses for mergers.	11 years for unamortized portion of non-merger bases and 2 to 18 years for gains and losses for mergers.	12 years for unamortized portion of non-merger bases and 1 to 19 years for gains and losses for mergers.	13 years for unamortized portion of non-merger bases and 2 to 20 years for gains and losses for mergers.
Asset Valuation Method	No Change	No Change	No Change	No Change	No Change

Actuarial Assumptions for Contribution Schedules	Fiscal Year End				
	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
Valuation Date	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017	June 30, 2016
Actuarial Cost Method	No Change	Frozen Initial Liability	No Change	No Change	Entry Age Normal
Amortization Method	No Change	No Change	No Change	No Change	Level dollar basis, closed
Remaining Amortization Period	14 years for unamortized portion of non-merger bases and 3 to 21 years for gains and losses for mergers.	15 years for unamortized portion of non-merger bases and 4 to 22 years for gains and losses for mergers.	1 to 15 years for gains and losses for non-merger bases and 5 to 23 years for gains and losses for mergers.	1 to 15 years for gains and losses for non-merger bases and 6 to 24 years for gains and losses for mergers.	1 to 15 years for gains and losses for non-merger bases and 7 to 25 years for gains and losses for mergers.
Asset Valuation Method	No Change	No Change	No Change	No Change	5-year smoothed market .

Asset Valuation Method Details: All assets are valued at market value adjusted to defer four-fifths of all earnings above or below the valuation interest rate in the valuation year, three-fifths of all earnings above or below the valuation interest rate in the prior year, two-fifths of all earnings above or below the valuation interest rate from two years prior, and one-fifth of all earnings above or below the valuation interest rate from three years prior. The resulting smoothed values are subject to a corridor of 85% to 115% of the market value of assets. If the smoothed value falls outside the corridor, the actuarial value is set equal to the average of the corridor limit and the smoothed value.

SUPPLEMENTARY INFORMATION

FIREFIGHTERS' RETIREMENT SYSTEM

Supplementary Information
Schedule of Administrative Expenses
For the Fiscal Years Ended June 30, 2025, and 2024

	2025	2024
Human Resource:		
Salaries, including accrued leave (Note 1F)	\$1,499,589	\$1,254,193
Payroll taxes	25,452	20,368
Employee retirement	318,344	297,339
Employee and retiree insurance, including OPEB (Note 10)	168,159	94,476
Staff training and continued education	2,000	3,600
Total human resource	2,013,544	1,669,976
Professional Services:		
Actuarial	93,830	107,970
IT Support	212,942	128,692
Accounting	86,592	129,529
Legal fees	171,313	162,332
Medical exams	33,058	17,416
Contract services	88,279	56,813
Bank service charges	5,830	336
Total professional services	691,844	603,088
Communication:		
Advertising	10,614	3,401
Printing	13,288	6,197
Postage	25,367	18,150
Supplies	35,143	48,362
Dues and subscriptions	6,432	7,623
Telephone	16,574	13,598
Total communication	107,418	97,331
Travel:		
Board member per diem	2,775	3,375
Education seminars	10,170	3,750
Other travel	70,938	38,471
Total travel	83,883	45,596
Building and equipment:		
General liability and other insurance	76,628	74,784
Utilities	28,173	22,990
Depreciation	50,473	52,983
Building and equipment maintenance	46,686	58,032
Total building and equipment	201,960	208,789
Total Administrative Expenses	\$3,098,649	\$2,624,780

FIREFIGHTERS' RETIREMENT SYSTEM

Supplementary Information
Schedule of Compensation, Benefits, and Other Payments
to Agency Head or Chief Executive Officer
For the Fiscal Years Ended June 30, 2025, and 2024

Agency Head:	Barbara Goodson	Barbara Goodson	Marella Houghton	Steven Stockstill	
	Note 1	Note 1	Note 2	Note 3	Total
	2025	2024	2024	2024	2024
Salary	\$ 183,331	\$89,800	\$70,971	\$68,749	\$229,520
Benefits - Health & life insurance	32,664	13,230	5,588	4,577	23,395
Benefits - Employer retirement contributions	71,736	29,859	23,598	22,859	76,316
Licenses & professional education	-	-	100	-	100
Cell phone	1,111	586	368	301	1,255
Total	<u>\$288,842</u>	<u>\$133,475</u>	<u>\$100,625</u>	<u>\$96,486</u>	<u>\$330,586</u>

Positions:

Note 1. Executive Director, Legislative Liaison and Public/Media Relations Officer

Note 2. Interim Executive Director, Legislative Liaison and Public/Media Relations Officer

Note 3. Executive Director, Attorney at Law, Notary Public, Legislative Liaison and Public/Media Relations Officer

As required by R.S. 24:513A(3), the supplemental report includes the total compensation, reimbursements, and benefits of an agency head or political subdivision head or chief executive officer related to the position, including but not limited to travel, housing, unvouchered expenses, per diem, and registration fees.

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

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

To the Board of Trustees
Firefighters' Retirement System
Baton Rouge, 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, which comprise the statement of fiduciary net position and the related statement of changes in fiduciary net position, of the Firefighters' Retirement System (the System), as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the System's basic financial statements, and have issued our report thereon dated December 22, 2025.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the the System's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the System's internal control. Accordingly, we do not express an opinion on the effectiveness of the System'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 System'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 internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

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Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the System's financial statements are free from 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 instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

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

EisnerAmper LLP

EISNERAMPER LLP
Baton Rouge, Louisiana
December 22, 2025



EISNERAMPER

FIREFIGHTERS' RETIREMENT SYSTEM
STATEWIDE AGREED UPON PROCEDURES

JUNE 30, 2025



INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

To: Board of Trustees of the Firefighters' Retirement System and the Louisiana Legislative Auditor

We have performed the procedures enumerated in Schedule A on the control and compliance (C/C) areas identified in the Louisiana Legislative Auditor's (LLA's) Statewide Agreed-Upon Procedures (SAUPs) of the Firefighters' Retirement System (System or Entity) for the fiscal period July 1, 2024 through June 30, 2025. The System's management is responsible for those C/C areas identified in the SAUPs.

The System has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of performing specified procedures on the C/C areas identified in the LLA's SAUPs for the fiscal period July 1, 2024 through June 30, 2025. Additionally, the 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 we performed, and the associated findings are summarized in the attached Schedule A, which is an integral part of this report.

We were engaged by the System to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the AICPA and the standards applicable to attestation engagements contained in Government Auditing Standards issued by the Comptroller General of the United States. 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 of the System or the fiscal period July 1, 2024 through June 30, 2025. 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.

We are required to be independent of the System and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

The purpose of this report is intended solely to describe the scope of testing performed on those C/C areas identified in the SAUPs, and the result of that testing, and not to provide an opinion on control or compliance. Accordingly, this report is not suitable for any other purpose. Under Louisiana Revised Statute 24:513, this report is distributed by the LLA as a public document.



EISNERAMPER LLP
Baton Rouge, Louisiana
December 22, 2025

FIREFIGHTERS' RETIREMENT SYSTEM
AGREED-UPON PROCEDURES PERFORMED AND ASSOCIATED FINDINGS
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Schedule A

The procedures performed and the results thereof are set forth below. The procedure is stated first, followed by the results of the procedure presented in italics. If the item being subjected to the procedures is positively identified or present, then the results will read *"no exception noted" or for step 13 "we performed the procedure and discussed the results with management"*. If not, then a description of the exception ensues.

For June 30, 2025, certain procedures may be exempted from completion if the Louisiana Legislative Auditor's (LLA) guidelines have been met. If the procedure has been exempted, the following is reported in the procedure title, and the steps are not applicable for completion – *"Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines."*

1) Written Policies and Procedures

A. Obtain and inspect the entity's written policies and procedures and observe whether they address each of the following categories and subcategories (if applicable to public funds and the entity's operations):

- i. **Budgeting**, including preparing, adopting, monitoring, and amending the budget.

No exception noted. Although the System has Budgeting policies and procedures, this section is not applicable to the System as it is not required to adopt a budget.

- ii. **Purchasing**, including (1) how purchases are initiated; (2) how vendors are added to the vendor list; (3) the preparation and approval process of purchase requisitions and purchase orders; (4) controls to ensure compliance with the Public Bid Law; and (5) documentation required to be maintained for all bids and price quotes.

No exception noted.

- iii. **Disbursements**, including processing, reviewing, and approving

No exception noted.

- iv. **Receipts/Collections**, including receiving, recording, and preparing deposits. Also, policies and procedures should include management's actions to determine the completeness of all collections for each type of revenue or agency fund additions (e.g., periodic confirmation with outside parties, reconciliation to utility billing after cutoff procedures, reconciliation of traffic ticket number sequences, agency fund forfeiture monies confirmation).

No exception noted.

- v. **Payroll/Personnel**, including (1) payroll processing, (2) reviewing and approving time and attendance records, including leave and overtime worked, and (3) approval process for employee rates of pay or approval and maintenance of pay rate schedules.

No exception noted.

FIREFIGHTERS' RETIREMENT SYSTEM
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- vi. **Contracting**, including (1) types of services requiring written contracts, (2) standard terms and conditions, (3) legal review, (4) approval process, and (5) monitoring process.

No exception noted.

- vii. **Travel and Expense Reimbursement**, including (1) allowable expenses, (2) dollar thresholds by category of expense, (3) documentation requirements, and (4) required approvers.

No exception noted.

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

No exception noted.

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

No exception noted.

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

Not applicable as the System does not issue debt, therefore written policies and procedures do not exist.

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

No exception noted.

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

No exception noted.

**FIREFIGHTERS' RETIREMENT SYSTEM
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2) Board or Finance Committee

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

- A. Obtain and inspect the board/finance committee minutes for the fiscal period, as well as the board's enabling legislation, charter, bylaws, or equivalent document in effect during the fiscal period, and:

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

Not applicable as noted above.

- ii. For those entities reporting on the governmental accounting model, observe whether the minutes referenced or included monthly budget-to-actual comparisons on the general fund, quarterly budget-to-actual comparisons, at a minimum, on all proprietary funds, and semi-annual budget-to-actual comparisons, at a minimum, on all special revenue funds. *Alternatively, for those entities reporting on the not-for-profit accounting model, observe that the minutes referenced or included financial activity relating to public funds if those public funds comprised more than 10% of the entity's collections during the fiscal period.*

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

3) Bank Reconciliations

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

A listing of bank accounts was provided and included a total of three bank accounts. Management identified the entity's main operating account. No exceptions were noted as a result of performing this procedure.

**FIREFIGHTERS' RETIREMENT SYSTEM
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From the listing provided, we selected the three bank accounts (one main operating and two other accounts) and obtained the bank reconciliations for the month ending February 28, 2025, resulting in three bank reconciliations obtained and subjected to the below procedures.

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

Reconciliations for all three bank accounts were prepared; however, none were completed within two months of the respective bank statement closing dates.

- ii. Bank reconciliations include written evidence that a member of management or a board member who does not handle cash, post ledgers, or issue checks has reviewed each bank reconciliation within 1 month of the date the reconciliation was prepared (e.g., initialed and dated, electronically logged); and

No exception noted.

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

No exception noted.

4) Collections (excluding electronic funds transfers)

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

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

Not applicable as noted above.

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

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

- iv. The employee(s) responsible for reconciling cash collections to the general ledger and/or subsidiary ledgers, by revenue source and/or custodial fund additions, is (are) not also responsible for collecting cash, unless another employee verifies the reconciliation.

Not applicable as noted above.

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

Not applicable as noted above.

- D. Randomly select two deposit dates for each of the 5 bank accounts selected for Bank Reconciliations procedure #3A (select the next deposit date chronologically if no deposits were made on the dates randomly selected and randomly select a deposit if multiple deposits are made on the same day). *Alternatively, the practitioner may use a source document other than bank statements when selecting the deposit dates for testing, such as a cash collection log, daily revenue report, receipt book, etc.* Obtain supporting documentation for each of the 10 deposits and:

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

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5) Non-payroll Disbursements (excluding card purchases, travel reimbursements, and petty cash purchases)

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

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

Not applicable as noted above.

- B. For each location selected under #5A above, obtain a listing of those employees involved with non-payroll purchasing and payment functions. Obtain written policies and procedures relating to employee job duties (if the agency has no written policies and procedures, then inquire of employees about their job duties), and observe that job duties are properly segregated such that:

Review of the Entity's written policies and procedures or inquiry with employee(s) regarding job duties was performed in order to perform the procedures below.

- i. At least two employees are involved in initiating a purchase request, approving a purchase, and placing an order or making the purchase;

Not applicable as noted above.

- ii. At least two employees are involved in processing and approving payments to vendors;

Not applicable as noted above.

- iii. The employee responsible for processing payments is prohibited from adding/modifying vendor files, unless another employee is responsible for periodically reviewing changes to vendor files;

Not applicable as noted above.

- iv. Either the employee/official responsible for signing checks mails the payment or gives the signed checks to an employee to mail who is not responsible for processing payments; and

Not applicable as noted above.

- v. Only employees/officials authorized to sign checks approve the electronic disbursement (release) of funds, whether through automated clearinghouse (ACH), electronic funds transfer (EFT), wire transfer, or some other electronic means.

Not applicable as noted above.

- C. For each location selected under #5A above, obtain the entity's non-payroll disbursement transaction population (excluding cards and travel reimbursements) and obtain management's representation that the population is complete. Randomly select 5 disbursements for each location, obtain supporting documentation for each transaction and

Not applicable as noted above.

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- i. Observe whether the disbursement, whether by paper or electronic means, matched the related original itemized invoice, and that supporting documentation indicates that deliverables included on the invoice were received by the entity, and

Not applicable as noted above.

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

Not applicable as noted above.

- D. Using the entity's main operating account and the month selected in Bank Reconciliations procedure #3A, randomly select 5 non-payroll-related electronic disbursements (or all electronic disbursements if less than 5) and observe that each electronic disbursement was (a) approved by only those persons authorized to disburse funds (e.g., sign checks) per the entity's policy, and (b) approved by the required number of authorized signers per the entity's policy. Note: If no electronic payments were made from the main operating account during the month selected the practitioner should select an alternative month and/or account for testing that does include electronic disbursements.

Not applicable as noted above.

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

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

A listing of cards was provided. No exceptions were noted as a result of performing this procedure.

- B. Using the listing prepared by management, randomly select 5 cards (or all cards if less than 5) that were used during the fiscal period. Randomly select one monthly statement or combined statement for each card (for a debit card, randomly select one monthly bank statement). Obtain supporting documentation, and

The listing provided included one credit card and we randomly selected one monthly statement, for October 2024, and performed the procedures noted.

- i. Observe whether there is evidence that the monthly statement or combined statement and supporting documentation (e.g., original receipts for credit/debit card purchases, exception reports for excessive fuel card usage) were reviewed and approved, in writing (or electronically approved) by someone other than the authorized card holder (those instances requiring such approval that may constrain the legal authority of certain public officials, such as the mayor of a Lawrason Act municipality, should not be reported; and

No exception noted.

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

No exception noted.

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- C. Using the monthly statements or combined statements selected under procedure #6B above, excluding fuel cards, randomly select 10 transactions (or all transactions if less than 10) from each statement, and obtain supporting documentation for the transactions (e.g., each card should have 10 transactions subject to inspection). For each transaction, observe that it is supported by (1) an original itemized receipt that identifies precisely what was purchased, (2) written documentation of the business/public purpose, and (3) documentation of the individuals participating in meals (for meal charges only). For missing receipts, the practitioner should describe the nature of the transaction and observe whether management had a compensating control to address missing receipts, such as a "missing receipt statement" that is subject to increased scrutiny.

We randomly selected 10 transactions and obtained supporting documentation for the transactions.

No exceptions noted.

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

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

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

- i. If reimbursed using a per diem, observe that the approved reimbursement rate is no more than those rates established either by the State of Louisiana or the U.S. General Services Administration (www.gsa.gov);

Not applicable as noted above.

- ii. If reimbursed using actual costs, observe that the reimbursement is supported by an original itemized receipt that identifies precisely what was purchased;

Not applicable as noted above.

- iii. Observe that each reimbursement is supported by documentation of the business/public purpose (for meal charges, observe that the documentation includes the names of those individuals participating) and other documentation required by "Written Policies and Procedures", procedure #1A(vii); and

Not applicable as noted above.

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

Not applicable as noted above.

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8) Contracts

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

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

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

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

Not applicable as noted above.

9) Payroll and Personnel

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

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

Not applicable as noted above.

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

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

Not applicable as noted above.

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

Not applicable as noted above.
 - iii. Observe that any leave accrued or taken during the pay period is reflected in the entity's cumulative leave records; and

Not applicable as noted above.
 - iv. Observe the rate paid to the employees or officials agrees to the authorized salary/pay rate found within the personnel file.

Not applicable as noted above.
- C. Obtain a listing of those employees or officials that received termination payments during the fiscal period and management's representation that the list is complete. Randomly select two employees or officials and obtain related documentation of the hours and pay rates used in management's termination payment calculations and the entity's policy on termination payments. Agree the hours to the employee's or official's cumulative leave records, agree the pay rates to the employee's or official's authorized pay rates in the employee's or official's personnel files, and agree the termination payment to entity policy.

Not applicable as noted above.
- D. Obtain management's representation that employer and employee portions of third-party payroll related amounts (e.g., payroll taxes, retirement contributions, health insurance premiums, garnishments, workers' compensation premiums, etc.) have been paid, and any associated forms have been filed, by required deadlines.

Not applicable as noted above.

10) Ethics

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

- A. Using the 5 randomly selected employees/officials from procedure "Payroll and Personnel" procedure #9A, above obtain ethics documentation from management, and
- i. Observe whether the documentation demonstrates that each employee/official completed one hour of ethics training during the calendar year as required by R.S. 42:1170; and

Not applicable as noted above.
 - ii. Observe whether the entity maintains documentation which demonstrates that each employee and official were notified of any changes to the entity's ethics policy during the fiscal period, as applicable.

Not applicable as noted above.

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- B. Inquire and/or observe whether the agency has appointed an ethics designee as required by R.S. 42:1170.

Not applicable as noted above.

11) Debt Service

Procedures were not performed in the current year (Year 2) in accordance with LLA guidelines.

- A. Obtain a listing of bonds/notes issued during the fiscal period and management's representation that the listing is complete. Select all bonds/notes on the listing, obtain supporting documentation, and observe that State Bond Commission approval was obtained for each bond/note issued as required by Article VII, Section 8 of the Louisiana Constitution.

Not applicable as noted above.

- B. Obtain a listing of bonds/notes outstanding at the end of the fiscal period and management's representation that the listing is complete. Randomly select one bond/note, inspect debt covenants, obtain supporting documentation for the reserve balance and payments, and agree actual reserve balances and payments to those required by debt covenants (including contingency funds, short-lived asset funds, or other funds required by the debt covenants).

Not applicable as noted above.

12) Fraud Notice

- A. Obtain a listing of misappropriations of public funds and assets during the fiscal period and management's representation that the listing is complete. Select all misappropriations on the listing, obtain supporting documentation, and observe that the entity reported the misappropriation(s) to the legislative auditor and the district attorney of the parish in which the entity is domiciled as required by R.S. 24:523.

No exception noted.

- B. Observe that the entity has posted on its premises and website, the notice required by R.S. 24:523.1 concerning the reporting of misappropriation, fraud, waste, or abuse of public funds.

No exception noted.

13) Information Technology Disaster Recovery/Business Continuity

- A. Perform the following procedures, **verbally discuss the results with management, and report "We performed the procedure and discussed the results with management."**
- i. Obtain and inspect the entity's most recent documentation that it has backed up its critical data (if there is no written documentation, then inquire of personnel responsible for backing up critical data) and observe evidence that such backup (a) occurred within the past week, (b) was not stored on the government's local server or network, and (c) was encrypted.

We performed the procedure and discussed the results with management.

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

We performed the procedure and discussed the results with management.

- iii. 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.

We performed the procedure and discussed the results with management.

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

We performed the procedure and discussed the results with management.

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

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

We performed the procedure and discussed the results with management.

14) Prevention of Sexual Harassment

- A. Using the 5 randomly selected employees/officials from "Payroll and Personnel" procedure #9A, obtain sexual harassment training documentation from management, and observe that the documentation demonstrates each employee/official completed at least one hour of sexual harassment training during the calendar year as required by R.S. 42:343.

No exceptions noted.

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

No exceptions noted.

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

No exception as the required report was provided.

**FIREFIGHTERS' RETIREMENT SYSTEM
AGREED-UPON PROCEDURES PERFORMED AND ASSOCIATED FINDINGS
JUNE 30, 2025**

Schedule A

- i. Number and percentage of public servants in the agency who have completed the training requirements;

No exceptions noted.

- ii. Number of sexual harassment complaints received by the agency;

No exceptions noted.

- iii. Number of complaints which resulted in a finding that sexual harassment occurred;

No exceptions noted.

- iv. Number of complaints in which the finding of sexual harassment resulted in discipline or corrective action; and

No exceptions noted.

- v. Amount of time it took to resolve each complaint.

No exceptions noted.

December 22, 2025

To the Management of the
Firefighters' Retirement System
3100 Brentwood Drive
Baton Rouge, Louisiana 70809

We have audited the financial statements of the Firefighters' Retirement System (the System), for the year ended June 30, 2025, and have issued our report thereon. As part of our audit, we considered the System's internal control over financial reporting as well as compliance with the terms of applicable laws and regulations, contracts, and grant agreements that could have a material effect on its financial statements under *Governmental Auditing Standards*. The purpose of our consideration of internal control and compliance was to establish a basis for designing our auditing procedures, and to determine the effects of compliance on the financial statements. Our consideration was not for the purpose of expressing an opinion on the effectiveness of the System's internal control or expressing an opinion on compliance.

Our consideration of internal control was for the limited purposes described in the preceding paragraph and was not designed to identify all deficiencies that might be significant deficiencies or material weaknesses in internal control and therefore, there can be no assurance that all deficiencies, significant deficiencies, or material weaknesses have been identified. We did not identify any deficiencies in internal control that we consider to be material weaknesses. However, as discussed below, we identified certain matters involving internal control and other operational matters that are presented for your consideration.

This letter does not affect our reports dated December 22, 2025, on the financial statements of the Firefighters' Retirement System or its internal control over financial reporting in accordance with *Government Auditing Standards*. Our comments are summarized below:

ML 2025-001

Fiduciary Net Pension Reserve Disclosures

Condition:

Management is responsible for the accuracy of the financial statements and related note disclosures. A portion of the System's fiduciary net position is legally restricted for specific future use and is reported as "reserves" in the notes to the annual financial report. These reserves include the expense fund, annuity savings fund, annuity reserve fund, deferred retirement option plan accounts, initial benefit option plan accounts, the pension accumulation fund, and the funding deposit account. Depending on the nature of the reserve, balances may be based on information maintained by the System or determined through actuarial valuation. Currently, the actuarial firm provides these reserve amounts as part of its annual valuation report, and the amounts are incorporated into the note disclosure without review or verification by finance personnel.

This is a repeat condition from June 30, 2024.

Recommendation: Although no errors were identified in the disclosure provided by the actuarial firm, best practices over financial reporting recommend that for the portion of the disclosure for which the System can determine the balance of the reserve, a review by the Finance department should occur to ensure the accuracy of the disclosure.

Management's Response:

FRS accounting department has begun a process to review how the actuary determines these figures. FRS and the actuary will be working together during the fiscal year to develop control totals and other checks and balances on FRS' side to review and validate the actuary's figures for reasonableness.

We will review the status of these comments during our next audit engagement. We have already discussed these comments and suggestions with management, and we will be pleased to discuss them in further detail at your convenience or to perform any additional study of these matters. We would also like to thank the System's staff for their patience and cooperation with us during the performance of the audit.

This communication is intended solely for the information and use of management of the Firefighters' Retirement System and should not be used by anyone other than these specified parties or any other purpose. However, under Louisiana Revised Statute 24:513, this report is distributed by the Legislative Auditor as a public document.

EisnerAmper LLP

EISNERAMPER LLP
Baton Rouge, Louisiana
December 22, 2025



Summary and Status of Prior Year Management Letter Comments

ML 2024-001

Authorization of Changes to a Member's Direct Deposit Account Information

Condition: In the prior year, the System's process for authorizing changes to a retiree's direct deposit account lacked sufficient verification steps. A fraudulent request resulted in an unauthorized change and misdirected the payment of approximately \$9,000. The System has notified the Legislative Auditor and the District Attorney, with the matter being investigated.

Current Year Status: The System has strengthened its verification procedures by implementing several of the measures recommended in the prior year to prevent recurrence. No similar incidents were identified during the current year.

ML 2024-002

Fiduciary Net Pension Reserve Disclosures

Condition: Management is responsible for the accuracy of financial statements and related note disclosures. A portion of the fiduciary net position is legally restricted for specific future use and disclosed as "reserves" in the annual financial report. These reserves include multiple funds and accounts, some based on System records and others determined by actuarial valuation. Currently, the actuarial firm provides the disclosure, which is used without review or verification by finance personnel.

Current Year Status: This condition has not been resolved. The System continues to rely on actuarial-provided disclosures without finance review. The condition is repeated in the current year as ML 2025-001.